



DIRECTOR OF EQUAL OPPORTUNITY IN PUBLIC EMPLOYMENT

Annual Report 2001-2002



Office of Equal Employment Opportunity
Government of Western Australia

To the Hon Dr Geoff Gallop MLA

Premier; Minister for Public Sector Management

ANNUAL REPORT 2001-2002

In accordance with section 144 of the *Equal Opportunity Act 1984*, I hereby submit, for your information and presentation to Parliament, my Annual Report for the year ending 30 June 2002.

Jody Broun
A/Director of Equal Opportunity
in Public Employment

Information on the Office of Equal Employment Opportunity

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DIRECTOR OF EQUAL OPPORTUNITY IN PUBLIC EMPLOYMENT

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OVERVIEW

2001 ~ 2002

1. DIRECTOR'S OVERVIEW

In 2001/2002 my Office continued to focus on the promotion of the organisational benefits of a diverse workforce by emphasising the links to business fundamentals, as well as the need for the profile of the public sector to reflect that of the community.

A co-regulation approach is taken to achieving equity and diversity in public sector authorities. Based on education, trust and persuasion, my Office works to provide managers in the public sector, local government authorities and public universities with the capacity to make the changes necessary for achieving EEO and diversity in their individual organisations.

The announcement by the Premier, in January 2002, of the *Equity and Diversity Plan for the Public Sector Workforce 2002-2005* (EDP) was a significant achievement for my Office. This Plan expands upon and replaces two previous public sector plans initiated by the Office: the Women In Management Strategy and the Diversity Improvement Plan 1999-2005. The EDP sets long-term performance objectives for the whole public sector, as well as interim goals, and most importantly requires agencies to contribute by reporting on their own agency objectives to the Director.

Under Part IX of the *Equal Opportunity Act 1984* I have responsibility for obtaining equal employment opportunity management plans from public authorities, evaluating their effectiveness and reporting to the Minister. Yearly reports from each public authority enable me to monitor demographic trends and report these to Parliament in my Annual Reports. In recent years I have also provided a yearly feedback report to individual public authorities with more than one hundred employees, benchmarking their equity and diversity measures against their sector. In future, the yearly feedback reports to agencies in the public sector will also include a report of progress against the internal objectives they have developed to contribute to the Government EDP.

Development of effective measures of achievement, rather than a focus on process, has enabled progress across each sector to be monitored while maintaining flexibility in how each public authority may approach the process of implementation. My Office also produces matrices, for women and each of the diversity groups, that benchmark public authorities by showing their position on a graph illustrating the representation and distribution of the group in each organisation. These matrices have proved very effective in allowing public authorities to compare their performance with that of similar organisations in their sector.

On 23 May 2002 Ms Maxine Murray, who had held the position of Director of Equal Opportunity in Public Employment for seven years, was appointed to the position of Commissioner for Public Sector Standards. On 1 July 2002 I commenced as the Acting Director of Equal Opportunity in Public Employment.

This report is provided in accordance with the provisions of Section 144 of the *Equal Opportunity Act*, which requires me to provide an Annual Report on my activities and the administration of my functions to the Minister by 30 September each year.

Acknowledgements

The Office continues to be recognised as innovative and leading edge in both the training and evaluation of EEO and diversity. This is an endorsement of the skills, innovation and teamwork of the staff.

I wish to thank our Minister, the Premier, the Honourable Dr Geoff Gallop, and his staff for their support. I would also like to thank Ms Maxine Murray, the Commissioner for Public Sector Standards, for her interest, support and assistance. In addition, her leadership whilst Director of EOPE has provided a strong framework for the continuing improvement in equity and diversity in public authorities.

In addition the CEO Diversity Forum and the Department of the Premier and Cabinet have been indispensable partners in the implementation of EEO and diversity initiatives in the public sector. I would like to thank the members of the Forum and staff of the Department for their support and involvement.

The Office of EEO works collaboratively with agencies and with management teams in public authorities. Thank you to all who partnered with us, and to all who provided support, assistance and encouragement.

Jody Broun
A/DIRECTOR
EQUAL OPPORTUNITY IN PUBLIC EMPLOYMENT

**REPORT OF THE
DIRECTOR**

2001 ~ 2002

2. ACHIEVEMENTS 2001 – 2002

- In January 2002 the Premier launched a major initiative from the Director of Equal Opportunity in Public Employment (EOPE): the *Equity and Diversity Plan for the Public Sector Workforce 2001-2005* (EDP). This Plan demonstrates a commitment to equity and diversity in public employment for women, Indigenous Australians, people with a disability, people from culturally diverse backgrounds and youth. The EDP sets long-term performance objectives for the public sector as a whole, as well as interim goals, and requires agencies to contribute by reporting on their own agency objectives to the Director of EOPE. The Office has provided extensive support to assist agencies identify objectives suited to their organisation through seminars, data analysis tools and consultancy services.
- The Office of EEO once again received one hundred per cent compliance from public authorities in providing their annual EEO demographic data. The data enables effective monitoring, reporting and benchmarking of the progress of equity principles in the public sector, local government and the public universities. Yearly reporting for 2001 included, for the first time, gender analysis for all diversity groups and age analysis. It is expected that by 2003 we will be able to report on trends in this area.
- The Office of EEO released two new publications: *Insights – Strategies for Success*, a collection of perspectives on work in the Western Australian public sector from Indigenous and non-Indigenous people; and *Innovative Recruitment*, a guide for managers wanting to adopt more innovative recruitment and selection processes (published jointly with the CEO Diversity Forum). Both these publications are proving to be useful resources in improving the diversity of the public sector.
- The Director of EOPE and her staff delivered nineteen presentations to senior staff in public sector agencies that provided analysis of EEO demographic data and evaluation of equity and diversity issues. Six of these presentations also provided analysis of employee survey results to the chief executive officers and executive staff.
- The Office of EEO completed in-depth Review Reports, including a comprehensive employee survey, on the Western Australia Police Service and Edith Cowan University. Senior staff members were also able to provide detailed consultancy services to the Police Service and Edith Cowan University about the implementation of the Reports' recommendations.

3. STRATEGIC SUMMARY

Outcome

A more diverse workforce that better matches the community at all levels of public employment and that promotes equal opportunity in a work environment that is inclusive and free from discrimination.

Mission

To achieve a more diverse workforce at all levels of public employment and to ensure improved compliance by public authorities with their legislative obligations to eliminate discrimination and promote equal opportunity in employment.

Goals

Planning, Evaluation and Accountability

Government and agencies are informed of the current status of employment equity in public authorities and agencies are influenced to:

- Achieve a more diverse workforce at all levels of their organisation.
- Comply with their legislative obligations for planning and reporting under the Act.

Agency Development

Agencies have ready access to knowledge, skills and services to influence and enable them to implement strategies to achieve improved EEO and diversity in their organisation.

Communication and Promotion

The Office of EEO has an acknowledged reputation for the delivery of high quality customised diversity solutions and:

- Public authorities are aware of, value and use the services and products.
- The Office participates in national policy debate and influences future policy directions.

Effective People and Teams

Teams are diverse and the different skills and perspectives of all team members are valued and utilised. People know what is required of them, are provided with the necessary work environment and resources, and are able to develop their skills and evaluate their success.

Quality Systems and Processes

Office and computer systems and processes facilitate the achievement of strategic goals and provide for optimum use of resources and continuous improvement to work practices.

Outcomes and Outputs

The Office of EEO is co-located with the Office of the Commissioner for Public Sector Standards. The Office structure supports the achievement of one output that contributes to the outcome for the Commissioner for Public Sector Standards.

Outcome: An informed Parliament and public sector concerning the status of merit, equity and probity.

Output: The assessment of public authority compliance with Part IX of the *Equal Opportunity Act* in order to achieve a more diverse workforce within all public authorities.

These are achieved through the provision of advice and assistance to public authorities, evaluation of the effectiveness of public authority EEO management plans, receipt of annual EEO reports from public authorities, and the provision of reports and recommendations to the Minister. Full details of funding, expenditure, performance indicators and compliance requirements have been included in the Annual Report of the Commissioner for Public Sector Standards. The relevant performance indicators from that Report are shown here (please note that figures for these indicators are for 2001, whereas figures shown in the remainder of this Report are for 2002).

Efficiency Indicator - Average Cost per Public Authority

Year	Costs (\$000)	No. of Public Authorities	\$ Cost per Public Authority
2001/02	892	305	2,924
2000/01	931	300	3,103
1999/00	965	272	3,548

Notes:

This indicator shows the cost per public authority for reporting on their compliance with Part IX of the *Equal Opportunity Act 1984* and assisting them to achieve a more diverse workforce. The costs of delivering this output are divided by the total number of public authorities in the public sector, local government and the universities. Costs are total operating costs for the financial year. They include costs recouped from agencies for the delivery of training. The number of public authorities is based on the most recent available data for the public sector as at 30 June 2001, universities as at 31 March 2001 and local government as at 30 June 2001.

DIRECTOR OF EQUAL OPPORTUNITY IN PUBLIC EMPLOYMENT

Strategic Summary

Effectiveness Indicator - Increase in the proportion of EEO group members at levels where they are under represented

The achievement of a workforce that better matches the community at all levels of public employment can be measured by the representation, usually in percentage form, of the group (ie women and members of diversity groups) and also by their distribution across all levels of the workforce (the Equity Index). The Equity Index equals 100 if there is equitable distribution across all levels in the relevant sector. diversity groups include Indigenous Australians, people from culturally diverse backgrounds and people with disabilities.

	Data at Baseline Year		Data at June 2001		Variation from Baseline	
	Workforce %	Equity Index	Workforce %	Equity Index	Workforce %	Equity Index
Women						
Public Sector	55.1% (1996)	50 (2000)	61.0%	53	+5.9%	+3
Local Govt	43.6% (1996)	75 (2000)	43.5%	76	-0.1%	+1
Universities: ACAD	45.0% (1999)	52 (1999)	45.1%	52	+0.1%	No change
Universities: HEW	60.7% (1999)	67 (1999)	62.1%	71	+1.4%	+4
Indigenous Australians						
Public Sector	1.8% (2000)	28 (2000)	2.1%	29	+0.3%	+1
Local Govt	1.8% (1999)	46 (2000)	2.1%	29	+0.3%	-17
Universities: ACAD	2.1% (2000)	39 (2000)	2.1%	41	No change	+2
Universities: HEW	1.5% (2000)	35 (2000)	1.4%	36	-0.1%	+1
People from Culturally Diverse Backgrounds						
Public Sector	4.3% (2000)	117 (2000)	4.3%	120	No change	+3
Local Govt	3.5% (1999)	67 (2000)	5.8%	81	+2.3%	+14
Universities: ACAD	14.3% (2000)	94 (2000)	15.7%	94	+1.4%	No change
Universities: HEW	8.5% (2000)	108 (2000)	10.8%	97	+2.3%	-11
People with Disabilities						
Public Sector	1.1% (2000)	94 (2000)	2.1%	106	+1.0%	+12
Local Govt	0.8% (1999)	60 (2000)	1.2%	57	+0.4%	-3
Universities: ACAD	2.8% (2000)	129 (2000)	2.5%	89	-0.3%	-40
Universities: HEW	3.0% (2000)	80 (2000)	2.9%	133	-0.1%	+53

Notes:

1. ACAD = Academics, HEW = Higher Education Workers.
2. This measure aims to provide a five-year comparison with the current year. However, at this stage the five-year comparison would not always be statistically valid where sample sizes have changed substantially or where the Equity Index has been based on different pay rates. In these cases the most recent, statistically valid comparison is provided which is closest to a five-year trend.
3. Percentages for 2001 on the three diversity groups other than women are based on a sample of 83.5% of the public sector workforce, 81.5% of local government and 37.0% of public university academic workers and 40.9% of public university higher education workers. Percentage calculations are based on all employees, including casuals and sessionals.

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4. The current Western Australian Equity Index measures the distribution of employees across different levels in a public authority and compares it to the distribution of women or the EEO group under consideration. The ideal Equity Index is 100, indicating that women or the EEO group have the same distribution as the workforce as a whole. If the distribution of women or the EEO group is lower than the distribution for all employees within the public authority there is compression at the lower levels and the Equity Index is less than 100. An Index of more than 100 means members of the group are more likely to be at the higher levels. The Equity Index calculation is based on permanent and fixed term employees and excludes casual and sessional employees.
5. The Equity Index for local government is based on local government award salary ranges and does not take into account pay rises due to enterprise and workplace agreements. This means the Equity Index may be an overestimate due to 'bracket creep'.

Table 1: Office of EEO Performance Measures

	2000-01 Actual	2001-02 Estimated	2001-02 Actual
Quantity			
Public Authorities assisted and reported on	300	298	305
Quality			
Satisfaction of training participants	70% satisfied	75% satisfied	98% satisfied
Satisfaction of agency corporate executives with feedback provided in effectiveness review	95% satisfied	70% satisfied	85.4% satisfied
Timeliness			
Timeframes between request for assistance and response	0.5 working days	5 working days	0.5 working days
Timeframes between receipt of annual reports and distribution of analysis	10 weeks	10 weeks	10 weeks
Cost			
Average cost per public authority	\$3,103	\$3,134	\$2,924

4. OFFICE OVERVIEW

Functions of the Director

The Director of Equal Opportunity in Public Employment is appointed under Part IX of the *Equal Opportunity Act 1984*. The objects of this part of the Act are:

- To eliminate and ensure the absence of discrimination in employment in public authorities on all the grounds covered by the Act.
- To promote equal employment opportunity for all persons in public authorities.

