



Director of Equal Opportunity in Public Employment



Annual Report 2008

Office of Equal Employment Opportunity

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Abbreviations

Listed below are abbreviations and acronyms that are used in this report.

ABS	Australian Bureau of Statistics
APS	Australian Public Services
CEI	Composite Equity Index
CEO	chief executive officer
DEN	Disability Employment Network
DET	the Department of Education and Training
DIA	the Department of Indigenous Affairs
DPC	the Department of the Premier and Cabinet
EDP2	<i>Equity and Diversity Plan for the Public Sector Workforce 2006-2009</i>
EEO	equal employment opportunity
EO Act	<i>Equal Opportunity Act 1984</i>
FTE	full-time equivalent
HR MOIR	Human Resources Minimum Obligatory Information Requirements system
MES	main english speaking countries
OEEO	Office of Equal Employment Opportunity
OPSSC	the Office of the Public Sector Standards Commissioner
PSM Act	<i>Public Sector Management Act 1994</i>
SES	Senior Executive Service
WACA	Workforce Analysis and Comparison Application

To the Hon Colin Barnett MLA, Premier; Minister
for Public Sector Management

ANNUAL REPORT 2007-08

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 2008.



Noela Taylor
Director of Equal Opportunity in Public Employment

23 September 2008

Director's message



As Director of Equal Opportunity in Public Employment, I am proud to present the 2008 Annual Report. This report outlines my role and reporting requirements as well as the achievements of the Office of Equal Employment Opportunity (OEEO). It also includes detailed workforce demographics and comparative analysis for State Government agencies, local governments and public universities.

For the past five years I have reported that progress towards achieving increased equity and diversity in the public sector workforce has been slow. This year I am pleased to report that significant change has occurred in the past 12 months. I am confident that there is a strong commitment in the Western Australian public sector to developing a workforce which is representative of the diversity in the community. In fact, agency performance included in this year's report indicates that we are not far from achieving that goal in some areas.

State Government agencies have demonstrated a significant increase in the diversity of their workforce. *Equity and Diversity Plan 2006-2009* objectives for 2008 have been reached or exceeded for Indigenous Australians, people with disabilities and people from culturally diverse backgrounds. This achievement is the result of sustained effort by the public sector and changes to employment practices.

Two key areas of focus for the OEEO during the year were improving outcomes for women and Indigenous Australians. To provide opportunities for aspiring women to gain targeted and relevant developmental opportunities in leadership, the cross-government Women in Management Secondment Program was piloted during the year. An evaluation of the pilot conducted in February 2008 showed positive results and a list of recommendations has been developed to further enhance the program and build on its success.

To support the findings of the Legislative Council's report *An Examination of Indigenous Employment by the State*, the OEEO hosted a forum on Indigenous employment practices in March 2008, titled *Indigenous Employment Strategies – What's Going On?* A project was also conducted in collaboration with the Department of Education and Training (DET) to increase Indigenous cultural awareness.

With Western Australia experiencing a skills shortage, attraction and retention methods have become a strong focus for all employers. To assist public authorities improve their equity and diversity employment outcomes in this competitive environment, the OEEO developed the *Showing the Way* publications for each of the five diversity groups: women in management, Indigenous Australians, people with disabilities, people from culturally diverse backgrounds and youth.

Other major achievements during the year included a new reporting system for diversity data collection, a one-stop-shop annual reporting survey for chief executive officers

(CEOs) and the development of streamlined local government Equal Employment Opportunity (EEO) Management Plans.

Plans for the year ahead and beyond include continued monitoring of progress towards the objectives of the *Equity and Diversity Plan 2006-2009*, providing a greater consultancy role to clients and continued involvement with local governments to assist with the implementation of their EEO Management Plans.

For the first time the workforce comprises four generations of employees, all with very different goals, yet sharing a common interest to obtain workplace flexibility and work-life balance. The OEEO has identified this as an area for future development to enhance and maintain the position of the public sector as an employer of choice.

I would like to thank all the public authorities, key stakeholders and diversity groups for their hard work, assistance and support during the year. I would also like to extend my thanks to my committed and dedicated team. Their work and achievements have contributed to another successful year for the OEEO.



Noela Taylor
Director of Equal Opportunity in Public Employment

Highlights for 2007-08

- Piloted, conducted and evaluated the cross-sector Women in Management Secondment Program, which was developed to provide development opportunities and support for women aspiring to senior public service positions.
- Developed the *Showing the Way* series to improve employment outcomes for women in management, Indigenous Australians, people with disabilities, people from culturally diverse backgrounds and youth.
- Consulted with local governments to promote the effective use of EEO Management Plans, which resulted in the development of specifically designed templates and comprehensive guidelines to assist local governments implement their EEO Management Plans for 2008-2011.
- Produced a documentary about supported work teams in collaboration with the Department of the Premier and Cabinet (DPC), to showcase the benefits of employing people with disabilities from both the employer and employee perspective. Advanced screenings received a positive response, with official release scheduled for October 2008.
- Prepared a joint response with DPC and the Department of Indigenous Affairs (DIA) on the Education and Health Standing Committee's report *An Examination of Indigenous Employment by the State*, which led to the OEEO Diversity Forum titled *Indigenous Employment Strategies - What's Going On?*
- Developed a cultural leave survey, in conjunction with DET to determine the extent to which organisational culture and human resource management policies and practices adequately allow Indigenous staff to balance cultural obligations with community and work commitments.
- Co-developed the cross-sector *Western Australian Public Sector Annual Agency Survey 2008* with the Office of the Public Sector Standards Commissioner (OPSSC), to streamline CEO annual reporting against the Public Sector Code of Ethics, Principles of Official Conduct and EEO.
- Worked with agencies involved in the transition of data collection methods from the existing state-based Minimum Obligatory Information Requirements system (HR MOIR) to the national Workforce Analysis Comparison Application system (WACA) to improve equity and diversity data collection and reporting.
- Evaluated existing strategies designed to improve the representation of women in management and liaised with stakeholder groups for the most appropriate ways to enhance public sector assistance in this area.

Feature article – Showing the way



It is vital that the workforce of the Western Australia public sector reflects the diversity which exists within the wider community.

Every year the OEEO evaluates and reports on the progress made by public sector authorities towards the achievement of an equitable and 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 2006-2009 (EDP2)*.

In response to the shortfalls identified between agency commitments and government objectives in EDP2, the OEEO reviewed current programs and identified targeted strategies to address areas where there is under achievement. The outcome was the development of the *Showing the Way* series of publications.

Showing the Way was developed by the OEEO to assist public authorities recruit and retain a diverse workforce. The series focuses on the five key diversity groups, being women in management, Indigenous Australians, people with disabilities, people from culturally diverse backgrounds and youth.

By enhancing diversity, organisations are better placed to improve customer service, maximise the potential of all their employees and meet their core business goals.

Each publication in the series provides a quick and easy to follow reference guide with useful ideas to improve equity and employment outcomes including:

- adjusting advertising methods to make them accessible for Indigenous Australians and people with disabilities, or to attract applicants who reflect the diversity of the client base;
- offering graduate, cadetship or traineeship placements for diversity groups which provide a pathway to substantive or progressive employment;
- implementing a supported team work arrangement for people with disabilities;

- embracing flexible work arrangements to accommodate cultural obligations or family commitments;
- including awareness raising and training as part of the induction process;
- establishing diversity group networks internally or with external organisations, which meet regularly; and
- celebrating and promoting equity and diversity within the organisation.

Showing the Way demonstrates that by changing the way advertisements are structured, conducting surveys to determine the needs of employees, or developing coaching, mentoring or cadetship programs, public authorities can enhance their equity and diversity profiles.

The *Showing the Way* publications were circulated to all public sector CEOs during April 2008 and were very well received. To further promote the series, *Showing the Way* was the focus of a Diversity Forum conducted by the OEEO in June 2008. The forum was the most successful to date, with more than 120 people attending.

The complete ***Showing the Way*** series is available from the Publications and Resources page of the OEEO website.

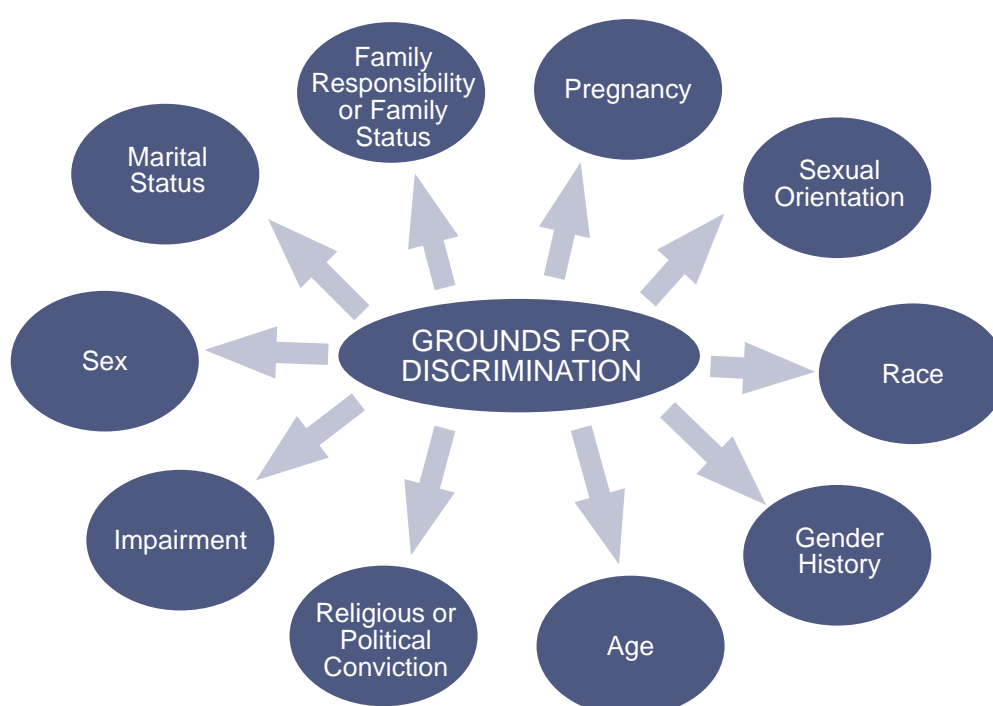
An event summary of the ***Showing the Way Diversity Forum*** is also available from the OEEO website, from the 2008 Forums section of the Events page.

