

Director of Equal Opportunity in Public Employment

Annual Report 2005



Diversity...how deep is the pool?

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**To the Hon Dr Geoff Gallop MLA
Premier; Minister for Public Sector Management**

ANNUAL REPORT 2004-05

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 2005.



Noela Taylor

Director of Equal Opportunity
in Public Employment



Director's Message

Almost 4 years ago the Government announced the very first Equity and Diversity Plan for the Western Australian public sector workforce. In 2005 we reached an important milestone with the completion of the Plan and the delivery of measurable improvements to workforce diversity.

Today, more organisations are demonstrating clearer links between the benefits of diversity and improvements to the delivery of their services. In this respect, the Equity and Diversity Plan can be considered to be a key leadership tool for achieving better results for Government.

The Need for Continued Progress

In my opinion, the commitment of public sector leaders to the notion of workforce diversity has been growing over the last few years. This has led to innovative diversity initiatives and programs being established by agencies, universities and local governments in a bid to capitalise on the benefits of diversity. Good progress had been made but more effort will be required to achieve a level of workforce diversity that matches the diversity of the community.

Thinking about the Future

Work has now commenced to develop a new Equity and Diversity Plan for release in the coming year. We are working with our partners and stakeholders to articulate, in practical terms, the Government's vision for a diversified workforce that is fully representative of the Western Australian

community. The new plan will reflect the changing population and take into account overall changes in the workforce and key imperatives arising out of the first Plan.

My Office will work closely with the Public Sector Standards Commissioner to deliver diversity products that align with human resource Standards for the WA public sector and which are operationally relevant to agencies. We will continue to lead the development and delivery of new diversity services to support the needs of Ministers and organisations. This will include the introduction of a diversity benchmarking report to Ministers, entitled 'How Does Your Portfolio Compare'. In addition to this, an important part of our focus will be to make appropriate use of new legislative powers emerging out of changes to the Equal Opportunity Act 1984 that empower me to investigate the progress and implementation of public authorities Equal Employment Opportunity Management Plans.

Acknowledgements

In conclusion, I would like to acknowledge the work of my Office staff and our many partners and contributors. The 2004-05 reporting year was a good year, but the best is yet to come. I would like to extend my thanks and appreciation to all those who have assisted and supported the Office and the Government's diversity agenda. I look forward to our continued work together.

“The Equity and Diversity Plan for the Public Sector Workforce has become a key leadership tool for building capacity and achieving better results for Government.”





Roles and Functions of the Director

Legislative Framework

The Director of Equal Opportunity in Public Employment (DEOPE) is a statutory officer appointed by the Governor. The DEOPE is responsible to the Minister for Public Sector Management for the performance of functions outlined in Part IX of the *Equal Opportunity Act 1984* (the Act).

The Act promotes equality of opportunity in Western Australia and addresses discrimination in the areas of work, accommodation, education, the provision of goods, facilities and services and the activities of clubs on the grounds of:

- *sex*
- *marital status*
- *pregnancy*
- *family responsibility or family status*
- *sexual orientation*
- *race*
- *religious or political conviction*
- *impairment*
- *age*
- *gender history*

The objects of Part IX are to:

- Eliminate and ensure the absence of discrimination in employment in public authorities on all the grounds covered by the Act; and
- Promote equal employment opportunity for all persons in public authorities.

Public authorities include all public sector bodies (including Government trading enterprises), public universities and local governments.

The role of the Director is to:

- Advise and assist public authorities to develop Equal Employment Opportunity (EEO) Management Plans;
- Evaluate the effectiveness of EEO Management Plans in achieving the objects of the Act;
- Monitor and report to the Minister on the operation and effectiveness of management plans; and
- Undertake investigations into matters relating to the development and implementation of EEO Management Plans.

Vision

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

Roles and Functions of the Director (continued)

Values

The values of the Office underpin our approach to working with external and internal customers and with each other.

- Having a strong customer focus that respects the individual needs of customers.
- Recognising the achievement of equity and diversity as a business imperative.
- Valuing the diversity of our customers and our workforce and recognising that equity can involve treating people differently, according to their different circumstances.
- Being honest and ethical in our dealings with our clients and each other.
- Achieving quality and excellence in our work.
- Being a role model for an equitable workforce.

Corporate Governance

The Office of EEO is collocated with the Office of the Public Sector Standards Commissioner (OPSSC). The Commissioner for Public Sector Standards is the Accountable Authority for the purposes of compliance and reporting under the *Financial Administration and Audit Act 1985* and other relevant acts. A full description of the corporate governance, effectiveness and efficiency indicators and financial statements for the Office of EEO is provided in the 2004-2005 Annual Report of the OPSSC. A copy of the performance indicators for the Office of EEO is provided as Attachment 1. The full OPSSC Annual Report is available at <http://www.opssc.wa.gov.au>.

The OEEEO, in partnership with the Commissioner for Public Sector Standards has developed a common strategic framework that aligns areas of mutual interest and preserves operational autonomy where it is needed. This framework incorporates strategies under five goals:

External Goals

- Codes, Objectives and Standards
- Development of public authorities
- Independent oversight

Internal Goals

- Workforce
- Systems



Roles and Functions of the Director (continued)

Quality Systems and Processes

In developing systems, the Office of EEO works collaboratively with other central agencies to minimise duplication in data collection. This year, as was the case last year, the demographic data for the public sector was collected via the website at the Department of the Premier and Cabinet as part of their Human Resource Minimum Obligatory Information Requirements (HR MOIR).

In 2004-05, further progress was made in improving Office systems, particularly the operational and administrative databases and the demographic and Climate Survey data collection and analysis processes. These changes allowed more streamlined data collection and greater customising of reports.

Staff Structure and Resources

Staff in the Office of EEO work in three branch teams.

The *Diversity Team* takes the lead in strategic policy and resource development, consulting on EEO Management Plans and communication and promotions work.

The *Evaluation and Reporting Team* measures, evaluates and reports on progress against diversity objectives and produces regular and ad hoc reports on achievement of EEO objectives. This function is provided for a range of functions across the whole of the Office of the Public Sector Standards Commissioner. This integrated approach facilitates enhanced evaluation and analysis across these closely aligned areas.

Executive and Administrative Support is provided by a separate team within the OEEO.

In 2004-05, the Office of EEO comprised 12 staff working across 8.4 FTEs. The total cost of services provided was \$1,076,000. This figure includes salaries, direct operating costs and contributions to shared infrastructure and services associated with collocation arrangements.

Roles and Functions of the Director (continued)

Clients and Key Partners

The primary clients for the OEEO are the Minister for Public Sector Management and public authorities in Western Australia. These include state government departments and authorities, state trading enterprises, regulatory authorities, local governments and public universities.

Approaches to the achievement of equity and diversity objectives are influenced by Government policy, particularly in the areas of employment and public sector management. Chief Executive Officers of public authorities are also key partners and the OEEO works closely with this group to achieve a workplace which reflects the diversity of the Western Australian community and values and respects the contribution of all employees. In working towards this objective the Office consults widely with public authorities and relevant community groups.

The CEO Diversity Forum is a sub-group of the Premier's Strategic Management Council. The Forum provides a critical performance partnership in the development and implementation of key strategies, in the establishment of performance frameworks and in the setting of achievement objectives.

Strategic Focus

The Office of EEO is responsible for evaluating and reporting on public authority progress towards the achievement of a diverse workforce. This includes reporting on public sector progress towards the achievement of the objectives of the *Equity and Diversity Plan for the Public Sector Workforce 2001-2005 (EDP)*.

Evaluation of the program is primarily achieved through analysis of the demographic profile of employees.

Reviews of agencies are also conducted using climate surveys and other information. Feedback is provided through presentations to corporate executive groups. Progress reports, which include sector benchmarks, are provided to larger organisations (with more than 100 employees).

Throughout 2004-05, the Office of EEO has continued to provide advice and assistance on equity and diversity issues to public authorities and to evaluate and report on progress towards the achievement of whole of sector diversity objectives established under the EDP.



The Year in Review

Diversity Leadership in the Public Sector

The Office of EEO plays a key role in developing and delivering innovative diversity products and services based on the best practice in human resources and diversity management.

The Director of Equal Opportunity in Public Employment assists public authorities to achieve improved equity and diversity in their employment outcomes. The Vision Statement for this output is:

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.

Our Office operates with, and within, the Office of the Public Sector Standards Commissioner. A joint style of working and learning is a key aspect of our work and allows a highly skilled team to deliver high quality human resource management information and products to client agencies.

The CEO Diversity Forum for the Public Sector continues to be a major partner for the implementation of the government's Equity and Diversity Plan and provides strategic advice and guidance about a range of cross-government diversity initiatives for the public authorities. **The main activities within the Program are to:**

- Coordinate and evaluate sector-wide strategies and initiatives such as the *Equity and Diversity Plan 2001-2005*
- Provide a consultancy service 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.

- Develop resources to support agency diversity and EEO management planning and promote the use of such resources in public employment.
- Operate an evaluation and reporting program to enable government and public authorities to monitor and improve progress in EEO and diversity.

Major Achievements for 2004-05

- Completed development of, and comprehensively tested, a single Equity Index for use in public sector reporting on the representation and distribution of equity groups in the public sector workforce.
- Updated and tested our climate survey instruments to reflect the evolving and contemporary views on work life balance.
- Launched Accessing Abilities guidelines and associated resource sheets and conducted an implementation workshop to assist public authorities increase the representation of people with disabilities employed in public authorities.
- Provided advice on the integration of diversity improvement strategies for the employment of people from culturally and linguistically diverse backgrounds within the whole-of-government Substantive Equality Program.
- Initiated the development of forward planning objectives for the Equity and Diversity Plan beyond 2005 and revised the agency consultancy model to support agency achievement of targets through implementation of existing strategies for women in management, Indigenous employment and the improved representation of people with disabilities.

The Year in Review (continued)

- Developed and provided targeted support strategies for local governments to improve the number of women in management in the local government workforce.
- Undertook comprehensive website and online services needs analysis to identify priorities associated with supporting public authority planning and monitoring.
- Conducted professional development workshops to support agency use of the *Insights: Strategies for Success CD-Rom*.
- Provide comparative analysis in the use of existing measures and the Single Equity Index in evaluating the progress of the public sector towards objectives in the Equity and Diversity Plan for the public sector workforce.

Report on Activities

Operating Context

The functions of the Director of Equal Opportunity in Public Employment, which are covered in Part IX (Division 2) of the *Equal Opportunity Act 1984* (the Act) include advising and assisting Western Australian public authorities in meeting their obligations under the Act.

The Office assists the Director in reporting to the Minister for Public Sector Management on the progress of public authorities in meeting these obligations.

Beyond the statutory responsibilities described under the Equal Opportunity Act, the Director is also the Executive Director, Equity and Evaluation within the structure of the Office of the Public Sector Standards Commissioner and works in partnership with the Commissioner and Corporate Executive to ensure strong alignment in areas of strategic human resource advice across the sector and in the promotion of equity considerations relevant to the development and promotion of standards of human resource management, Public Interest Disclosure matters, CEO recruitment and ethical codes.

Major Initiatives for 2005-06

- Develop and communicate a sector-wide framework and related measures to promote the achievement of whole-of-government diversity objectives for the public sector workforce in 2005-06 and beyond.
- Develop resources to promote and support initiatives aimed at increasing the representation of women in senior management across the public sector.
- Develop customised equal employment opportunity management planning support resources to address business needs and operating environments of local governments.
- Implement a new Office of Equal Employment Opportunity (OEEO) website and related online communication services to provide for improved information and resources, enhanced search functionality and new interactive features.
- Support an improvement in agency response rates, data accuracy and in the application of workforce demographic data in integrated strategic human resources planning as well as workforce evaluation and diversity analysis.



The Year in Review (continued)

New Investigative Powers

During 2004-05 amendments to the *Equal Opportunity Act 1984* resulted in a broadening of options available to the Director of Equal Opportunity in Public Employment in monitoring and evaluating the development and implementation of EEO Management plans. Sections 147 through 153 of the Act now provide for the conduct of investigations by the Director where the Director is dissatisfied with the preparation or implementation of a EEO Management Plan. Appropriate circumstances for exercising these powers are currently being considered.

Sector Plans and Strategies

Equity and Diversity Plan

The *Equity and Diversity Plan for the Public Sector Workforce 2001-2005* (EDP) was launched by the Premier in February 2002. It was a demonstration of the Government's commitment to developing an equitable and diverse public sector workforce that is representative of the Western Australian community at all levels of employment and enables employees to combine work and family responsibilities.

The Office reports annually to the Premier on progress across the public sector and to public sector agencies on the achievement of the Equity and Diversity Plan objectives.

The EDP set interim and long-term objectives for priority areas, namely:

- Improved distribution of women, particularly in management positions;
- Improved representation at all levels for Indigenous Australians, people from culturally diverse backgrounds and people with disabilities; and
- Increased representation of youth.

Progress Report on the Equity and Diversity Plan

The results of the Third Progress Report on the Equity and Diversity Plan (EDP) were circulated to Public Sector CEOs in conjunction with the release of Premier's Circular (2005/04) in May 2005.

A synopsis of final outcomes is presented in this report.

Group Specific Strategies

People with a Disability

In 2004-2005 the Director and Office released a key support resource to assist public authorities address the under-representation of people with a disability in the Public Sector Workforce. The *Accessing Abilities* guidelines and resource sheets have been supported by information sessions and a mini trade show. This provided CEOs and human resource professionals with a chance to network with, and examine the services of, employment support agencies.

Indigenous Australians

The OEEO followed the development of the *Insights: Strategies for Success* CD-ROM in 2003-04 with a professional development product to support agency implementation of this resource.

In 2004-05 a new workshop was developed based on the CD-ROM, *Insights: Strategies for Success—an interactive management workshop and resource*. The workshops provided an opportunity to use the resource and to discuss its application in a business setting. One hundred and three people attended the workshop series from 38 different public sector agencies, one federal government agency and four private not-for-profit organisations.

The Year in Review (continued)

Women in management

The OEEO co-produced a strategy for improving the representation of women in management positions in local government. This work culminated in the production of the publication *Gender Diversity and the Selection of CEOs and Senior Staff in Local Governments*.

The *Third Progress Report on Equity and Diversity Plan for the Public Sector Workforce* identified a lack of progress against sector wide objectives for women in senior management. A priority for 2005-06 will be the development of appropriate strategies and resources aimed at increasing the representation of women in senior management across the public sector.

Public Authority Development

Advice and Assistance with EEO Management Plans

Equal Employment Opportunity Management Plans, required under Part IX of the *Equal Opportunity Act 1984*, provide the main framework for planning and monitoring advancements.

Chief Executive Officers of public authorities must prepare and implement an Equal Employment Opportunity Management Plan. They must forward a copy of the plan to the Director of Equal Opportunity in Public Employment, and report to the Director each year on the implementation of Equal Employment Opportunity in their organisation.

Local governments experience unique equity and diversity employment issues. New customised equal employment opportunity management planning support resources are now being developed to

address the business needs and operating environments experienced by local governments.

Consultancy Services

A significant proportion of OEEO resources is dedicated to provide a consultancy service. This ensures that agencies are supported in their efforts to meet performance objectives of the Equity and Diversity Plan. The Office works closely with agencies that are developing diversity and recruitment programs that will result in positive demographic changes to the sector.

A portfolio approach to managing the diverse needs of public authorities results in clients generally having one point of contact with the Office. Specifically, the portfolio management structure allows each OEEO consultant:

- To gain an understanding of the particular needs of individual agencies within their respective portfolios;
- To understand the business challenges facing an agency and determine how equity and diversity, particularly in management tiers, can improve business and service performance;
- To develop and maintain collaborative working relationships with managers who are responsible for leading the implementation of equity and diversity initiatives within their respective agencies;
- To access good practice examples and to facilitate the use of this information with other public sector agencies; and
- To establish an effective dialogue with managers for identifying and addressing any diversity performance issues in their organisation.



The Year in Review (continued)

The Office plays a key role in providing information on equity and diversity trends and best practice and policy advice on building diversity awareness and management capability. The following list typifies the kind of customised consultancy provided by the Office:

- Assistance with the development of agency EEO Management Plans;
- Advice on the design and implementation of specific strategies to address the equity and diversity needs of the organisation;
- Advice on aligning equity and diversity strategies with the Public Sector Standards in Human Resource Practices;
- Assistance with developing quantifiable indicators for measuring equity and diversity outcomes; and
- Identification and provision of information on progressive diversity management and leadership practices.

Support on data collection and analysis

New guidelines and sample survey instruments were finalised and distributed in 2004-05. These provide for revised indicators of cultural diversity and disability status of employees in public authorities. The new survey instrument was developed in consultation with a reference group and in parallel with work being done by the Australian Bureau of Statistics. The outcome of this process is an approach that will provide for better quality and more comparable data across sectors.

In order to optimise the data available for monitoring and evaluating progress against sector wide plans the OEE0 works to support

agencies improve data accuracy, response rates, and the application of workforce demographic data in planning and performance evaluation.

Diversity Practitioner Forums

The past reporting year has seen a distinct increase in the popularity of OEE0 Diversity Forums. These events focus on providing diversity practitioners with planning and practical support for their role. More than 180 people attended the three Diversity Forums run during the year, an increase of approximately 30% in attendance. The Forums have resulted in enhanced knowledge sharing and skills transfer. Feedback from participants indicated that the forums were highly relevant to the diversity needs of their organisations. The office will continue to coordinate and promote these Forums in the coming year.

Forum Feedback Summary

Dec 04: Employment of Staff with a Disability
Attendance: 60

Percentage agreeing that content was relevant to needs = 100%

March 05: Indigenous Recruitment and Retention

Attendance: 60

Percentage agreeing that content was relevant to needs = 92%

June 05: Workforce Planning and Reporting
Attendance: 63

Percentage agreeing that content was relevant to needs = 96%

The Year in Review (continued)

Independent Oversight

Evaluation of Effectiveness

Part IX of the *Equal Opportunity Act* requires the Director to evaluate the effectiveness of public authority management plans in achieving the objectives of the Act.

The principal strategies used to evaluate the effectiveness of EEO management plans are:

- Assessment of changes to the public sector demographic profile through analysis of data collected from public authority yearly reports.
- Benchmarking against sector-wide objectives and against other organisations within each sector.
- Assessment of staff perceptions about equity in their organisation through EEO Climate Surveys. The surveys identify trends in the perceptions of employees about the cultural climate in their organisation.
- Monitoring of EEO management plans submitted by authorities and provision of feedback.
- Monitoring of cases related to public employment handled by the Commissioner for Equal Opportunity.

Developing and testing of new measures

Development work on a Single Equity Index was completed for use in Public Sector reporting on the representation and distribution of equity groups in the public sector workforce. The single measure is a composite measure that combines existing measures on workforce participation and distribution. The availability of a single measure offers the opportunity to track overall improvements in diversity with a single measure in an agency, a Ministerial portfolio or across the whole sector. In 2005-06 the measure will be used for the first time, in

conjunction with established measures, to provide a comparative analysis of agencies across Ministerial portfolios.

New data collection systems

A major initiative for 2005-06 will be to make reporting tools and survey instruments available as an online resource and service. This will increase reporting and monitoring efficiency and reduce costs associated with document design and printing.

Monitoring progress towards Government objectives

The Director received EEO Yearly Reports with demographic data from all public sector authorities:

- 118 public sector agencies as at 30 June 2005;
- 144 local governments as at December 2004; and
- 4 public universities as at 31 March 2005.

Through the year the OEEO implemented a web-based package that has allowed public sector agencies to forward data for their annual reports via the web. This package allows agencies the opportunity to make calculations and generate charts to get immediate feedback on key measures and trends in their agency.

The data collected through this process facilitates the analysis of employment trends for women and men, Indigenous Australians, people from culturally diverse backgrounds, people with disabilities, and for different age groups. Reports analysing the data are provided to all public sector agencies with more than 100 employees (the *How Does Your Agency Compare?* reports).



The Year in Review (continued)

Climate Surveys and Presentations

A climate survey covering human resource management, ethics and aspects of equal opportunity compliance is deployed in larger agencies on average of once every five years. The survey asks employees a range of questions on their personal attitude to their agency's human resource management and equity climate. Feedback on the results of the Climate Survey, together with analysis of the agency's demographic data, EEO management plan and any agency-specific issues are provided to the senior executive of each agency surveyed.

Twelve climate surveys were conducted in 2004-2005, including Esperance and Kimberley Education and Training; Great Southern Country Health; Midwest and Murchison Country Health; Disability Services Commission; Department of Indigenous Affairs; Insurance Commission of WA; Department of Racing, Gaming and Liquor; Sports Centre Trust; Office of Energy; City of Bassendean and the City of Cockburn. Feedback from participants at presentations showed 88% were satisfied with the reviews.

New survey questions

In 2005 we updated and tested our climate survey instruments to capture staff perceptions about the achievement of a satisfactory work life balance. The revised survey was deployed in 2005 and some of the results from four public sector departments (regionally based) that have been surveyed with the new survey are included in this report.

New indicators for staff perception

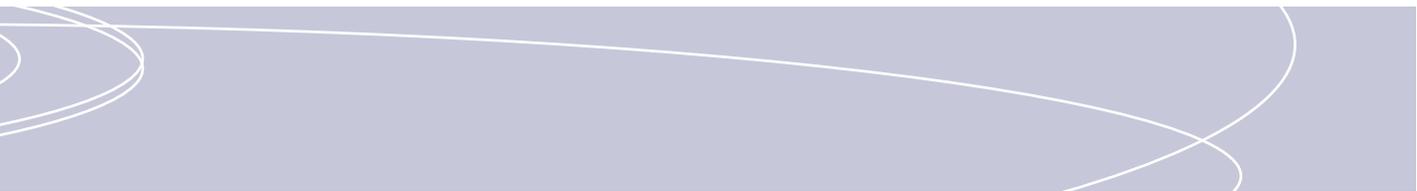
This year, the outcomes of climate survey questions covering six broad areas have been combined to produce some overall 'attribute scores' ranging from -2 to 2. These scores reflect staff perceptions on groups of questions that fall under one of six broad areas covered by the climate survey. The six areas include: *Discrimination by managers*, *Discrimination by co-workers*, *Staff being Equally welcomed*, *Management communication*, *Occurrence of sexual harassment*, and *Perceived acceptance of discrimination/harassment*.