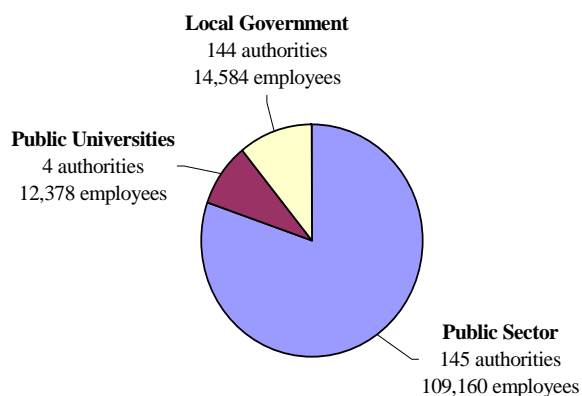
The principal functions of the Director are:

- To advise and assist authorities to develop management plans and evaluate their effectiveness in achieving the objects of Part IX of the Act.
- To make reports and recommendations to the Minister on the operation of management plans and other matters relating to the objects of Part IX as the Director thinks appropriate.
- To present the Minister with an annual report on activities for the year ending 30 June.

Public Authorities

Public authorities include three sectors: public sector agencies (including the utilities), public universities and local government authorities. In 2002 there were 293 public authorities in Western Australia with 136,122 employees.

Public Authorities - 30 June 2002



Responsibilities of Public Authorities

The Act requires public authorities to prepare and implement an equal opportunity management plan to achieve the objects of the Act; to forward a copy of the plan to the Director; and to report to the Director each year on the implementation of equal employment opportunity in their authority. The Chief Executive Officer is responsible for meeting these obligations.

Office Structure and Activities

The Office of Equal Employment Opportunity (Office of EEO) was established to assist the Director. It continues to share accommodation and centralised corporate service functions with the Office of the Public Sector Standards Commissioner. In 2001/2002 the Office of EEO continued to support public authorities through consultancy, advisory services and information about comparative performance. This approach is reflected in the Office's Outcome Statement:

A more diverse workforce that better matches the community at all levels of public employment and that promotes equal opportunity in a work environment that is inclusive and free from discrimination.

The Office continued with a portfolio approach to managing the diverse needs of public authorities. This approach results in clients generally having one point of contact within the Office for all their needs and therefore improving the access to, and customisation of, services available to them.

The main activities of the Office are to:

- Coordinate sector wide strategies and initiatives such as the *Equity and Diversity Plan*
- Operate a data collection and evaluation program to enable government and public authorities to monitor and improve progress in EEO and diversity
- Provide a consultancy service, including assistance with EEO management planning, training and publications, to assist public authorities to focus on self-assessment and develop their capacity to plan and implement EEO and diversity strategies suited to their business needs.

The Office operated in 2001/2002 with a staffing complement of 10 FTEs and an annual budget of \$891,677.

Revised strategic and operational planning for the Office was completed in May 2002. The *Machinery of Government* report raised issues of possible co-location with other agencies that are being progressed. Other issues in 2001/2002 were the shift for most staff from the Workplace Agreement industrial system to the revised Public Sector Award, and in late May, as mentioned earlier, the Office experienced a change in leadership with the departure of the Director, Ms Maxine Murray, and the arrival (on 1 July) of Ms Jody Broun as Acting Director.

Significant progress was made on improvements to office systems, including the operational database, the demographic data collection and analysis process, and financial systems.

Although the Office continued to deliver and develop training courses to the public sector throughout the year, strategic planning identified this area as less of a priority due to the increasing number of external providers able to offer training in equity and diversity.

The Office continued to retain revenue from the sale of training and other products to public authorities and the licensing of intellectual property to other states. This assists the Office to extend the range and volume of services provided to public authorities.

5. ACTIVITIES OF THE DIRECTOR

Strategic Leadership in Equity & Diversity

In January 2002 the Premier launched a major initiative from the Director of Equal Opportunity in Public Employment (EOPE): the *Equity and Diversity Plan for the Public Sector Workforce 2001-2005* (EDP). This Plan demonstrates a commitment to equity and diversity in public employment for women, Indigenous Australians, people with a disability, people from culturally diverse backgrounds and youth. The EDP sets long-term performance objectives for the public sector as a whole, as well as interim goals, and requires agencies to contribute by reporting on their own agency objectives to the Director of EOPE.

To assist agencies in developing the performance objectives required by the EDP, the Director developed and produced a comprehensive package distributed to every agency with more than fifty employees. A series of seminars, teleconferences and personal visits from staff members ensured that every public sector agency received the resource package and was directly informed of the EDP and its implications for them. The following tables show the objectives and current progress based on 2002 data. Analysis of the strategic implications is provided in the Strategic Environment section.

Table 2: EDP Performance Objectives – Diversity Groups

	2001 Census								
		2001 Actual		2002 Actual		2003 Objective		2005 Objective	
		%	Equity Index	%	Equity Index	%	Equity Index	%	Equity Index
Indigenous Australians	3%	2.1%	29	2.2%	24	2.5%	34	2.9%	39
People with Disabilities	4%	1.3%	106	1.2%	94	2.8%	100	3.6%	100
People from Culturally Diverse Backgrounds	17%	4.3%	120	4.8%	135	5.5%	100	6.7%	100
Youth (<25 years)	11%	4.9%	na	5.0%	na	5.2%	na	5.5%	na

People with disabilities include people with a moderate disability aged 16-64 years. The 2001 figure for people with disabilities provided in the EDP was 2.1%. This has been revised down due to a revision of figures for one large agency. The population figure for youth is high as it includes people involved in full time study who are not available for work.

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Activities of the Director

Table 3: EDP Performance Objectives - Women

	2001 Actual	2002 Actual	2003 Objective	2005 Objective
Distribution (Equity Index*)	53	55	59	65
Representation in SES	20%	20%	25%	30%
Representation in Management				
• Management Tier 1	12%	20%	16%	20%
• Management Tier 2	33%	33%	37%	41%
• Management Tier 3	29%	33%	37%	45%

An equity index of 100 shows group members are equitably distributed across the salary levels. An index under 100 indicates concentration at the lower levels. An index over 100 indicates that group members are likely to be at the upper levels.

The Director has continued to work co-operatively with the CEO Diversity Forum to promote diversity in the public sector. The CEO Diversity Forum includes CEOs from the WA public sector and provides leadership in achieving workforce diversity. The Forum has a strong commitment to improving organisational performance through effective management of workforce diversity. It promotes a public sector culture of awareness and respect for cultural differences, and encourages flexibility and family-friendly work practices.

Following the success of the *Insights* publication, that provided practical strategies for working with Indigenous Australians, a training course was developed in consultation with Indigenous advisors and delivered twice with very positive feedback. Together with the CEO Diversity Forum, the Office is taking the concept further and developing *Insights* into an on-line training course expected to be available from March 2003.

Additionally, *Innovative Recruitment* was published jointly with the CEO Diversity Forum and feedback indicates it has proven a useful tool for improving recruitment in the public sector generally as well as for diversity.

The CEO Diversity Forum continued to conduct CEO breakfast seminars, develop publications and practical strategies to improve diversity in the public sector, and analyse trends and issues that impact on achieving this goal.

Development and Evaluation of Agency Management Plans

The Director is required, under Part IX of the *Equal Opportunity Act*, to assist public authorities to develop management plans and evaluate the effectiveness of their plans in achieving the objects of the Act (to eliminate discrimination and promote equal opportunity in public employment).

Assistance with EEO Management Plans in the public sector has focussed on identifying achievable objectives and appropriate strategies for agencies to contribute to the *Equity and Diversity Plan 2001-2005*.

Work has commenced to initiate discussions with the Chief Executive Officers and Human Resource Managers of local government authorities on revitalizing their EEO management plan process and achieving greater workforce diversity.

The four public universities are also collaborating with the Office and their management plans have been reviewed.

The key strategies used to evaluate the implementation of EEO Management Plans were:

- Assessment of changes to the demographic profile through analysis of data collected in EEO Annual Reports from public authorities and information on age provided by the Department of Premier and Cabinet
- Benchmarking against sector wide objectives and across each sector
- Assessment of the climate in which people work through EEO Climate Surveys
- Feedback of this information to senior executives through effectiveness review presentations that also include an analysis of issues specific to the particular authority
- Monitoring and providing feedback on EEO Management Plans provided by the authority
- Monitoring cases relating to public employment handled by the Commissioner for Equal Opportunity.

Yearly Reports, Analysis and Feedback

As in previous years, in 2002 the Office received EEO Annual Reports on demographic data from all public authorities as follows:

- 145 public sector agencies in August (data as at 30 June 2002)
- 144 local government authorities in December (data as at 30 June 2001)
- 4 public universities in June (data as at 31 March 2002)

For the first time demographic data collected included information on age groups and gender analysis for each of the diversity groups. The 100% response rate enabled high quality measures of equity to be obtained. Written analysis of the data

was provided to all public sector agencies and local government authorities with more than 100 employees (the *How Does Your Agency Compare* reports). Reports were also provided to government on whole of sector trends.

The Office continued to improve its data collection, analysis and equity measurement tools. In partnership with the Department of the Premier and Cabinet, work was undertaken to revise the MOIR data indicators for EEO in relation to individual employee records (MOIR is the commonly used term for the Minimum Obligatory Information Requirements in operation across the public sector). Work also continued this year with the Australian Bureau of Statistics on the implementation of the new indicators of cultural diversity.

EEO Climate Surveys and Review Presentations

The results of EEO Climate Surveys carried out by the Office provide a further assessment of the effectiveness of strategies in EEO Management Plans. The survey asks employees a range of questions relating to human resource management, EEO and diversity (including questions about harassment). There was a lesser emphasis on conducting surveys in 2001/2002 due to the focus on the new *Equity and Diversity Plan*. However, three of the four public universities completed the survey for the first time, and the first survey of a local government authority was commenced. It is anticipated there will again be an emphasis on conducting surveys across the public sector in 2002/2003.

The results of the employee surveys in each organisation are reported to Chief Executive Officers and their executive staff in a review presentation from the Director or a senior manager. Analysis of the agency's demographic data is also provided, along with any agency-specific issues, feedback on EEO Management Plans and information on useful strategies to assist agencies achieve a better match between the diversity of the workforce and the WA community. In 2001/2002 nineteen presentations evaluating equity and diversity issues were delivered to senior staff in agencies. Six of these were for agencies where EEO Climate Surveys were conducted. Presentations included information on sector wide objectives and trends. Feedback from the participants showed a 85.4% satisfaction rate with the effectiveness reviews, which indicates the usefulness of this strategy in evaluating the implementation of management plans and assisting authorities in future EEO planning.

6. STRATEGIC ENVIRONMENT - TRENDS

The achievement of a workforce that better matches the community at all levels of public employment is measured by, firstly, the representation (usually expressed as a percentage) of the target group in the workforce and, secondly, their distribution across the hierarchy of the workforce (the Equity Index). The Equity Index will equal 100 if there is equitable distribution across all levels of the sector. The target diversity groups usually considered are women (population estimate = 50%), Indigenous Australians (3%), people from culturally diverse backgrounds (17%) and people with disabilities (4%).

Table 4 (below) displays a summary of the Western Australian public authority workforce and the representation and distribution of diversity groups.

Table 4: Representation and Distribution of Diversity Groups in WA Public Authorities

Current Measures of Diversity	Public Sector June 2002		Local Govt June 2001		Public Universities March 2002	
	%	Equity Index	%	Equity Index (99)	%	Equity Index
Women Population Estimate = 50%	62%	55	44%	76	44.9% (ACAD) 62.5% (HEW)	52 (ACAD) 70 (HEW)
Indigenous Australians Population Estimate = 3%	2.2%	24	2.1%	46	1.8% (ACAD) 1.4% (HEW)	45 (ACAD) 39 (HEW)
People from Culturally Diverse Backgrounds Population Estimate = 17%	4.8%	135	5.8%	81	21.6% (ACAD) 19.6% (HEW)	101 (ACAD) 100 (HEW)
People with Disabilities Population Estimate = 4%	1.2%	94	1.2%	29	1.8% (ACAD) 2.8% (HEW)	144 (ACAD) 103 (HEW)

Notes:

1. ACAD = Academics. HEW = Higher Education Workers
2. The proportion of people with disabilities in the public sector has decreased this year due to a considerable change in the data provided by a single, large agency. In earlier years, this agency was using a broader definition of people with disabilities in their employee survey. This resulted in higher sector percentage figures. The 2002 figure above incorporates more accurate data provided by this agency.

A summary of recent public sector trends, based on 2002 data, shows the following highlights:

1. Representation and Distribution of Women

Representation increasing (now 62% of people and 57.3% of FTEs). Equity Index increased to 55 in 2002 from 53 in 2001 and 42 in 1994.

2. Women in Management

SES currently 20.2% in 2002, comparable to 20.3% in 2001 and an increase from 19.1% in 2000. Increases in Tier 1 and Tier 3 management, but a slight decline Tier 2.

3. Indigenous Australians

Slight increase in representation but still primarily employed at the lower levels.

4. People with Disabilities

Representation appears to have declined from 2001 due to a change in the definition used by one large agency. When this is accounted for, the representation has remained relatively steady. Employment is across all levels.

5. People from Culturally Diverse Backgrounds

Increase in representation to 4.8% in 2002 compared to 4.3% in 2001 (but remains substantially lower than population estimates). Employment is across all levels.

6. Youth and Mature Workers

Currently, 5.0% of public sector employees are youth (<25 years) and 44.8% are mature workers (>45 years). The proportion of both youth and mature workers has increased slightly since 2001.

STRATEGIC ENVIRONMENT – ISSUES

Community Profiles

In 2002 the Australian Bureau of Statistics released the results of the 2001 census, enabling the population estimates of diversity groups to be updated. There has been a minor increase in the Western Australian population of Indigenous Australians since 1996 and a significant increase in people from culturally diverse backgrounds (increased to 17% from 12%). These changes heighten the need for greater diversity in agency workforces to reflect the increased diversity of their client base. Additionally, it is critical that any strategies to improve diversity are sustainable in the longer term.

Youth and Mature Workers

Currently, 5.0% of public sector employees are youth (<25 years) and 44.8% are mature workers (>45 years). The proportion of both youth and mature workers has increased slightly since 2001. Women, Indigenous Australians and people from culturally diverse backgrounds have a higher proportion of youth than the workforce as a whole. Men, people from culturally diverse backgrounds and people with disabilities have a higher representation of mature workers than the workforce as a whole. Agencies need to consider strategies to attract and retain younger workers, as well as manage succession planning for the mature workforce that is reaching retirement age.