Roles and functions of the Director

Legislative framework

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

The EO Act recognises 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 the following.



The objects of Part IX of the EO Act 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.

Note: 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 EEO Management Plans;
- evaluate the effectiveness of EEO Management Plans in achieving the objects of the EO Act;
- monitor and report to the Minister on the operation and effectiveness of EEO Management Plans; and
- undertake investigations into matters relating to the development and implementation of EEO Management Plans.

Responsibilities of public authorities

To achieve the objects of Part IX of the EO Act, public authorities are required to prepare and implement an EEO Management Plan as outlined in Section 145(1) of the Act.

EEO Management Plan preparation and implementation

The provisions for public authorities to develop their EEO Management Plans are set out in Section 145(2)(a) through to (h) of the EO Act. Effective and compliant EEO Management Plans must encompass the following:

- a. a process for the development of policies and programs to ensure a harassment-free workplace;
- b. strategies to communicate the policies and programs referred to in point (a);
- c. methods for the collection and recording of diversity data, including a current workforce diversity profile;
- d. processes for the review of personnel practices to identify possible discriminatory practices;
- e. the inclusion of goals and targets to determine the success of the EEO Management Plan;
- f. strategies to evaluate the policies and programs referred to in point (a);
- g. a process to review and amend the EEO Management Plan; and
- h. the assignment of implementation and monitoring responsibilities.

EEO Management Plan reporting requirements

In accordance with Section 146 of the EO Act, public authorities are required to report to the Director of Equal Opportunity in Public Employment annually, in concurrence with their EEO Management Plan's implementation date.

Regular monitoring and evaluation enables organisations to assess whether strategies are appropriate, achievable and effective in meeting the objectives of Part IX of the EO Act.

The report should specify:

- the activities and programs undertaken to:
 - eliminate and ensure the absence of the grounds for discrimination as outlined in the legislative framework;
 - eliminate and ensure the absence of discrimination in employment against gender reassigned persons on gender history grounds; and
 - promote equal opportunity for all persons;
- the results achieved by the activities and programs referred to above, including redistributive effects in the workforce; and
- the proposed activities and specific aims planned for after the expiry of the EEO Management Plan.

Strategic direction

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.

Values

The activities of the OEEO are guided by the following values:

- having a strong customer focus and acknowledging the individual needs of customers;
- valuing the diversity of clients and their workforces in recognising that equity can involve treating people differently according to their different circumstances;
- being honest and ethical in dealings with clients and with each other;
- achieving quality and excellence in work; and
- being a leader in creating an equitable and diverse workforce.

OEEO Strategic Plan

Functions within the OEEO are aligned to a three year strategic plan, effective from 2007-2009. The following table outlines key result areas, objectives and the strategies associated with the achievement of those objectives.

OEEO Strategic Plan 2007-2009: *Building capacity through diversity*

	Legislative function / strategic objective	Strategies
Key result area 1 Build and support quality practices in equity and diversity management.	Advise and assist authorities in relation to EEO Management Plans, including the development of guidelines to assist authorities in preparing EEO Management Plans. Evaluate the effectiveness of EEO Management Plans in achieving the objectives of Part IX of the EO Act.	<ul style="list-style-type: none"> ▪ Develop and implement program of EEO Management Plan evaluation and improvement in public sector agencies. ▪ Implement EEO planning support programs for local governments. ▪ Develop specific strategies to support the development and implementation of EEO Management Plans in priority areas: <ul style="list-style-type: none"> - representation of people with disabilities; - improving representation of women in management; and - improving equity index of Indigenous staff across the sector. ▪ Maintain and develop range of targeted information services, products and resources.
Key result area 2 High quality, accurate, and timely reporting.	Make reports and recommendations to the Minister as to the operation of EEO Management Plans. Make reports and recommendations to the Minister as to such matters as the Director thinks appropriate.	<ul style="list-style-type: none"> ▪ Undertake annual EEO data collection and reporting: <ul style="list-style-type: none"> - sector progress reports; - Prepare and deliver <i>How Does Your Agency Compare</i> reports; and - Prepare and deliver <i>How Does Your Ministry Compare</i> reports. ▪ Prepare and deliver Director annual reports. ▪ Undertake audits and/or investigations where and when appropriate (Section 147 of the EO Act). ▪ Provide equity focus to OPSSC reports as required. ▪ Contribute to and support implementation of cross sector workforce data collection and reporting initiatives. ▪ Successful transition of EEO reporting from MOIR to WACA.

	Legislative function / strategic objective	Strategies
Key result area 3 Performance partnering.	Consult with persons or peak bodies who are concerned with any or all of the objects of the EO Act.	<ul style="list-style-type: none"> ▪ Maintain, build and facilitate performance partnerships that foster cross sector leadership in equity and diversity management. ▪ Support targeted initiatives that provide leverage for the objects of the EO Act across the sector and in large agencies.
Key result area 4 Effective staff, systems and processes.	To ensure internal coherence and accountability in planning, decision making, operations, evaluation and reporting.	<ul style="list-style-type: none"> ▪ Develop an accountability framework that defines roles/responsibilities and articulates decision-making mechanisms. ▪ Establish, develop and maintain a diverse, effective and appropriately skilled OEEO team.

Contribution to the State's strategic goals

The following table indicates the nature of the contribution to the State's strategic goals as outlined in the public sector strategic management framework, *Better Planning; Better Futures*.

Goal	Way in which OEEO facilitates and/or contributes to achievement of the goal
Goal 1: Better services Enhancing the quality of life and wellbeing of all people throughout Western Australia by providing high quality, accessible services.	Providing public authorities with frameworks and strategies (EEO Management Plans and workforce diversity policies) to build capacity to employ, retain and deliver services to a diverse community.
Goal 2: Jobs and economic development Creating conditions that foster a strong economy delivering more jobs, opportunities and greater wealth for all Western Australians.	Development of exemplar strategies that can assist agencies to tap into, and capitalise on, the talents of the whole available workforce.
Goals 3: Lifestyle and the environment Protecting and enhancing the unique Western Australian lifestyle and ensuring sustainable management of the environment.	Highlighting the benefits, and providing strategies in supporting the public sector workforce to achieve a healthy work-life balance.
Goal 4: Regional development Ensuring that regional Western Australia is strong and vibrant.	As per Goal 1 – enhancing the capacity of agencies that work in and/or provide services to regional communities.
Goal 5: Governance and public sector improvement Developing and maintaining a skilled, diverse and ethical public sector serving the government with consideration of the public interest.	Assisting agencies and the sector broadly to achieve and maintain: <ul style="list-style-type: none"> ▪ a skilled and capable public sector workforce; and ▪ a public sector that is responsive to the evolving needs of the community. Providing independent oversight on achievement of equity and diversity outcomes that contributes to a more accountable public sector.

Operating context for the OEEO

How we work

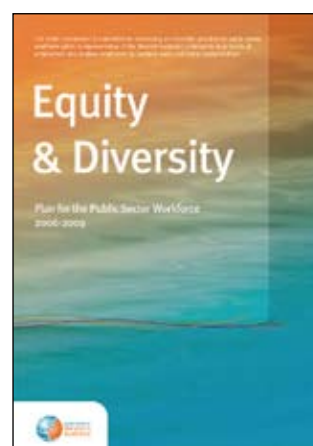
The OEEO provides a range of key services to assist public authorities develop, implement and monitor EEO Management Plans in accordance with Part IX of the EO Act. The Director of Equal Opportunity in Public Employment endeavours to work with public authorities in partnership to achieve improved equity and diversity in their employment outcomes.

The Director reports directly to the Minister for Public Sector Management and also holds an additional title and role as Executive Director of the Equity and Diversity Directorate in the OPSSC.

What we do

The OEEO 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 objectives of the State Government's *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* (EDP2). This evaluation is primarily achieved through analysis of the demographic profile of employees and achievements against agency EEO Management Plans.

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).



Clients and key partners

The primary clients for the OEEO are public authorities in Western Australia. These include:

- State Government departments and authorities (including government trading enterprises and regulatory authorities);
- local governments; and
- public universities.

The Minister for Public Sector Management is a key client and approaches to the achievement of equity and diversity objectives are influenced by government policy particularly in the areas of employment and public sector management.

CEOs of public sector authorities are also key partners. The OEEO works closely with this group to achieve a workplace that reflects the diversity of the Western Australian community and values and respects the contribution of all employees. In working towards this objective the OEEO consults widely with public authorities and other relevant community groups.

Staff structure and resources

In 2007-08, the OEEO comprised 6.8 full-time equivalents and the total cost of services provided was \$887,000. This figure includes salaries, direct operating costs and contributions to shared infrastructure and services associated with collocation arrangements.

Operational plan

The OEEO works under an operational plan that aims to achieve the following objectives.

Objective	Outcome
Objective 1	Advise and assist public authorities in relation to EEO Management Plans and EDP2 objectives.
Objective 2	Provide high quality, accurate and timely reports on the effectiveness of EEO and diversity in the public sector.
Objective 3	Deliver robust and relevant customer service and effective performance partnering.
Objective 4	Manage resources of the directorate efficiently and effectively to meet directorate goals.

Corporate governance

The OEEO is co-located with the OPSSC. The OPSSC primarily supports corporate service and business system functions for the OEEO. The Director of Equal Opportunity in Public Employment works with OPSSC towards common objectives associated with supporting quality practices in human resource management and ensuring a stronger customer focus to agencies. OPSSC is the accountable authority for the purposes of the *Financial Management Act 2006*.