Equal Opportunity Tribunal Matters

Prior to the establishment of the State Administrative Tribunal in 2005, the Director could, at times where a matter concerned a public authority, be joined as a party to a hearing of the Equal Opportunity Tribunal or be involved in receiving reports from agencies as directed by the Tribunal.

In 2004-2005 the Director was not directly involved in any matter relating to the actions or findings of either the Equal Opportunity Tribunal or the State Administrative Tribunal.

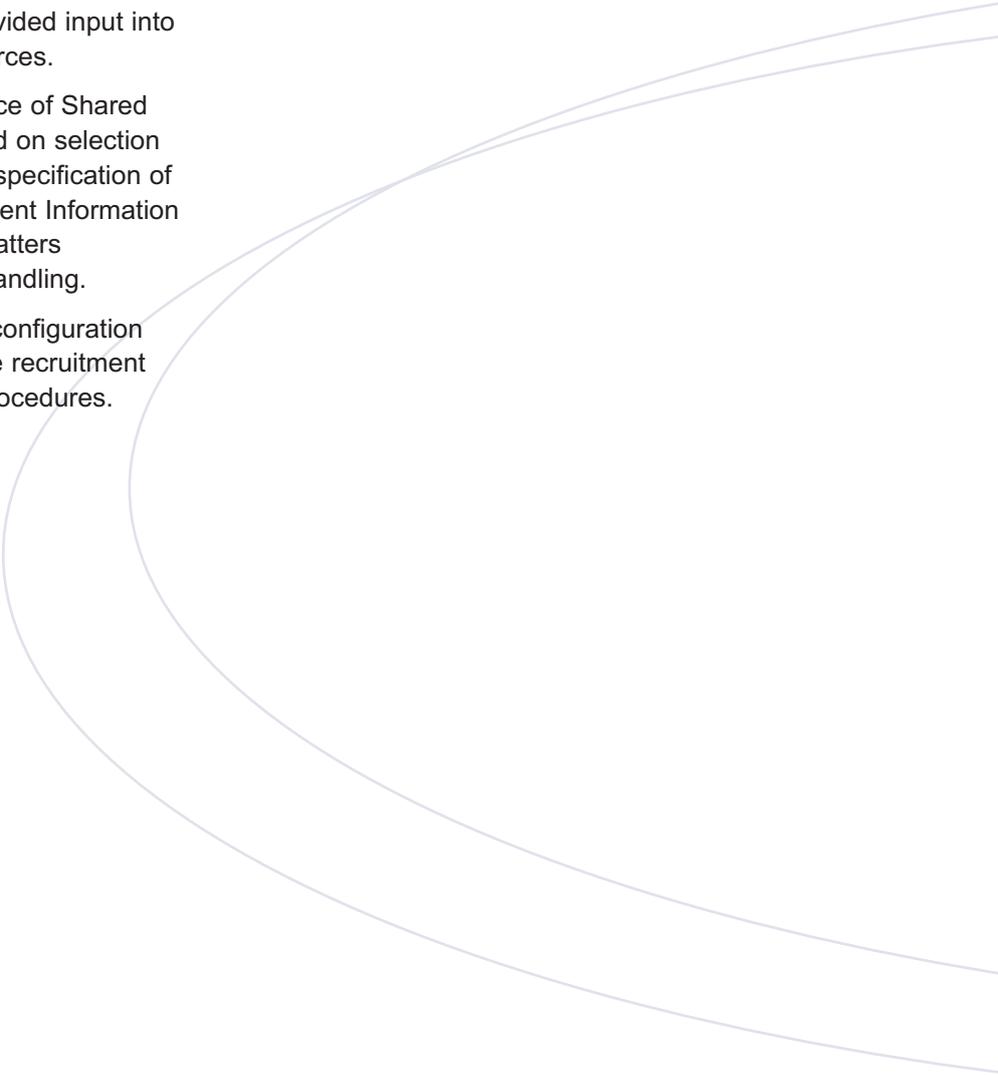
Following amendments to the Equal Opportunity Act 2004, the Director now has the power to conduct investigations, rather than refer them to another body.



The Year in Review (continued)

Cross Government Initiatives

In addition to the advise and assist role that the Director has in relation to EEO Management Plans, the Director contributes to a range of Whole-of-Government initiatives and reform matters. Key areas of activity through the 2004-05 reporting year were:

- The Office was a program partner in the development of the Framework for Substantive Equality and provided input into guidelines and support resources.
 - The establishment of the Office of Shared Services. The OEEO advised on selection processes, on the functional specification of Human Resources Management Information Systems and on work flow matters associated with complaints handling.
 - The functional specification, configuration and implementation of on-line recruitment infrastructure, policies and procedures.
- 



The Equity and Diversity Plan

The Equity and Diversity Plan for the Public Sector Workforce 2001-2005 (The Equity and Diversity Plan) has been in operation for four years. It has been a key document in leading the Government's vision for a diversified workforce that is representative of the Western Australian community. The reporting period for the plan concluded in June 2005. Final evaluation of progress and the development and communication of new sector wide frameworks and measures are priorities for the forthcoming year.

Looking Back

The final report card on the Equity and Diversity Plan for the Public Sector Workforce will provide a mixed assessment of progress by agencies over the past four years.

Areas of significant achievement like representation of Women in CEO positions are important in the context of departmental amalgamations and other public sector reform outcomes. These gains have been somewhat offset by low achievement in the representation of women in Management Tiers two and three.

Achievements in the employment of Youth saw the sector achieve its objective ahead of time. Objectives were also surpassed for the distribution and representation of people from Culturally Diverse Backgrounds.

Early improvements in the representation of Aboriginal staff in the workforce mirrored the strong commitment of agencies to this area (collective targets were set above the

Government Objective). While early growth was not sustained through the whole period, the sector achieved 86% of the final objective. The Equity Index for this group improved throughout the plan but most improvements were in the lower salary ranges.

For People with a Disability, achievement has been disappointing through the life of the plan and the Premier has drawn the attention of public sector agencies to this key imperative for the future.

Equity and Diversity Plan: Chronology

2001

- The *Equity and Diversity Plan for the Public Sector Workforce* was developed through a cross agency reference group with the support of the Premier and the endorsement of the CEO Diversity Forum.

2002

- The 27 largest Public Sector agencies established and submitted agency level performance objectives. The collective objectives of these agencies for Indigenous employment and Youth employment were higher than Government objectives.
- Premier's Circular 2002/01 was issued reinforcing the Government's policy position on diversity and highlighting the need for agencies to proactively address Equity and Diversity in workforce planning.

2003

- The First Progress Report on the Equity and Diversity Plan revealed a positive start in most areas except Women in Management Tier two. A caution was issued about low objectives established by agencies for People from a Culturally Diverse Background.

The Equity and Diversity Plan (continued)

2004

- The Second Progress report highlighted a positive trend in employment outcomes for Indigenous people and People from Culturally Diverse Backgrounds. Youth outcomes hit a plateau and representation of People with a Disability improved slightly. The representation of Women in Management Tiers two and three decreased.

2005

- The Third Progress Report highlighted good achievement of objectives for Women in Tier 1, Youth and People from Culturally Diverse Backgrounds.
- Premier's Circular 2005/04 identified Women in Management Tiers and disability employment as priority areas for attention by CEOs.

Looking Forward to a new Plan

The next Equity and Diversity Plan will build on previous achievements and target areas of underachievement that emerged through the period of the first plan. Access to new data from the 2001 Census will provide an improved picture of the community that still offers the sector an ultimate benchmark for the achievement of a diverse workforce at all levels.

The implementation of a revised survey instrument by public authorities should lead to more precise information about cultural diversity and impairment that is likely to reveal patterns of employment disadvantage within the broad categories reported on in the past.

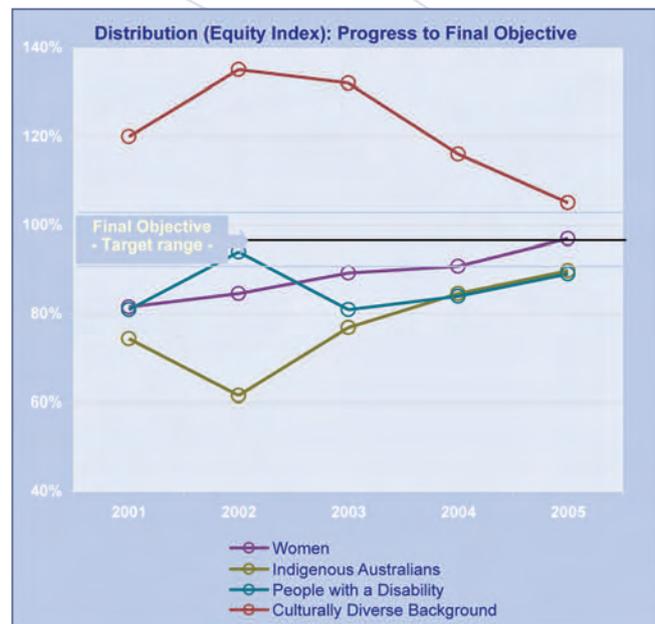
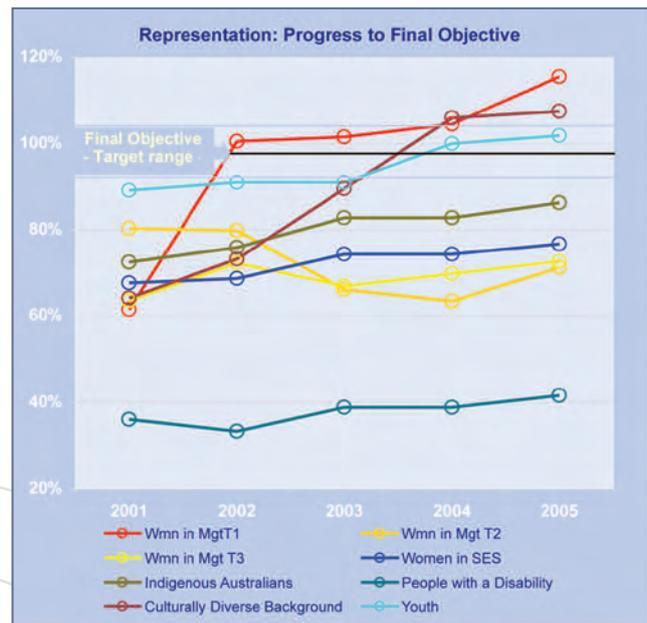
In addition to new objectives for existing groups the Office will explore options for assessing improvements in the overall culture of the different sectors of public employment. Information gained from staff perception surveys provide possible indicators that could be linked to improvements in the management of a diverse workforce and the development of inclusive and flexible workplaces.



The Equity and Diversity Plan (continued)

A picture of progress

The graphs below show gains towards the final objective for each diversity group as a proportion of the final objective (refer to the Objective Target Zone). The low level of achievement in the employment of People with a Disability contrasts sharply with achievements above objectives in three areas.



Diversity - How Deep is the Pool in 2005?

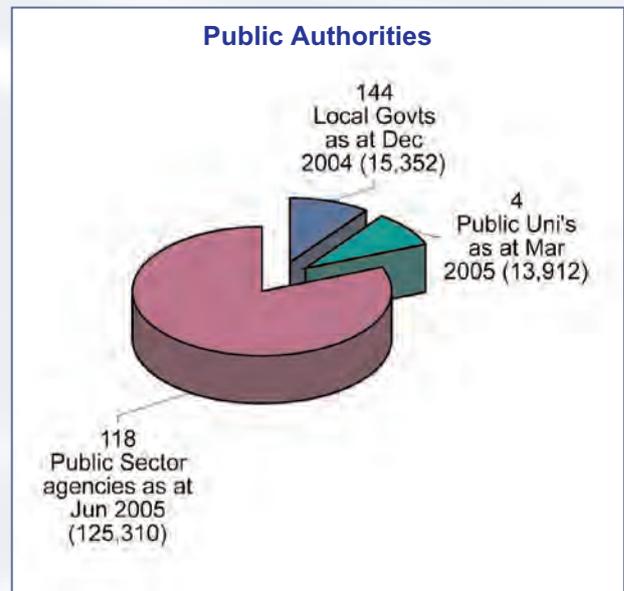
Widening the workforce pool to include people from diversity groups that are under represented, is the objective of the *Equity and Diversity Plan for the Public Sector Workforce*. But are organisations translating the plan into positive demographic changes? How deep is the diversity pool really? The following sections present information about the representation of diversity groups in the workforces of public authorities (public sector, local government and universities).

The progress of public authorities towards improved employment equity is assessed through an analysis of the representation of women and other diversity groups at all levels of the workforce and through their representation in executive and management positions. For the purpose of this analysis diversity groups comprise Indigenous Australians, people from culturally diverse backgrounds, people with disabilities, youth and mature workers. Each year public authorities provide an EEO Annual Report on their demographic profile to the Director 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. The Office also conducts climate surveys that gauge employee perceptions about human resources, equity and diversity matters in public authorities. The survey program endeavours to survey large agencies approximately every five years and ensures a balance of agencies in any given reporting period.

This section provides a summary of employment outcomes for women and each of the identified diversity groups for public authorities reporting to the Director of Equal Opportunity in Public Employment under Part IX of the *Equal Opportunity Act 1984*.

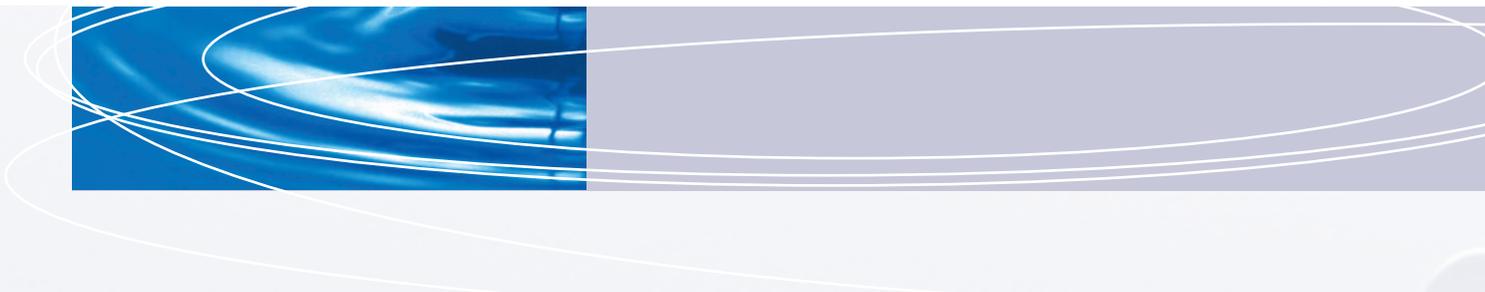
Public Authorities

Public authorities include three sectors: public sector agencies (including the utilities), public universities and local governments. In 2004-05 there were 266 public authorities in Western Australia with 154,574 employees.



Equity Measures

The following sections on each diversity group provide information on percentage *representation*, *distribution* across the salary levels, distribution within *management tiers* (for women only) and *employee perceptions* about equity and diversity issues in the workplace.



Diversity - How Deep is the Pool in 2005? (continued)

Representation

For all public authorities it is considered appropriate to compare the representation of diversity groups in the workforce with the representation of those groups in the community in percentage terms. While authorities are encouraged to benchmark their individual diversity performance against the profile of client communities, all aggregated data in this report compare performance with available data on community representation and with objectives stated in the Government's Equity and Diversity Plan for the Public Sector Workforce.

Distribution

The distribution of women and other diversity groups across all salary levels in an organisation is measured with the Equity Index. This is a measure of 'compression' - the extent to which members of the diversity group are primarily found at the lower classification levels. An Equity Index of 100 indicates an equitable distribution and an Index of less than 100 indicates there is compression at lower levels (for a more detailed explanation see Appendix 6 - Glossary and Definitions).

Decision making influence: Management Tiers

Decision making influence is evaluated by measuring the representation of diversity groups in the top three tiers of management. A second measure applied in this report 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.

Employee Perceptions about organisational culture

Employee perceptions about equity and diversity matters are assessed using questions from the Office's climate survey of employees. Questions reported on relate to how people are respected and valued by managers and colleagues and the perceived level of occurrence and acceptance of offensive and inappropriate behaviour relating to gender, race, disability and age. Employee perceptions about equity and diversity issues in the workplace over the periods July 2004 to June 2005 (1,136 respondents) are compared to the previous five-year period from July 1999 to June 2004 (16,362 respondents). The sample for 2004-2005 includes agencies from a broad cross section of agencies. This year climate survey questions covering six broad areas have been combined to produce 'attribute scores' on dimensions of organisational culture and climate. (Note: This sample does not include the regional education and health districts surveyed in 2004-05, who used the Office's revised New Climate Survey developed in May 2005).

New indicators about Work-Life Balance outcomes in the WA Public Sector

In 2005 the Office updated and tested new climate survey instruments to assess staff perceptions about matters conducive to the achievement of a satisfactory work life balance in public sector agencies. The results generated from these new questions are presented in the section on workplace culture covered in this report. Employee perceptions about work life balance in the workplace are based on 1,136 respondents from two regions within the Departments of Education and Training and two regional districts of the

Diversity - How Deep is the Pool in 2005? (continued)

Department of Health. Further analysis of this data will be undertaken as the survey sample increases in size. Observations are presented in this report to indicate early trends in the data.

Estimating the Representation of Diversity Groups

Information relating to gender and age has been collected for all employees for many years and the data for women, men, youth and mature workers is based on information from 100% of the workforce.

In Western Australia, information has also been collected since 1994 on the representation of other diversity groups in the workforce of public authorities. Information for Indigenous Australians, people from culturally diverse backgrounds and people with disabilities is obtained through surveys of employees. Since 2000 the percentage of people responding to such surveys has continued to be over 80% for the Public Sector. The response rate for Local Government indoor and outdoor workers has increased significantly in 2005 compared to the previous year, with rates now around 95%. Universities show a similar trend with average response rates increasing by between 10 and 20% for both Academics and higher education workers in 2005. Overall, the sample size has allowed for reasonable estimates of the representation of diversity groups in each sector.

While a high percentage of people surveyed should improve the reliability of any estimate about group representation, estimates may be lower or higher than the true representation. Differing levels of self identification and different approaches to data collection by

agencies can lead to over reporting or under reporting depending on circumstances. The average sample size for diversity groups for the three sectors is available in Appendix 2 to 4.

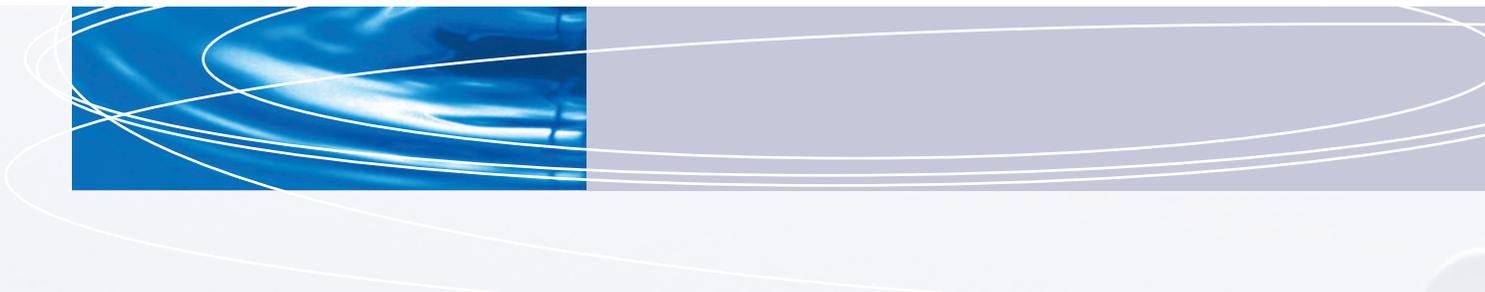
Factors Impacting on Sector Profile Reporting

Modes of Employment Policy

The Government's policy on Modes of Employment was introduced in May 2001 with the clear purpose of improving access to permanent work for casual and fixed term staff in roles that were essentially ongoing. The policy was part of the Government's commitment to greater job security and improved entry-level opportunities for employees in the public sector. The policy has influenced trends to the extent that contract and casual positions that have been made permanent were more prevalent in lower classification levels. The conversion of these positions to permanent has possibly lowered the Equity Index for groups where there were a disproportionately high number of equity group members.

Harmonisation of Pay Scales under Single Agreement

For the Public Sector, differences in pay rates for staff at the same classification band under agency level Enterprise and Workplace Agreements in past years has led to some artificial movements in the Equity Index. While these have been minor, the movement from a wide range of salary scales to a single scale under a General Agreement provides for improved comparability in the 2003-04 and 2004-05 figures for the public sector.



Diversity - How Deep is the Pool in 2005? (continued)

Diversity Overview for 2005

Women in Management

The good news for the public sector is that the representation of women in the top management tier has met objectives.

The number of women CEOs increased by 12.5% from 24 positions in 2004 to 27 positions in 2005. The percentage of women in Tier 2 and Tier 3 management positions has not increased significantly in 2005 and remains well below representation of the group in the community. For Universities the representation of women at Tier 2 has dropped down to 29.6% in 2005, which is comparable to 2003 levels. There has been a corresponding increase in Tier 3 (managers reporting to corporate executive) in the last year, up from 27.8% in 2004 to 35.6% in 2005. Women in Local Government remain under represented at all levels of management and there has also been a decline in the last year. The Office has taken steps to address this matter in collaboration with a Local Government reference group and contributed to the development of recruitment guidelines for Local Government CEO Selection.

Indigenous Australians

In proportion to the community, Indigenous Australians continue to be under-represented in the public sector. Their representation has increased from 2.4% in 2004 to 2.5% in 2005, which is still 0.5% less than representation in the community (3%). The under-employment of Indigenous people in the management tiers is still of major concern and presents a risk to service effectiveness. In Universities, there has been no apparent improvement as the number of Indigenous Australian University Academics identified in surveys has dropped from 65 in 2004 to 62 in 2005. In Local

Government the representation of Indigenous outdoor workers (4.4%) has remained above representative levels in the community (3%).