Implications of the Equity and Diversity Plan 2001-2005

Specific objectives for the representation of women in management and people in other priority groups were established in the *Equity and Diversity Plan for the Public Sector Workforce 2001-2005* (EDP). This plan requires agencies to identify objectives within their own organisations that contribute to the government's sector wide objectives and are relevant to their business needs. It is anticipated that all agencies will have forwarded their objectives by 30 September 2002. The Director will then be able to collate the effect across the sector and report to the Premier. Reports of progress and sector comparisons will also be provided to individual agencies. Data for 2002 shows positive progress towards meeting most of the 2003 objectives. Some areas that may need attention are the distribution of Indigenous Australians at the higher levels, the representation of people with disabilities and the representation of women in Tier 2 management positions.

Indigenous Australians

Compared to the Western Australian population, Indigenous Australians remain under-represented in all public authorities. The proportion of Indigenous Australians in the public sector increased slightly in 2002 to 2.2%. There was also a slight increase to 1.4% for Higher Education Workers in public universities. However, results for local government authorities and Academic employees in public universities showed a decline in representation to 2.1% and 1.8% respectively.

Indigenous Australians are also still more likely than other employees to be in fixed term and casual positions although there has been an increase in the permanency rate in 2002. In addition Indigenous people are predominantly employed at the lower salary levels, with the Equity Index showing a decline in 2002, and are often in identified Indigenous positions that do not have clear career paths. A strategy to improve the employment of Indigenous people at all levels is being developed for 2003. These issues need to be considered by agencies especially where there is an ongoing business need to service Indigenous clients. Public authorities need to consider making positions for Indigenous staff permanent, even if funding arrangements are subject to change.

Amalgamation of Public Sector Agencies

The Machinery of Government taskforce noted that if recent equity gains in senior management are to be retained, public sector agencies will need to monitor the effect of changes on diversity in senior management and new structures associated with amalgamation of agencies. The profile of agencies will be scrutinised on an ongoing basis to ensure that changes do not result in a loss of diversity particularly at senior levels. Groups that are less likely to be in permanent positions (women and Indigenous Australians) are more likely to be affected in these situations.

Diversity Groups in the Senior Executive Service (SES)

Data for 2002 on diversity groups in the Senior Executive Service show that there has been a decrease in the actual number of women in the SES but no change in the proportion (due to an overall decrease in the SES numbers). For Indigenous Australians and people from culturally diverse backgrounds, the number of people in the SES has remained constant but the proportions have increased (again due to an overall decrease in the SES numbers). The number of people with disabilities in the SES has increased by one person with a corresponding increase in the proportion. Details can be found in the Appendices to this Report.

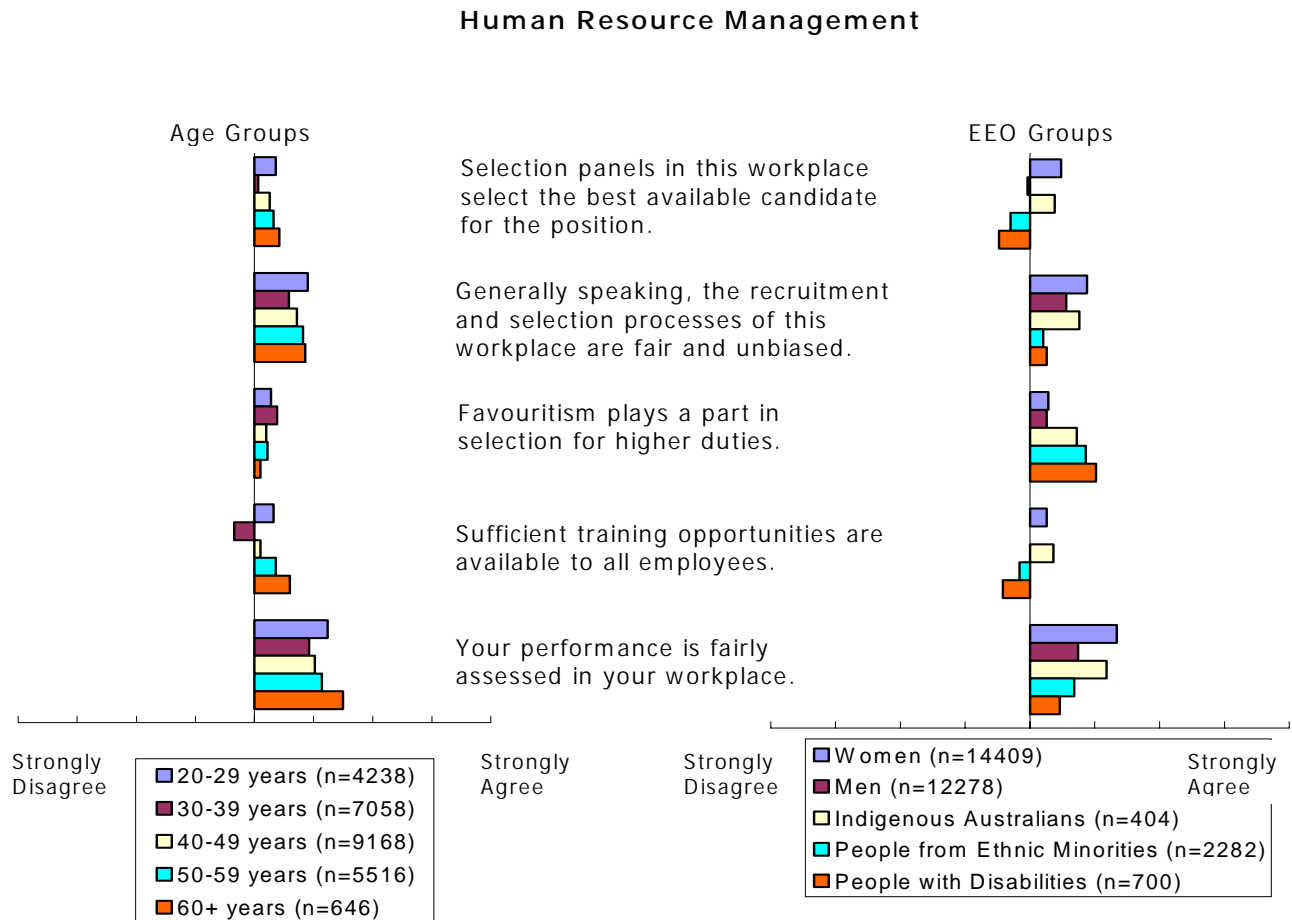
Women in Management

As at 30 June 2002 there had been an increase in the representation of women in Management Tier 1 (CEO positions). There was also improved representation of women in Tier 3, following a decline in previous years. The improvement is important because this level of management provides the pool for future leaders. However, there was a decline in the representation of women in Tier 2 management positions (managers reporting to the Chief Executive Officer). This is of concern if there are barriers to women moving into senior positions.

7. EMPLOYEE PERCEPTIONS

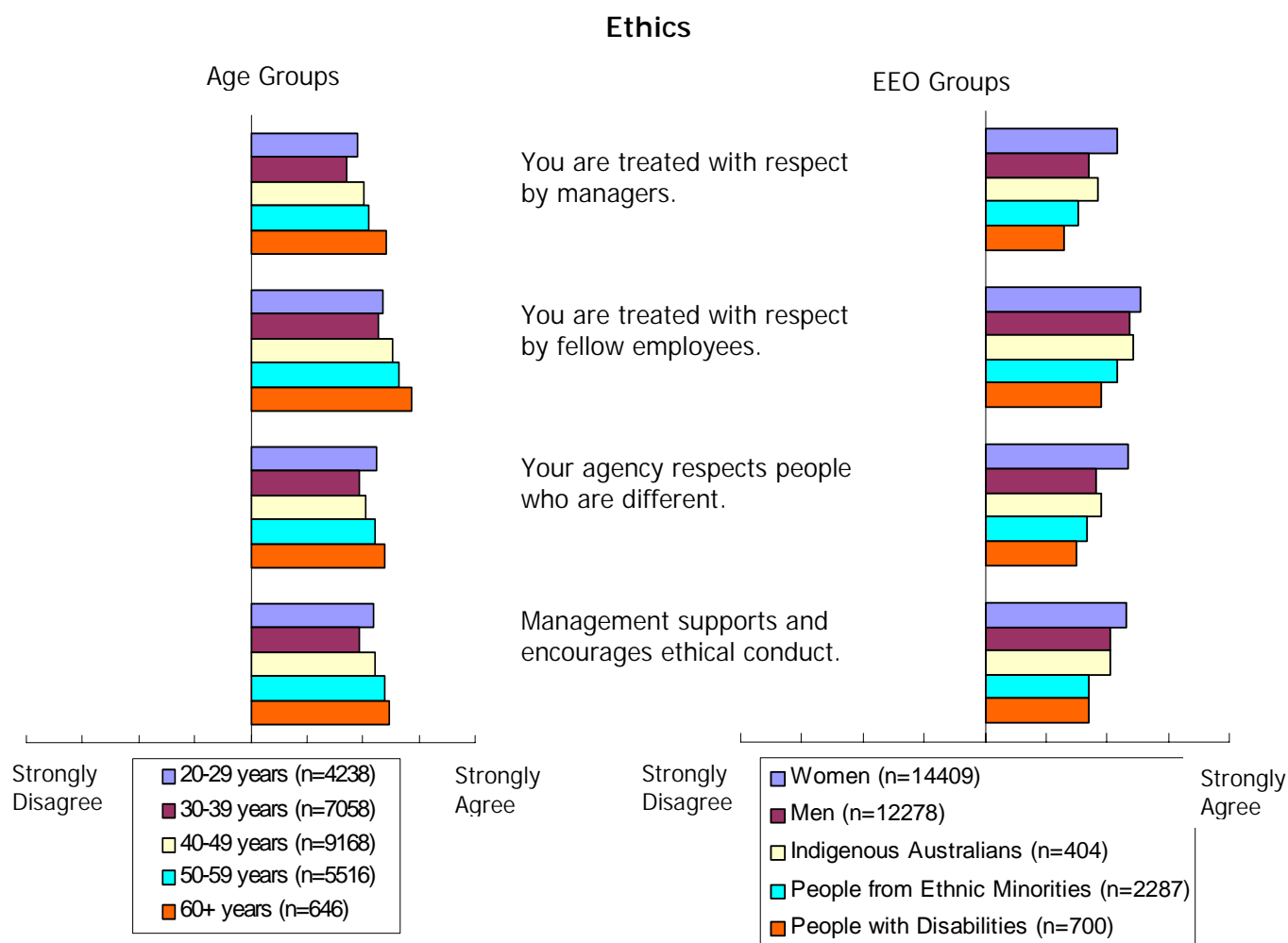
Survey data has been obtained for a number of years on employee perceptions of human resource management, ethics, diversity management and unwelcome behaviour. The respondents can be analysed by age, gender and diversity groups to determine differences in perceptions. As at June 2002 there was an aggregate of 27,650 survey respondents from the public sector.

The following charts show the mean scores of responses to selected questions from the survey by age groups, gender and diversity groups.



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Employee Perceptions



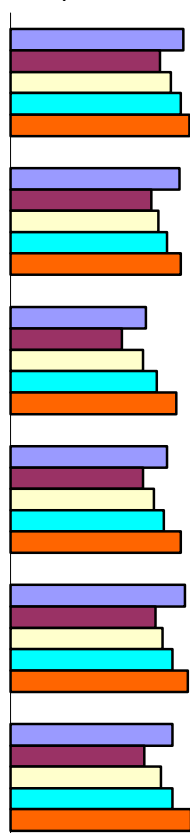
Human Resource Management and Ethics

Women were more positive than men and Indigenous Australians were the most positive of the diversity groups in their responses to the questions on human resource management and ethics in their agency. Men were the least positive, which is particularly interesting in light of the fact that men consistently show a higher representation at senior levels, and the current equity index for men is 198, compared to 55 for women. People with a disability tended to be the least positive of the diversity groups.

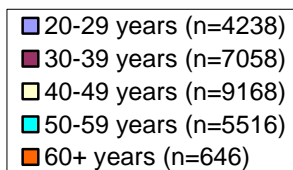
Of the age groups, the youngest and the oldest groups were the most positive. People aged 30-39 years were consistently the least positive, which may have implications for the retention of this group at a time when the aging workforce means they will have a key role in future management roles.