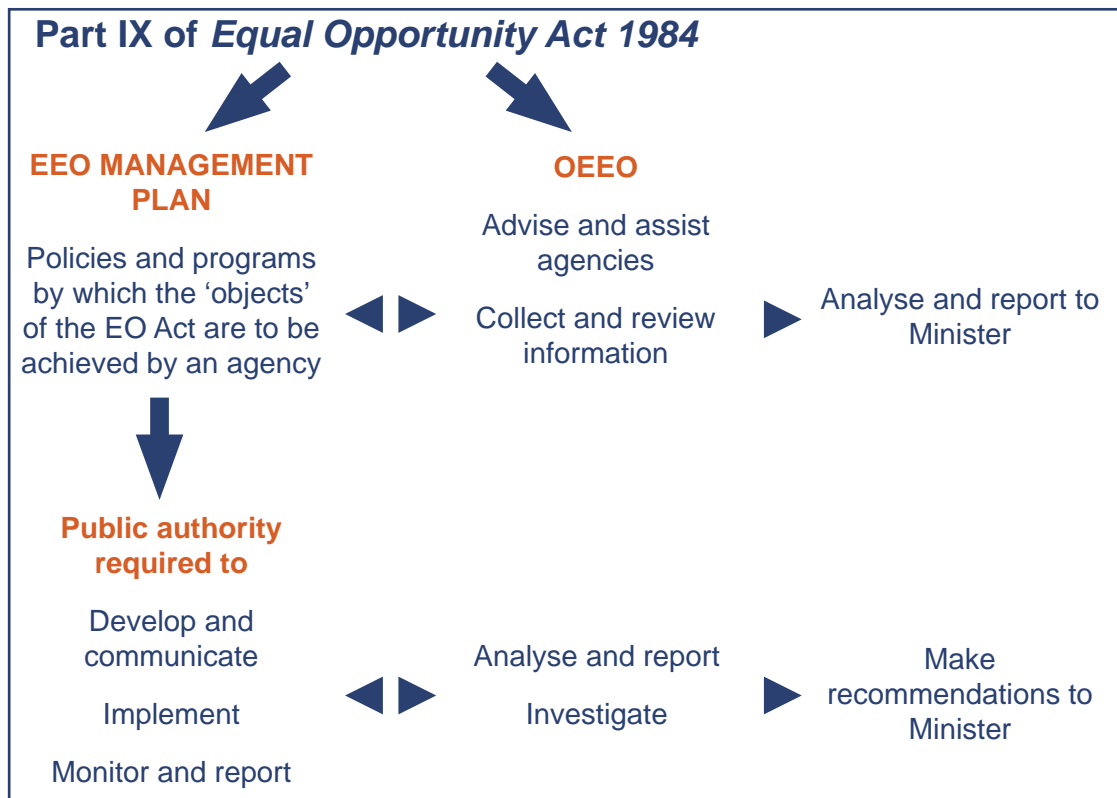
Governance and accountability frameworks for achievements of equity and diversity outcomes

The EO Act positions EEO Management Plans as the principal accountability instrument through which public authorities plan, document and evaluate policies and programs put in place to ensure an absence of discrimination and positive employment outcomes for equity and diversity groups.

Under the EO Act it is the responsibility of a CEO to develop, implement and monitor the performance of the public authority against the plan and to report to the OEEO on

achievements and outcomes. For public sector departments and statutory authorities this responsibility is reinforced through provisions in the *Public Sector Management Act 1994* (Section 29 (1) j).

The diagram below highlights the shared accountabilities in the achievement of equity and diversity.



Report on activities and achievements for 2007-08

Development of the *Showing the Way* publications

The EDP2 provides a summary of the public sector's overall achievements since the first plan (2001–2005) was released, and outlines government targets for the employment of people in the diversity groups. The plan also suggests a range of possible strategies that can be used by agencies to assist in achieving sector-wide objectives.

In response to the shortfalls identified between agency commitments and government objectives in EDP2, the OEEO reviewed current programs and identified targeted strategies to address areas where there is under achievement and has led to the development of the *Showing the Way* publications.

This series was designed to provide key strategies to assist in the recruitment and retention of women in management, Indigenous Australians, people with disabilities, people from culturally diverse backgrounds and youth. These publications further our commitment to assisting agencies to meet diversity targets, and in the process, an intrinsically vibrant and flexible public sector workforce. The series was showcased at the OEEO's June 2008 Diversity Forum and is presented as the feature article in this report (see page 9).

EEO Management Planning tool for local governments

The OEEO is responsible for ensuring that all public authorities, including local governments, prepare and implement an EEO Management Plan in accordance with Section 145(1) of the EO Act.

A current and effective EEO Management Plan will provide each local government with a strategic focus to maximise human resource potential and enhance productivity. It can also prove to be an effective way of meeting core business goals and aligning workforce profile and culture with local communities.

To assist local governments develop and implement their EEO Management Plans, the OEEO developed an EEO Management Plan template and comprehensive guidelines, both available from the OEEO website, to guide them through the process.

The OEEO aims to conduct workshops in the second half of 2008 for local government human resource practitioners on the implementation and practical strategies to include in their EEO Management Plans.

Transition to the new Workforce Analysis and Comparison Application data collection system

The State Government is committed to developing an equitable and diverse public sector workforce. The collection of EEO data provides a mechanism to monitor progress in public employment. The data is used for analysis, planning and reporting and will guide improvements to EEO programs across the public sector.

The introduction of new Human Resources Minimum Obligatory Information Requirements (HR MOIR) data definitions from July 2007 by the Public Sector Management Division of DPC, has resulted in some changes in data collection methodology.

In previous years, the HR MOIR website has been used to collect diversity data. This data collection method allowed for agencies to enter diversity data in aggregate form.

From July 2008, agencies have been required to enter revised HR MOIR reports and diversity data through the national Workforce Analysis and Comparative Application (WACA) system. The revised HR MOIR reports require all public sector agencies and authorities to provide information on the diversity status of an individual.

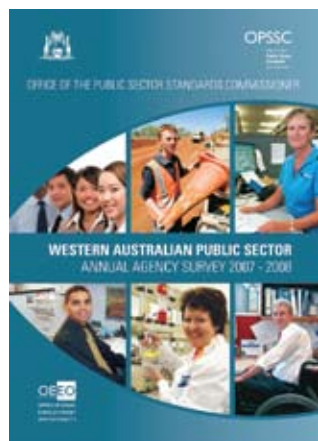
This change will result in more accurate information being collected on the diversity status of individuals in the public sector. The change in data collection methods will also mean that the June 2008 data may not be directly comparable with previous years. For example, the 2008 data includes casuals not paid on the last pay of June 2008. For further information refer to www.dpc.wa.gov.au/PSMD/WorkforcePlanning/Pages/WorkforceInformationSystem.aspx.

The WACA is a web-based human resource information collection, validation and reporting system developed by the Queensland and Victorian governments. WACA provides an on-line data collection tool that will allow public sector agencies to:

- validate their workforce data;
- analyse their workforce characteristics at a point in time and over time; and
- compare their workforce characteristics against whole-of-government characteristics.

The OEEO has been working with agencies involved in this transition to ensure that appropriate equity and diversity information and data is collected, maintained and reported. Communication and transition progress updates were published in the OEEO's online bulletin *The Key* in December 2007 and June 2008.

New survey for public sector CEOs



The OEEO works collaboratively with other central agencies to minimise duplication in data collection and reporting. The collection of demographic data by agencies is the responsibility of agency CEOs and this is a key element of their reporting responsibilities under Part IX of the EO Act.

To streamline and improve this reporting process for CEOs, the OEEO, in collaboration with OPSSC, developed the Western Australian Public Sector Annual Agency Survey.

The survey offers a one-stop-shop reporting mechanism for CEOs to report on activities undertaken within their agency against the following three elements:

- Public Sector Code of Ethics;
- Principles of Official Conduct (including public interest disclosures); and
- Equal Employment Opportunity.

After receiving the survey results for 2008, the OEEO will review workplace flexibility and work-life balance outcomes. These are two key areas the public sector will need to focus on for future planning to remain an employer of choice and attract and retain quality staff. Other areas identified for possible review and development include:

- workplace training activities undertaken by managers and employees in:
 - discrimination and workplace diversity;
 - workplace conflict;
 - bullying and harassment; and
 - support and acceptance of flexible work and options;
- agency work towards minimising the risk of bullying and/or harassment in the workplace; and
- agency policies and guidelines that promote and support part-time or flexible work arrangements.

Preliminary results on leadership, workplace training and workplace flexibility

Overall, 120 public sector agencies or authorities were surveyed with respect to Part IX of the EO Act, using the OPSSC and OEEO combined Annual Agency Survey 2008.

Leadership

In response to the question: “*Within your organisation, who leads and champions efforts to apply Part IX of the Equal Opportunity Act 1984?*”

- 84.5% of agencies believed it was the responsibility of the CEO.
- 69.8% of agencies believed it was also the responsibility of members of the executive or senior manager group.
- 67.4% of agencies also believed it was also the responsibility of human resource manager(s).
- Only 39% indicated that it was also the responsibility of other senior managers who are not members of the executive or senior manager group.

Workplace training

Overall, approximately 13,300 public sector employees participated in workplace training dealing with issues ranging from discrimination and workplace diversity to flexible employment options. Approximately 47% of these employees were managers or supervisors.

In response to the question: “*In the reporting period, have workplace training activities been undertaken by your Agency for managers/supervisors in dealing with?*”

- 31.1% of agencies had undertaken workplace training in dealing with discrimination and workplace diversity.
- 29.5% of agencies had undertaken workplace training in dealing with workplace conflict.
- 37.2% of agencies had undertaken workplace training in dealing with bullying and harassment.
- 21.7% of agencies had undertaken workplace training in dealing with support and acceptance of flexible work options.
- 20.2% of agencies had undertaken workplace training in dealing with flexible employment options.

Workplace flexibility

During the reporting period, agencies and authorities reported approximately 9,832 new permanent appointments and 7,727 new fixed term appointments (excluding DET).

Of all these new appointments, approximately 58% (10,159 appointments) were provided with flexible working arrangements.