People from Culturally Diverse Backgrounds

Another good news story is that the representation of people from culturally diverse backgrounds in the Public Sector increased from 7.1% in 2004 to 8.0% in 2005. Since 2001, overall percentage representation has increased by 86.0%. Despite this increase, representation is still significantly lower than that in the community (17%). Representation of University Academics from culturally and linguistically diverse backgrounds has dropped from 30.4% in 2004 to 19.2% in 2005. This changing result may be associated with an increased response rate to diversity surveys. The actual number of people from culturally and linguistically diverse backgrounds has increased from 815 to 820. Representation in Universities remains above levels in the community (17%).

People with Disabilities

The representation of people with disabilities in the Public Sector increased from 1.4% in 2004 to 1.7% in 2005. Representation in the Public Sector workforce is still significantly lower than the representation of the group in the community (4%). For Local Government indoor workers the percentage representation of people with disabilities decreased from 1.1% in 2003 to 0.7% in 2004. The percentage of University Academics with disabilities has also dropped from 4.3% in 2004 to 3.1% in 2005. University higher education workers show a similar pattern, dropping from 3.9% in 2004 down to 3.1% in 2005. The actual numbers of people with disabilities being identified through surveys in Universities has not changed significantly.

How Deep is the Pool? - Women

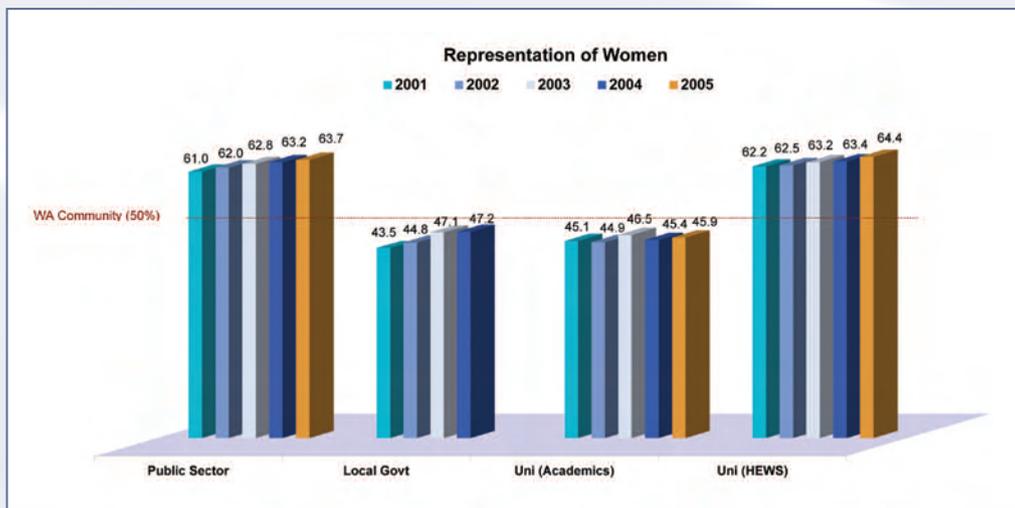
Representation

There has been a gradual increase in the representation of women in the Public Sector over the last ten years. The same is true for Local Government indoor workers and University staff.

As reported last year, the number of women higher education workers in Universities was down in 2004 (n= 4,296) compared to the previous year. However, the number has risen by 11.4% (up to 4,785) in 2005.

The representation of women Local Government outdoor workers continues to remain at very low levels in 2004 (11.8%).

Employment statistics show that women are less likely to be permanent than men in all sectors. For example, in 2005 permanency rates for women in the public sector are 69.5% compared to 78.7% for men. Women are also more likely to be part time, with 42.3% of permanent and fixed term women in the public sector being part time, compared to 8.1% of men. Other sectors show similar differences. For further details see Appendices 2-4.



How Deep is the Pool? - Women (continued)

Distribution

The Equity Index measures the distribution of women across all levels of employment and compares it to the distribution of all staff. The optimal Equity Index is 100, which would indicate an equitable distribution of women. Representation refers to the percentage representation of women as a diversity group in the workforce compared to the representation of the diversity group in the community as a whole. The matrix shows the position of women in each of the sectors, the proportional representation of women is shown on the horizontal axis and the evenness of their distribution across salary scales (the Equity Index) is shown on the vertical axis.

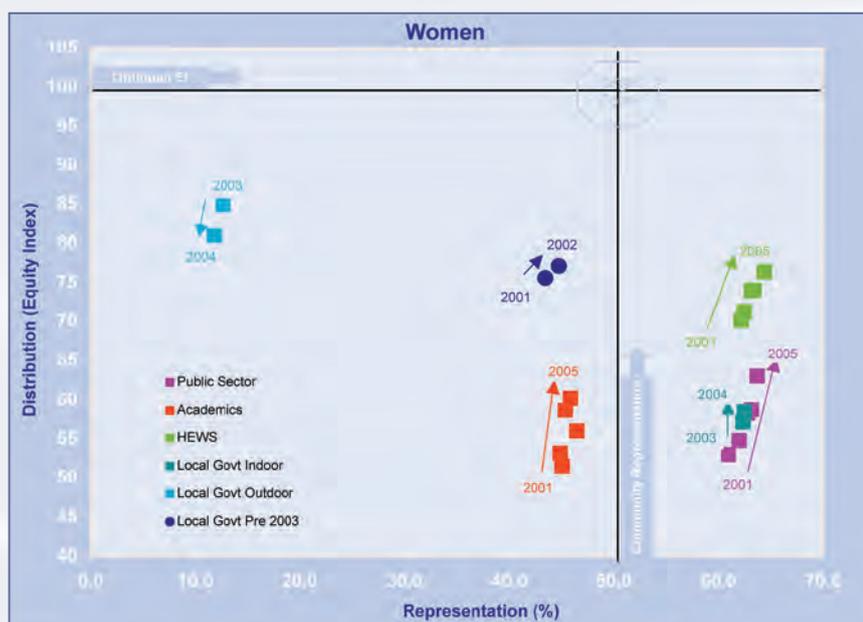
Data for 2005 show small increases in the Equity Index for women in all Sectors except Local Government outdoor workers.

The Equity Index for women in the Public Sector increased by 6.8% over the last year, up from 59 in 2004 to 63 in 2005. Over the last 5 years it has increased by 18.9%, up from 53 in 2001.

Similarly, the Equity Index for female higher education workers in Universities only went up by 2.7% from 74 in 2004 to 76 in 2005. There has been an 8.6% increase over the last 5 years, up from 70 in 2001.

The Equity Index for female Academics remained relatively unchanged in 2005.

The Equity Index for female Local Government outdoor workers has decreased from 85 in 2003 to 81 in 2004.



How Deep is the Pool? - Women (continued)

Public Sector Senior Executive Service and Management Tiers

The under representation of women at senior levels is evident in the ranks of the Public Sector Senior Executive Service (SES) where women account for only 23.9% of all positions. In addition, they only hold 23.1% of Management Tier 1 (CEO) positions. The representation of women is lower in Western Australia's executive ranks than in the Commonwealth and in most other Australian states.

In the last year the number of women in the SES increased by 13.0% from 77 in 2004 up to 87 in 2005.

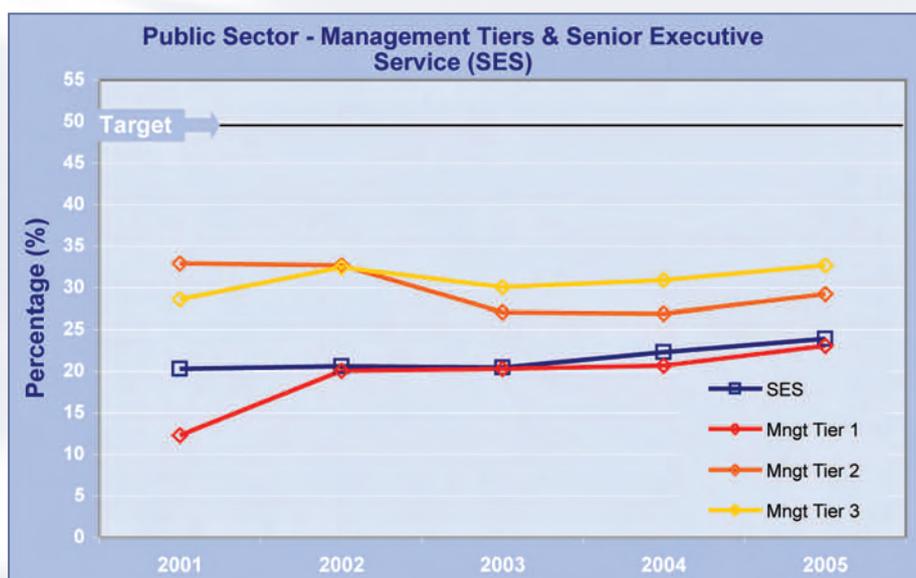
The number of women in Tier 1 management positions only increased from 24 positions in 2004 to 27 positions in 2005.

In 2005, the number of women in Tier 2 and Tier 3 management positions did not increase significantly. Women are significantly under represented in management tiers when compared to their overall representation in public employment.

Local Government: Management Tiers

Women in Local Government remain under represented at all levels of management and there has been a decline in representation over the last year.

The low representation of women at Tier 1 (2.8%) (Chief Executive Officer level) is of concern. Representation at Tier 2 (corporate executive level) has increased to 19.4% in 2004, compared to 16.6% the previous year. This is also low relative to other sectors.



How Deep is the Pool? - Women (continued)

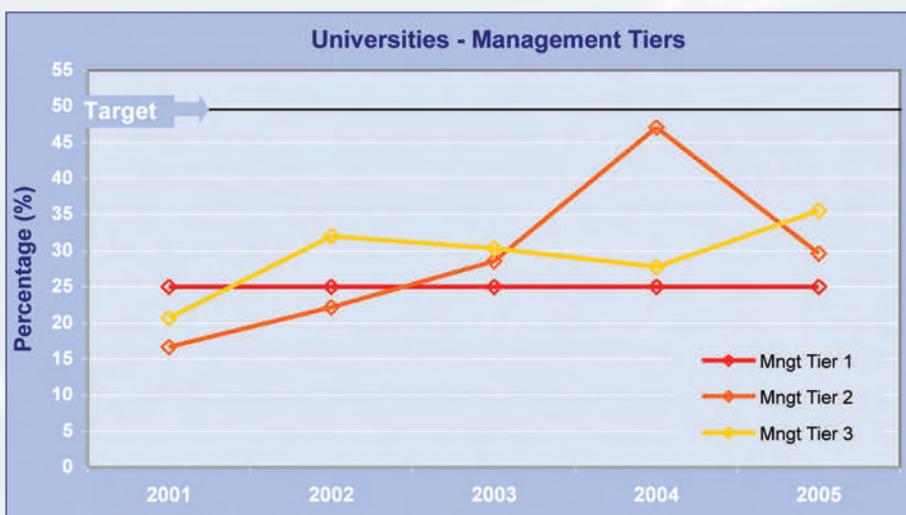
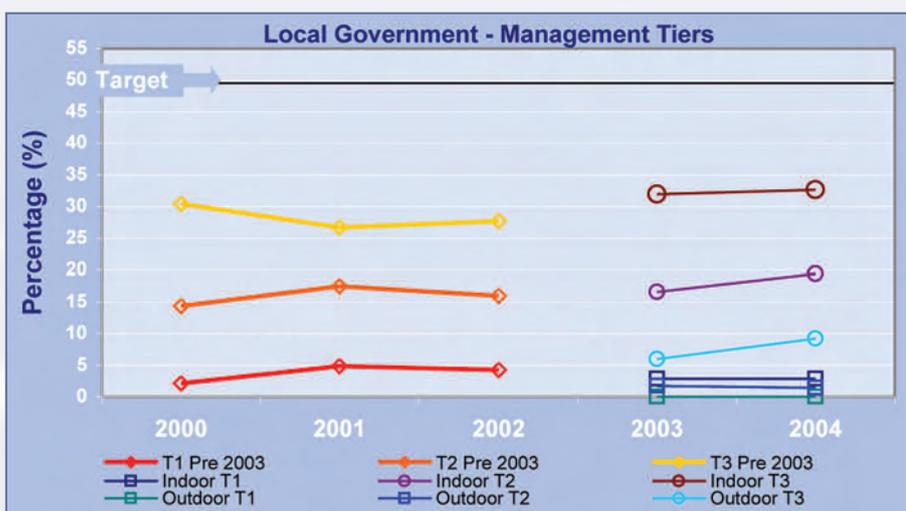
Universities: Management Tiers

For Universities the representation of women at Tier 2 has dropped to 29.6%, which is comparable to 2003 levels.

There has been a corresponding increase in Tier 3 (managers reporting to corporate

executive) in the last year, up from 27.8% in 2004 to 35.6% in 2005.

These shifts have largely been due to a restructure in one university.



How Deep is the Pool? - Women (continued)

Representation of women across the salary levels

The percentage of women in the Public Sector at Salary Ranges 7 to 10 has increased over the last 5 years.

In 2005 women represented 30.9% of all staff in Salary Ranges 7 to 10, however, levels remain relatively low compared to representation of the group in the community. Similarly, women only represented 25.4% of all staff in Salary Ranges 9 to 10.

For Local Government, women indoor workers represented 25.8% of all staff in salary ranges 7 to 11.

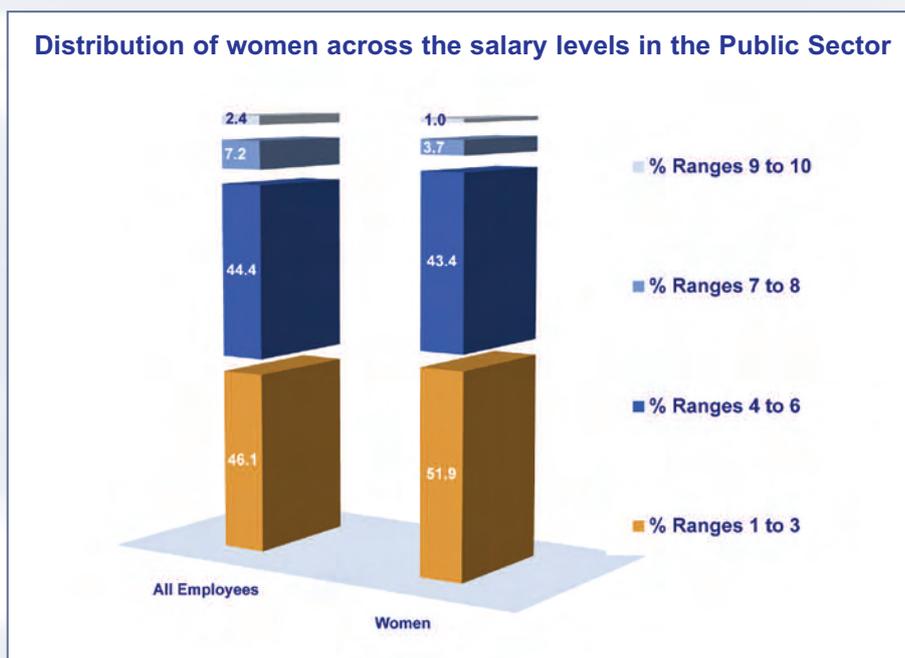
For Universities, women represented only 18.9% of Academics at Levels D to E.

However, they represent 49.6% of higher education workers at salary ranges 7 to 11 (Refer to Appendices).

Distribution of women across salary ranges in the Public Sector

For all women in the public sector in 2004-05, 4.7% were in salary ranges 7 to 10 compared to 9.6% for all employees. The number of employees in salary ranges 4 to 5 was relatively similar for women and all employees, but the percentage of women who were in the lowest ranges (1 to 3) was 12.6% higher than all employees.

Note: Figures for local government and universities are available in Appendix 8.



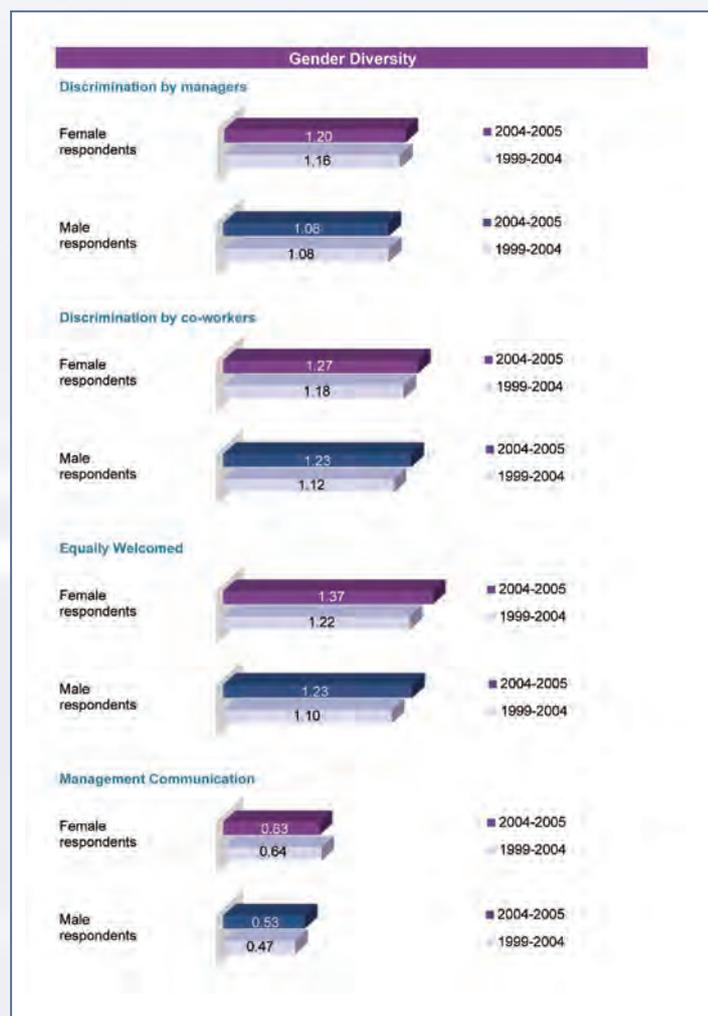
How Deep is the Pool? - Women (continued)

Perceptions of Women in the WA Public Sector

In looking at groupings of related issues covered in staff perception surveys there are three organisational cultural attributes where employee perceptions about equity and diversity issues in the Public Sector were noticeably different between female and male staff.

Females were more positive than males for all attributes. The differences were most apparent for the attributes that indicate perceptions about discrimination by managers, management communication and the extent to which diversity groups are equally welcomed in the workplace.

In 2004-05, for each of these attributes women were between 10 and 20% more positive than men, indicating they agree more strongly than men with the propositions that managers: are less likely to discriminate based on culturally and linguistically diverse backgrounds or gender; are more likely to equally welcome men and women and people from culturally and linguistically diverse backgrounds; and communicate effectively more often.



How Deep is the Pool? - 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.

Representation

In all sectors, there has been an increase in the overall number of Indigenous Australians employed. However, in the public sector there has been a corresponding increase in the total number of employees surveyed, resulting in the same percentage of Indigenous Australians in the sector. As a consequence the objective of 2.9% for 2005, set under the Equity and Diversity Plan for the Public Sector, was not fully achieved.

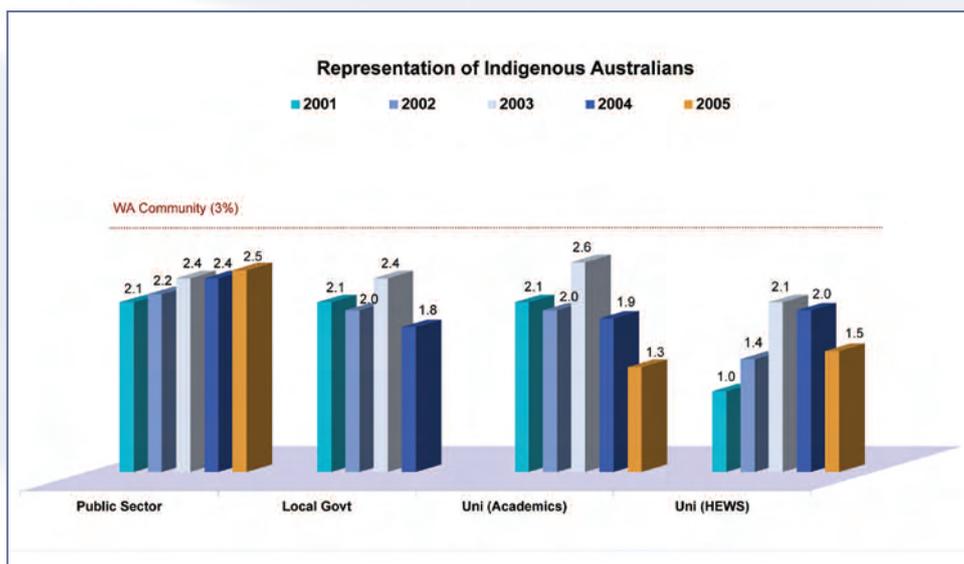
For representation in Local Government and Universities, the respective reported increases and decreases in representation can be attributed, in part, to changes in survey response rates and increased sample sizes.

The representation of Indigenous Australians in the Public Sector increased from 2.4% in 2004 to 2.5% in 2005. Since 2001, representation has increased by 19.0%. However, levels are still lower than representation in the community overall.

In Local Government the representation of Indigenous outdoor workers (4.4%) has remained above representative levels in the community (3%).

The number of Indigenous Australian University Academics being identified in surveys has dropped from 65 in 2004 to 62 in 2005.

The percentage representation has also dropped to 1.3%.