EEO and Diversity

Age Groups

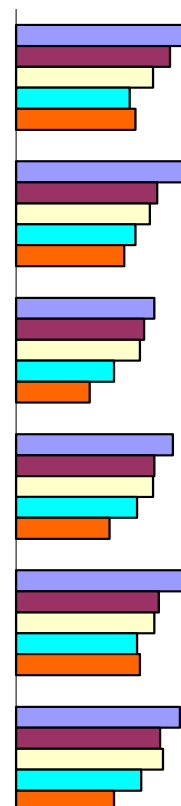


Strongly Disagree

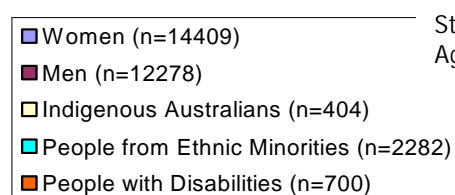


Strongly Agree

EEO Groups



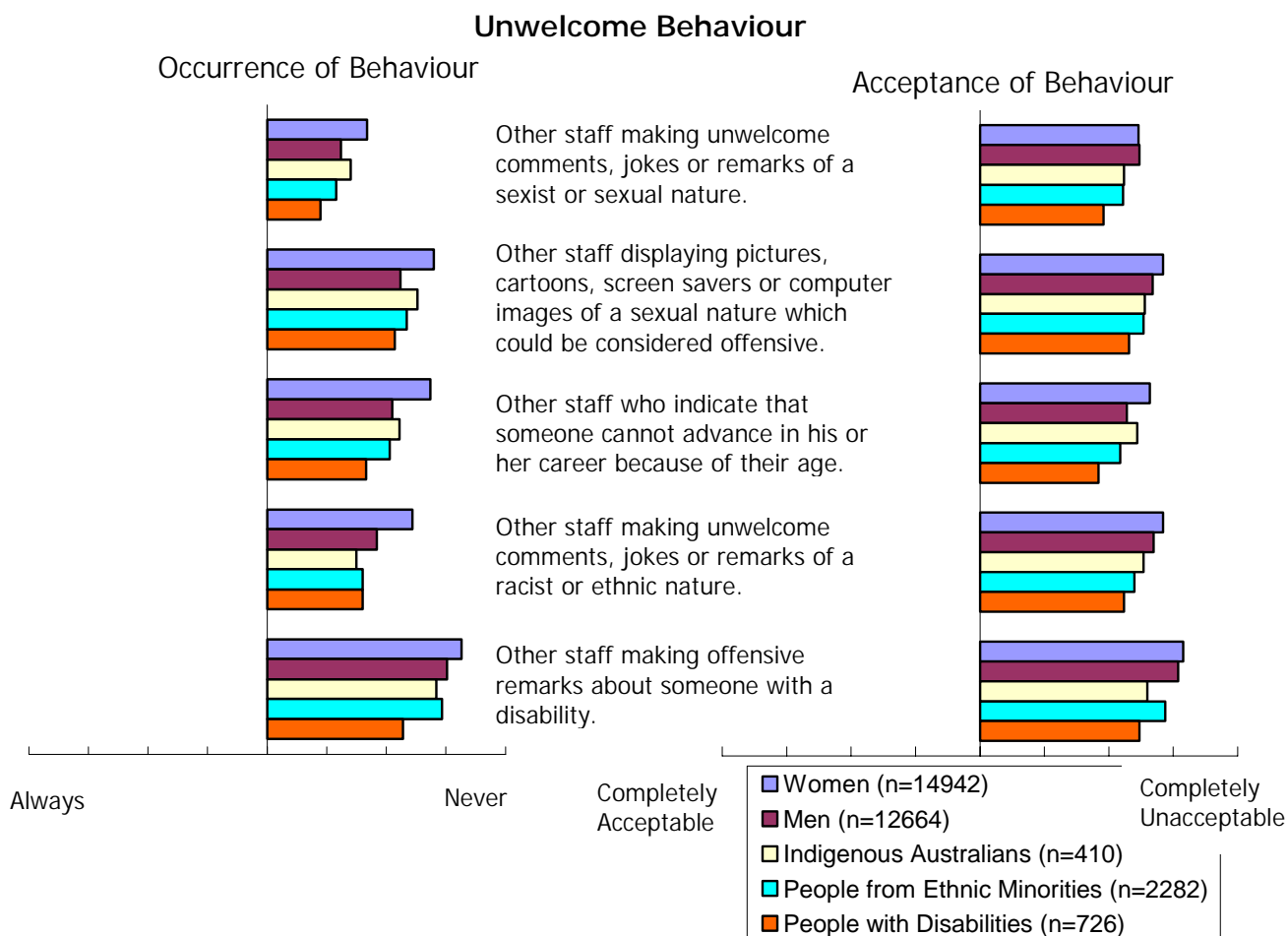
Strongly Disagree



Strongly Agree

EEO and Diversity

For all questions to do with the acceptance of equity and diversity in the workplace, the pattern of answers for age groups was the same as for the previous charts. People aged 60 or more were the most positive in their responses, followed by people in the youngest age bracket. The least positive answers were those from people aged 30-39 years. Women were more positive than men, followed by Indigenous Australians. People from ethnic minorities and people with a disability were the least positive in their perceptions.



Occurrence and Acceptance of Unwelcome Behaviour

Both these charts show responses from women and men and diversity groups. The chart on the left shows perceptions on the extent to which the specified behaviour occurs in the organisation, and the chart on the right shows perceptions on the extent to which the organisation discourages or condones the behaviour.

Women perceived the behaviour as happening less frequently than men and the diversity groups. People in the diversity groups, particularly people with disabilities, were less positive than the general workforce about the acceptability and occurrence of these behaviours. The greatest difference is seen in unwelcome comments of a racist or ethnic nature, particularly for Indigenous Australians. This indicates a need to raise awareness of and take action to address the impact of these behaviours on the work environment for people in diversity groups.

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8. EEO AND DIVERSITY IN PUBLIC AUTHORITIES

EEO and diversity in public authorities is assessed by the representation of women and men and people in diversity groups across the workforce at all levels and by their representation in management positions. Diversity groups include Indigenous Australians, people from culturally diverse backgrounds, people with disabilities, and youth and mature workers. Each year public authorities provide an EEO Annual Report on their demographic profile to the Director of EOPE, to enable an assessment of the effectiveness of their EEO Management Plans. The Office of EEO provides feedback to large organisations with an analysis of their data benchmarked against the sector.

This section provides a summary and analysis of the sector wide data for women, men, Indigenous Australians, people from culturally diverse backgrounds and people with disabilities. Each of the diversity groups is considered for each of the three public authority sectors (the public sector, local government authorities, and the public universities).

Equity Measures

Representation

It is useful to compare the representation of the diversity groups in the workforce with the representation of those groups in the customers of the public authority or the general population. For data across all public authorities, representation is measured as a percentage and compared to the community.

Distribution

The distribution of women and diversity groups across all levels in the organisation can be measured with the Equity Index. This is a measure of 'compression' - the extent to which members of the diversity group are primarily to be found at the lower classification levels. An Equity Index of 100 indicates there is no compression at lower levels (for a more detailed explanation see Appendix V - Notes and Definitions).

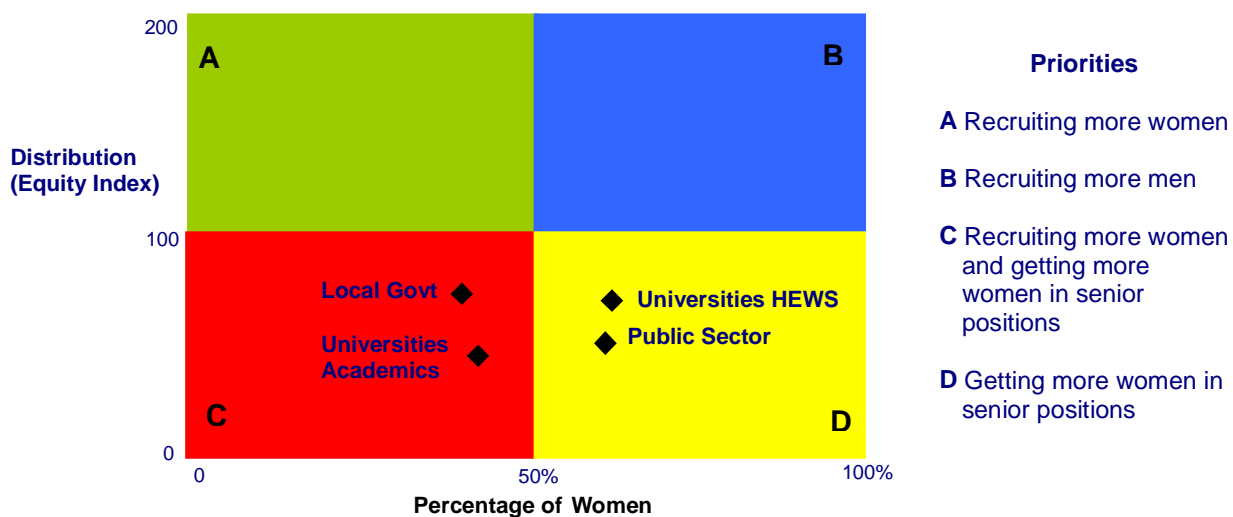
Management

Representation in management is measured by representation of the groups in the top three tiers of management. A second measure is the representation in the salary or classification levels that normally include middle and senior management. For the public sector, representation in the Senior Executive Service is also measured.

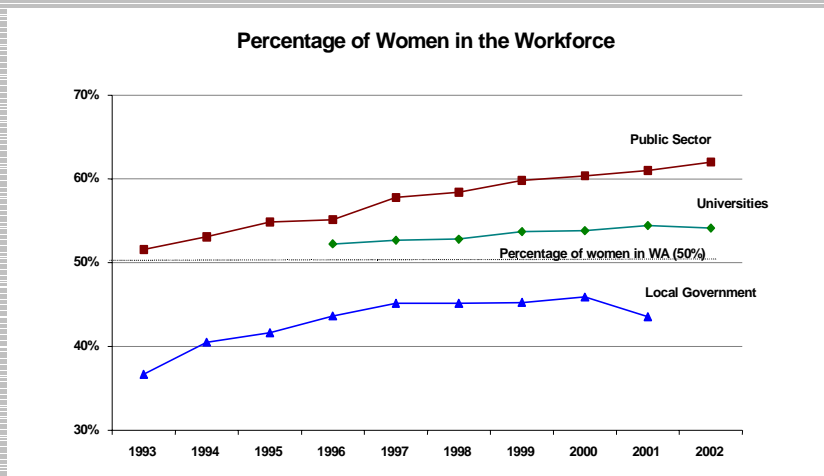
9. WOMEN IN PUBLIC AUTHORITIES

Gender Matrix

The gender matrix shows the position of women in each of the sectors. The matrix shows the proportion of women on the horizontal axis and their distribution (the Equity Index) on the vertical axis. The four quadrants each indicate a different area of priority for improved EEO and diversity.



Representation of Women

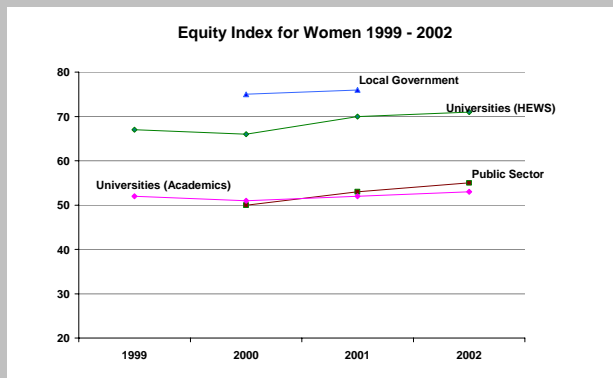


The percentage of women in the public sector has continued to increase. The percentage of women in universities has remained relatively steady over the last few years while the percentage of women in local government has declined. Women currently make up 50% of the WA population (2001 Census ABS).

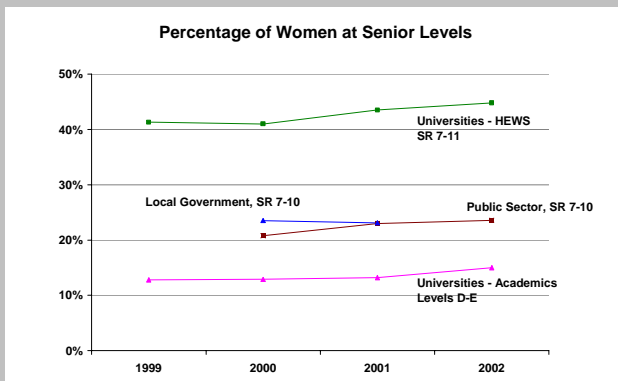
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Women in Public Authorities

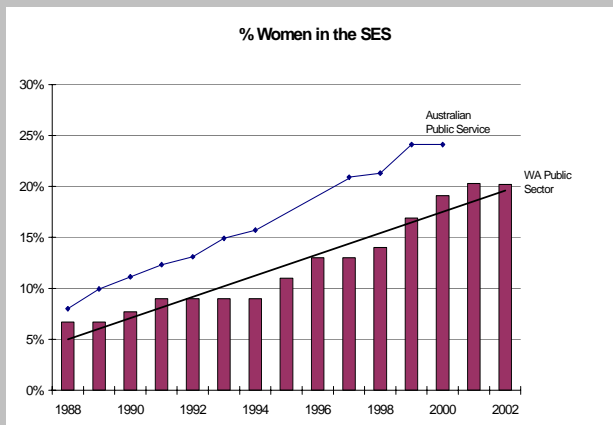
Distribution of Women in Senior Positions



There has been an improved distribution of women in the public sector since 2000 with a current equity index of 55. The distribution of university academics has remained relatively steady while the distribution of higher education workers has fluctuated. Local government shows a slight increase in the last two years. Previous data is not comparable due to changes in salary levels.



This year there has been improved representation of women higher education workers, and academics in universities at senior levels and a slight improvement in the public sector. For local government the representation remains steady. Comparisons with previous years are not possible due to the changes in salary levels.

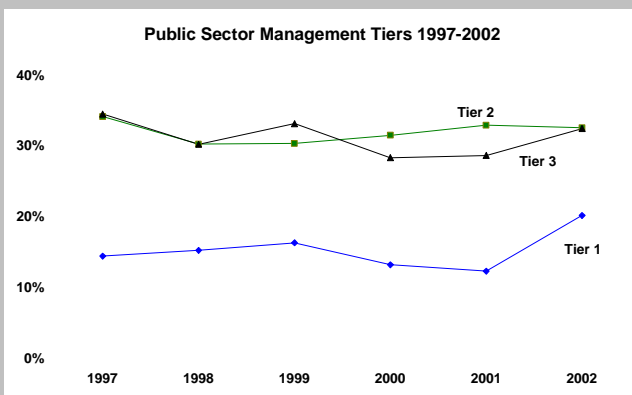


There has been some levelling off in the representation of women in the SES after stronger improvements in earlier years.

This may be partly due to the reduction of total SES numbers which has meant limited recruitment this year.