- 0.5% - working from home arrangements.
- 33.0% - part-time arrangements.
- 55.8% - flexible start and finish times.
- 10.6% - purchased leave arrangements.

Similarly, during the reporting period 9,505 existing appointments were provided with flexible working arrangements.

- 1.8% - working from home arrangements.
- 15.9% - part-time arrangements.
- 64.2% - flexible start and finish times.
- 18.0% - purchased leave arrangements.

Specific diversity group strategies and initiatives

In Western Australia, the five EEO diversity groups encompass:

- women in management;
- Indigenous Australians;
- people with disabilities;
- people from culturally diverse backgrounds; and
- youth.

The OEEO identifies and facilitates support for specific programs that have the potential to generate a positive sector-wide impact.

During 2007-08, some specific strategies were implemented for women in management, Indigenous Australians and people with disabilities.

Women in management

Women in Management Secondment Program

The State Government's *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* highlighted the under-representation of women in management at senior levels. In 2008 women represented 62.1% of all full-time equivalents in the Western Australian public sector. Women have continued to be under-represented at the senior levels with only 23.7% of Senior Executive Service (SES) positions being held by women.



Together with the Director of Equal Opportunity in Public Employment, the former CEO Diversity Forum made a series of recommendations seeking to address the slow progress of women gaining senior positions within the public sector.

The Women in Management Secondment Program was piloted in 2007 to provide aspirant and talented women across the public sector the ability to gain management experience

and skills. The program was designed to facilitate opportunities for aspiring women to:

- gain targeted and relevant development opportunities in leadership;
- build capacity across government; and
- explore the potential of the program as a model for developing women in the public sector.

The program aimed to expand the management experience and skills of women in the public sector, develop participant knowledge, technical and broad management skills and competencies consistent with a sector-wide leadership capability framework and their own career aspirations. Host agencies involved in the program included the Department of Agriculture and Food, Landgate, Main Roads, WA Police and the Fire and Emergency Services Authority of WA.

An evaluation was conducted by the OEEO in February 2008 to identify the extent to which the objectives were met. With a view to developing the program further information collected at workshops, one-to-one meetings and various networking sessions was collated to ensure the views of all stakeholders were considered and presented. Recommendations based on key strengths, weaknesses and critical success factors identified through the evaluation were presented for consideration by the Women in Leadership Group.

Recommendations included the consideration of a larger central agency taking on the management of a similar program and the identification of an alternative model of selection. Also recommended was the development of a clear and consistent set of guidelines that includes stakeholder expectations and responsibilities, number of positions per agency, type of positions and the retention of entitlements. It was also recommended that former participants of the program be involved in the promotion of the next program.

Women in Leadership Strategy

In the *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* the State Government expressed its commitment to improving the representation of women in senior management positions within the public sector.

An initiative that evolved from this commitment was *Taking the Lead: A Strategy for Women in Leadership in the Public Sector 2007-2010*, launched in September 2007. This was a collaborative effort between the Public Sector Management Division at DPC, the Department of Consumer and Employment Protection, the Office of Women's Policy and the OEEO.



This strategy focused on improving three critical elements that directly influence the retention issue for women in leadership and those who have the potential to advance to more senior management positions - development, support and cultural change. A series of initiatives which incorporated these three critical elements was designed to:

- bring the issue of women in leadership into prominence within the sector;
- provide support and encouragement for women already in leadership and management roles;
- facilitate the development of women who aspire to leadership roles;
- overcome cultural and practical barriers to women's participation in leadership roles, and their retention within the sector; and
- provide a catalyst to agencies to include specific strategies aimed at improving the representation of women in management in their EEO Management Plans.

An action plan with assigned responsibilities for the partnership agencies was designed to drive the strategy, with a number of initiatives currently underway. Initiatives planned from 2008 to 2010 include:

- undertaking research on the use of, and barriers to, flexible work arrangements;
- developing tools and a training package for managers on managing flexible work arrangements;
- developing a program for managers on inclusive selection practices;
- developing a central register of employees seeking job share and other flexible arrangements;
- developing a set of women in leadership indicators; and
- developing a best practice employers program for public sector employees.

DPC will facilitate an independent review and evaluation of the strategy in the first quarter of 2010.

Indigenous Australians

Education and Health Steering Committee Report

The OEEO prepared a joint response with DPC and DIA on the Education and Health Standing Committee's report *An Examination of Indigenous Employment by the State*. The report made a series of recommendations, which the Premier responded to, including raising awareness of what agencies are doing in the area of employment strategies for Indigenous Australians. This led to the OEEO conducting the Diversity Forum titled *Indigenous Employment Strategies - What's Going On?* The forum focused on raising awareness of what public sector agencies are doing to improve employment outcomes for Indigenous Australians.

Understanding the needs of Indigenous staff

The OEEO, in conjunction with DET, developed a cultural leave survey focussing on Indigenous cultural awareness within DET. A total of 274 people responded to the survey – a response rate of 28.4%.

The survey process was administered by OEEO and a web based survey instrument was used to collect and undertake preliminary analysis of the data. Key findings from the survey will be released by DET.

People with disabilities

Supported work teams documentary

The OEEO produced a short documentary on the supported work team employment program. The documentary showcased the benefits of establishing a supported work team to create sustainable employment opportunities for people with disabilities from the perspective of both employers and employees.



In a supported work team arrangement, agencies partner with a Disability Employment Network (DEN) provider who helps them to identify roles in the organisation that would be suitable for people with a disability. The DEN provides a diverse pool of applicants and matches the needs of the role with the skill set and interests of the employee. To ensure that the work is done to the satisfaction of the employer, the DEN provides comprehensive on the job training and support.

The City of Cockburn, University of Western Australian and the DPC have implemented supported work teams in their agencies. The documentary outlines real life examples of where supported work teams have been successfully established in the public sector and how supported work teams operate in different environments, how they are managed, and the benefits of employing people with disabilities through the program. The documentary is scheduled for release in October 2008.

Cross government initiatives

The Director contributed to a range of whole-of-government initiatives and reform matters. Key areas of activity during 2007-08 were:

- the OEEO continued to be a program partner for the Substantive Equality Program and contributed to the development of policies, guidelines and support resources;
- the Director of Equal Opportunity in Public Employment is a reference group member for the Women in Leadership Strategy of DET;
- the Director is a member of the Ministerial committee initiative for the promotion of opportunities and outcomes for women in senior local government roles;
- the Director participates in a cross-agency taskforce coordinated by DPC that highlights the collaborative effort in the public sector toward improving the representation of women in senior management positions.

Working with public authorities

EEO Management Plans

It is a requirement under Section 145 of the EO Act that public authorities develop a current EEO Management Plan and forward a copy to the Director of Equal Opportunity in Public Employment.

To ensure agencies were supported in their efforts to meet performance objectives of the EDP2, a significant proportion of OEEO resources in the 2007-08 period were aimed at assisting public authorities with the development of EEO Management Plans.

The OEEO has a planning framework in place to assist organisations develop effective management plans that meet the requirements in a more integrated way. This planning framework links the strategic management of human resources to business outcomes.



Equity and Diversity Planning Framework

Sections 147 through 153 of the EO Act provide for the conduct of investigations by the Director of Equal Opportunity in Public Employment, where the Director is dissatisfied with the preparation or implementation of an EEO Management Plan. The OEEO is pleased to report that no investigations were conducted during 2007-08.

With the majority of public authorities having an approved EEO Management Plan in place, the focus for the year ahead is two fold:

1. continue to work closely with agencies to ensure diversity programs result in positive demographic changes to the sector; and
2. review current programs and identify strategies to address areas where there is under achievement against government objectives in the EDP2.

The OEEO plays a key role in providing information on equity and diversity trends and best practice. The OEEO works with stakeholder groups as to the most appropriate ways to enhance assistance to the public authorities in these areas. This will help the OEEO to provide customised consultancy services to support public authorities in their efforts to meet government objectives.

Online E-Plan tool

The OEEO goes to great lengths to simplify the development process for EEO Management Plans and has in place a number of tools and resources to assist with this.

Using the web-based E-Plan tool, public authorities can submit their EEO Management Plans, as well as make calculations and generate charts to get immediate feedback on key measures and trends in their organisation.

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.



The online E-Plan tool can be accessed via the OEEO website.

Consultancy services

The OEEO is committed to providing a customised consultancy service to assist agencies develop their EEO Management Plans and meet their reporting requirements under the EO Act.

A portfolio approach is applied to ensure clients have a dedicated senior consultant to assist with their enquiries and improve service delivery to provide:

- assistance with the development of public authority EEO Management Plans;
- advice on the design and implementation of specific strategies to meet the equity and diversity needs of the organisation;
- advice on diversity data collection and Equity Index calculations; and
- referral to a range of tools and reference material available via the OEEO website, designed to assist with the planning and evaluation of strategies for achieving a more diverse workforce.

Communication and promotion

Diversity Forums

Two Diversity Forums were conducted during 2007-08, which attracted between 50 and 120 participants. The forums presented interesting and informative sessions on equity and diversity issues, as outlined below.

Topic	Date	Theme
Indigenous Employment Strategies	13 March 2008	Focused on raising awareness of what other public sector agencies have implemented to improve employment outcomes for Indigenous Australians. Presentations were conducted by the Department of Environment and Conservation, the Department of Housing and Works and Department of the Premier and Cabinet.
Showing the Way	17 June 2008	Showcased the OEEO's <i>Showing the Way</i> publications designed to assist public sector agencies recruit and retain a diverse workforce. The forum provided information sharing from other agencies on their current equity and diversity programs. Presentations were conducted by WA Police, the Treasury Corporation, Gold Corporation and the Department of Industry and Resources.

Presentations

The OEEO participated in a joint presentation with OPSSC on 12 June 2008 to promote useful strategies for managing and resolving workplace grievances. A satellite version of the presentation was also broadcast to regional stakeholders on 24 June 2008.

OEEO e-Bulletins

Good workforce diversity practice and information sharing for clients and key stakeholders was promoted through the OEEO's two online publications.