How Deep is the Pool? - Indigenous Australians (continued)

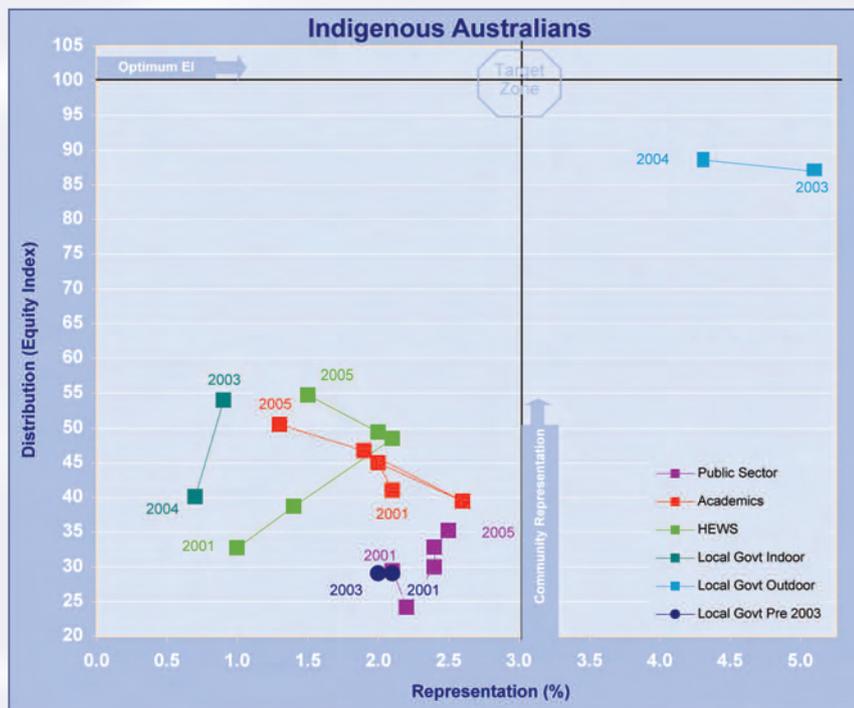
Distribution

The diversity matrix below shows the position of Indigenous Australians in each sector. The matrix shows representation of Indigenous Australians in the workforce relative to representation in the WA community (3%) on the horizontal axis and the evenness of distribution (the Equity Index) on the vertical axis.

The Equity Index for Indigenous Australians in the Public Sector has increased by 20.7% over the last 5 years from 29 in 2001 up to 35 in 2005. Despite this positive trend, Indigenous Australians are still heavily concentrated at the lower salary ranges.

The Equity Index for Indigenous Australian Local Government indoor workers has decreased by 25.9% from 54 in 2003 down to 40 in 2004. For outdoor workers it has remained relatively stable at 89. Note that the salary range for outdoor workers stops at level 6.

The Equity Index for Indigenous Australian University academics has increased by 22.0% over the last 5 years from 41 in 2001 to 50 in 2005. For higher education workers it has increased by 66.7% from 33 in 2001 up to 55 in 2005.



How Deep is the Pool? - Indigenous Australians (continued)

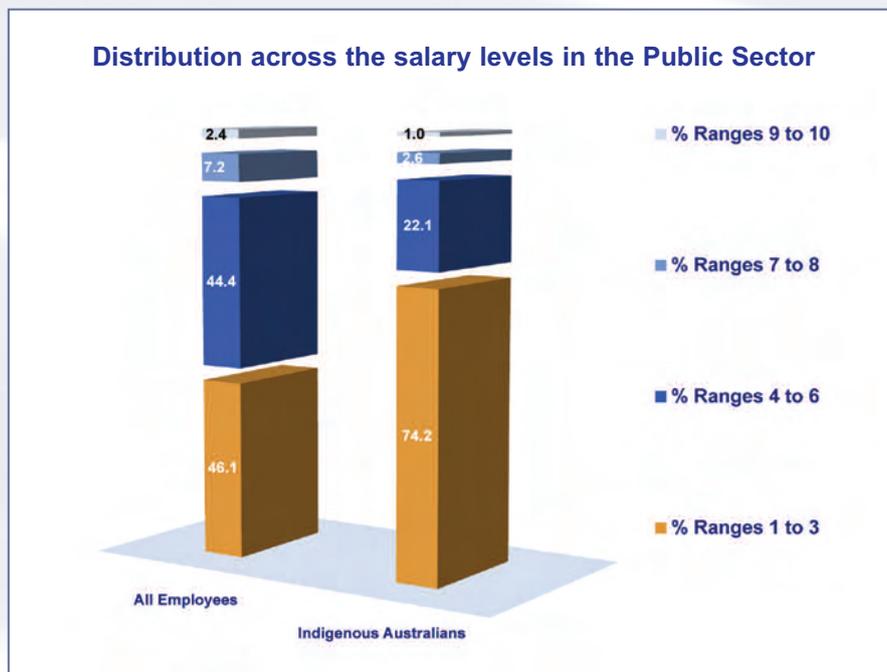
Distribution across the salary levels

The percentage of Indigenous Australians in the Public Sector at salary ranges 7 to 10 has increased by 43.8% over the last 5 years. However, there is still concentration of the diversity group at lower salary levels.

In 2005, of all Indigenous Australians in the Public Sector, 3.6% were at salary ranges 7 to 10 and 1.0% at salary ranges 9 to 10.

For all Local Government Indigenous Australian indoor workers, 6.8% were in salary ranges 7 to 10. For outdoor workers 63.4% were at salary ranges 4 to 6.

For all Indigenous Australian Universities Academics, 6.5% were at levels D to E and for all University higher education workers 15.1% were at salary levels 7 to 11 (Refer to Appendices).



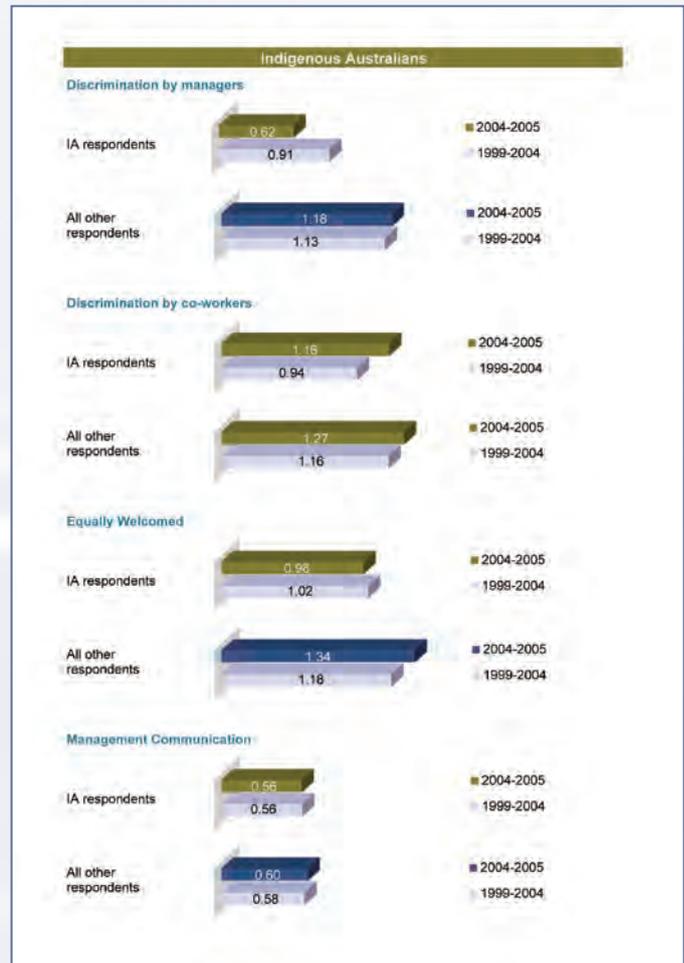
How Deep is the Pool? - Indigenous Australians (continued)

Perceptions of Indigenous Australians in the WA Public Sector

Perceptions of Indigenous Australians on equity and diversity issues in Public Sector workplaces were less positive for all organisational culture attributes when compared to all other respondents.

The perceptions of Indigenous Australians were 47.5% less positive than the average of other respondents for the attribute *Discrimination by managers*. An attribute score of 0.62 suggests that the group only partly agree that managers treat people from different diversity groups with equal respect and value. This is of considerable concern.

The perceptions of Indigenous Australians were noticeably less positive than other respondents for the attribute *Equally welcomed* in all years. This suggests that public authorities need to work harder to build an inclusive culture for Indigenous Australians.



How Deep is the Pool? - People from Culturally Diverse Backgrounds

The level of cultural diversity in public authorities is measured by the number of people born overseas from non-English speaking backgrounds.

Representation

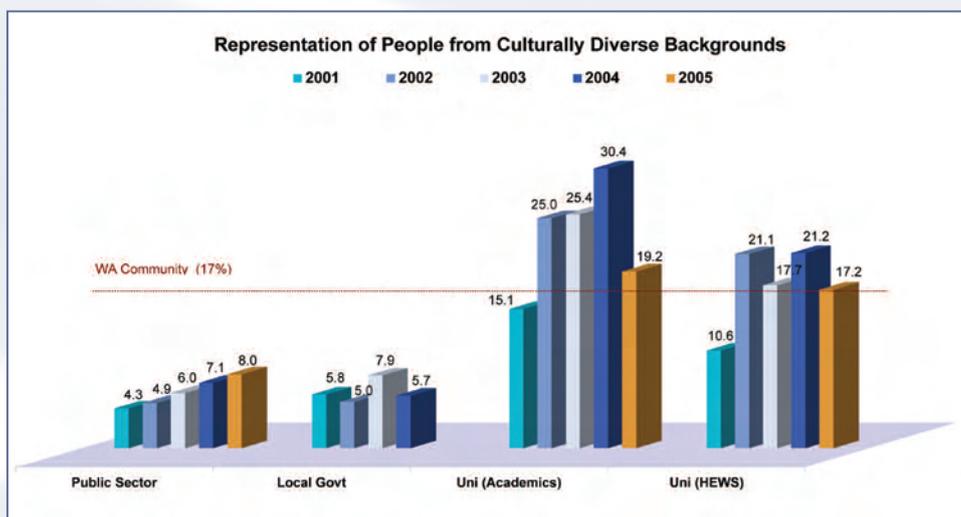
People from culturally diverse backgrounds are well represented in Universities but are clearly under represented in the Public Sector and Local Government, especially in comparison to the level of representation in the community (17%). There has been a considerable improvement over the last two years in the Public Sector consistent with objectives established under the *Equity and Diversity Plan for the Public Sector Workforce*. Increases in representation for Local Government and Universities are positive and represent a substantial increase in numbers as well as in percentage terms.

The representation of people from culturally and linguistically diverse backgrounds in the

Public Sector increased from 7.1% in 2004 to 8.0% in 2005. Since 2001 the percentage representation has increased by 86.0%. Despite this increase, representation is still lower than that in the community (17%).

For Local Government indoor workers the percentage representation of people from culturally and linguistically diverse backgrounds decreased by 26.4% from 7.2% in 2003 to 5.3% in 2004. A similar trend is also apparent for outdoor workers where representation decreased by 26.6% from 9.4% in 2003 to 6.9% in 2004.

Representation of University Academics from culturally diverse backgrounds has dropped from 30.4% in 2004 to 19.2% in 2005. The actual number of people from culturally diverse backgrounds increased from 815 to 820. Representation of people from culturally diverse background for University higher education workers shows a similar trend.



How Deep is the Pool? - People from Culturally Diverse Backgrounds (continued)

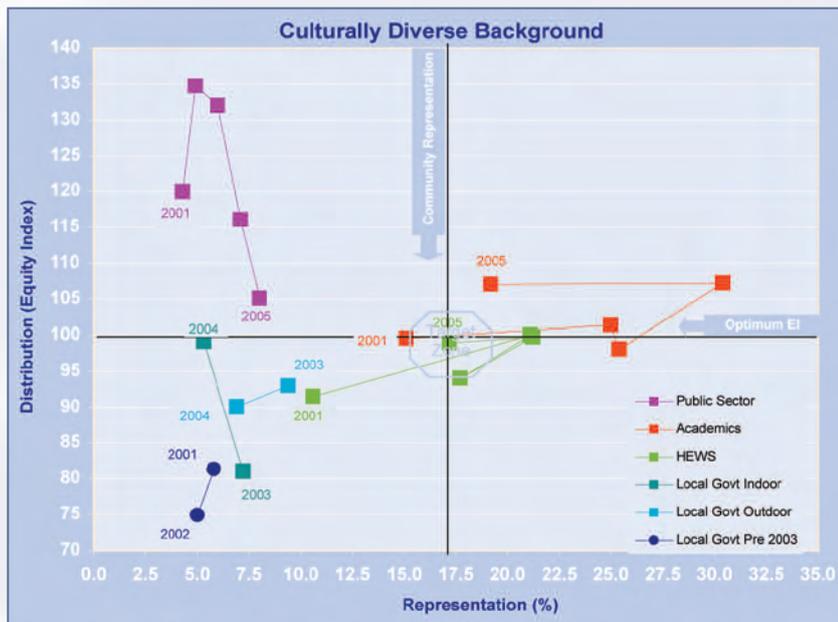
Distribution

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 evenness of distribution across salary scales (the Equity Index) on the vertical axis.

The Equity Index for people from culturally and linguistically diverse backgrounds in the Public Sector has decreased by 12.5% over the last 5 years from 120 in 2001 down to 105 in 2005. Despite this trend, the Equity Index shows that the group is distributed evenly across the salary ranges.

The Equity Index for people from culturally and linguistically diverse backgrounds working as Local Government indoor workers has increased by 22.2% from 81 in 2003 up to 99 in 2004. For outdoor workers it has remained relatively stable at 90. *Note that the salary range for outdoor workers stops at level 6.*

The Equity Indexes for University Academics and higher education workers from culturally and linguistically diverse backgrounds have remained relatively unchanged over the last 5 years (107 and 99 respectively in 2005). This suggests that this diversity group is distributed evenly across the salary ranges.



How Deep is the Pool? - People from Culturally Diverse Backgrounds (continued)

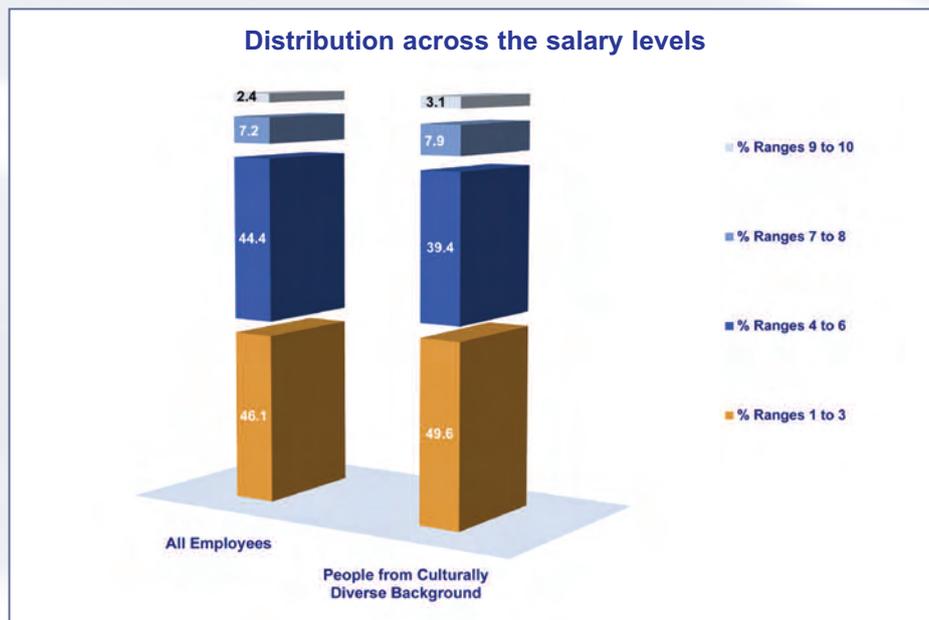
Distribution across the salary levels

The percentage of people from culturally diverse backgrounds in the Public Sector at salary ranges 7 to 10 has increased by 7.8% over the last 5 years.

In 2005, of all people from culturally diverse backgrounds in the Public Sector, 11.0% were at salary ranges 7 to 10 and 3.1% at salary ranges 9 to 10.

For all Local Government indoor workers from culturally diverse backgrounds, 25.1% were at salary ranges 7 to 10. For outdoor workers 62.0% were at levels 4 to 6.

For all Universities Academics from culturally diverse backgrounds, 22.0% were at levels D to E. For all University higher education workers 25.5% were at salary levels 7 to 11 (Refer to Appendices).



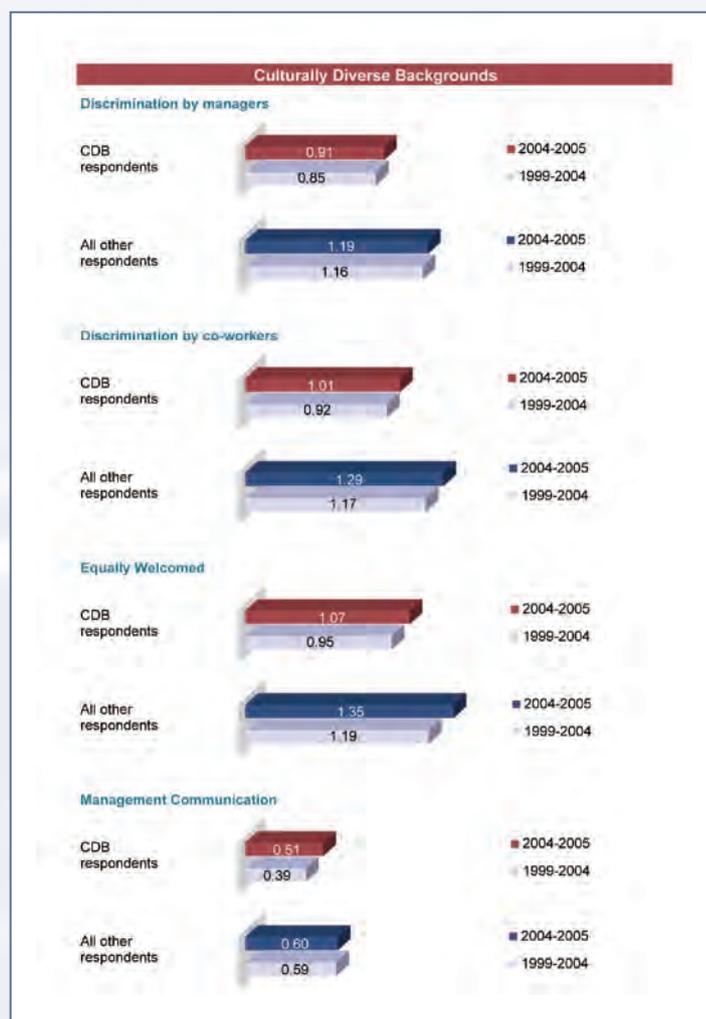
How Deep is the Pool? - People from Culturally Diverse Backgrounds (continued)

Perceptions of people from culturally and linguistically diverse backgrounds in the WA Public Sector

Perceptions of people from culturally diverse backgrounds about equity and diversity issues in the Public Sector workplace were less positive for all organisational culture attributes when compared to all other employees.

The perceptions of employees from culturally diverse backgrounds were, on average, 22.0% less positive than all other employees for the attributes *Discrimination by co-workers* and *Equally welcomed*.

They also recorded perceptions that were between 10 and 15% less positive than the average of other employees for all other attributes. While these responses are more positive than for Indigenous Australians they suggest that work is needed in creating an inclusive culture in public authorities.



How Deep is the Pool? - People with Disabilities

The definition used in the identification questions for people with a disability in staff surveys refers to disabilities that require adjustments in the workplace. It is assumed that there are some people with disabilities who do not identify themselves as requiring these adjustments. The community benchmark figure of 4% is based on Australian Bureau of Statistics data for people with a moderate core activity restriction aged between 16 and 64 years. While there are possible inconsistencies in the application of the survey definition and the community benchmark definition it is considered to be the most appropriate estimate available for comparison purposes.

Representation

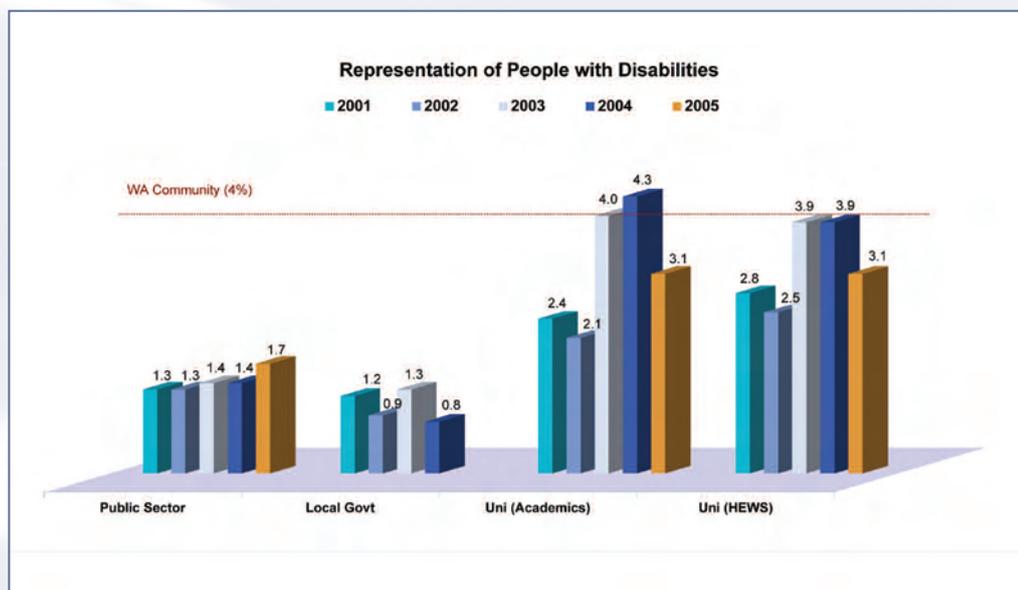
The representation of people with disabilities in the Public Sector increased from 1.4% in 2004 to 1.7% in 2005. Despite this increase, representation in the Public Sector workforce is still significantly lower than the

representation of this group in the community (4%).