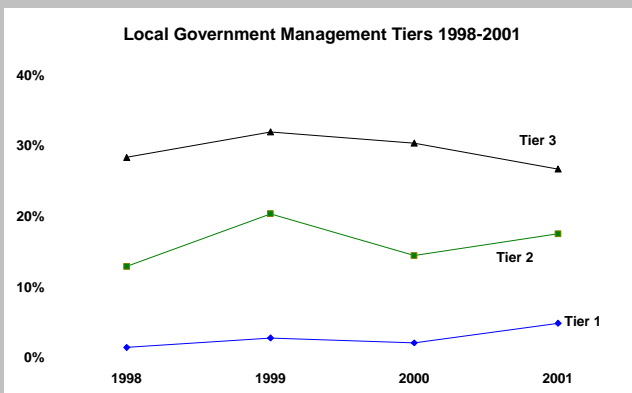
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Women in Management Tiers



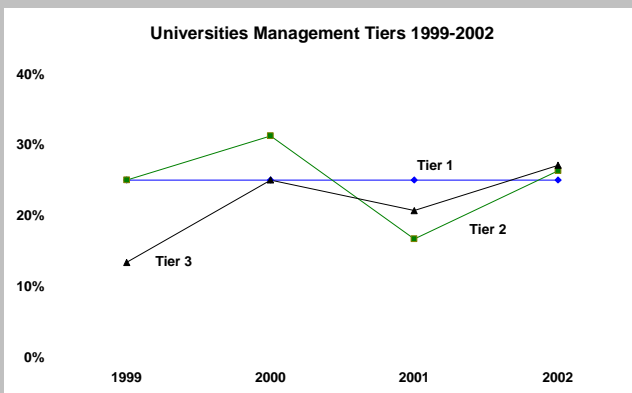
There has been a notable increase in the representation of women in Tier 1 (CEO positions) this year. There is also improved representation of women in Tier 3 following a decline in previous years.

However, Tier 2 (managers reporting to the CEO) has shown a slight decline.



In local government management Tiers 1 and 2 have shown an increase in the representation of women this year. Tier 3 is showing a decreasing trend.

However, the low representation in all tiers and particularly Tier 1 is of concern.



The representation of women in university management tiers has increased this year for Tiers 2 and 3. Women's representation at Tier 1 remains steady.

Note that as there are only four universities the numbers in Tier 1 and Tier 2 are quite small. This can lead to quite large fluctuations with a change in a small number of people.

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Estimates of Representation of Diversity Groups

10. ESTIMATES OF REPRESENTATION OF DIVERSITY GROUPS

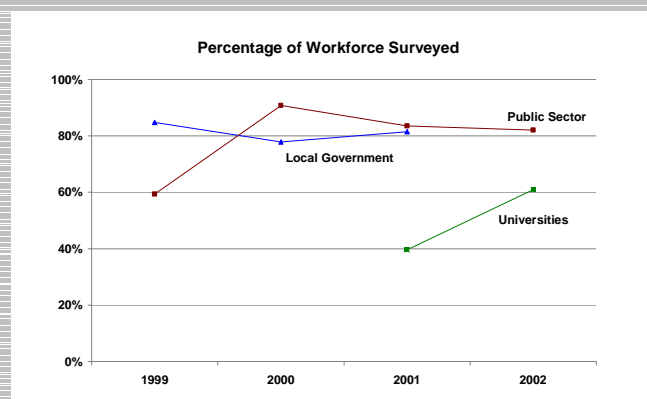
Representation of a wide range of diversity groups in the workforce provides the opportunity to maximise the potential benefits of a diverse workforce. A demographic profile is available for Indigenous Australians, people from culturally diverse backgrounds, and people with disabilities.

In Western Australia, information has been collected since 1994 on the representation of diversity groups in the workforce of public authorities. This information has been obtained through surveys of employees. In 2000 and 2001 the percentage of people responding to the survey has been over 80% for the public sector and local government compared to 59-60% in 1999. The high sample size has enabled good estimates of the representation of diversity groups in these sectors. For universities the percentage responding to the survey has been low in previous years but has increased in 2002 to 61%.

While a high percentage of people surveyed enables a good estimate of the representation, these estimates may be lower than the actual representation because some people may choose not to identify as members of the EEO group. In addition, it is not possible to analyse trends between years where the sample sizes are considerably different as they often represent different organisations with varying demographic profiles.

The average sample size for diversity groups for the three sectors is shown below.

Sample Size

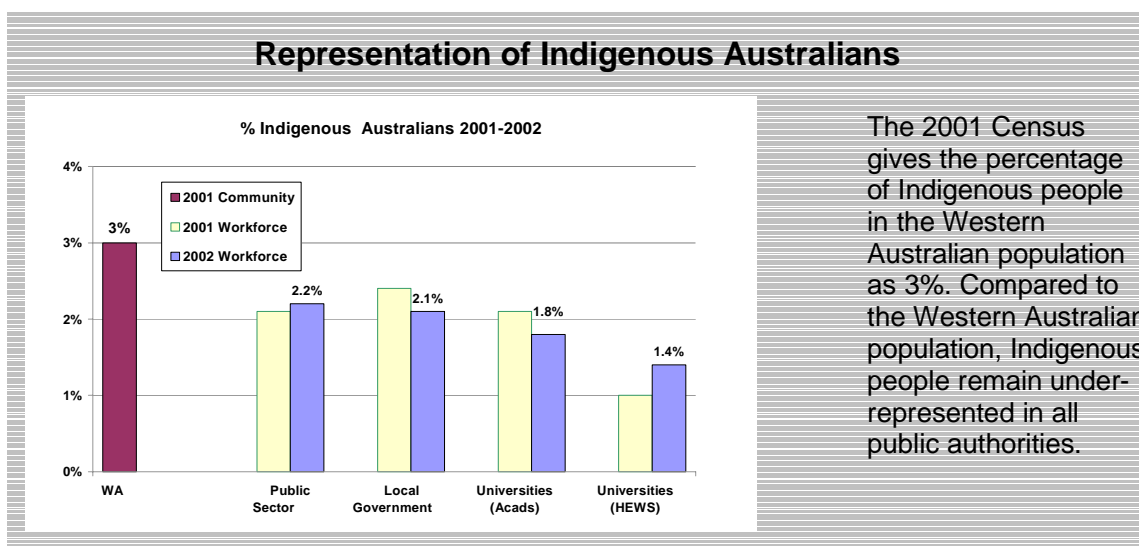
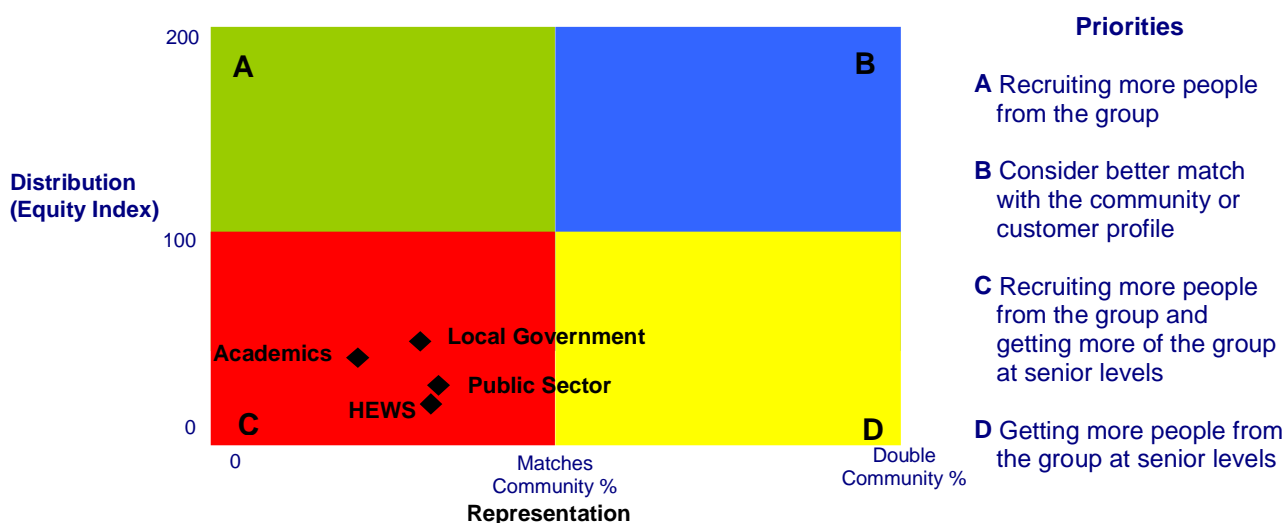


The percentage of the workforce surveyed has fluctuated for all three sectors with the public sector and local government currently at 82%.

The percentage of the university workforce surveyed has increased from 40% to 61% this year. Data from previous years did not include all universities and is not comparable.

11. INDIGENOUS AUSTRALIANS

Indigenous Australians are people of Aboriginal and Torres Strait Islander descent who identify as such and are accepted as such by the community in which they live. The diversity matrix below shows the position of Indigenous Australians in each sector. The matrix shows representation of the Indigenous Australians in the workforce relative to representation in the WA community (3%) on the horizontal axis and their distribution (the Equity Index) on the vertical axis.



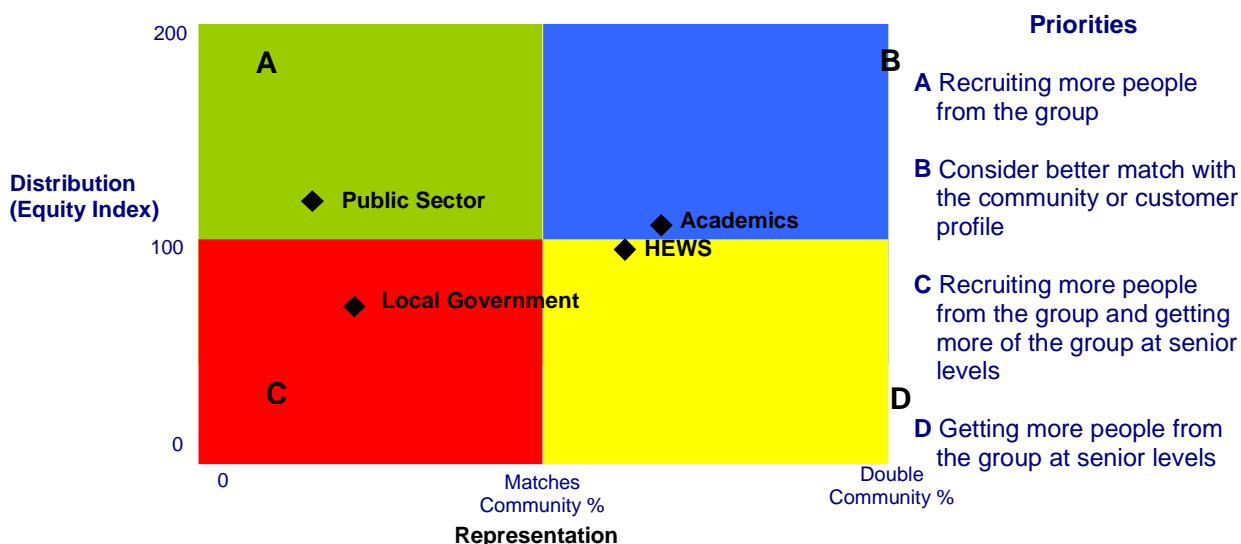
It is a concern that while the presentation of Indigenous Australians is increasing in the public sector and university HEW there is a decline for university academics and local government.

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People from Culturally Diverse Backgrounds

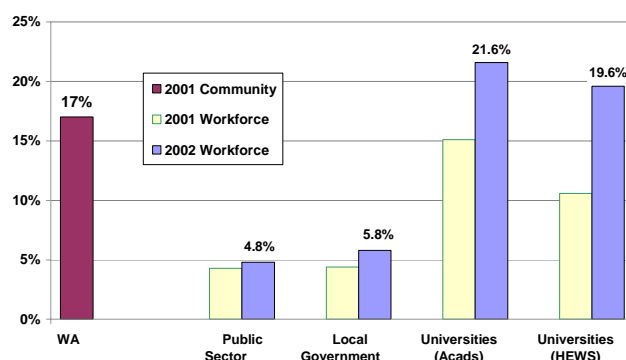
12. PEOPLE FROM CULTURALLY DIVERSE BACKGROUNDS

Cultural diversity in public authorities is measured by the number of people born overseas from non-English speaking backgrounds. The diversity matrix below shows the position of people from culturally diverse backgrounds in each sector with representation relative to the WA community (17%) on the horizontal axis and distribution (the Equity Index) on the vertical axis.