- *The Key* (circulated quarterly) promoted information about sector-wide policy and the significant achievements of public authorities.
- *Diversity Bizz* (circulated fortnightly) provided reports and stories from Australia and around the world relevant to the promotion of equity and diversity in the public sector.

Main themes of interest throughout 2007-08 are reflected in the following tables.

Diversity Bizz

Topic	Total readership on topic	Number of articles posted on topic
Women in senior management	437	15
Workplace diversity	134	5
Indigenous employment	114	9
General employment issues	816	19
People with disabilities	105	9
Youth	46	3

The Key

Topic	Total readership on topic	Number of articles posted on topic
Women in senior management	85	2
Workplace diversity	97	0
Indigenous employment	97	3
General employment issues	249	7
People with disabilities	19	1
Director's comment	162	4

Surveys, evaluation and review

Climate surveys

OPSSC and the OEEO jointly conduct climate surveys of State Government agencies on a rotational basis (on average, once every five years) to assess and report on human resource management standards, ethics, diversity and public interest disclosure. Separate surveys are used for local governments and public universities, which are not covered by the provisions of the *Public Sector Management Act 1994* (PSM Act).

The purpose of the survey is to establish the views of employees about the extent to which behaviour in their agency is consistent with good human resource and ethical practice and equity principles. The survey is confidential and agencies receive only an aggregate statistical summary of the results. No individual results are provided.

During 2007-08, 20,375 climate surveys were distributed to 13 public authorities (as either online surveys and/or in hard copy format) and received 6,655 completed surveys back. This is a response rate of 33.6% (see table on page 32).

The senior executive of each public authority surveyed is provided with feedback on the statistical results, together with an analysis of the agency's demographic data, EEO Management Plan and any agency-specific issues. This information is critical in identifying areas of concern and acknowledging areas for improvement.

Organisation	Surveys distributed			Surveys returned			Response rate		
	Total	Hard copy	Online	Total	Hard copy	Online	Total	Hard copy	Online
Department of Sport and Recreation.	291		291	75		75	25.8%		25.8%
Department of Consumer and Employment Protection	941		941	451		451	47.9%		47.9%
WACHS - Wheatbelt	1,075	1,075		539	539		31.6%	31.6%	
WACHS - Kimberley	859	859		190	190		22.1%	22.1%	
Department of the Attorney General	1,756		1,756	796		796	45.3%		45.3%
WACHS - Pilbara and Gascoyne	670	670		184	184		27.5%	27.5%	
Department of Education and Training (Fremantle and Peel District)	6,380	220	6,160	1,590	134	1,456	24.9%	60.9%	23.6%
Department of Corrective Services	3,490		3,490	1,214		1,214	34.8%		34.8%
West Coast TAFE	330		330	143		143	43.3%		43.3%
Department of Education and Training (Central Office)	1,639		1,639	579		579	35.3%		35.3%
Department of Environment and Conservation	2,138	469	1,663	785	82	703	36.7%	17.5%	42.3%
WorkCover WA	131		131	79		79	60.3%		60.3%
Office of the Public Sector Standards Commissioner	45		45	30		30	66.7%		66.7%
Total	20,375	3,923	16,446	6,655	1,129	5,526	32.7%	28.8%	33.6%

Climate survey results for 2007-08 are provided as Appendix 8 of this report.

Monitoring progress

The OEEO 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 set out in the EDP2. Refer to Appendices 2-4 and Appendix 9 for data summarising public sector progress over the last five years.

Evaluation of the program is primarily achieved through analysis of the demographic profile of employees within public authorities. Reviews of public authorities are also conducted using climate surveys and other information. Employee perceptions on equity, diversity and EEO issues are also used to evaluate agency performance and feedback is provided through presentations to corporate executive groups.

Results for the 2007-08 climate survey program are available in Appendix 8. Individual progress reports, which include sector benchmarks, are provided to larger organisations (more than 100 employees).

Independent oversight

Part IX of the EO Act requires the Director of Equal Opportunity in Public Employment to evaluate the effectiveness of public authority management plans in achieving the objectives of the Act to eliminate discrimination and promote equal opportunity in public employment. 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 how people feel about equity in their organisation through EEO climate surveys. The surveys seek to collate the perceptions of employees about the cultural climate in their organisation. Feedback on the survey results is presented to members of the organisation's corporate executive for follow-up action as required; and
- monitoring of EEO Management Plans submitted by authorities and provision of feedback.

Second progress report on the Equity and Diversity Plan for the Public Sector Workforce 2006-2009

The second progress report on the EDP2 was circulated to all public sector CEOs in December 2007.

The 2007 actual figures for women in management Tier 1, women in management Tier 2 and youth showed improvements and that the figures are heading in the right direction. However, they remain short of the government's objective for 2007.

The greatest under achievement was in the areas of employment of people with disabilities and people from culturally diverse backgrounds. These diversity groups will be focus areas for the year ahead.

The EDP2 also reported on the aggregate commitment of agencies in their individual target setting. A comparison of this aggregate commitment with government objectives revealed that agencies are generally more ambitious in the areas of Indigenous Australians and youth employment but are setting agency level targets below EDP2 objectives in other areas.

The following table shows the comparison of sector and agency equity and diversity objectives.

Diversity group	2007 Objective %	Aggregate commitment from agencies for 2007	2007 Actual %	2008 Government objective %	2009 Government objective %	Aggregate commitment from agencies for 2009
Women in management Tiers 2 and 3 combined*	38	34.4	32.4	41	44	39
People from culturally diverse backgrounds	10.5	9.0	7.9	11.75	13	10.7
Indigenous Australians	2.8	2.7	2.3	3.0	3.2	3.3
People with disabilities	3.6	2.2	1.5	3.6	3.7	3.0
Youth	7.0	7.3	5.9	7.5	8.0	8.3

*Combined government objectives may change if overall ratio of Tier 2 to 3 positions changes.

The complete version of the EDP2 is available from the OEEO website.

The third progress report outlining progress as at 30 June 2008 is scheduled for release in October 2008.

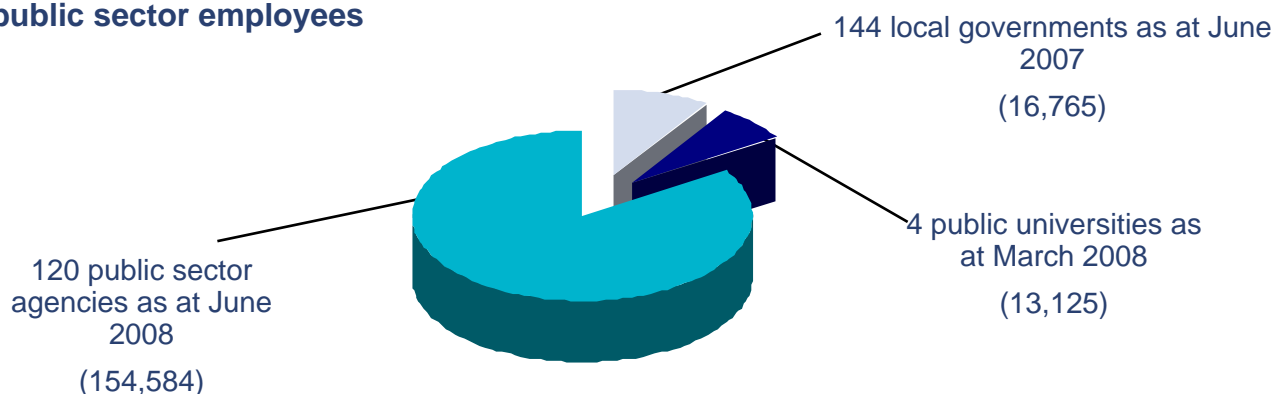
Whole-of-sector progress towards government objectives

Public authority demographic data

In 2007-08, the Director received EEO yearly reports on demographic data from all public sector authorities. This included:

- 120 public sector agencies as at 30 June 2008 (collected through HR MOIR in July 2008);
- 144 local governments as at 30 June 2007 (collected in December 2007); and
- 4 public universities as at 31 March 2008 (collected in July 2008).

In 2007-08 there were 184,474 public sector employees



Note: Data collected for 2008 includes casuals not paid in the last pay period in June 2008. In previous years this group was not included (if this group is not included, total employees for 2008 is 133,336).

Major initiatives planned for 2008-09

As an initiative of the 2008-09 budget papers, the OEEEO will review and identify targeted strategies to address areas where there is under achievement against government objectives in the EDP2. The OEEEO will develop case studies around the EEO target groups to market practical examples to enhance workforce representation. The OEEEO will also hold regular Diversity Forums on EEO target groups and ensure tools and resources on the OEEEO's website are reviewed and updated.

Other major initiatives planned for the coming year include:

- expand the OEEEO consultancy role to provide greater support and assistance to public authorities in terms of EEO planning and reporting;
- develop an OEEEO consultancy framework/toolkit to assist agencies meet their EEO targets and showcase successful cross-sector strategies;
- conduct workshops aimed at local government human resource practitioners to promote the range of tools and resources available to implement their EEO Management Plans;
- evaluate existing strategies designed to improve the representation of people with disabilities and liaise with stakeholder groups as to the most appropriate ways to enhance assistance provided to public authorities in this area;
- review current programs, monitor progress and identify targeted strategies to address areas where there is under achievement against government objectives in the EDP2; and
- continue to work with agencies involved in the transition from the existing state-based HR MOIR system to the national WACA system to ensure appropriate equity and diversity data collection and reporting.

Diversity - Are we showing the way in 2008?

The following section provides detailed information on the representation and distribution of diversity groups for public sector agencies and authorities, local governments and public universities.

The OEEO analyses data on the representation of women and other diversity groups and their distribution at all salary levels of the public sector. Diversity groups include Indigenous Australians, people from culturally diverse backgrounds, people with disabilities, youth and mature workers. Equity is determined on the basis of the representation of each diversity group at all levels of the workforce, including executive and management positions.