For Local Government indoor workers the percentage representation of people with disabilities decreased by 36.4% from 1.1% in 2003 to 0.7% in 2004. Outdoor workers with disabilities showed a similar trend, decreasing by 35.3% from 1.7% in 2003 to 1.1% in 2004.

The percentage of University Academics with disabilities has dropped from 4.3% in 2004 to 3.1% in 2005. University higher education workers show a similar pattern, dropping from 3.9% in 2004 down to 3.1% in 2005. These drops are primarily due to an increased response rate to diversity surveys in the University sector, as the actual numbers of people with disabilities has not changed significantly.

The figures indicate that there is significant scope for improvement in representation for this diversity group across most sectors.



How Deep is the Pool? - People with Disabilities (continued)

Distribution

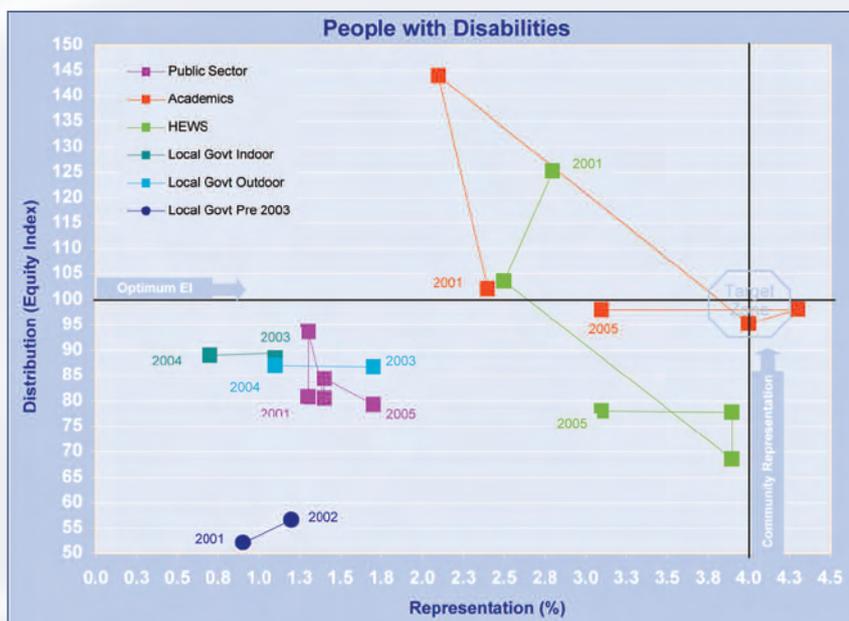
The diversity matrix shows the position of people with disabilities in each sector with representation relative to the community (4%) on the horizontal axis and evenness of distribution across salary levels (the Equity Index) on the vertical axis.

The Equity Index for people with disabilities in the Public Sector has remained relatively unchanged over the last 5 years and sits at 79 in 2005 (down from 84 in 2004). Despite this negative trend, the Equity Index shows the group is distributed more evenly across the salary ranges when compared to other diversity groups. The relatively low

numbers of people with disabilities in public authorities means that small changes in distribution can result in major fluctuations in Equity Index scores.

The Equity Indexes for Local Government indoor workers and outdoor workers with disabilities have remained unchanged at 89 and 87, respectively, in 2004.

The Equity Indexes for University Academics and higher education workers with disabilities has remained unchanged in 2005 at 98 and 78, respectively.



How Deep is the Pool? - People with Disabilities (continued)

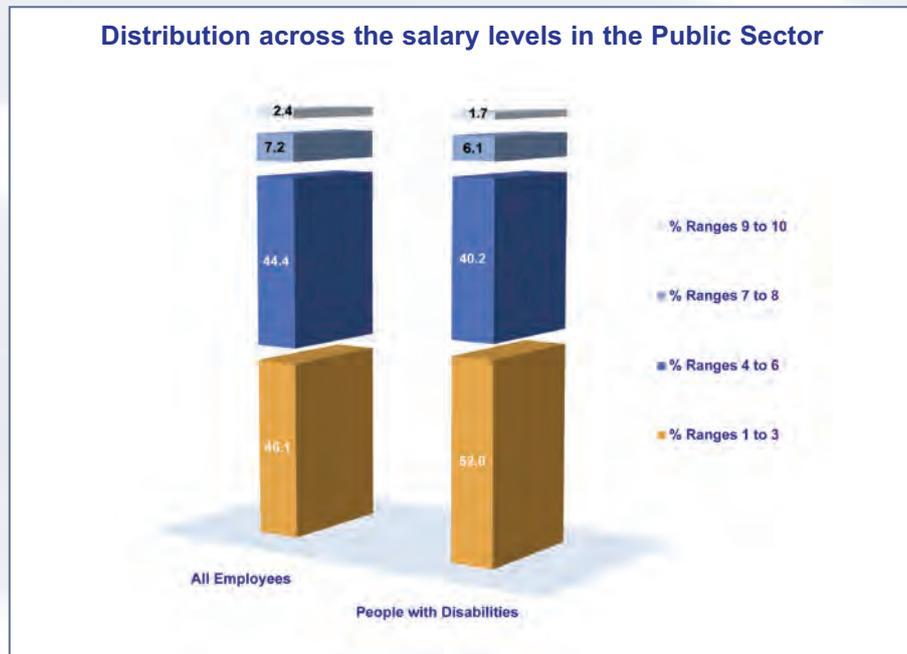
Distribution across the salary levels

The percentage of people with disabilities in the Public Sector at salary ranges 7 to 10 has increased by 13.0% over the last 5 years.

In 2005, of all people with disabilities in the Public Sector, 7.8% were at salary ranges 7 to 10 and 1.7% at salary ranges 9 to 10.

For all Local Government indoor workers with disabilities, 20.0% were at salary ranges 7 to 10. For outdoor workers 41.2% were at levels 4 to 6.

For all people with disabilities working as Universities Academics, 18.8% were at levels D to E. For all University higher education workers 19.5% were at salary levels 7 to 11 (Refer to Appendices).



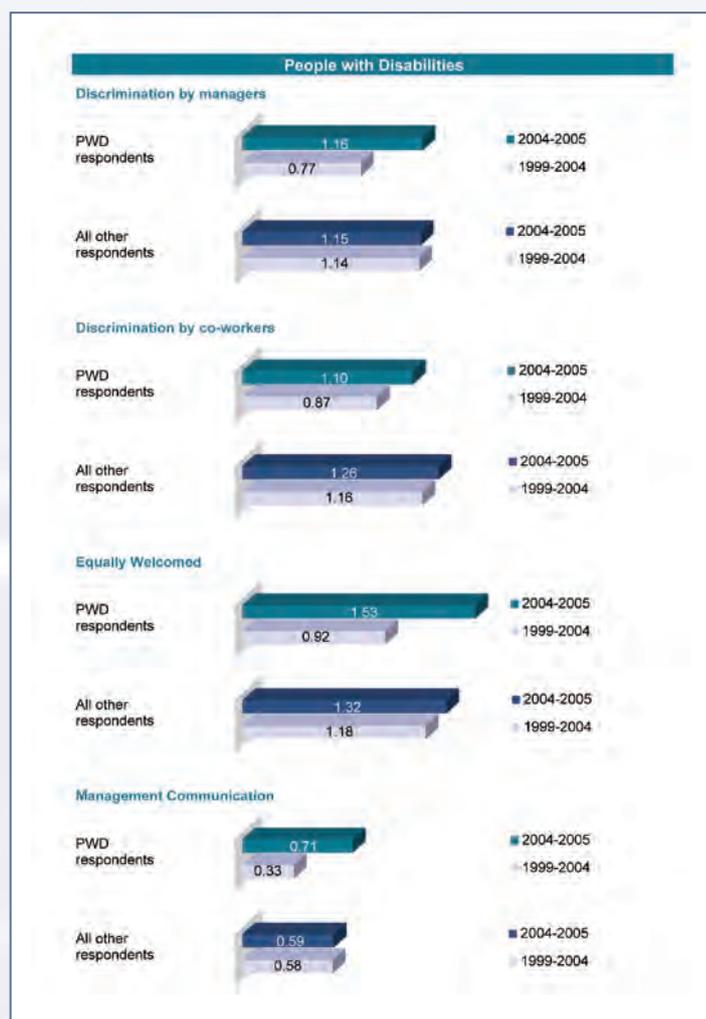
How Deep is the Pool? - People with Disabilities (continued)

Perceptions of people with disabilities in the WA Public Sector

Perceptions of people with disabilities about equity and diversity issues in the Public Sector workplace varied compared to all other employees.

People with disabilities recorded average scores that were 17.1% less positive than the average of all other employees for the organisational culture attribute *Acceptability of Discrimination/Harassment*. The average score of this group was also 17.4% less positive than other employees for the attribute *Occurrence of Sexual Harassment*. These scores suggest that people with disabilities are less positive about the effective management of these issues in the workplace when compared to other employees.

Despite the above negative trends, people with disabilities recorded a score 15.9% more positive than other respondents for the attribute *Equally Welcomed* and 20.3% more positive than others for the attribute *Management Communication*.

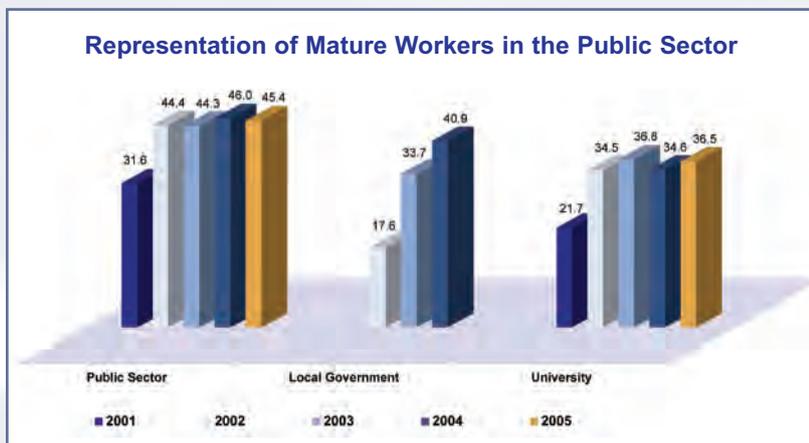
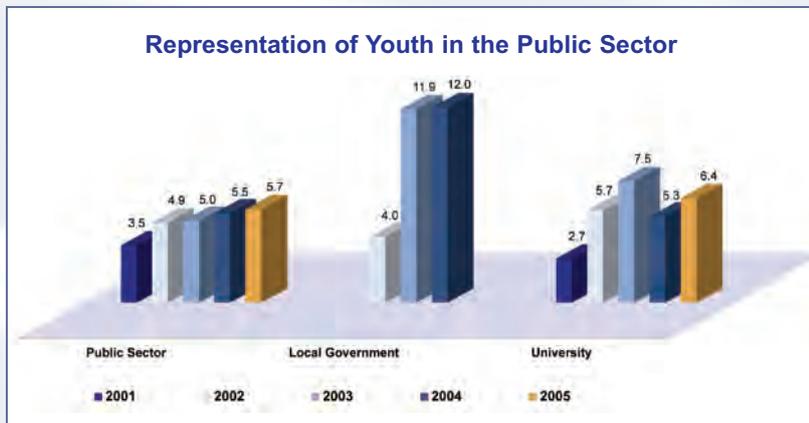


How Deep is the Pool? - Youth and Mature Workers

The following age data relates to employees in the public, local government and university sectors. For these groups equity of distribution is not evaluated as salary range correlates too closely with experience and age.

In the public sector the proportion of both youth and mature workers increased through the 2004-05 period. In 2005, 5.7% of public sector employees are youth (<25 years), an increase from 5.5% from 2004. For mature age workers (>45 years), 2005 figures reflect a level of representation of 45.4%, which is a decrease from 46.0% in 2004.

Mature workers in the public sector are over represented compared to the community overall. The representation of mature workers in local government and the universities is also increasing and there is likely to be an increase in turnover in the public sector as this large employment cohort approaches retirement age. To help alleviate this effect many agencies are developing strategies to retain the skills and knowledge of mature workers.



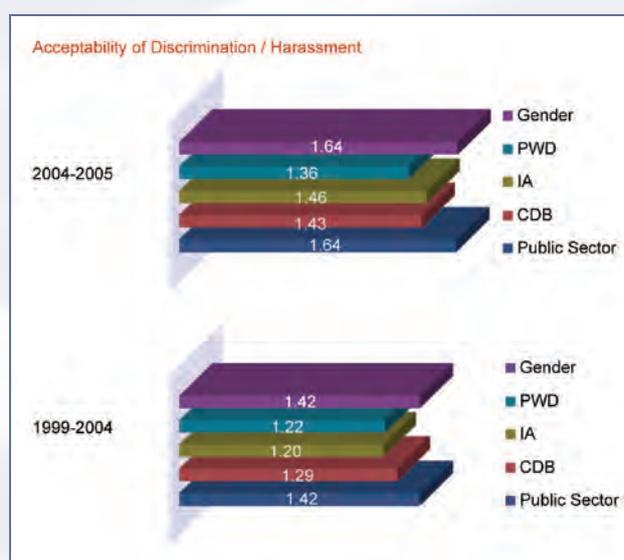
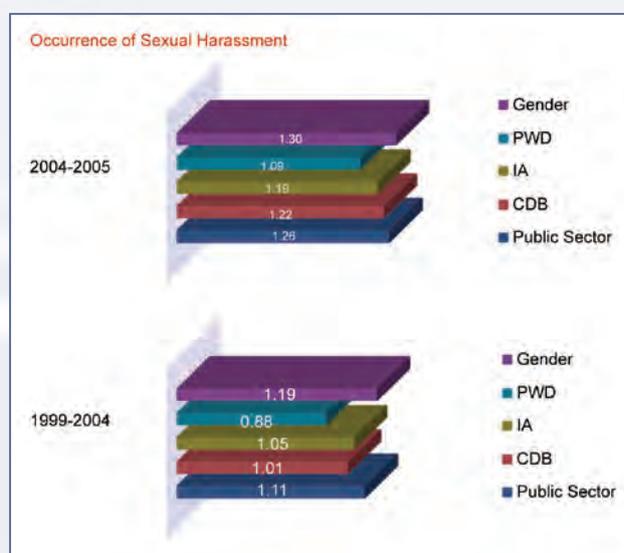
Acceptance and Occurrence of Unwelcome Behaviour

While it is clear the majority of employees perceive that unwelcome behaviour on the basis of age, sex, race and disability is unacceptable, in some areas it is still more likely to occur than might be expected from their understanding of its acceptability. In addition, there are still some respondents who said that unwelcome behaviour was neither condoned nor discouraged, or who did not know or did not answer. It is of concern that there are still a number of people unaware of the acceptability of unwelcome behaviour and this signals that agencies need to educate staff on behaviour that is acceptable and unacceptable in the workplace. They also need to ensure that they take steps to ensure that unwelcome behaviour does not occur through active intervention when it is observed and appropriate mechanisms for employees to raise their concerns are in place.

The 'attribute score' from the climate survey that measures employee's perceptions of *Occurrence of sexual harassment*, shows that all diversity groups scored positively for this question (i.e. they disagree that it occurs). However, the three minority diversity groups (Indigenous Australians, people from culturally diverse backgrounds and people with disabilities) all scored less positively than women and the public sector as a whole.

Similarly, when the 'attribute scores' for *Acceptability of discrimination and harassment* were compared between diversity groups, the three minority diversity groups all scored less positively than women and the public sector as a whole.

For both of the above 'attribute scores', the figures for the 2004-05 year showed significant improvement when compared to the previous five years combined.



Perceptions about workplace flexibility

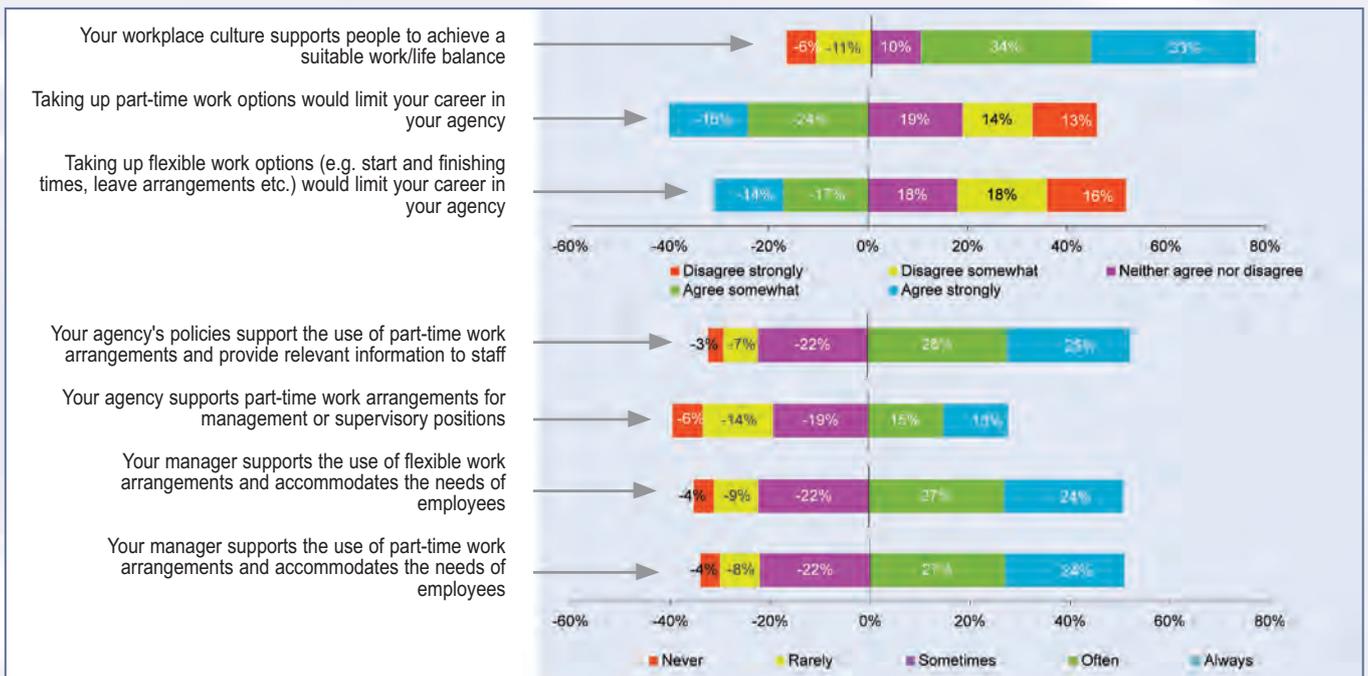
Changes to the climate survey instrument used by the Office to evaluate staff perceptions now include questions that gauge staff perceptions about access to part time and flexible work options. While the sample size and profile is not yet fully reflective of the public sector, outcomes of surveys have started to reveal interesting trends in perceptions about the extent to which workplace systems and cultures support flexible work options.

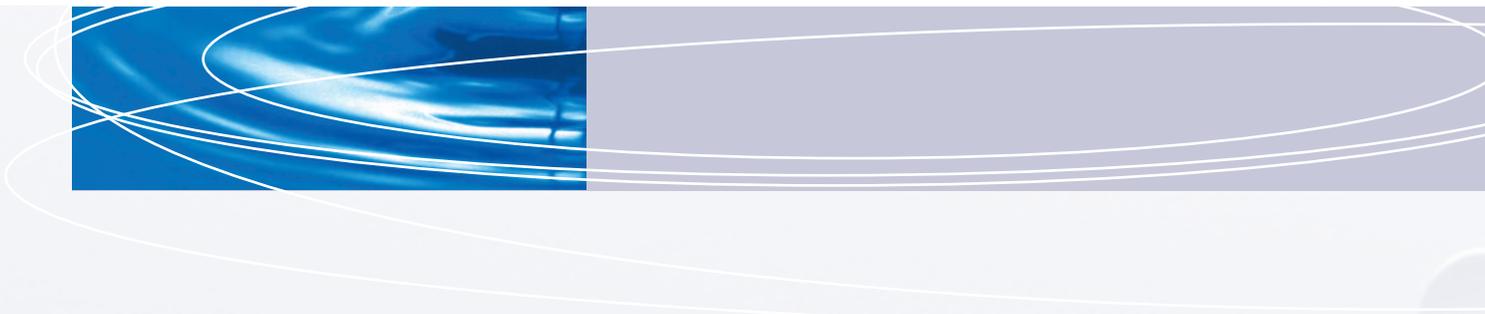
In a sample of 1,120 respondents from four regionally based entities:

- 53% of respondents considered that they had good access to information about part time and flexible work options.

- 67% of respondents believed that their workplace supported people to achieve a suitable work-life balance.
- 13% of respondents believed their manager would not support the use of such arrangements
- Unfortunately, 40% of respondents believed that taking up part time options would limit their career and 31% of respondents considered that taking up flexible work options would limit career prospects.

The Office of EEO will continue to closely monitor the outcomes of these new questions.





Appendices

Appendices available online: www.oeeo.wa.gov.au

Appendix 1 – Performance 2004 – 05

Appendix 2 – Public Sector Workforce Demographics

Appendix 3 – Local Government Workforce Demographics

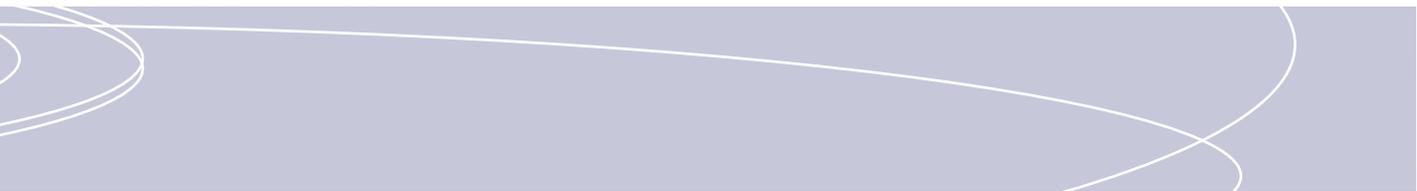
Appendix 4 – Public Universities Workforce Demographics

Appendix 5 – Publications

Appendix 6 – Glossary and Definitions

Appendix 7 – List of Western Australian Public Authorities

Appendix 8 – Distribution of Diversity Groups across salary levels for Local Government and Universities in 2004-05



APPENDICES

APPENDIX 1 – PERFORMANCE 2004-05

EEO advice and evaluation of equity and diversity in public employment

This output involves the assessment of public authority compliance with Part IX of the *Equal Opportunity Act 1984* in order to achieve a more diverse workforce within all public authorities.