Representation of People from Culturally Diverse Backgrounds

% People from Culturally Diverse Backgrounds 2001-2002



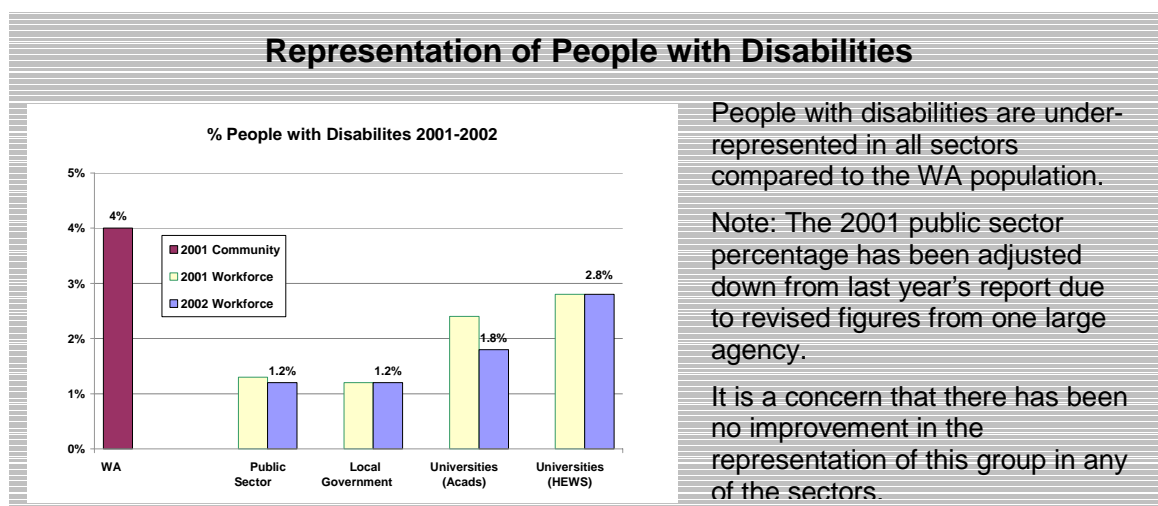
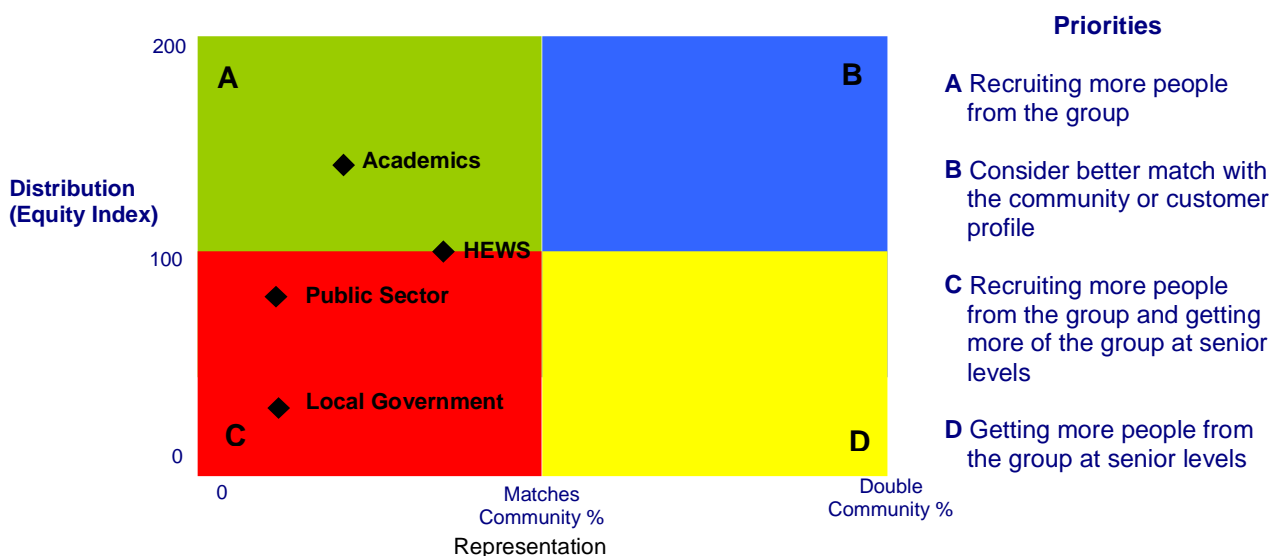
Universities have a high representation of people from culturally diverse backgrounds. However the percentage in the other sectors is considerably less than the WA population. Revised indicators have been developed by the ABS and will be implemented next year. This may give a clearer picture of which people are under-represented.

Notes

1. re self nomination – see appendix table
2. The population figure for people from culturally diverse backgrounds includes people who were born overseas in countries other than the United Kingdom, Ireland, Canada, the USA and South Africa. This cannot be exactly compared to the percentage of people from non-English speaking backgrounds as there may be people whose first language is English who were born in countries other than those listed. However it is the most comparable estimate.

13. PEOPLE WITH DISABILITIES

This diversity group is defined as people with a permanent disability requiring adjustment in the workplace. The diversity matrix shows the position of people with disabilities in each sector with representation relative to the WA community (4%) on the horizontal axis and distribution (the Equity Index) on the vertical axis.



Note: The population figure for people with disabilities includes people with moderate disability aged between 16 and 64 years. This percentage cannot be exactly compared to the people with disabilities in public authorities as the definition refers to disabilities that require adjustments in the workplace. There may be some people with disabilities who do not identify themselves as requiring these adjustments. However, it is the most comparable estimate available.

14. YOUTH AND MATURE WORKERS

The following age data relates to employees in the public sector. Reporting on age for local government and universities will commence next year.

Currently, 5.0% of public sector employees are youth (<25 years) and 44.8% are mature workers (>45 years). The proportion of both youth and mature workers has increased slightly since 2001. Women, Indigenous Australians and people from culturally diverse backgrounds have a higher proportion of youth than the workforce as a whole. Men, people from culturally diverse backgrounds and people with disabilities have a higher representation of mature workers than the workforce as a whole.

Table 5: Representation of Youth and Mature Workers - WA Public Sector, 2001-2002

Public Sector	Youth 2001	Youth 2002	Mature Workers 2001	Mature Workers 2002
Total staff	4.9%	5.0%	44.7%	44.8%
Women	5.8%	5.7%	42.3%	41.9%
Men	3.7%	3.8%	46.5%	49.1%
Culturally Diverse	3.9%	6.8%	43.4%	55.8%
Indigenous Australians	8.1%	9.9%	23.5%	33.0%
People with Disabilities	3.6%	3.2%	34.6%	52.6%

Notes

1. For the public sector, data collection for age commenced in 2001 on a voluntary basis. Agencies that provided this data covered 71% of public sector employees. Age reporting was a requirement for all public sector agencies in 2002.

2. The relatively low rate of people with disabilities in youth and the higher rate in mature workers may be partly due to an increasing rate of disability in the population as people age.

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Appendix I – WA Public Sector Workforce Demographics

Appendix I - WA Public Sector Workforce Demographics

Women and Men in the Public Sector

Representation of Women and Men in the Public Sector 1994-2002				
	1994	2000	2001	2002
Number of Employees	104236	109494	107168	109160
Number of Women	55328	66086	65358	67692
Number of Men	48908	43408	41810	41472
Women as % of all Employees	53.1%	60.4%	61.0%	62.0%

Employment Type - Women and Men in the Public Sector 1994-2002				
	1994	2000	2001	2002
Permanent Women	44304	41828	42687	45969
Permanent Women as % of all Women	80.1%	63.3%	65.3%	67.9%
Permanent Men	44740	33866	32790	33136
Permanent Men as % of all Men	91.5%	78.0%	78.4%	79.9%
Part Time Women	15797	22759	23067	24511
Part Time Women as % of all Women	28.6%	34.4%	35.3%	36.2%
Part Time Men	1763	2169	2666	3381
Part Time Men as % of all Men	3.6%	5.0%	6.4%	8.2%

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Distribution of Women in the Public Sector 1994-2002				
	1994	2000	2001	2002
Equity Index for Women	42	50	53	55
Women as % Salary Ranges 7-10	15.3%	20.8%	23.0%	23.6%
Women as % Salary Ranges 9-10	13.4%	19.0%	20.9%	20.8%

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

Women in the Senior Executive Service (SES) 1994-2002				
	1994	2000	2001	2002
People in the SES	334	425	404	372
Women in the SES	30	81	82	75
Women as % SES	9.0%	19.1%	20.3%	20.2%

Women in the Management Tiers 1994-2002				
	1999	2000	2001	2002
Total in Tier 1	160	152	155	144
Women in Tier 1	26	20	19	29
Women as % Tier 1	16.3%	13.2%	12.3%	20.1%
Total in Tier 2	762	683	690	701
Women in Tier 2	231	215	227	229
Women as % Tier 2	30.3%	31.5%	32.9%	32.7%
Total in Tier 3	1877	1756	1611	1610
Women in Tier 3	622	497	461	524
Women as % Tier 3	33.1%	28.3%	28.6%	32.5%

Note : The number of CEOs may not match the number of agencies where one CEO is managing two organisations.

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Appendix I – WA Public Sector Workforce Demographics

Indigenous Australians in the Public Sector

Representation of Indigenous Australians in the Public Sector, 2000-2002

	2000	2001	2002
Employees surveyed	99 405	89 568	89 667
Employees surveyed as % Total	90.8%	83.6%	82.1%
Indigenous Australians	1 753	1 884	1 940
Indigenous Australians as % employees surveyed	1.8%	2.1%	2.2%
Permanent Employees as % Total	69.1%	70.4%	72.5%
Permanent Indigenous Australians as % all Indigenous Australians	53.4%	55.4%	61.9%

Note : The data on Indigenous people relies on self nomination. It is therefore possible that these results may underestimate the true number.

Distribution of Indigenous Australians in the Public Sector, 2001-2002

	2001	2002
Equity Index for Indigenous Australians	29	24
No. Indigenous Australians in Salary Ranges 7-10	42	32
% All Employees Salary Ranges 7-10	7.5%	6.4%
% Indigenous Australians in Salary 7-10	2.5%	1.8%
No. Indigenous Australians in Salary Ranges 9-10	10	9
% All Employees Salary Ranges 9-10	2.2%	1.7%
No. Indigenous Australians in Salary Ranges 9-10	0.6%	0.5%

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

Indigenous Australians in the Senior Executive Service (SES) 2000-2002

	2000	2001	2002
Indigenous Australians in the SES	9	7	7
Indigenous Australians as % SES	2.1%	1.7%	1.9%

People from Culturally Diverse Backgrounds in the Public Sector

Representation of People from Culturally Diverse Backgrounds in the Public Sector, 2000-2002

	2000	2001	2002
Employees surveyed	99 297	89 416	89 122
Employees surveyed as % Total	90.7%	83.4%	81.6%
People Culturally Diverse Backgrounds	4242	3835	4310
People from Culturally Diverse Backgrounds as % employees surveyed	4.3%	4.3%	4.8%
Permanent Employees as % Total	69.1%	70.4%	72.5%
Permanent People from Culturally Diverse Backgrounds as % all People from Culturally Diverse Backgrounds	70.9%	70.7%	70.9%

Note : The data on people from culturally diverse backgrounds relies on self nomination. It is therefore possible that these results may underestimate the true number.

Distribution of People from Culturally Diverse Backgrounds 2001-2002

	2001	2002
Equity Index for People from Culturally Diverse Backgrounds	>100	>100
No. People from Culturally Diverse Backgrounds in Salary Ranges 7-10	351	375
% All Employees Salary Ranges 7-10	7.5%	6.4%
% People from Culturally Diverse Backgrounds in Salary 7-10	10.2%	9.8%
No. People from Culturally Diverse Backgrounds in Salary Ranges 9-10	97	106
% All Employees Salary Ranges 9-10	2.2%	1.7%
% People from Culturally Diverse Backgrounds in Salary Ranges 9-10	2.8%	2.8%

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

People from Culturally Diverse Backgrounds in the Senior Executive Service (SES), 2000-2002

	2000	2001	2002
People from Culturally Diverse Backgrounds in the SES	9	10	10
People from Culturally Diverse Backgrounds as % of SES	2.1%	2.3%	2.6%

DIRECTOR OF EQUAL OPPORTUNITY IN PUBLIC EMPLOYMENT

Appendix I – WA Public Sector Workforce Demographics

People with Disabilities in the Public Sector

Representation of People with Disabilities in the Public Sector, 2000-2002

	2000	2001	2002
Employees surveyed	99 405	89 452	89 766
Employees surveyed as % Total	90.8%	83.5%	82.2%
People with Disabilities	1 140	1 145	1 118
People with Disabilities as % employees surveyed	1.1%	1.3%	1.2%
Permanent Employees as % Total	69.1%	70.4%	72.5%
Permanent People with Disabilities as % all People with Disabilities	81.6%	82.2%	82.3%

1. The data on people with disabilities relies on self-nomination. It is therefore possible that these results may underestimate the true number.
2. Figures for 2001 have been adjusted down from last year's report due to revised figures from one agency.

Distribution of People with Disabilities, 2001-2002

	2001	2002
Equity Index for People with Disabilities	>100	94
No. People with Disabilities in Salary Ranges 7-10	73	67
% All Employees Salary Ranges 7-10	7.5%	6.4%
% People with Disabilities in Salary Ranges 7-10	6.9%	6.5%
No. People with Disabilities in Salary Ranges 9-10	12	16
% All Employees Salary Ranges 9-10	2.2%	1.7%
% People with Disabilities in Salary Ranges 9-10	1.1%	1.6%

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

People with Disabilities in the Senior Executive Service (SES) 2000-2002

	2000	2001	2002
People with Disabilities in the SES	4	4	5
People with Disabilities as % SES	0.9%	1.0%	1.3%

Appendix II - WA Local Government Workforce Demographics

Women and Men in Local Government

Representation of Women and Men in Local Government 1998-2001

	1998	1999	2000	2001
Number of Employees	14724	15454	15146	14584
Number of Women	6646	6993	6950	6351
Number of Men	8078	8461	8196	8233
Women as % of all Employees	45.1%	45.3%	45.9%	43.5%

Employment Type - Women and Men in Local Government 1998-2001

	1998	1999	2000	2001
Permanent Women	4001	4040	3982	3981
Permanent Women as % of all Women	60.2%	57.8%	57.3%	62.7%
Permanent Men	6796	6896	6666	6639
Permanent Men as % of all Men	84.1%	81.5%	81.3%	80.6%
Part Time Women	1335	1409	1382	1440
Part Time Women as % of all Women	20.1%	20.1%	19.9%	22.7%
Part Time Men	169	244	234	339
Part Time Men as % of all Men	2.1%	2.9%	2.9%	4.1%

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Appendix II – WA Local Government Workforce Demographics

Distribution of Women in Local Government 2000-2001		
	2000	2001
Equity Index for Women	75	76
Women as % Salary Ranges 7-10	23.5%	23.1%
Women as % Salary Ranges 9-10	17.4%	16.0%

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

Women in Management Tiers 1999-2001			
	1999	2000	2001
Total in Tier 1	144	144	144
Women in Tier 1	4	3	7
Women as % Tier 1	2.8%	2.1%	4.9%
Total in Tier 2	521	388	417
Women in Tier 2	106	56	73
Women as % Tier 2	20.3%	14.4%	17.5%
Total in Tier 3	567	514	551
Women in Tier 3	181	156	147
Women as % Tier 3	31.9%	30.7%	26.7%

Indigenous Australians in Local Government

Representation of Indigenous Australians in Local Government, 1999-2001

	1999	2000	2001
Employees surveyed	13721	11778	12202
Employees surveyed as % Total	88.8%	77.8%	83.7%
Indigenous Australians	247	282	261
Indigenous Australians as % employees surveyed	1.8%	2.4%	2.1%

Note : The data on Indigenous Australians relies on self nomination. It is therefore possible that these results may underestimate the true number.