Each year public authorities report on their demographic profile to the Director of Equal Opportunity in Public Employment. The data included in the report allows the Director to assess the effectiveness of each agency's EEO Management Plan. As mentioned in the section *Transition to the new Workforce Analysis and Comparison Application (WACA) data collection system* in this report (see page 21), in 2008 agencies were introduced to a new way of reporting diversity data through the national WACA system.

To gauge employee perceptions about equity and diversity matters in public authorities the OEEO also conducts climate surveys. This survey program endeavours to examine large agencies approximately every five years and ensures a balance of agencies in any given reporting period. To collect and interpret the data a range of methods is used, as detailed below.

Representation

The level of representation of a diversity group is measured as a percentage of the workforce that responded to the OEEO recommended diversity survey. Sector and individual public authority performance is compared against community representation figures (ABS 2001 Census) outlined in the objectives of the second *Equity and Diversity Plan for the Public Sector Workforce 2006 -2009* (EDP2).

The OEEO recognises that since the launch of the EDP2 the Australian Bureau of Statistics (ABS) has released preliminary data for diversity group representation across Australia from the 2006 Census. This information will be used when developing the third equity and diversity plan and is provided in the relevant sections below for planning purposes beyond the current plan.

Distribution

The distribution of diversity groups across salary levels is determined using the Equity Index. The Equity Index measures 'compression', which is the extent to which members of a diversity group are found at the lower classification levels. An Equity Index of 100 indicates an equitable distribution of a diversity group. Less than 100 indicates compression of a diversity group at the lower salary levels of an organisation.

Decision-making influence: Management tiers

The ability to influence decision-making is measured by identifying the representation of a diversity group in the top three tiers of management, which includes the Senior Executive Service, senior and middle management.

Employee perceptions about the treatment of different diversity groups

Employee perceptions on equity and diversity are assessed using an employee perceptions survey, or climate survey. The survey questions staff members on their perception of management and their attitude towards respective diversity groups. The questions relate to issues such as identifying the use and acceptance of offensive and inappropriate behaviour. The surveys cover the period from July 2007 to June 2008.

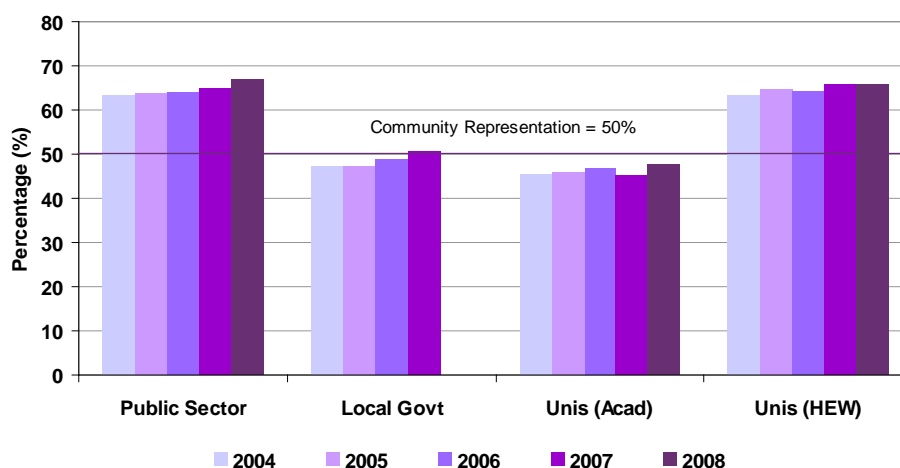
Women - Are we showing the way?

Representation

Representation refers to the percentage of women as a diversity group in the workforce. In 2008, women represented 67.1% of employees in the State Government public sector, up from 64.9% in 2007.

In public universities, the number of general staff who were women remained steady in 2008 (65.7%). The representation of female academics increased slightly from 45.1% in 2007 to 47.7% in 2008. Note: Overall public university data has been updated for 2007 based on corrections provided by Edith Cowan University.

The overall representation of women in local government increased slightly from 48.9% in 2006 to 50.6% in 2007. Note: Overall local government data has been updated for 2006 based on corrections provided by a number of local governments.



Representation of women in public authorities: 2004-2008

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.

The Equity Index for women in the public sector has increased from 56 in 2007 to 61 in 2008.

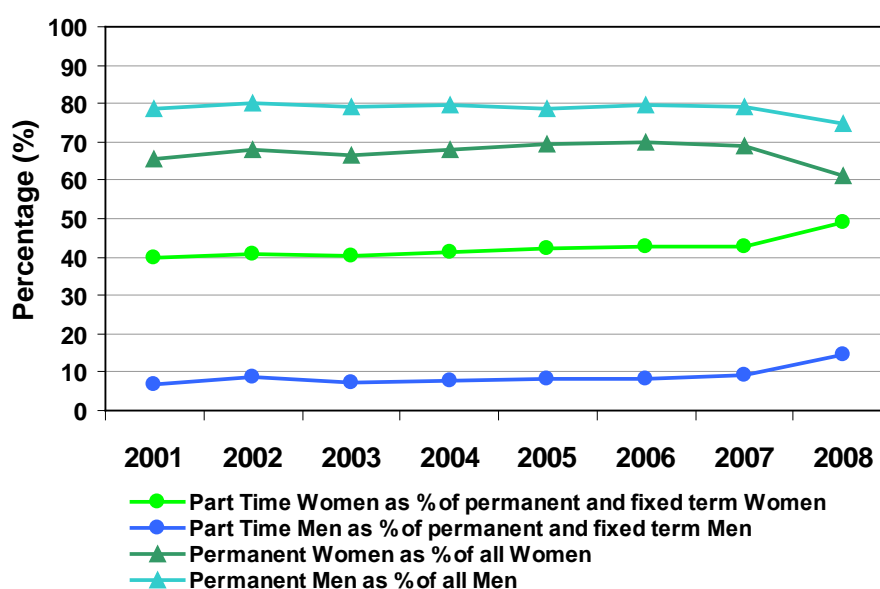
For the university sector the Equity Index for female academics increased slightly from 65 in 2007 to 67 in 2008. The Equity Index for female general staff remained relatively unchanged at 80 in 2008.

The Equity Index for female local government outdoor workers remained steady at 101 in 2007. The Equity Index for female local government indoor workers increased from 65 in 2006 to 69 in 2007.

Employment status

Employment statistics show that in 2008 women represent 62.1% of all full-time equivalents (FTEs) in the public sector, 63.1% of university general staff and 60% local government indoor workers. Women university academics only represent 44% of all FTEs and women local government outdoor workers represent only 10.5% of all FTEs.

Employment statistics also show that women are less likely to be permanent than men in all government sectors. For the public sector in 2008, permanency rates for women are 61%, compared to 74.6% for men. Women are also more likely to be part-time, with 49.2% of permanent and fixed-term women in the public sector in 2008 being part-time, compared to 14.5% of men. Other government sectors show similar differences (see Appendices 3 and 4).



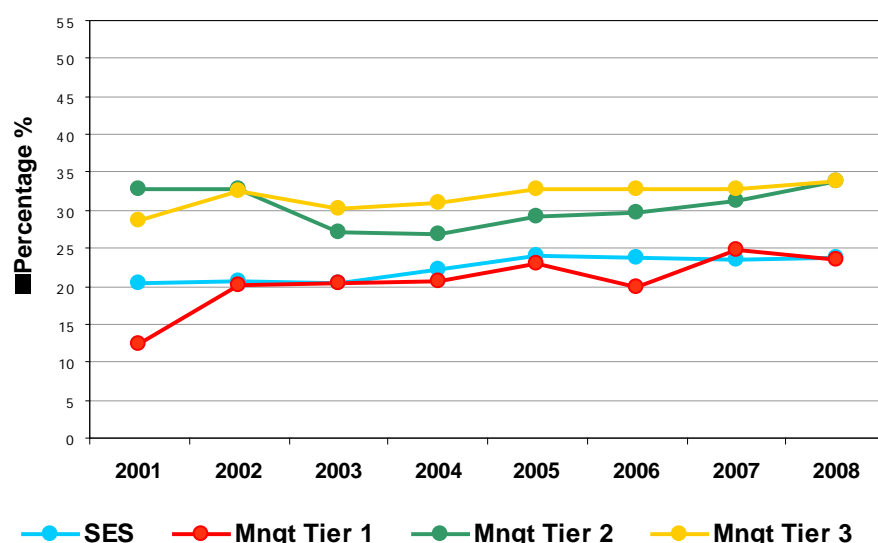
Part-time and permanent women compared to men

Women in public sector management

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 23.7% of all positions in 2008. In addition, women only hold 23.5% of management Tier 1 (CEO) positions, a decrease from 24.8% in 2007. The number of women in Tier 1 management positions decreased slightly from 30 positions in 2007 to 28 positions in 2008. The representation of women is lower in Western Australia's executive ranks than in the Commonwealth and most other Australian states (refer to the following section *Women in public sector management: Other jurisdictions*).

In 2008, the number of women in Tier 2 management positions increased from 177 in 2007 to 209 in 2008 (33.9%). The number of women in Tier 3 management positions increased from 539 in 2007 to 574 in 2008 (33.6%).

While the representation of women in management Tiers 2 and 3 increased in 2008, women are still significantly under-represented in management tiers when compared to their overall representation in public employment.