Total Cost of Service: \$1,076,000

Staff: 8.4 FTEs

Accountability and Achievement Key Effectiveness Indicators	2003-04 Actual	2004-05 Budget	2004-05 Actual
Accountability			
Percentage of public authorities that have provided all reports as required by legislation ^{(a) (b)}	100%	100%	98%
Effectiveness Indicator			
Improvement in the public sector composite equity index for women, people with disabilities, Indigenous Australians and people from culturally diverse backgrounds ^{(b) (c)}	77	78	78

Notes:

- (a) Numbers are based on agency yearly reports on Equal Employment Opportunity. Public authorities that have provided all reports consist of 116 Public Sector Agencies, 144 Local Government Authorities and 4 Public Universities (Total =264).
- (b) New key effectiveness indicator developed following a review of the Office's Outcome Based Management structure. Comparable information for 2003-04 has been provided.
- (c) The composite equity index is a single measure that combines key measures of equity in public employment for women, Indigenous Australians, people from culturally diverse backgrounds and people with disabilities. The key measures of equity for each group are the variation between the workforce % and the community % and the variation in the Equity Index (a measure of the distribution of the group across all levels of the workforce). The ideal Equity Index is 100. The Composite Equity Index is based on data as at the 30 June 2004 as published in the September 2004 Annual DEOPE Report published by the Director of Equal Opportunity in Public Employment. This measure replaces the four improvement indicators in the 2003-04 Annual Report.

Performance Measures	2004-05 Target	2004-05 Actual
Quantity		
Public authorities assisted and reported on for PSM Act	263	264
Quality		
Satisfaction of agency corporate executives with feedback provided in effectiveness review (evaluation)	80%	88%
Satisfaction of training participants	80%	84%
Timeliness		
Timeframes between request for assistance and response	3 workdays	0.5 work days
Timeframes between receipt of annual reports and distribution of analysis	10 weeks	12 weeks
Cost		
Average cost per public authority	\$4,418	\$4,250

APPENDIX 2 – PUBLIC SECTOR WORKFORCE DEMOGRAPHICS

Women and Men in the Public Sector

Representation of Women and Men 2001-2005					
	2001	2002	2003	2004	2005
Number of Employees	107 168	109 176	115 573	118 671	125 310
Number of Women	65 358	67 717	72 628	74 953	79 861
Number of Men	41 810	41 459	42 945	43 718	45 449
Women as % of all Employees	61.0%	62.0%	62.8%	63.2%	63.7%
Estimated Women FTEs as % of all estimated FTEs	56.3%	57.5%	58.2%	58.5%	59.1%

Note: Estimated FTEs are calculated by counting each full time person as one FTE and each part time and casual person as 0.5 FTEs.

Employment Type - Women and Men 2001-2005					
	2001	2002	2003	2004	2005
Permanent Women	42 687	45 973	48 433	50 910	55 517
Permanent Women as % of all Women	65.3%	67.9%	66.7%	67.9%	69.5%
Permanent Men	32 790	33 139	33 902	34 813	35 757
Permanent Men as % of all Men	78.4%	79.9%	78.9%	79.6%	78.7%
Part Time Women	23 067	24 512	25 575	27 156	29 462
Part Time Women as % of permanent and fixed term Women	39.8%	40.8%	40.5%	41.4%	42.3%
Part Time Men	2 666	3 380	2 839	3 088	3 329
Part Time Men as % of permanent and fixed term Men	6.9%	8.8%	7.3%	7.8%	8.1%

Women in Management in the Public Sector

Distribution of Women 2001-2005					
	2001	2002	2003	2004	2005
Equity Index for Women	53	55	58	59	63
Women as % Salary Ranges 7-10	23.0%	23.6%	26.4%	29.3%	30.9%
Women as % Salary Ranges 9-10	20.9%	20.8%	23.2%	23.6%	25.4%

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) 2001-2005					
	2001	2002	2003	2004	2005
People in the SES	404	369	342	345	364
Women in the SES	82	76	70	77	87
Women as % SES	20.3%	20.6%	20.5%	22.3%	23.9%

Women in the Management Tiers 2001-2005					
	2001	2002	2003	2004	2005
Total in Tier 1	155	144	118	116	117
Women in Tier 1	19	29	24	24	27
Women as % Tier 1	12.3%	20.1%	20.3%	20.7%	23.1%
Total in Tier 2	690	701	517	517	535
Women in Tier 2	227	229	140	139	156
Women as % Tier 2	32.9%	32.7%	27.1%	26.9%	29.2%
Total in Tier 3	1 611	1 610	1 462	1 347	1 534
Women in Tier 3	461	524	440	416	501
Women as % Tier 3	28.6%	32.5%	30.1%	30.9%	32.7%

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

Indigenous Australians in the Public Sector

Representation of Indigenous Australians, 2001-2005

	2001	2002	2003	2004	2005
Employees surveyed	89 568	88 802	92 578	96 186	100 957
Employees surveyed as % Total	83.6%	81.3%	80.1%	81.1%	80.6%
Indigenous Australians	1 884	1 925	2 196	2325	2 535
Indigenous Australians as % employees surveyed	2.1%	2.2%	2.4%	2.4%	2.5%
Permanent Employees as % Total	70.4%	72.5%	71.2%	72.2%	72.8%
Permanent Indigenous Australians as % all Indigenous Australians	55.4%	61.7%	58.7%	59.5%	65.3%

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

b) Data has been updated for 2004.

Distribution of Indigenous Australians, 2001-2005

	2001	2002	2003	2004	2005
Equity Index for Indigenous Australians	29	24	30	33	35
No. Indigenous Australians in Salary Ranges 7-10	42	32	60	72	83
% All Employees Salary Ranges 7-10	7.5%	6.4%	7.2%	9.4%	9.6%
% Indigenous Australians in Salary 7-10	2.5%	1.8%	3.0%	3.4%	3.6%
No. Indigenous Australians in Salary Ranges 9-10	10	9	15	16	23
% All Employees Salary Ranges 9-10	2.2%	1.7%	1.9%	2.2%	2.4%
% Indigenous Australians in Salary Ranges 9-10	0.6%	0.5%	0.7%	0.8%	1.0%

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) 2001-2005

	2001	2002	2003	2004	2005
Indigenous Australians in the SES	7	6	8	8	9
Indigenous Australians as % SES	1.7%	1.6%	2.3%	2.3%	2.5%

People from Culturally Diverse Backgrounds in the Public Sector

Representation of People - Culturally Diverse Backgrounds 2001-2005					
	2001	2002	2003	2004	2005
Employees surveyed	89 416	88 362	92 494	95 982	101 227
Employees surveyed as % Total	83.4%	80.9%	80.0%	80.9%	80.8%
People Culturally Diverse Backgrounds	3 835	4 300	5 554	6 852	8 095
People from Culturally Diverse Backgrounds as % employees surveyed	4.3%	4.9%	6.0%	7.1%	8.0%
Permanent Employees as % Total	70.4%	72.5%	71.2%	72.2%	72.8%
Permanent People from Culturally Diverse Bgds as % all People from Culturally Diverse Backgrounds	70.7%	70.8%	74.2%	75.2%	73.9%

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 2001-2005					
	2001	2002	2003	2004	2005
Equity Index for People from Culturally Diverse Backgrounds	120	135	132	116	105
No. People from Culturally Diverse Backgrounds in Salary Ranges 7-10	351	373	507	702	785
% All Employees Salary Ranges 7-10	7.5%	6.4%	7.2%	9.4%	9.6%
% People from Culturally Diverse Backgrounds in Salary 7-10	10.2%	9.8%	10.2%	11.5%	11.0%
No. People from Culturally Diverse Backgrounds in Salary Ranges 9-10	97	105	147	231	224
% All Employees Salary Ranges 9-10	2.2%	1.7%	1.9%	2.2%	2.4%
% People from Culturally Diverse Backgrounds in Salary Ranges 9-10	2.8%	2.8%	3.0%	3.8%	3.1%

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), 2001-2005					
	2001	2002	2003	2004	2005
People from Culturally Diverse Backgrounds in the SES	10	9	8	10	14
People from Culturally Diverse Backgrounds as % of SES	2.5%	2.4%	2.3%	2.9%	3.8%

People with Disabilities in the Public Sector

Representation of People with Disabilities, 2001-2005

	2001	2002	2003	2004	2005
Employees surveyed	89 452	88 954	92 491	96 279	100 954
Employees surveyed as % Total	83.5%	81.5%	80.0%	81.1%	80.6%
People with Disabilities	1 145	1 119	1 281	1 388	1 709
People with Disabilities as % employees surveyed	1.3%	1.3%	1.4%	1.4%	1.7%
Permanent Employees as % Total	70.4%	72.5%	71.2%	72.2%	72.8%
Permanent People with Disabilities as % all People with Disabilities	82.2%	82.3%	79.7%	78.7%	75.0%

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, 2001-2005

	2001	2002	2003	2004	2005
Equity Index for People with Disabilities	81	94	81	84	79
No. People with Disabilities in Salary Ranges 7-10	73	67	82	102	115
% All Employees Salary Ranges 7-10	7.5%	6.4%	7.2%	9.4%	9.6%
% People with Disabilities in Salary Ranges 7-10	6.9%	6.5%	7.2%	8.3%	7.8%
No. People with Disabilities in Salary Ranges 9-10	12	16	12	23	25
% All Employees Salary Ranges 9-10	2.2%	1.7%	1.9%	2.2%	2.4%
% People with Disabilities in Salary Ranges 9-10	1.1%	1.6%	1.1%	1.9%	1.7%

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) 2001-2005

	2001	2002	2003	2004	2005
People with Disabilities in the SES	2	5	5	5	3
People with Disabilities as % SES	0.5%	1.4%	1.5%	1.4%	0.8%

APPENDIX 3 – LOCAL GOVERNMENT WORKFORCE DEMOGRAPHICS

Women and Men in Local Government

Representation of Women and Men 2000-2004							
	2000	2001	2002	2003		2004	
	All Staff	All Staff	All Staff	Indoor	Outdoor	Indoor	Outdoor
Number of Employees	15 146	14 584	14 953	10 731	4 781	10 718	4 634
Number of Women	6 950	6 351	6 693	6 700	605	6 695	545
Number of Men	8 196	8 233	8 260	4 031	4 176	4 023	4 089
Women as % of all Employees	45.9%	43.5%	44.8%	62.4%	12.7%	62.5%	11.8%
Estimated Women FTEs as % of all estimated FTEs	39.4%	38.2%	39.1%	57.6%	9.3%	57.8%	8.9%

Note: Estimated FTEs are calculated by counting each full time person as one FTE and each part time and casual person as 0.5 FTEs.

Employment Type - Women and Men 2000-2004							
	2000	2001	2002	2003		2004	
	All Staff	All Staff	All Staff	Indoor	Outdoor	Indoor	Outdoor
Permanent Women	3 982	3 981	4 349	4 157	354	4 323	367
Permanent Women as % of all Women	57.3%	62.7%	65.0%	62.0%	58.5%	64.6%	67.3%
Permanent Men	6 666	6 639	6 736	2 891	3 907	2 930	3 868
Permanent Men as % of all Men	81.3%	80.6%	81.5%	71.7%	93.6%	72.8%	94.6%
Part Time Women	1 382	1 440	1 600	1 558	153	1 608	159
Part Time Women as % of permanent and fixed term Women	32.7%	32.6%	34.4%	33.8%	40.9%	34.3%	41.1%
Part Time Men	234	339	288	205	97	231	89
Part Time Men as % of permanent and fixed term Men	3.3%	4.7%	4.0%	6.1%	2.4%	6.9%	2.3%

Women in Management in Local Government

Distribution of Women 2000-2004							
	2000	2001	2002	2003		2004	
	All Staff	All Staff	All Staff	Indoor	Outdoor	Indoor	Outdoor
Equity Index for Women	75	76	77	57	85	59	81
Women as % Salary Ranges 7-10	23.5%	23.1%	25.8%	25.8%	5.3%	27.8%	4.9%
Women as % Salary Ranges 9-10	17.4%	16.0%	15.5%	17.1%	5.9%	18.5%	5.2%

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 2000-2004							
	2000	2001	2002	2003		2004	
	All Staff	All Staff	All Staff	Indoor	Outdoor	Indoor	Outdoor
Total in Tier 1	144	144	143	144		144	
Women in Tier 1	3	7	6	4		4	
Women as % Tier 1	2.1%	4.9%	4.2%	2.8%		2.8%	
Total in Tier 2	388	417	410	393	58	366	72
Women in Tier 2	56	73	68	63	1	71	1
Women as % Tier 2	14.4%	17.5%	16.6%	16.0%	1.7%	19.4%	1.4%
Total in Tier 3	514	551	628	637	201	609	238
Women in Tier 3	156	147	174	203	12	199	22
Women as % Tier 3	30.4%	26.7%	27.7%	31.9%	6.0%	32.7%	9.2%

Indigenous Australians in Local Government

Representation of Indigenous Australians 2000-2004

	2000	2001	2002	2003		2004	
	All Staff	All Staff	All Staff	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	11 778	12 202	12 961	7 361	3 878	10 094	4 508
Employees surveyed as % of Total	77.8%	83.7%	86.7%	68.6%	81.1%	94.2%	97.3%
Indigenous Australians	282	261	258	69	197	68	197
Indigenous Australians as % of employees surveyed	2.4%	2.1%	2.0%	0.9%	5.1%	0.7%	4.4%

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 2000-2004

	2000	2001	2002	2003		2004	
	All Staff	All Staff	All Staff	Indoor	Outdoor	Indoor	Outdoor
Equity Index for Indigenous Australians	46	29	29	54	87	40	89
No. Indigenous Australians in Salary Ranges 7-10 (for 2003 this is Levels 7-10 for Indoor and Levels 4-6 for Outdoor)	18	7	6	5	137	4	118
% All Employees Salary Ranges 7-10	17.2%	18.4%	17.9%	23.6%	73.2%	25.0%	72.3%
% Indigenous Australians in Salary Ranges 7-10	7.5%	3.1%	2.7%	8.8%	71.4%	6.8%	63.4%
No. Indigenous Australians in Salary Ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Level 6 for Outdoor)	5	4	4	2	35	0	47
% All Employees Salary Ranges 9-10	8.8%	9.3%	9.0%	12.8%	29.0%	12.7%	26.1%
% Indigenous Australians in Salary Ranges 9-10	2.1%	1.8%	1.8%	3.5%	18.2%	0.0%	25.3%

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

People from Culturally Diverse Backgrounds in Local Government

Representation of People from Culturally Diverse Backgrounds 2000-2004							
	2000	2001	2002	2003		2004	
	All Staff	All Staff	All Staff	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	11 778	12 219	12 505	7 369	3 922	10 094	4 527
Employees surveyed as % of Total	77.8%	83.8%	83.6%	68.7%	82.0%	94.2%	97.7%
People from Culturally Diverse Backgrounds	522	704	623	531	369	530	314
People from Culturally Diverse Backgrounds as % of employees surveyed	4.4%	5.8%	5.0%	7.2%	9.4%	5.3%	6.9%

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 2000-2004							
	2000	2001	2002	2003		2004	
	All Staff	All Staff	All Staff	Indoor	Outdoor	Indoor	Outdoor
Equity Index for People from Culturally Diverse Backgrounds	67	81	75	81	93	99	90
No. People from Culturally Diverse Backgrounds in Salary Ranges 7-10 (for 2003 this is Levels 7-10 for Indoor and Levels 4-6 for Outdoor)	58	94	75	79	249	104	191
% All Employees Salary Ranges 7-10	17.2%	18.4%	17.9%	23.6%	73.2%	25.0%	72.3%
% People from Culturally Diverse Backgrounds in Salary Ranges 7-10	12.3%	15.6%	13.4%	18.7%	68.6%	25.1%	62.0%
No. People from Culturally Diverse Backgrounds in Salary Ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Levels 6 for Outdoor)	25	50	36	38	93	47	61
% All Employees Salary Ranges 9-10	8.8%	9.3%	9.0%	12.8%	29.0%	12.7%	26.1%
% People from Culturally Diverse Backgrounds in Salary Ranges 9-10	5.3%	8.3%	6.5%	9.0%	25.6%	11.3%	19.8%

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

People with Disabilities in Local Government

Representation of People with Disabilities 2000-2004							
	2000	2001	2002	2003		2004	
	All Staff	All Staff	All Staff	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	11 778	11 229	12 961	7 360	3 868	10 094	4 497
Employees surveyed as % of Total	77.8%	77.0%	86.7%	68.6%	80.9%	94.2%	97.0%
People with Disabilities	136	137	111	82	64	72	51
People with Disabilities as % of employees surveyed	1.2%	1.2%	0.9%	1.1%	1.7%	0.7%	1.1%

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 2000-2004							
	2000	2001	2002	2003		2004	
	All Staff	All Staff	All Staff	Indoor	Outdoor	Indoor	Outdoor
Equity Index for People with Disabilities	60	57	52	89	87	89	87
No. People with Disabilities in Salary Ranges 7-10 (for 2003 this is Levels 7-10 for Indoor and Levels 4-6 for Outdoor)	12	15	12	17	31	13	21
% All Employees Salary Ranges 7-10	17.2%	18.4%	17.9%	23.6%	73.2%	25.0%	72.3%
% People with Disabilities in Salary Ranges 7-10	9.4%	11.3%	10.9%	24.3%	49.2%	20.0%	41.2%
No. People with Disabilities in Salary Ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Levels 6 for Outdoor)	7	7	4	4	7	8	2
% All Employees Salary Ranges 9-10	8.8%	9.3%	9.0%	12.8%	29.0%	12.7%	26.1%
% People with Disabilities in Salary Ranges 9-10	5.5%	5.3%	3.6%	5.7%	11.1%	12.3%	3.9%

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

APPENDIX 4 – PUBLIC UNIVERSITIES WORKFORCE DEMOGRAPHICS

Women and Men in Public Universities

Representation of Women and Men, 2001-2005, Academics					
	2001	2002	2003	2004	2005
Number of Employees	7 053	5 963	6 870	6 079	6 484
Number of Women	3 180	2 676	3 194	2 757	2 979
Number of Men	3 873	3 287	3 676	3 322	3 505
Women as % of all Employees	45.1%	44.9%	46.5%	45.4%	45.9%
Estimated Women FTEs as % of all estimated FTEs	41.5%	41.2%	42.9%	41.8%	42.5%

Note: Estimated FTEs are calculated by counting each full time person as one FTE and each part time and casual person as 0.5 FTEs.

Representation of Women and Men, 2001-2005, General Staff					
	2001	2002	2003	2004	2005
Number of Employees	8 435	6 415	7 129	6 774	7 428
Number of Women	5 245	4 008	4 504	4 296	4 785
Number of Men	3 190	2 407	2 625	2 478	2 643
Women as % of all Employees	62.2%	62.5%	63.2%	63.4%	64.4%
Estimated Women FTEs as % of all estimated FTEs	60.2%	60.0%	60.8%	61.0%	61.7%

Note: Estimated FTEs are calculated by counting each full time person as one FTE and each part time and casual person as 0.5 FTEs.