Distribution of Indigenous Australians in Local Government, 2000-2001

	2000	2001
Equity Index for Indigenous Australians	46	29
No. Indigenous Australians in Salary Ranges 7-10	18	7
% All Employees Salary Ranges 7-10	17.2%	18.4%
% Indigenous Australians in Salary Ranges 7-10	7.5%	3.1%
No. Indigenous Australians in Salary Ranges 9-10	5	4
% All Employees Salary Ranges 9-10	8.8%	9.3%
% Indigenous Australians in Salary Ranges 9-10	2.1%	1.8%

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression. The Equity Index is only calculated for organisations with more than 20 in the group.

DIRECTOR OF EQUAL OPPORTUNITY IN PUBLIC EMPLOYMENT

Appendix II – WA Local Government Workforce Demographics

People from Culturally Diverse Backgrounds in Local Government

Representation of People from Culturally Diverse Backgrounds in Local Government, 1999-2001			
	1999	2000	2001
Employees surveyed	12647	11778	12219
Employees surveyed as % Total	81.8%	77.8%	83.8%
People Culturally Diverse Backgrounds	439	522	704
People from Culturally Diverse Backgrounds as % employees surveyed	3.5%	4.4%	5.8%

Note : The data on people from culturally diverse backgrounds relies on self nomination. It is therefore possible that these results may underestimate the true number.

Distribution of People from Culturally Diverse Backgrounds 2000-2001		
	2000	2001
Equity Index for People from Culturally Diverse Backgrounds	67	81
No. People from Culturally Diverse Backgrounds in Salary Ranges 7-10	58	94
% All Employees Salary Ranges 7-10	17.2%	18.4%
% People from Culturally Diverse Backgrounds in Salary Ranges 7-10	12.3%	15.6%
No. People from Culturally Diverse Backgrounds in Salary Ranges 9-10	25	50
% All Employees Salary Ranges 9-10	8.8%	9.3%
% People from Culturally Diverse Backgrounds in Salary Ranges 9-10	5.3%	8.3%

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

People with Disabilities in Local Government

Representation of People with Disabilities in Local Government, 1999-2001

	1999	2000	2001
Employees surveyed	12881	11778	11229
Employees surveyed as % Total	83.4%	77.8%	77.0%
People with Disabilities	106	136	137
People with Disabilities as % employees surveyed	0.8%	1.2%	1.2%

Note : The data on people with disabilities relies on self nomination. It is therefore possible that these results may underestimate the true number.

Distribution of People with Disabilities, 2000-2001

	2000	2001
Equity Index for People with Disabilities	60	57
No. People with Disabilities in Salary Ranges 7-10	12	15
% All Employees Salary Ranges 7-10	17.2%	18.4%
% People with Disabilities in Salary Ranges 7-10	9.4%	11.3%
No. People with Disabilities in Salary Ranges 9-10	7	7
% All Employees Salary Ranges 9-10	8.8%	9.3%
%People with Disabilities in Salary Ranges 9-10	5.5%	5.3%

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

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Appendix III – WA Public University Workforce Demographics

Appendix III - WA Public University Workforce Demographics

Women and Men in Public Universities

Representation of Women and Men, 1999-2002 Academics				
	1999	2000	2001	2002
Number of Employees	6966	5744	7053	5963
Number of Women	3133	2530	3180	2676
Number of Men	3833	3214	3873	3287
Women as % of all Employees	45.0%	44.0%	45.1%	44.9%

Representation of Women and Men, 1999-2002 Higher Education Workers				
	1999	2000	2001	2002
Number of Employees	8229	9045	8435	6415
Number of Women	5027	5426	5245	4008
Number of Men	3202	3619	3190	2407
Women as % of all Employees	61.1%	60.0%	62.2%	62.5%

Representation of Women and Men, 1999-2002 (Academics & Higher Education Workers)				
Total Number of Employees	15195	14789	15488	12378
Total Number of Women	8160	7956	8425	6684
Total Number of Men	7036	6833	7063	5694
Total Women as % of all Employees	53.7%	53.8%	54.4%	54.0%

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Employment Type – Women and Men, 1999-2002 Academics

	1999	2000	2001	2002
Permanent Women	509	560	586	661
Permanent Women as % of all Women	16.2%	22.1%	18.4%	24.7%
Permanent Men	1261	1311	1286	1370
Permanent Men as % of all Men	32.9%	40.8%	33.2%	41.7%
Part Time Women	268	309	337	386
Part Time Women as % of all Women	8.6%	12.2%	10.6%	14.4%
Part Time Men	204	221	235	246
Part Time Men as % of all Men	5.3%	6.9%	6.1%	7.5%

Employment Type – Women and Men, 1999-2002 Higher Education Workers

	1999	2000	2001	2002
Permanent Women	1827	1891	2028	2197
Permanent Women as % of all Women	36.3%	34.9%	38.7%	54.8%
Permanent Men	1231	1216	1307	1376
Permanent Men as % of all Men	38.4%	33.6%	41.0%	57.1%
Part Time Women	869	896	983	1065
Part Time Women as % of all Women	17.3%	16.5%	18.7%	26.6%
Part Time Men	193	197	220	228
Part Time Men as % of all Men	6.0%	5.4%	6.9%	9.5%

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Appendix III – WA Public University Workforce Demographics

Distribution of Women, 2000-2002 Academics			
	2000	2001	2002
Equity Index for Women	51	52	53
% Women Academics Levels D-E	12.9%	13.2%	15.0%

Distribution of Women, 2000-2002 Higher Education Workers			
	2000	2001	2002
Equity Index for Women	66	70	71
% Women at HEW 7-11	41.0%	43.5%	44.8%

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

Women in Management Tiers 2000-2002 (Academics & Higher Education Workers)			
	2000	2001	2002
Total in Tier 1	4	4	4
Women in Tier 1	1	1	1
Women as % Tier 1	25.0%	25.0%	25.0%
Total in Tier 2	16	12	19
Women in Tier 2	5	2	5
Women as % Tier 2	31.3%	16.7%	26.3%
Total in Tier 3	48	58	48
Women in Tier 3	12	12	13
Women as % Tier 3	25.0%	20.7%	27.1%

Indigenous Australians in Public Universities

Representation of Indigenous Australians, 2000-2002 - Academics

	2001	2002
Employees surveyed	3698	4307
Employees surveyed as % Total	52.4%	72.2%
Indigenous Australians	79	78
Indigenous Australians as % employees surveyed	2.1%	1.8%

Note : The data on Indigenous Australians relies on self nomination. It is therefore possible that these results may underestimate the true number.

Representation of Indigenous Australians, 2001-2002 Higher Education Workers

	2001	2002
Employees surveyed	4675	4563
Employees surveyed as % Total	55.4%	71.1%
Indigenous Australians	49	62
Indigenous Australians as % employees surveyed	1.0%	1.4%

Distribution of Indigenous Australians, 2000-2002, Academics

	2000	2001	2002
Equity Index for Indigenous Australians	39	41	45
No. Indigenous Australians in Academic Levels D-E	1	1	2

Distribution of Indigenous Australians, 2000-2002 Higher Education Workers

	2000	2001	2002
Equity Index for Indigenous Australians	34	33	39
No. Indigenous Australians in HEW Levels 7-11	1	0	5

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression. The Equity Index is only calculated for organisations with more than 20 in the group.

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Appendix III – WA Public University Workforce Demographics

People from Culturally Diverse Backgrounds in Public Universities

Representation of People from Culturally Diverse Backgrounds, 2001-2002 Academics

	2001	2002
Employees surveyed	2169	3415
Employees surveyed as % Total	30.8%	57.3%
People from Culturally Diverse Backgrounds	327	739
People from Culturally Diverse Backgrounds as % employees surveyed	15.1%	21.6%

Note : The data on people from culturally diverse backgrounds relies on self nomination.
It is therefore possible that these results may underestimate the true number.

Representation of People from Culturally Diverse Backgrounds, 2001-2002 Higher Education Workers

	2001	2002
Employees surveyed	2876	3600
Employees surveyed as % Total	34.1%	56.1%
People from Culturally Diverse Backgrounds	304	707
People from Culturally Diverse Backgrounds as % employees surveyed	10.6%	19.6%

Distribution of People from Culturally Diverse Backgrounds, 2000-2002 Academics

	2000	2001	2002
Equity Index for People from Culturally Diverse Backgrounds	100	99	>100
No. People from Culturally Diverse Bgds in Academic Levels D-E	66	64	118

Distribution of People from Culturally Diverse Backgrounds, 2000-2002 Higher Education Workers

	2000	2001	2002
Equity Index for People from Culturally Diverse Backgrounds	>100	92	100
No. People from Culturally Diverse Backgrounds in HEW Levels 7-11	57	61	157

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

People with Disabilities in Public Universities

Representation of People with Disabilities, 2000-2002 Academics

	2001	2002
Employees surveyed	2155	3413
Employees surveyed as % Total	30.6%	57.2%
People with Disabilities	51	62
People with Disabilities as % employees surveyed	2.4%	1.8%

Note : The data on people with disabilities relies on self nomination. It is therefore possible that these results may underestimate the true number.

Representation of People with Disabilities, 2001-2002 Higher Education Workers

	2001	2002
Employees surveyed	2840	3567
Employees surveyed as % Total	33.7%	55.6%
People with Disabilities	79	83
People with Disabilities as % employees surveyed	2.8%	2.3%

Distribution of People with Disabilities, 2000-2002 Academics

	2000	2001	2002
Equity Index for People with Disabilities	>100	>100	>100
No. People with Disabilities in Academic Levels D-E	17	9	15

Distribution of People with Disabilities, 2000-2002 Higher Education Workers

	2000	2001	2002
Equity Index for People with Disabilities	75	>100	>100
No. People with Disabilities in HEW Levels 7-11	15	15	19

The Equity Index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

Appendix IV - Publications and Training Courses

Publications Available from the Office of EEO

Most of these publications and reports are available to be viewed at this Office, or can be downloaded from the Office of EEO web site at <http://www.oeeo.wa.gov.au>. Limited numbers of these booklets are available to the public free of charge, and a few are available through purchase.

For people with disabilities this document and other publications can be made available in alternative formats on request.

- Director of Equal Opportunity in Public Employment Annual Report 1985/86 to 2001/02
- Accent on Ability
- Acts of Courage: Public Sector CEOs on Men, Women and Work
- Are You Employing Aboriginal Staff? A Resource Kit for Non-Aboriginal Supervisors of Aboriginal Staff
- Breaking Through: Women Executives in the WA Public Sector
- EEO and Diversity Management Planning: A Guide for Equity Planners and Practitioners
- Equity and Diversity Plan for the Public Sector Workforce 2001-2005
- Equity and Diversity Planning Strategies
- Implementing Flexible Working Arrangements: A Resource Kit
- Innovative Recruitment
- Insights: Strategies for Success. Indigenous and Non-Indigenous People on Work
- Mentoring: A Strategy for Achieving Equity and Diversity
- Overcoming Workplace Barriers for Aboriginal Staff – A Resource Kit for Managers and Supervisors Working with Aboriginal Staff
- Searching for Public Sector Executives: Equity Principles
- Tapping Into Talent: A Review Guide
- Understanding EEO in WA
- Voices of Diversity

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- Women In Management: Good Ideas for Improving Diversity

The Key

The Key is a quarterly publication, produced by the Office of EEO, dealing with current issues in equity and diversity. It is distributed free of charge via e-mail.

For enquiries about *The Key* or any other publication, or to join the distribution list, please contact the Office on (08) 9214 6600, or via e-mail to deope@opssc.wa.gov.au.

Training Courses

- Flexible Work Practices – Managing Work and Life (one day)
- Insights – Strategies for Success. Attracting, Recruiting and Developing Indigenous People (one day)
- Managing A Diverse Workforce (one day)
- Conducting EEO and Diversity Reviews (two days)
- Manage Diversity (two days)

Appendix V - Notes and Definitions

The following notes and definitions clarify some of the main terms relevant to equal opportunity and diversity within Western Australia. Where strict definitions are required the Act should be consulted. There are also definitions pertinent to demographic data collection undertaken by public sector agencies, local government authorities and public universities. The website for the Office of EEO has more useful terms and can be found at www.oeeo.wa.gov.au.

Equal Opportunity

As stated in section 3 of the *WA Equal Opportunity Act*, equal opportunity is concerned with:

- The elimination of discrimination on the basis of the grounds covered in the Act, and
- The promotion of the recognition and acceptance of the equality of all persons regardless of sex, marital status or pregnancy, family responsibility or family status, race, religious or political conviction, impairment or age.

EEO

Equal Employment Opportunity.

People from Culturally Diverse Backgrounds

People from non-English speaking backgrounds who have migrated to Australia and whose first language is other than English.

Indigenous Australians

Persons of Aboriginal and Torres Strait Islander descent who identify as such and are accepted as such by the community in which they live.

People with Disabilities

People with a disability that:

- (a) is attributable to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments;
- (b) is permanent or likely to be permanent;
- (c) may or may not be of a chronic or episodic nature; and
- (d) results in a substantially reduced capacity of the person for communication, social interaction, learning or mobility; and a need for continuing support services.

Examples of people with a disability include:

<i>Sight</i>	Require braille, low vision aids or other special technology to perform their job (does not include use of glasses or contact lenses).
<i>Speech</i>	Require support or extra time to be understood. May require aids such as word processors or communication boards to be understood.
<i>Hearing</i>	Require aids such as volume control, TTY (telephone typewriter), auslan interpreter, or hearing help card in order to hear.
<i>Learning</i>	Require specific support and training to perform their job eg have an intellectual disability. Have difficulty with reading or writing and/or require more than average time or extra support to learn some parts of a job.
<i>Psychiatric</i>	Have an illness or condition, which may require medication and /or occasional absence from work, and/or counselling support.
<i>Use of arms and hands</i>	Require specific equipment to use arms or hands eg modified keyboard, hands-free telephone.
<i>Use of legs</i>	Require workplace modifications such as wheelchair access, modified desks, or assistance with mobility aids.
<i>Other</i>	Require workplace modifications such as ergonomic furniture in order to perform their job. Require access to specific support to assist in gaining employment or career opportunities.

Survey of Employees

Data on Indigenous Australians, People from Culturally Diverse Backgrounds and People with Disabilities is obtained through self-nomination using surveys or other voluntary data collection tools. Generally this information is not available for all employees and the number of surveyed employees is required from organisations to enable a calculation of the estimated percentage of employees in the EEO group in the organisation.