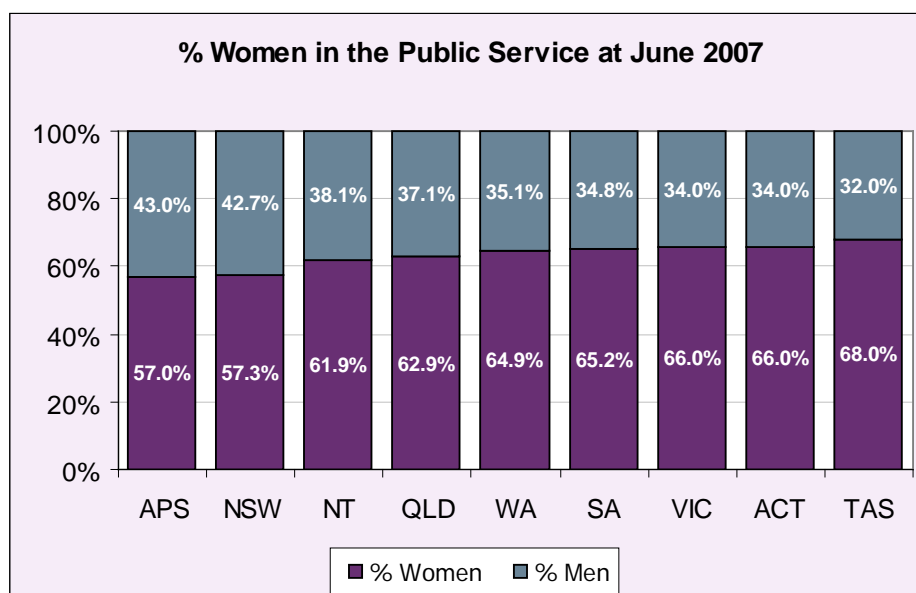
Public sector - Women in management tiers and Senior Executive Service

Women in public sector management: Other jurisdictions

The OEEO is committed to improving the representation of women across the Western Australian public sector, particularly in senior management positions. The Office monitors comparative data on an annual basis through the Director of Equal Opportunity in Public Employment Annual Report.

The figure below shows the percentage of each State and Territory's public service that comprises females. Jurisdictions are ranked in order from highest to lowest at the time of the most recently available published data (30 June 2007), including the Commonwealth Australian Public Services (APS). It should be noted that owing to differing definitions of senior positions across jurisdictions, these numbers may not be directly comparable and are intended to be indicative only.

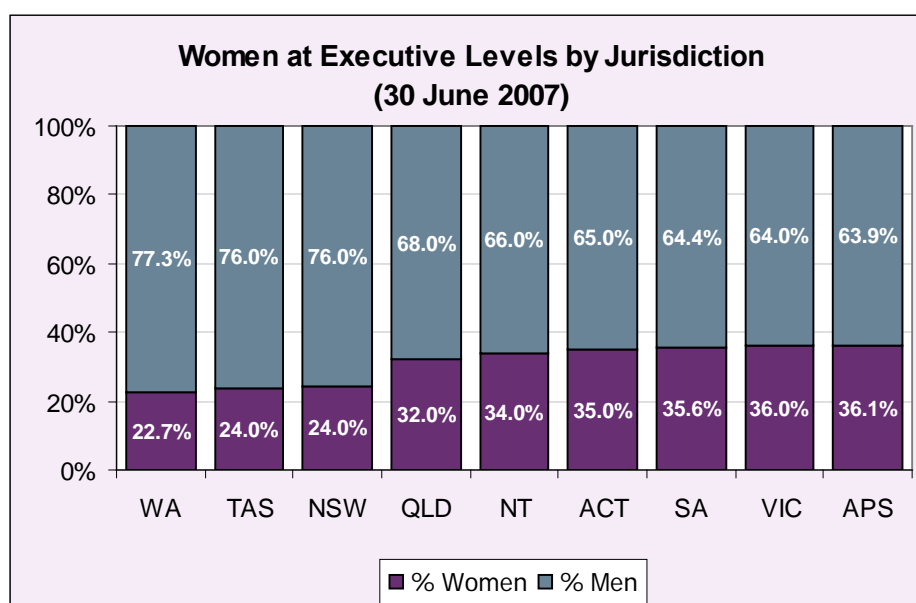
In every jurisdiction, women accounted for more than half of the public sector workforce in 2006-07, with the figure ranging from 57% to 68%. At 64.9%, Western Australia sits in the middle of this range, with women comprising almost two thirds of the public sector workforce.



Note: For all jurisdictions, except for New South Wales (NSW) (which is based on data as at 30 June 2006), data published as at 30 June 2007 has been used.

Though women comprise such a large proportion of the public service in each jurisdiction, women are still significantly under-represented in executive level roles.

A breakdown of women in executive level roles by jurisdiction is presented in the table below.



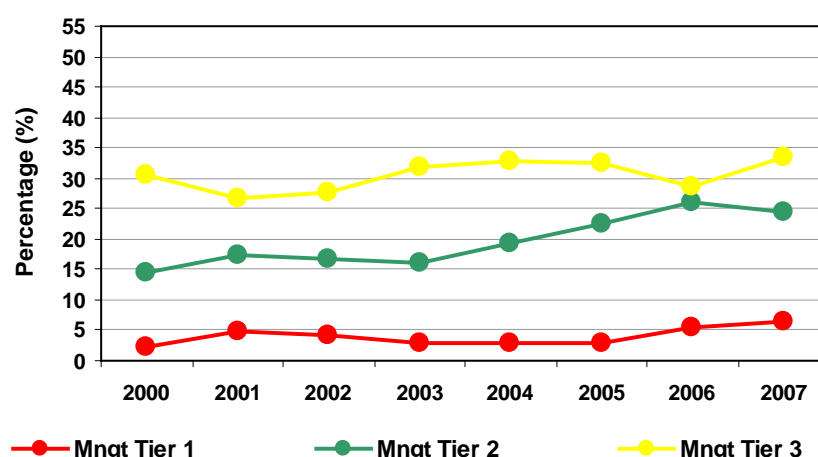
Note: For all jurisdictions, except for New South Wales (NSW) (which is based on data as at 30 June 2006), data published as at 30 June 2007 has been used.

Jurisdiction	Definition of Executive
ACT	Job classification category 'Executive' (Commissioner for Public Administration, 2007)
APS	Classification group 'SES' (Aust. Public Service Commission, 2007)
NSW	Employment classification 'Contract – Executive' (NSW DPC, Public Sector Workforce Office, 2006)
NT	Staff on Executive Contracts (Office of the Commissioner for Public Employment, 2007)
SA	All Executive FTEs in the SA Public Sector (SA DPC, Commissioner for Public Employment, 2007)
VIC	Victorian Public Sector (VPS) Executives (State Services Authority, 2007)
TAS	State Service Officers, including heads of agencies, prescribed office holders, senior executives and equivalent specialists (State Service Commissioner, 2007)
WA	Senior Executive Service as defined in <i>Public Sector Management Act 1994</i>
QLD	Senior Executive Service as defined in the <i>Public Service Act 1996</i> (Office of the Public Service Commissioner, 2007)

In no jurisdiction is the representation of women in executive level positions equal to community representation (50%). Representation overall in the sector ranges between 22.7% and 36% of all executive positions. With 22.7% women in the SES in 2007, Western Australia falls at the lowest end of this range.

Women in local government management

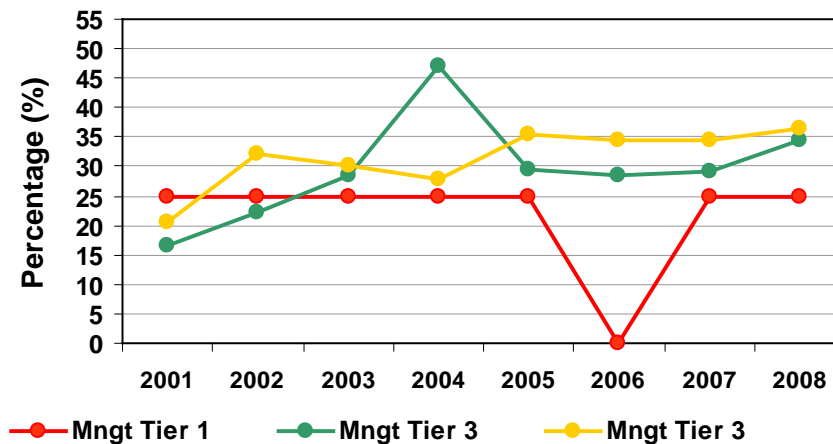
Women in local government remain under represented at all levels of management, however there has been some recruitment of women into Tier 1 positions in 2007 (increased from 7 in 2006 to 9 in 2007). The low representation of women (6.3%) at Tier 1 (CEO) is a continuing concern. Representation of women indoor workers at Tier 2 (corporate executive level) has decreased to 24.6% in 2007, compared to 26.1% the previous year. However this is also low relative to other sectors. Women indoor workers in management Tier 2 and 3 are at lower levels compared to the public sector.



Local government - Women in management

Women in university management

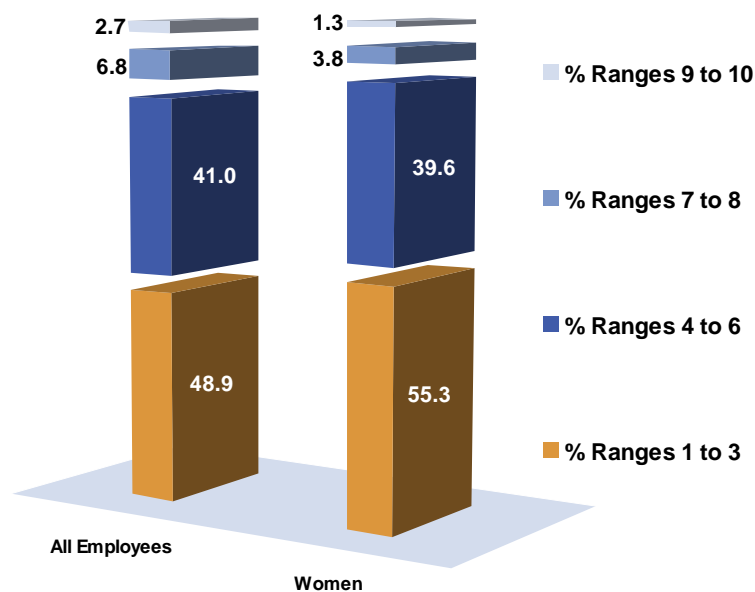
The overall representation of women in management tiers in the four Western Australian public universities (academics and general staff combined) has increased in 2008, compared to the previous year. There is one woman occupying a Tier 1 position, Tier 2 has increased from 29.2% to 34.6%, and Tier 3 has increased from 34.5% to 36.3%.