Representation of Women and Men, 2001-2005 Academics & General Staff					
	2001	2002	2003	2004	2005
Total Number of Employees	15 488	12 378	13 999	12 853	13 912
Total Number of Women	8 425	6 684	7 698	7 053	7 764
Total Number of Men	7 063	5 694	6 301	5 800	6 148
Total Women as % of all Employees	54.4%	54.0%	55.0%	54.9%	55.8%

Women and Men in Public Universities

Employment Type – Women and Men, 2001-2005, Academics

	2001	2002	2003	2004	2005
Permanent Women	586	661	699	746	769
Permanent Women as % of all Women	18.4%	24.7%	21.9%	27.1%	25.8%
Permanent Men	1 286	1 370	1 383	1 409	1 391
Permanent Men as % of all Men	33.2%	41.7%	37.6%	42.4%	39.7%
Part Time Women	337	386	368	403	434
Part Time Women as % of permanent and fixed term Women	27.5%	28.6%	27.4%	28.6%	29.3%
Part Time Men	235	246	273	294	297
Part Time Men as % of permanent and fixed term Men	11.2%	11.5%	12.7%	13.3%	13.2%

Employment Type – Women and Men, 2001-2005, General Staff

	2001	2002	2003	2004	2005
Permanent Women	2 028	2 197	2 273	2 341	2 453
Permanent Women as % of all Women	38.7%	54.8%	50.5%	54.5%	51.3%
Permanent Men	1 307	1 376	1 399	1 437	1 458
Permanent Men as % of all Men	41.0%	57.2%	53.3%	58.0%	55.2%
Part Time Women	983	1 065	1 055	1 128	1 239
Part Time Women as % of permanent and fixed term Women	32.4%	32.9%	31.8%	32.2%	33.9%
Part Time Men	220	228	232	228	239
Part Time Men as % of permanent and fixed term Men	11.8%	11.8%	11.8%	11.3%	11.6%

Women in Management in Public Universities

Distribution of Women, 2001-2005, Academics					
	2001	2002	2003	2004	2005
Equity Index for Women	52	53	56	59	60
% Women Academics Levels D-E	13.2%	15.0%	16.5%	17.5%	18.9%

Distribution of Women, 2001-2005, General Staff					
	2001	2002	2003	2004	2005
Equity Index for Women	70	71	74	74	76
% Women at HEW 7-11	43.5%	44.8%	46.4%	46.8%	49.6%

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 2001-2005 Academics & General Staff					
	2001	2002	2003	2004	2005
Total in Tier 1	5	4	4	4	4
Women in Tier 1	1	1	1	1	1
Women as % of Tier 1	20.0%	25.0%	25.0%	25.0%	25.0%
Total in Tier 2	12	18	21	34	27
Women in Tier 2	2	4	6	16	8
Women as % of Tier 2	16.7%	22.2%	28.6%	47.1%	29.6%
Total in Tier 3	58	75	89	126	160
Women in Tier 3	12	24	27	35	57
Women as % of Tier 3	20.7%	32.0%	30.3%	27.8%	35.6%

Indigenous Australians in Public Universities

Representation of Indigenous Australians, 2001-2005 - Academics

	2001	2002	2003	2004	2005
Employees surveyed	3 698	3 847	2 503	3 345	4 938
Employees surveyed as % of Total	52.4%	64.5%	36.4%	55.0%	76.2%
Indigenous Australians	79	78	65	65	62
Indigenous Australians as % of employees surveyed	2.1%	2.0%	2.6%	1.9%	1.3%

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, 2001-2005, General Staff

	2001	2002	2003	2004	2005
Employees surveyed	4 675	4 306	3 789	4 651	5 726
Employees surveyed as % of Total	55.4%	67.1%	53.1%	68.7%	77.1%
Indigenous Australians	49	62	80	93	86
Indigenous Australians as % of employees surveyed	1.0%	1.4%	2.1%	2.0%	1.5%

Distribution of Indigenous Australians, 2001-2005, Academics

	2001	2002	2003	2004	2005
Equity Index for Indigenous Australians	41	45	39	47	50
No. Indigenous Australians in Academic Levels D-E	1	2	3	4	4

Distribution of Indigenous Australians, 2001-2005, General Staff

	2001	2002	2003	2004	2005
Equity Index for Indigenous Australians	33	39	49	49	55
No. Indigenous Australians in HEW Levels 7-11	0	5	11	12	13

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 Public Universities

Representation of People from Culturally Diverse Backgrounds, 2001-2005, Academics					
	2001	2002	2003	2004	2005
Employees surveyed	2 169	2 955	2 331	2 681	4 273
Employees surveyed as % of Total	30.8%	49.6%	33.9%	44.1%	65.9%
People from Culturally Diverse Backgrounds	327	739	593	815	820
People from Culturally Diverse Backgrounds as % of employees surveyed	15.1%	25.0%	25.4%	30.4%	19.2%

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, 2001-2005, General Staff					
	2001	2002	2003	2004	2005
Employees surveyed	2 876	3 343	3 460	4 192	5 325
Employees surveyed as % of Total	34.1%	52.1%	48.5%	61.9%	71.7%
People from Culturally Diverse Backgrounds	304	707	612	887	916
People from Culturally Diverse Backgrounds as % of employees surveyed	10.6%	21.1%	17.7%	21.2%	17.2%

Distribution of People from Culturally Diverse Backgrounds 2001-2005, Academics					
	2001	2002	2003	2004	2005
Equity Index for People from Culturally Diverse Backgrounds	100	101	98	107	103
No. People from Culturally Diverse Backgrounds in Academic Levels D-E	64	118	103	173	180

Distribution of People from Culturally Diverse Backgrounds 2001-2005, General Staff					
	2001	2002	2003	2004	2005
Equity Index for People from Culturally Diverse Backgrounds	92	100	94	100	99
No. People from Culturally Diverse Backgrounds in HEW Levels 7-11	61	157	150	225	234

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 2001-2005, Academics

	2001	2002	2003	2004	2005
Employees surveyed	2 155	2 953	2 078	2 194	3 072
Employees surveyed as % of Total	30.6%	49.5%	30.2%	36.1%	47.4%
People with Disabilities	51	62	83	95	96
People with Disabilities as % of employees surveyed	2.4%	2.1%	4.0%	4.3%	3.1%

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, 2001-2005, General Staff

	2001	2002	2003	2004	2005
Employees surveyed	2 840	3 310	2 925	3 420	3 914
Employees surveyed as % of Total	33.7%	51.6%	41.0%	50.5%	52.7%
People with Disabilities	79	83	113	134	123
People with Disabilities as % of employees surveyed	2.8%	2.5%	3.9%	3.9%	3.1%

Distribution of People with Disabilities 2001-2005, Academics

	2001	2002	2003	2004	2005
Equity Index for People with Disabilities	102	144	95	98	98
No. People with Disabilities in Academic Levels D-E	9	15	12	15	18

Distribution of People with Disabilities 2001-2005, General Staff

	2001	2002	2003	2004	2005
Equity Index for People with Disabilities	125	103	69	78	69
No. People with Disabilities in HEW Levels 7-11	15	19	23	28	24

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

APPENDIX 5 – PUBLICATIONS

The following publications and reports from the Director of Equal Opportunity in Public Employment and the Office of Equal Employment Opportunity are available to be viewed at the Office. Most can be viewed and downloaded via the Office website: <http://www.oeeo.wa.gov.au>. Limited numbers of these booklets are available to the public free of charge.

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 Reports 1985/86 to 2003/04;
- Accessing Abilities: Recruiting and Retaining People in the Western Australian Public Sector;
- 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 Planning Strategies;
- Implementing Flexible Working Arrangements: A Resource Kit;
- Innovative Recruitment;
- Insights: Strategies for Success. Indigenous and Non-Indigenous People on Work;
- Insights: Strategies for Success. An interactive management workshop and resource; (available on CD-ROM);
- 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; and
- Women In Management: Good Ideas for Improving Diversity.

Equity and Diversity Plan publications:

- Equity and Diversity Plan for the Public Sector Workforce 2001-2005;
- Executive and Management Recruitment – Encouraging Women Applicants;
- Indigenous Employment in the WA Public Sector – Valuing the Difference;
- 1st Progress Report - April 2003 - Equity and Diversity Plan; and
- 2nd Progress Report – December 2003 - Equity and Diversity Plan; and
- 3rd Progress Report – March 2005 - Equity and Diversity Plan.

The Key is a periodic publication, produced electronically 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) 9260 6600 or via e-mail to deope@opssc.wa.gov.au.

APPENDIX 6 – GLOSSARY 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. For more details see the Office of EEO website at www.oeeo.wa.gov.au.

Glossary of Terms

Climate Surveys

Climate surveys are conducted by the Office of the Public Sector Standards Commissioner for employees in public sector agencies. These include questions relating to human resource management, ethics and equity and diversity. These are conducted for large agencies (generally with more than 200 employees) on a regular basis that aims to cover all agencies in a four yearly cycle. The *Public Sector Management Act* does not cover corporatised agencies, local governments and public universities and the human resource management and ethics questions are not applicable to them. A separate climate survey is conducted for these organisations with questions that relate primarily to equity and diversity. Analysis of the climate surveys is conducted comparing responses for each agency to the public sector aggregate and providing a gender breakdown. Feedback on the results is generally provided through a presentation to the organisation's corporate executive.

EEO

Equal Employment Opportunity.

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.

<i>Permanent</i>	An employee employed for an indefinite period of time, usually under the terms and conditions of a relevant award or agreement.
<i>Fixed term</i>	An employee employed for a finite period of time.
<i>Full-time</i>	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.

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.

Equity Index

The Equity Index is a measure of distribution. It compares the distribution of women and diversity groups in the workforce and to the distribution of the workforce as a whole. If the group has a similar distribution across all levels as the total workforce the Equity Index is 100. An Index of less than 100 indicates compression of the group at the lower levels. An Index of more than 100 indicates the group is more likely to be at the higher levels.

For women, the Equity Index is calculated using the total number of people employed at each salary range and the total number of women at each salary range. Alternatively data may be collected on the total numbers at each classification level. If this is possible it gives a more meaningful Index. 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. Comparisons with other organisations need to take into account the difference in salary level for the same promotional position or classification level.

Details of the calculation are included at the end of this appendix. The Office of EEO has electronic calculators available for agency use to calculate the equity indices for their organisation.

Indigenous Australians

Persons of Aboriginal and Torres Strait Islander origin.

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.

Management Tiers

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 graduate staff, 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 graduate staff, eg engineers, medical practitioners, accountants, etc unless they have a primary management function.

People from Culturally Diverse Backgrounds

People born in countries other than those categorised by the Australian Bureau of Statistics as Main English Speaking (MES) countries (ie Australia, United Kingdom, Ireland, New Zealand, South Africa, Canada and United States of America).

People with Disabilities

People with an ongoing disability who has an employment restriction due to their disability that requires any of the following :

- restriction in the type of work they can do,
- modified hours of work or time schedules,
- adaptations to the workplace or work area,
- specialised equipment,
- extra time for mobility or for some tasks,
- ongoing assistance or supervision to carry out their duties.

Types of Impairments

- **Sight** - Use braille, low vision aids or other special technology such as appropriate computers or screens (Note: Does not include glasses or contact lenses).
- **Speech** - Use aids such as word processors or communication boards in order to be understood or need extra time to be understood.
- **Hearing** - Use aids such as a hearing help card or volume control telephone in order to hear, or TTY (telephone typewriter), Auslan interpreter, or note taker, in order to communicate.
- **Learning** - Use specific support and training to perform the job, need more than average time to learn some parts of a job or have difficulty with reading or writing eg have an intellectual disability, acquired brain injury or dyslexia.
- **Use of Arms or Hands** - Use specific equipment eg modified keyboard, hands-free telephone or need extra time for handling objects.
- **Use of Legs** - Use aids or need extra time for mobility eg wheelchairs, crutches
- **Long Term Medical, Physical, Mental or Psychiatric Condition** - Any long term health or medical condition which regularly restricts or limits activities eg requires regular absences due to illness or time to be provided at work for medication or treatment or restricts some functions due to health and safety considerations.

Response Rate for 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. In some organisations this information is not available for all employees and the number of surveyed employees is required to enable a calculation of the estimated percentage of employees in the EEO group in the organisation.

The response rate for the survey is the number of people that have responded to the request for information. Please note that the response rate may be different for each of the three diversity groups if a different type of survey or data collection tool was used.

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.

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.

Calculating the Equity Index

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):

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

A value of more than 2 or less than -2 indicates a significant difference from the ideal Index of 100.

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.

Use 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 test should be carried out for the minority group (eg. men in female-dominated industries). If this shows a significant difference from 100, the majority group will also be significantly different from 100.

APPENDIX 7 – WESTERN AUSTRALIAN PUBLIC AUTHORITIES

Local Government Authorities as at 30 June 2004

City of Albany	Shire of Dalwallinu	Shire of Ngaanyatjarruka
City of Armadale	Shire of Dandaragan	Shire of Northam
City of Bayswater	Shire of Dardanup	Shire of Northampton
City of Belmont	Shire of Denmark	Shire of Nungarin
City of Bunbury	Shire of Derby-West Kimberley	Shire of Peppermint Grove
City of Canning	Shire of Donnybrook-Balingup	Shire of Perenjori
City of Cockburn	Shire of Dowerin	Shire of Pingelly
City of Fremantle	Shire of Dumbleyung	Shire of Plantagenet
City of Geraldton	Shire of Dundas	Shire of Quairading
City of Gosnells	Shire of East Pilbara	Shire of Ravensthorpe
City of Joondalup	Shire of Esperance	Shire of Roebourne
City of Kalgoorlie-Boulder	Shire of Exmouth	Shire of Sandstone
City of Mandurah	Shire of Gingin	Shire of Serpentine-Jarrahdale
City of Melville	Shire of Gnowangerup	Shire of Shark Bay
City of Nedlands	Shire of Goomalling	Shire of Tambellup
City of Perth	Shire of Greenough	Shire of Tammin
City of Rockingham	Shire of Halls Creek	Shire of Three Springs
City of South Perth	Shire of Harvey	Shire of Toodyay
City of Stirling	Shire of Irwin	Shire of Trayning
City of Subiaco	Shire of Jerramungup	Shire of Upper Gascoyne
City of Swan	Shire of Kalamunda	Shire of Victoria Plains
City of Wanneroo	Shire of Katanning	Shire of Wagin
Shire of Ashburton	Shire of Kellerberrin	Shire of Wandering
Shire of Augusta-Margaret River	Shire of Kent	Shire of Waroona
Shire of Beverley	Shire of Kojonup	Shire of West Arthur
Shire of Boddington	Shire of Kondinin	Shire of Westonia
Shire of Boyup Brook	Shire of Koorda	Shire of Wickelup
Shire of Bridgetown-Greenbushes	Shire of Kulin	Shire of Williams
Shire of Brookton	Shire of Lake Grace	Shire of Wiluna
Shire of Broome	Shire of Laverton	Shire of Wongan-Ballidu
Shire of Broomehill	Shire of Leonora	Shire of Woodanilling
Shire of Bruce Rock	Shire of Manjimup	Shire of Wyalkatchem
Shire of Busselton	Shire of Meekatharra	Shire of Wyndham-East Kimberley
Shire of Capel	Shire of Menzies	Shire of Yalgoo
Shire of Carnamah	Shire of Merredin	Shire of Yilgarn
Shire of Carnarvon	Shire of Mingenew	Shire of York
Shire of Chapman Valley	Shire of Moora	Town of Bassendean
Shire of Chittering	Shire of Morawa	Town of Cambridge
Shire of Christmas Island	Shire of Mount Magnet	Town of Claremont
Shire of Cocos (Keeling) Islands	Shire of Mount Marshall	Town of Cottesloe
Shire of Collie	Shire of Mukinbudin	Town of East Fremantle
Shire of Coolgardie	Shire of Mullewa	Town of Kwinana
Shire of Coorow	Shire of Mundaring	Town of Mosman Park
Shire of Corrigin	Shire of Murchison	Town of Narrogin
Shire of Cranbrook	Shire of Murray	Town of Northam
Shire of Cuballing	Shire of Nannup	Town of Port Hedland
Shire of Cue	Shire of Narembeen	Town of Victoria Park
Shire of Cunderdin	Shire of Narrogin	Town of Vincent

Public Universities as at 31 March 2005

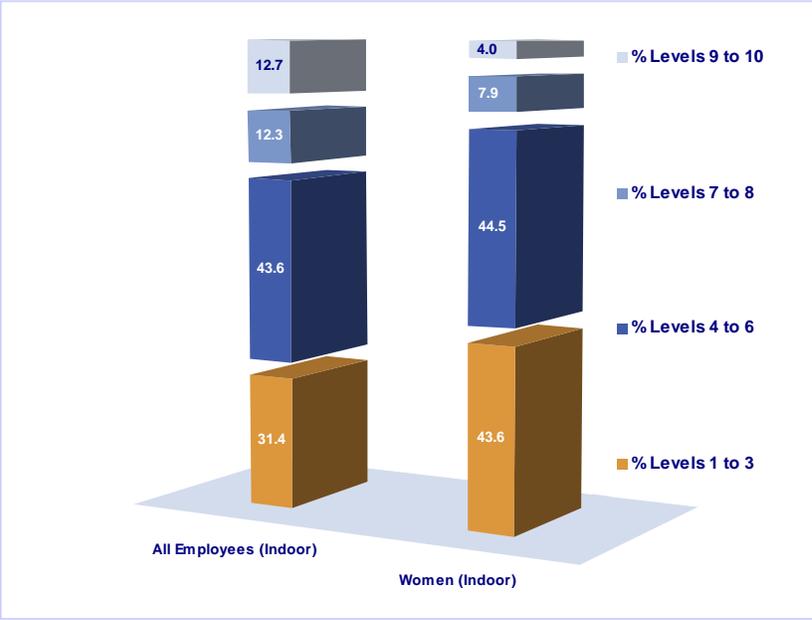
Curtin University of Technology
Edith Cowan University

Murdoch University
University of Western Australia

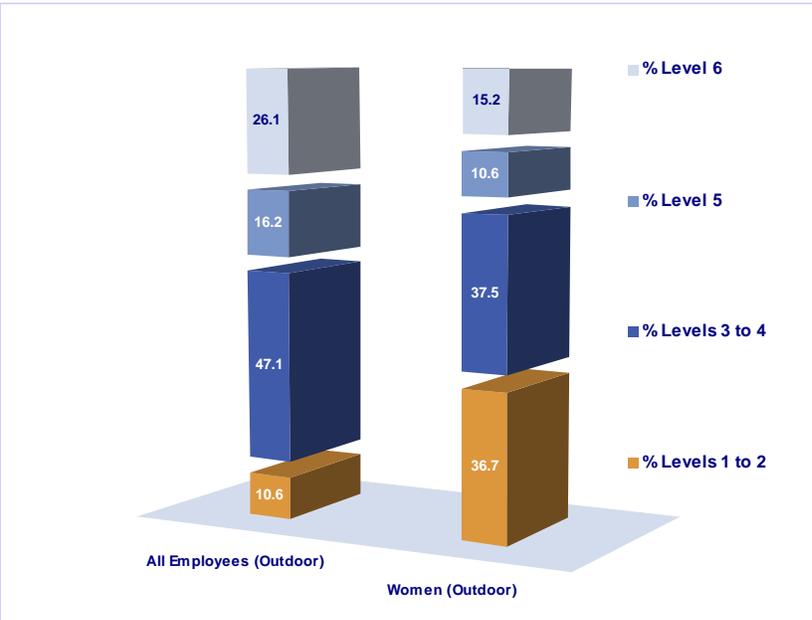
Public Sector Agencies as at 30 June 2005

Albany Port Authority
Animal Resources Authority
Architects Board of WA
Botanic Gardens and Parks Authority
Broome Port Authority
Builders & Painters Registration Boards of WA
Building & Construction Industry Training Fund
Bunbury Port Authority
Bunbury Water Board
Burswood Park Board
Busselton Water Board
Central TAFE
Central West College of TAFE
Challenger TAFE
Conservation Commission
Corruption and Crime Commission
Curriculum Council
CY O'Connor College of TAFE
Dampier Port Authority
Department for Community Development
Department for Planning and Infrastructure
Department for the Registrar Industrial Relations Cmn
Department of Agriculture
Department of Conservation & Land Management
Department of Consumer and Employment Protection
Department of Culture and the Arts
Department of Education and Training
Department of Education Services
Department of Environment
Department of Fisheries
Department of Health
Department of Housing and Works
Department of Indigenous Affairs
Department of Industry and Resources
Department of Justice
Department of Land Information
Department of Local Government and Regional Devt
Department of Racing, Gaming and Liquor
Department of Sport and Recreation
Department of the Premier and Cabinet
Department of Treasury and Finance
Disability Services Commission
Drug and Alcohol Office
East Perth and Subiaco Redevelopment Authorities
Eastern Goldfields Transport Board
Economic Regulator Authority
Egg Marketing Board
Equal Opportunity Commission
Esperance Port Authority
Fire and Emergency Services Authority of WA
Forest Products Commission
Fremantle Port Authority
Gascoyne Development Commission
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
Independent Market Operator
Insurance Commission of Western Australia
Kimberley College of TAFE
Kimberley Development Commission
LandCorp
Law Reform Commission
Legal Aid Western Australia
Lotteries Commission of WA
Main Roads Western Australia
Metropolitan Cemeteries Board
Mid West Development Commission
Midland Redevelopment Authority
Minerals and Energy Research Institute of WA
National Trust of Australia (WA)
Nurses Board of Western Australia
Office of Country High School Hostels Authority
Office of Energy
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 Cmr
Parliamentary Cmr for Admin. Investigations
Pathcentre
Peel Development Commission
Perth Market Authority
Pharmaceutical Council of WA
Pilbara Development Commission
Pilbara TAFE
Police Department
Port Hedland Port Authority
Public Transport Authority
Racing and Wagering WA
Rottnest Island Authority
Small Business Development Corporation
South West Development Commission
South West Regional College of TAFE
State Supply Commission
Swan TAFE
Treasury Corporation
Veterinary and Surgeons Board
Water Corporation
West Coast College of TAFE
Western Australian College of Teaching
Western Australian Electoral Commission
Western Australian Greyhound Racing Authority
Western Australian Legal Practice Board
Western Australian Sports Centre Trust
Western Australian Tourism Commission
Western Potatoes
Western Power
Western Australian Meat Industry Authority
Wheatbelt Development Commission
WorkCover Western Australia
Zoological Gardens Board

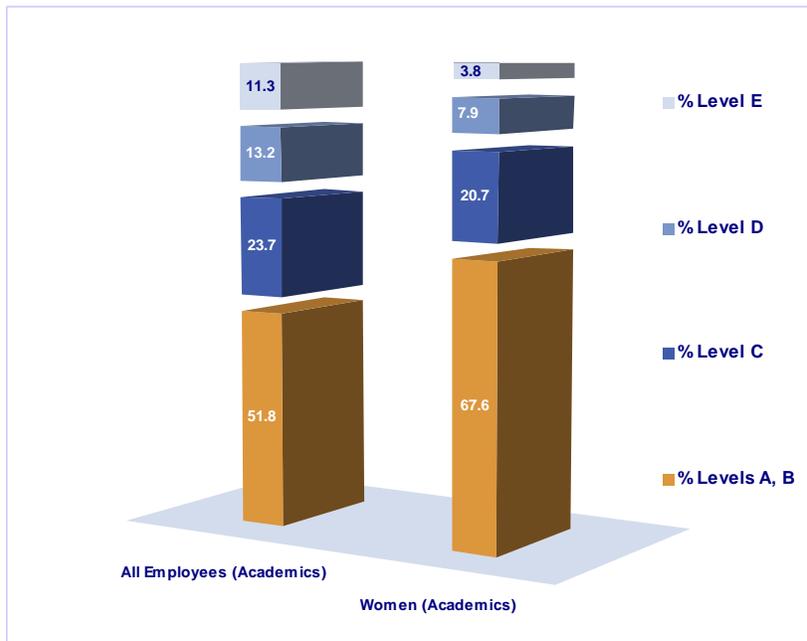
APPENDIX 8 - DISTRIBUTION OF GROUPS ACROSS SALARY LEVELS



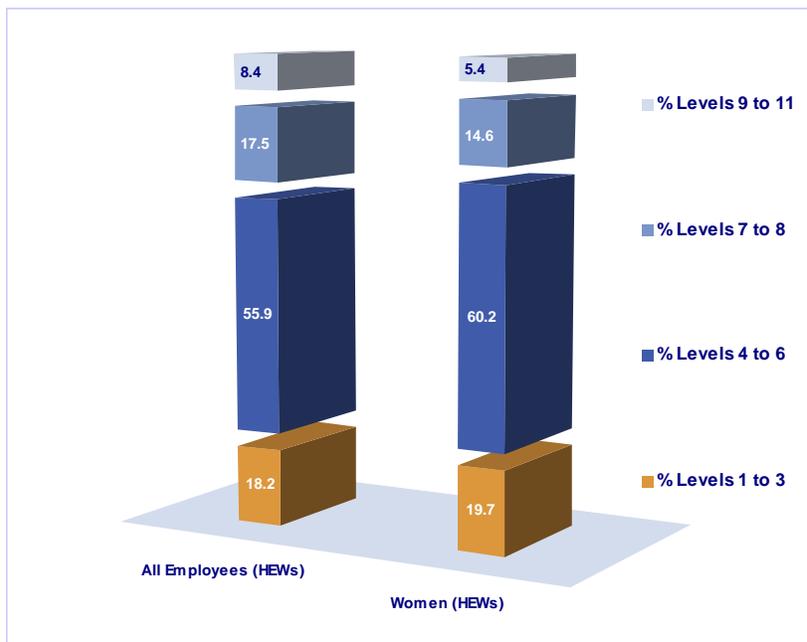
Distribution of Women across Salary Levels: Local Government (Indoor)