The number of surveyed employees is the number of people that have responded to the request for information.

Please note that the number of surveyed employees may be different for each of the three diversity groups if a different type of survey or data collection tool was used.

Senior Executive Service

The structure of the Senior Executive Service (SES) differs from state to state:

- APS SES positions are managerial positions above Senior Officer grades
- WA The WA SES is generally comprised of positions classified at salary level 9 or above that carry specific management or policy responsibilities. CEOs are appointed under s.45 of the PSM Act whereas other SES members are appointed under sections 53 and 56 of the Act.

Management Profile

This measures the managerial responsibility in an organisation according to the top three tiers in the organisational management structure. It is linked to decision-making responsibility rather than salary.

The definitions recognise that a range of possible management structures exist, depending on the nature of the business conducted by the organisation, its size and geographical and corporate structure.

While all organisations will have Tier 1 Management, some smaller organisations or those with flatter structures may have only two tiers of management. Trainee managers or employees whose role is purely supervisory are not included.

Tier 1 Management

- Directs and is responsible for the organisation and its development as a whole
- Has ultimate control of, and responsibility for, the upper layers of management
- Typical titles include CEO, general manager, executive director, commissioner

Tier 2 Management

- Is directly below the top level of the hierarchy
- Assists Tier 1 Management by implementing organisational plans
- Is directly responsible for leading and directing the work of other managers of functional departments below them
- May be responsible for managing professional and specialist employees
- Does not include professional and graduates, eg engineers, medical practitioners, accountants, etc unless they have a primary management function

Tier 3 Management

- Is responsible to Tier 2 Management
- Formulates policies and plans for their area of control and manages a budget and employees
- Is the interface between Tier 2 management and lower level managers
- Does not include professional and graduates, eg engineers, medical practitioners, accountants, etc unless they have a primary management function

Employment Type

The employment type of an employee relates to whether the employee was employed on a permanent, fixed term or casual basis and to whether they worked full-time or part-time.

Permanent An employee employed for an indefinite period of time, usually under the terms and conditions of a relevant award or agreement.

Fixed term An employee employed for a finite period of time.

Full-time Those employees who normally work the agreed or award hours for a full-time employee in their occupation. If the agreed or award hours

	do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.
<i>Part-time</i>	Those employees who are not full-time as defined above.
<i>Casual</i>	Those employees who are paid on an hourly rate and receive a special loading, usually in lieu of leave entitlements.
<i>Sessional</i>	Those employed to work for session periods.
<i>Other</i>	Those employees who do not fit into any of the above groups.

Salary Profile

Data relating to salary profiles by diversity groups relates only to permanent and fixed term employees according to their current equivalent annual base wage or salary. Equivalent salary is the salary that would be paid to a full-time employee at that level including:

- Equivalent annual rate of pay as specified in the award, enterprise or workplace agreement
- Salary incremental step
- Ordinary time earnings
- Higher duties allowance for ordinary time hours
- Base wage or salary for employees on unpaid leave

Penalty payments, shift and other remunerative allowances and overtime pay are excluded.

Equity Index

The Equity Index measures the distribution of women and diversity groups in the workforce. For women, it is calculated using the total number of people employed at each salary range and the total number of women at each salary range. Alternatively you may collect data on the total number of women at each level. If this is possible it gives a more meaningful Index. The Office of EEO has electronic calculators you can use to calculate the equity indices for your organisation – contact the Office for more information.

How to Calculate the Index

The calculation of the Equity Index is:

$$E = \left(\frac{\sum_i i(f_i / F) / \sqrt{t_i / T}}{\sum_i i \sqrt{t_i / T}} \right)^2 \times 100$$

where f_i and t_i are the female and total number of employees at level i in the organisation and F and T are the total of female and all employees respectively.

The index is designed so that it has a value of 100 for an "ideal" distribution of women through the levels.

How to Calculate the Significance Test

Since the Equity Index is based upon actual numbers that may vary by chance, it is necessary to determine the statistical significance of the Index. First the measure of its uncertainty is calculated using the following formula:

$$S = 100 \sqrt{\frac{\sum i^2}{F \left(\sum i \sqrt{t_i} / T \right)^2}}.$$

Then the following calculation is done to test whether the Equity Index is significantly different from 100 (the 'ideal' score):

$$\text{Significance Test} = \frac{10\sqrt{E} - 100}{S}$$

Use of the Significance Test for Small Diversity Group Numbers

Where the organisation has small numbers of women (or the relevant diversity group) random fluctuations may have a high impact on the Equity Index and the deviation from 100 may be quite large before it becomes significant. In these situations it is important to consider the history of the Index for the organisation. If the history shows the Index is consistently low there may be cause for concern even if the Test is not significant. However if the Index is sometimes high and sometimes low it would indicate that chance fluctuations are causing these results.

Calculation of the Significance Test where the Diversity Group is the Majority

The calculation for the Significance Test is an estimate of a more complex test. It provides a good estimate where there is a low or medium representation of women or the diversity group in the workforce. Where the representation of women or the diversity group is high (eg in female dominated industries or occupations) the Test is not quite as accurate and gives a slight underestimate. In this situation the Test may show the deviation from 100 is not significant when the precise calculation would show that it is.

If women or people from the diversity group are the majority of the workforce, and the Significance Test is not significant but is close to -2 or 2, the following steps can be taken to get a more precise calculation:

- calculate the Equity Index and Significance Test for the minority group in the workforce (eg. men in female-dominated industries)

- if the Significance Test for men is more than 2 or less than -2, the Equity Index for men differs significantly from 100. This means the Equity Index for women is significantly different from 100 as well

Note:

Where salary ranges are used attention should be paid to any changes to salary flowing from Agreements. Progress over time may be illusory if there have been salary increases rather than an actual redistribution of the group being measured. In addition, comparisons with other organisations need to take into account the difference in salary level for the same promotional position or classification level.

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Appendix VI – Western Australian Public Authorities

Appendix VI – Western Australian Public Authorities

PUBLIC SECTOR AS AT 30 JUNE 2002

Albany Port Authority
Animal Resources Authority
Anti-Corruption Commission
Architects Board of WA
Avon Health Service
Boddington Health Service
Botanic Gardens and Parks Authority
Brookton Health Service
Builders & Painters Registration Boards of WA
Building & Construction Industry Training Fund
Bunbury Port Authority
Bunbury Water Board
Burswood Park Board
Busselton Water Board
Central Great Southern Health Service
Central TAFE
Central West College of TAFE
Central Wheatbelt Health Service
Challenger TAFE
Commissioner of Workplace Agreements
Conservation Commission
Curriculum Council
CYOConnorCollegeofTAFE
Dampier Port Authority
Department for Community Development
Department for Planning and Infrastructure
Department for the Registrar Industrial Relations Commission
Department of Agriculture
Department of Conservation & Land Management
Department of Consumer and Employment Protection
Department of Culture & the Arts
Department of Education
Department of Education Services
Department of Environmental Protection
Department of Fisheries
Department of Health
Department of Housing & Works
Department of Indigenous Affairs
Department of Industry & Technology
Department of Justice
Department of Land Administration

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Department of Local Government and Regional Development
Department of Minerals & Petroleum Resources
Department of Racing, Gaming and Liquor
Department of Sport & Recreation
Department of the Premier and Cabinet
Department of Training
Department of Transport
Department of Treasury & Finance
Disability Services Commission
Drug & Alcohol Office
East Perth Redevelopment Authority
East Pilbara Health Service
Eastern Goldfields Transport Board
Eastern Pilbara College of TAFE
Eastern Wheatbelt Health Service
Egg Marketing Board
Equal Opportunity Commission
Esperance Port Authority
Fire and Emergency Services Authority of WA
Forest Products Commission
Fremantle Cemetery Board
Fremantle Port Authority
Gascoyne Development Commission
Gascoyne Health Service
Geraldton Health Service
Geraldton Port Authority
Gold Corporation
Goldfields Esperance Development Commission
Government Employees Superannuation Board
Great Southern Development Commission
Great Southern TAFE
Hairdressers Registration Board
Healthway
Heritage Council of WA
Insurance Commission of Western Australia
International Centre for the Application of Solar Energy
Keep Australia Beautiful Council WA
Kimberley College of TAFE
Kimberley Development Commission
Kimberley Health Service
LandCorp
Law Reform Commission
Legal Aid Western Australia
Lotteries Commission
Lower Great Southern Health Service
Main Roads Western Australia
Metropolitan Cemeteries Board
Metropolitan Health Service

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Appendix VI – Western Australian Public Authorities

Mid West Development Commission
Midland College of TAFE
Midland Redevelopment Authority
Midwest Health Service
Murchison Health Service
National Trust of Australia (WA)
Northern Goldfields Health Service
Nurses Board of WA
Office of Country High School Hostels Authority
Office of Energy
Office of Gas Access Regulation
Office of Health Review
Office of the Auditor General
Office of the Director of Public Prosecutions
Office of the Information Commissioner
Office of the Inspector of Custodial Services
Office of the Public Sector Standards Commissioner
Office of Water Regulation
Parliamentary Commissioner for Admin. Investigations
Pathcentre
Peel Development Commission
Perth Market Authority
Pharmaceutical Council of WA
Pilbara Development Commission
Police Department
Police Royal Commission
Port Hedland Port Authority
Rottnest Island Authority
Small Business Development Corporation
South East Coastal Health Service
South East Metropolitan College of TAFE
South West Development Commission
South West Health
South West Regional College of TAFE
State Supply Commission
The Grain Pool of WA
Totalisator Agency Board
Treasury Corporation
Upper Great Southern Health Service
Water & Rivers Commission
Water Corporation
West Coast College of TAFE
West Pilbara College of TAFE
West Pilbara Health Service
Western Australian Electoral Commission
Western Australian Government Railways Commission

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Western Australian Greyhound Racing Authority
 Western Australian Legal Practice Board
 Western Australian Sports Centre Trust
 Western Australian Tourism Commission
 Western Health Service
 Western Potatoes
 Western Power
 Wheatbelt Development Commission
 WorkCover Western Australia
 Zoological Gardens Board

UNIVERSITIES AS AT 30 JUNE 2002

Curtin University of Technology
 Edith Cowan University
 Murdoch University
 University of Western Australia

LOCAL GOVERNMENT AUTHORITIES AS AT 30 JUNE 2001

City of Albany	Shire of Beverley	Shire of Dalwallinu
City of Armadale	Shire of Boddington	Shire of Dandaragan
City of Bayswater	Shire of Boyup Brook	Shire of Dardanup
City of Belmont	Shire of Bridgetown-Greenbushes	Shire of Denmark
City of Bunbury	Shire of Brookton	Shire of Derby-West Kimberley
City of Canning	Shire of Broome	Shire of Donnybrook-Balingup
City of Cockburn	Shire of Broomehill	Shire of Dowerin
City of Fremantle	Shire of Bruce Rock	Shire of Dumbleyung
City of Geraldton	Shire of Busselton	Shire of Dundas
City of Gosnells	Shire of Capel	Shire of East Pilbara
City of Joondalup	Shire of Carnamah	Shire of Esperance
City of Kalgoorlie-Boulder	Shire of Carnarvon	Shire of Exmouth
City of Mandurah	Shire of Chapman Valley	Shire of Gingin
City of Melville	Shire of Chittering	Shire of Gnowangerup
City of Nedlands	Shire of Christmas Island	Shire of Goomalling
City of Perth	Shire of Cocos (Keeling) Islands	Shire of Greenough
City of Rockingham	Shire of Collie	Shire of Halls Creek
City of South Perth	Shire of Coolgardie	Shire of Harvey
City of Stirling	Shire of Coorow	Shire of Irwin
City of Subiaco	Shire of Corrigin	Shire of Jerramungup
City of Swan	Shire of Cranbrook	Shire of Kalamunda
City of Wanneroo	Shire of Cuballing	Shire of Katanning
Shire of Ashburton	Shire of Cue	Shire of Kellerberrin
Shire of Augusta-Margaret River	Shire of Cunderdin	Shire of Kent

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Appendix VI – Western Australian Public Authorities

Shire of Kojonup	Shire of Upper Gascoyne
Shire of Kondinin	Shire of Victoria Plains
Shire of Koorda	Shire of Wagin
Shire of Kulin	Shire of Wandering
Shire of Lake Grace	Shire of Waroona
Shire of Laverton	Shire of West Arthur
Shire of Leonora	Shire of Westonia
Shire of Manjimup	Shire of Wickepin
Shire of Meekatharra	Shire of Williams
Shire of Menzies	Shire of Wiluna
Shire of Merredin	Shire of Wongan-Ballidu
Shire of Mingenew	Shire of Woodanilling
Shire of Moora	Shire of Wyalkatchem
Shire of Morawa	Shire of Wyndham-East Kimberley
Shire of Mount Magnet	Shire of Yalgoo
Shire of Mount Marshall	Shire of Yilgarn
Shire of Mukinbudin	Shire of York
Shire of Mullewa	Town of Bassendean
Shire of Mundaring	Town of Cambridge
Shire of Murchison	Town of Claremont
Shire of Murray	Town of Cottesloe
Shire of Nannup	Town of East Fremantle
Shire of Narembeen	Town of Kwinana
Shire of Narrogin	Town of Mosman Park
Shire of Ngaanyatjarrika	Town of Narrogin
Shire of Northam	Town of Northam
Shire of Northampton	Town of Port Hedland
Shire of Nungarin	Town of Victoria Park
Shire of Peppermint Grove	Town of Vincent
Shire of Perenjori	
Shire of Pingelly	
Shire of Plantagenet	
Shire of Quairading	
Shire of Ravensthorpe	
Shire of Roebourne	
Shire of Sandstone	
Shire of Serpentine-Jarrahdale	
Shire of Shark Bay	
Shire of Tambellup	
Shire of Tammin	
Shire of Three Springs	
Shire of Toodyay	
Shire of Trayning	

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REPORT

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Office of Equal Employment Opportunity
Government of **Western Australia**