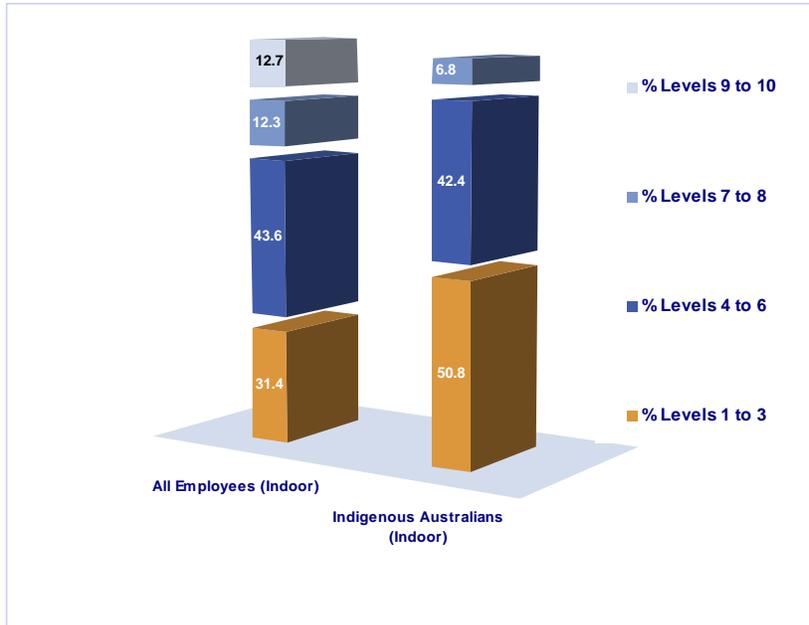
Distribution of Women across Salary Levels: Local Government (Outdoor)



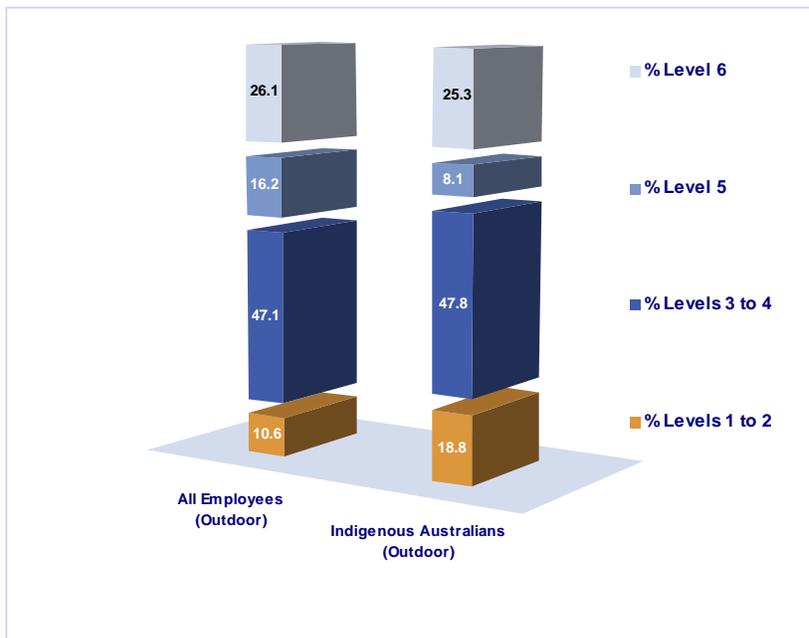
Distribution of Women across Salary Levels: Universities (Academics)



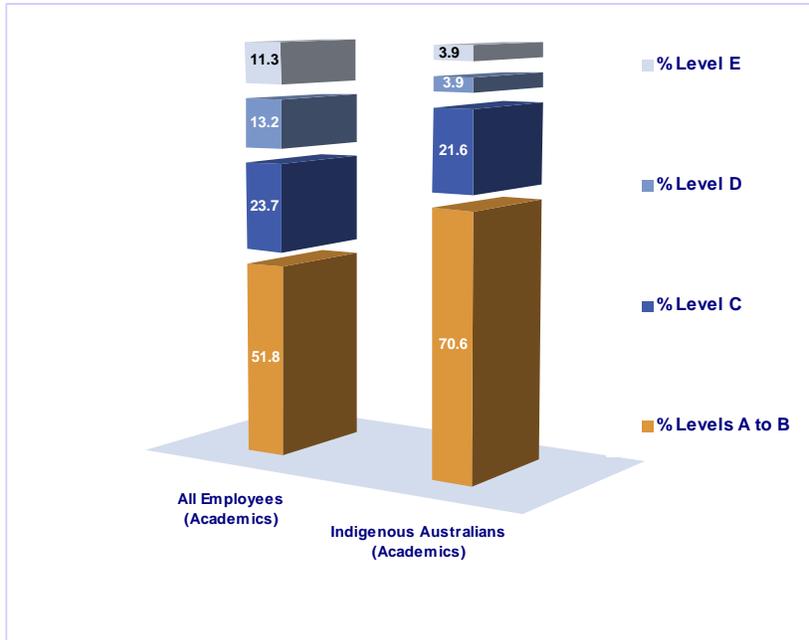
Distribution of Women across Salary Levels: Universities (HEWs)



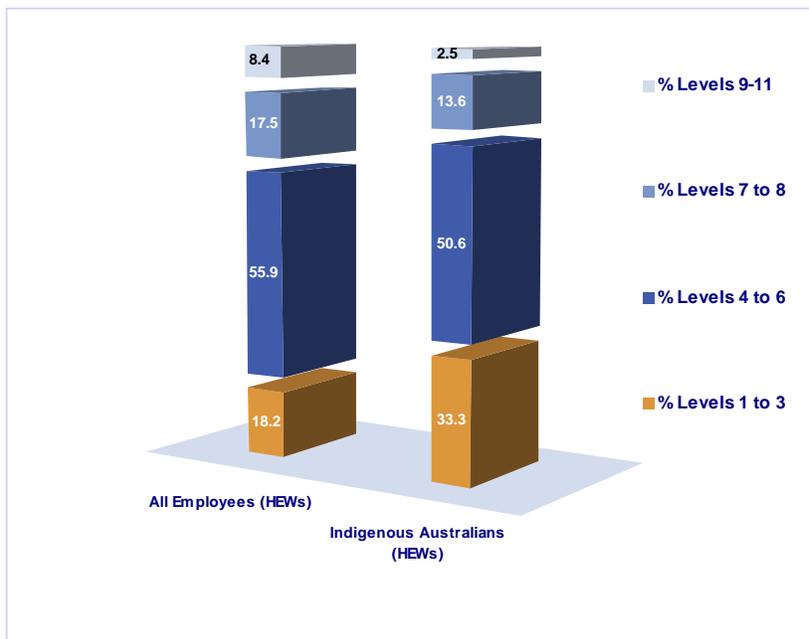
Distribution of Indigenous Australians across Salary Levels: Local Government Indoor



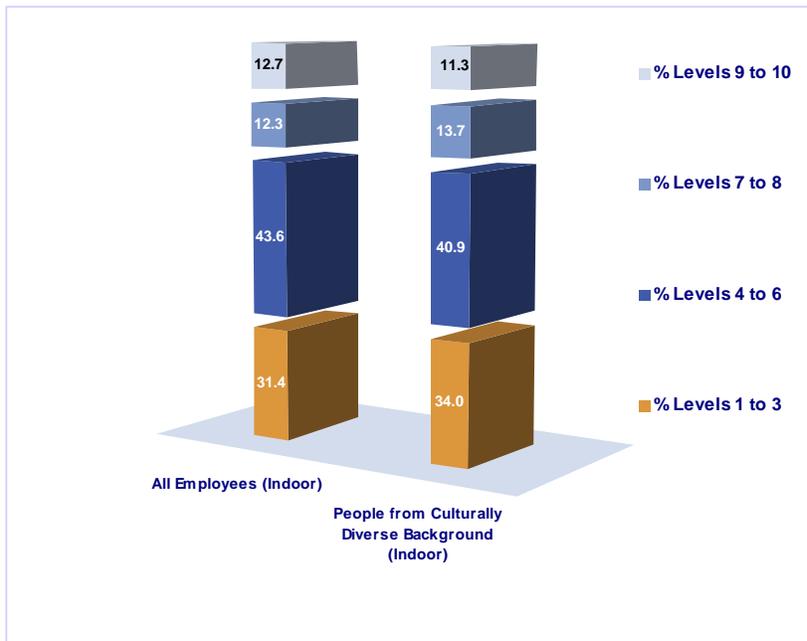
Distribution of Indigenous Australians across Salary Levels: Local Government Outdoor



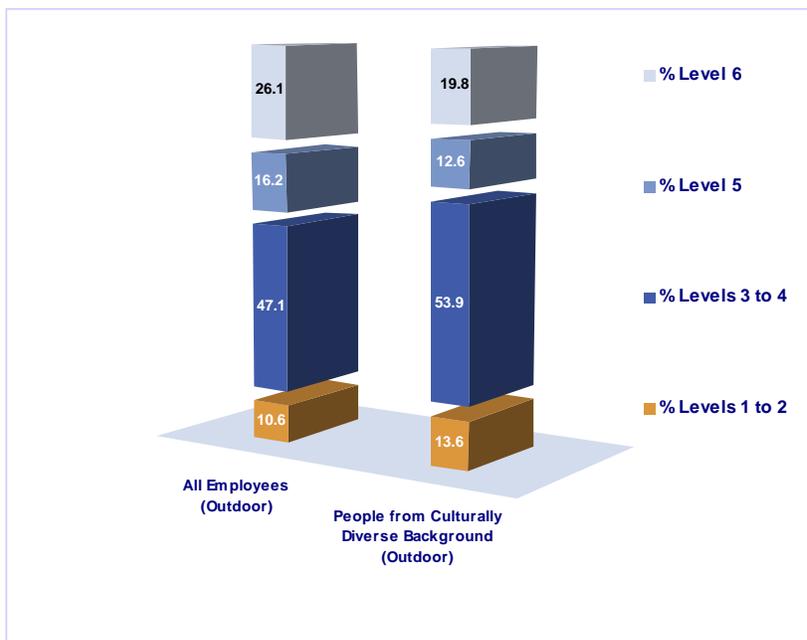
Distribution of Indigenous Australians across Salary Levels: Universities (Academics)



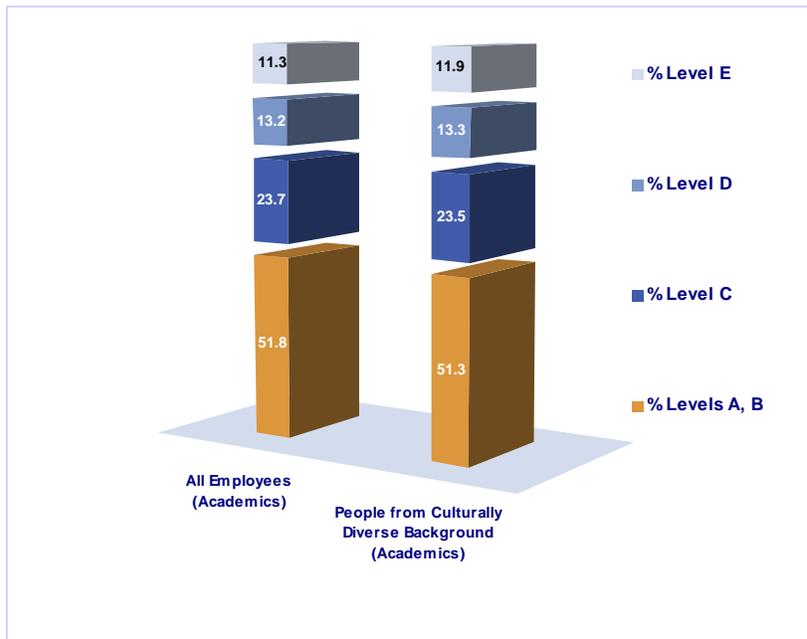
Distribution of Indigenous Australians across Salary Levels: Universities (HEWs)



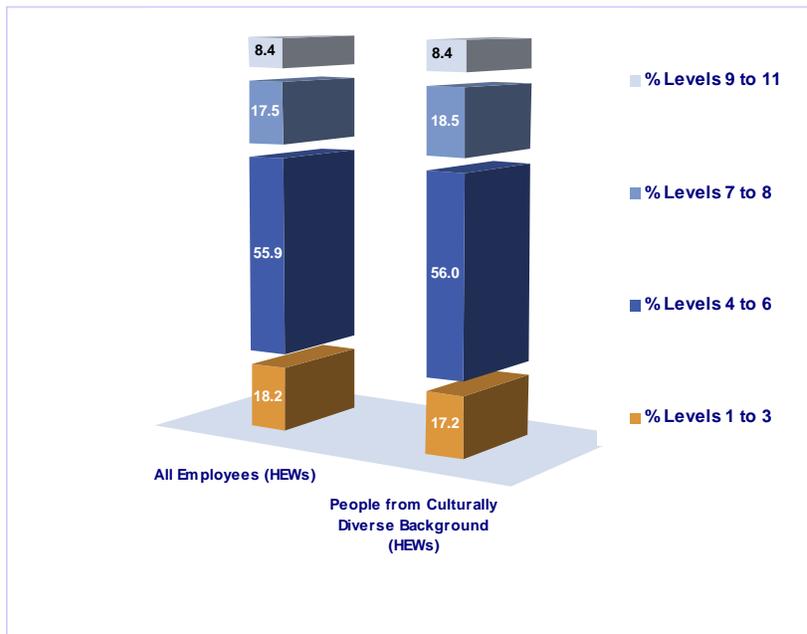
Distribution of People from Culturally Diverse Backgrounds across Salary Levels: Local Government Indoor



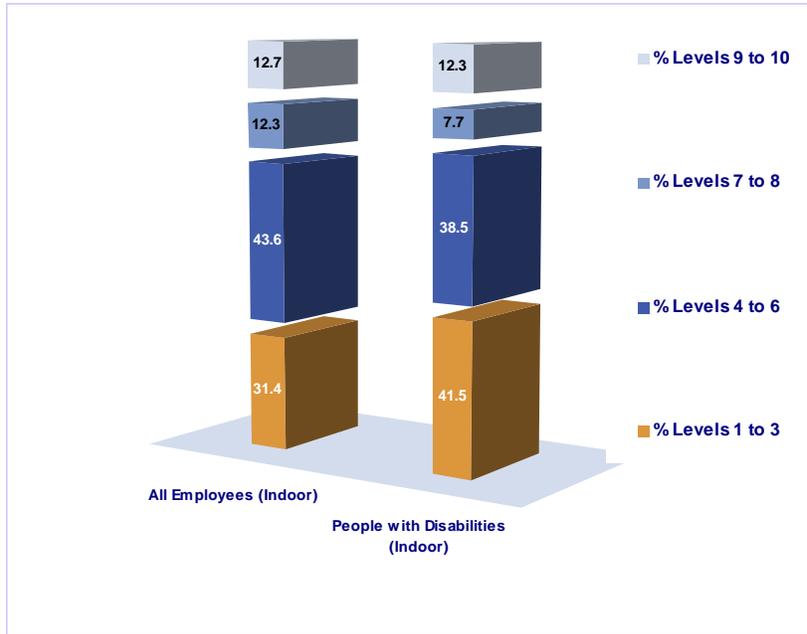
Distribution of People from Culturally Diverse Backgrounds across Salary Levels: Local Government Outdoor



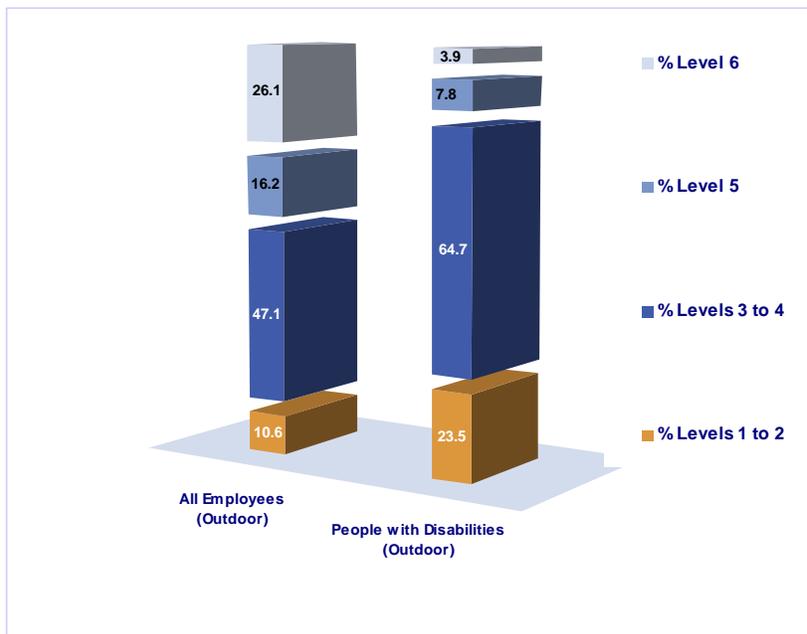
Distribution of People from Culturally Diverse Backgrounds across Salary Levels: Universities (Academics)



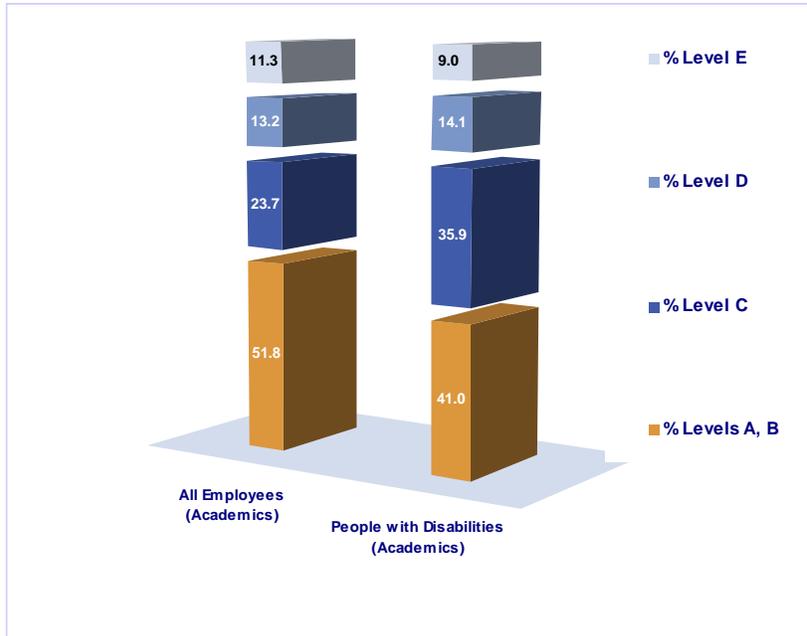
Distribution of People from Culturally Diverse Backgrounds across Salary Levels: Universities (HEWs)



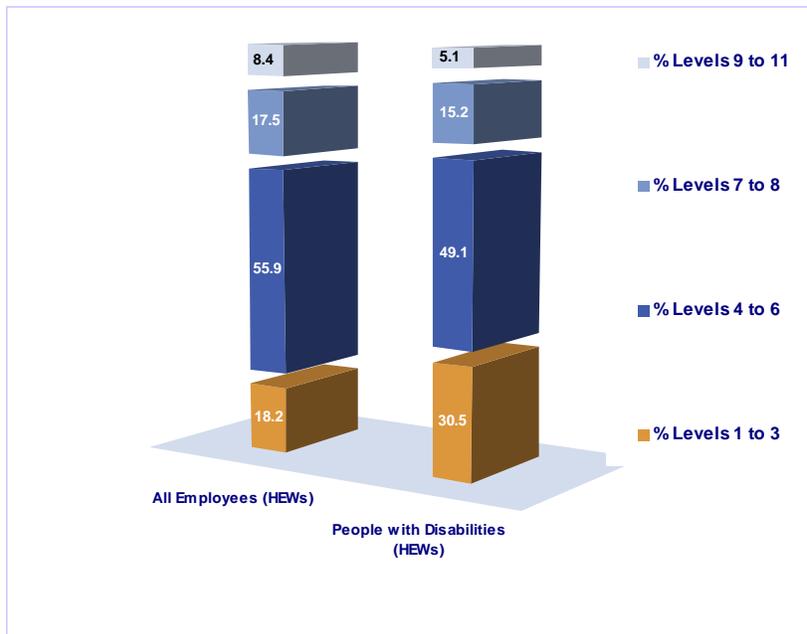
Distribution of People with Disabilities across Salary Levels: Local Government Indoor



Distribution of People with Disabilities across Salary Levels: Local Government Outdoor



Distribution of People with Disabilities across Salary Levels: Universities (Academics)



Distribution of People with Disabilities across Salary Levels: Universities (HEWs)