Universities - Women in management

Distribution across salary ranges

In 2008, 5.1% of all women in the public sector were in salary ranges 7 to 10 compared to 9.5% for all employees. The number of women in salary ranges 4 to 6 was 39.6% for women compared to 41% for all employees. The percentage of women in salary ranges 1 to 3 (55.3%) was 6.4% higher than for all employees (48.9%).



Distribution of women across salary ranges in the public sector in 2008

Perceptions about treatment of women

Results from climate surveys conducted during 2007-08 indicate public sector employee perceptions about the treatment of women in the workplace were largely positive.

- 81% of employees agree that managers treat all employees in their workplace with equal respect regardless of their gender;
- 81% of employees believe that their co-workers treat all employees in their workplace with equal respect regardless of their gender; and
- 82% of employees believe men and women are equally welcomed in their workplace.

Employee perceptions about the occurrence and acceptance of unwelcome behaviour were the least positive when compared to the treatment of other diversity groups.

- 64% of employees indicated that staff rarely or never made unwelcome comments, jokes or remarks of a sexist or sexual nature. As many as 28% perceived that other staff either sometimes, often or always made comments, jokes or remarks of a sexist or sexual nature.
- 69% of employees felt that staff making unwelcome comments, jokes or remarks of a sexist or sexual nature was either somewhat or totally unacceptable to their organisation. Surprisingly, 9% felt their agency neither condoned nor discouraged such behaviour and 10% thought that it was acceptable.

Employee perceptions about the occurrence and acceptance of unwelcome sexual advances were relatively positive.

- 79% of employees indicated that staff rarely or never made unwelcome sexual advances or other unwelcome conduct of a sexual nature. As few as 1% of employees reported that this type of behaviour occurred regularly.
- 5% of staff felt that unwelcome sexual advances or other unwelcome conduct of a sexual nature was acceptable in the workplace.

Refer to Appendix 8 for all climate survey results for 2007-08.

Indigenous Australians - Are we showing the way?

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

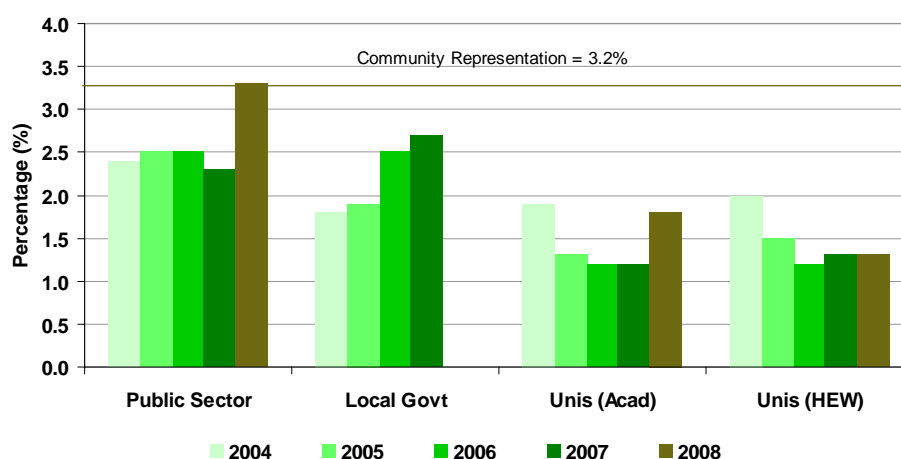
The community benchmark target for this diversity group set out in EDP2 of 3.2% is based on ABS 2001 Census data. Recently released estimates from the ABS 2006 Census indicate that the proportion of the State's population estimated to be Indigenous was 3.7%. Of these, the proportion aged 15 to 64 years was 3.3% (ABS, 2008).

Representation

The representation of Indigenous Australians employed in the public sector has increased from 2.3% (2,277 employees) in 2007 to 3.3% (2,507 employees) in 2008. Part of this increase may be attributed to improved data collection methods. Levels of representation of Indigenous Australians are slightly higher than representation in the overall community (3.2%).

In local government, the representation of Indigenous Australian outdoor workers at 6.2% (163 employees) has continued to remain above representative levels in the community (3.2%) for 2007. Representation of Indigenous Australian indoor workers still remains very low at 1.3% (87 employees) compared to other sectors and levels in the community. Note: In 2007, survey response rates across local governments were lower than the previous year. This may account for apparent increases in representation for this sector.

The number of Indigenous Australian university academics has increased from 49 employees in 2007 to 60 employees in 2008. General staff representation has remained relatively unchanged from 1.2% in 2007 (66 employees) to 1.3% in 2008 (62 employees).



Representation of Indigenous Australians in public authorities: 2004-2008

Note: The data for this diversity group relies on self nomination and it is therefore possible that these results underestimate the true number.

Distribution

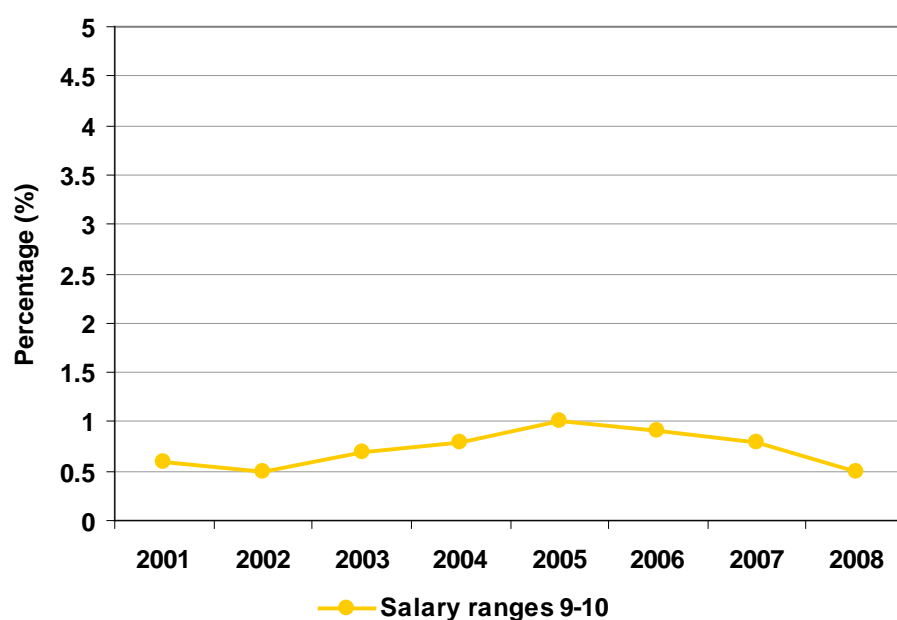
The Equity Index for Indigenous Australians in the public sector has increased over the last seven years from 27 in 2001 to 39 in 2008. Despite this trend, Indigenous Australians are still heavily concentrated at lower salary levels. Note: The relatively low numbers of Indigenous Australians in public authorities means that small changes in distribution can result in major fluctuations in Equity Index scores.

The Equity Index for Indigenous Australian local government indoor workers has increased from 36 in 2006 to 56 in 2007. For outdoor workers it has increased from 94 in 2006 to 98 in 2007. Note: The salary range for outdoor workers stops at level 6.

The Equity Index for Indigenous Australian university academics has consistently increased from 47 in 2004, however, in 2007 it slipped 5 points to 55, and has remained relatively unchanged at 56 in 2008. For general staff the Equity Index has continued to increase from 49 in 2004 to 77 in 2007, however, it has slipped 7 points to 70 in 2008.

Indigenous Australians in public sector management

The under-representation of Indigenous Australians at senior levels is evident, with Indigenous Australians holding only 0.5% of salary ranges 9 and 10. This may be considered a potential pool for future appointments to the SES. Representation of Indigenous Australians in salary ranges 9 and 10 has decreased to even lower levels than experienced in 2004 (0.7%) and 2007 (0.8%).



Public sector - Indigenous Australians in management tiers

Distribution across the salary levels

The number of Indigenous Australians in the public sector at salary ranges 7 to 10 has increased from 79 in 2007 to 114 in 2008. However, there is still a high concentration of this diversity group at lower salary levels.

In 2008, of all Indigenous Australians in the public sector, 4.5% were at salary ranges 7 to 10 and 0.5% at salary ranges 9 to 10. This compares to 10.1% and 3.3%, respectively, for all employees in the public sector.



Distribution of Indigenous employees across salary ranges in the public sector in 2008

Perceptions about treatment of Indigenous Australians

Public sector employee perceptions about the treatment of Indigenous Australians in the workplace were largely positive.

- 75% of employees believe that managers treat all employees in their workplace with equal respect regardless of their Aboriginality;
- 75% of employees believe their co-workers treat all employees in their workplace with equal respect regardless of their Aboriginality; and
- 78% of employees believe that Aboriginal and/or Torres Strait Islanders are equally welcomed in their workplace.

Employee perceptions about the occurrence and acceptance of unwelcome behaviour towards Indigenous Australians were also relatively positive.

- 76% of employees indicated that staff rarely or never made unwelcome comments, jokes or remarks about people of Aboriginal and/or Torres Strait Islanders descent. However, 13% thought that staff either sometimes, often or always made such comments, jokes or remarks.

- 74% of employees felt that staff making unwelcome comments, jokes or remarks about people of Aboriginal and/or Torres Strait Islanders descent was either somewhat or totally unacceptable. Surprisingly, 6% felt their agency neither condoned nor discouraged such behaviour and 6% thought it was acceptable.

Refer to Appendix 8 for all climate survey results for 2007-08.

People from culturally diverse backgrounds - Are we showing the way?

The level of cultural diversity in public authorities is measured by the number of people born in countries other than those categorised by the ABS as Main English Speaking (MES) countries (i.e. Australia, United Kingdom, Ireland, New Zealand, South Africa, Canada, United States of America).

The community benchmark target for Western Australia of 17% for this diversity group, as set out in EDP2 is based on ABS 2001 Census data for all persons. Recently released estimates from the ABS 2006 Census indicate that the proportion of the State's population estimated to be from a culturally diverse background has increased to 21.1%. Of these, the proportion aged 15 to 64 years was 16.4% (ABS, 2008).

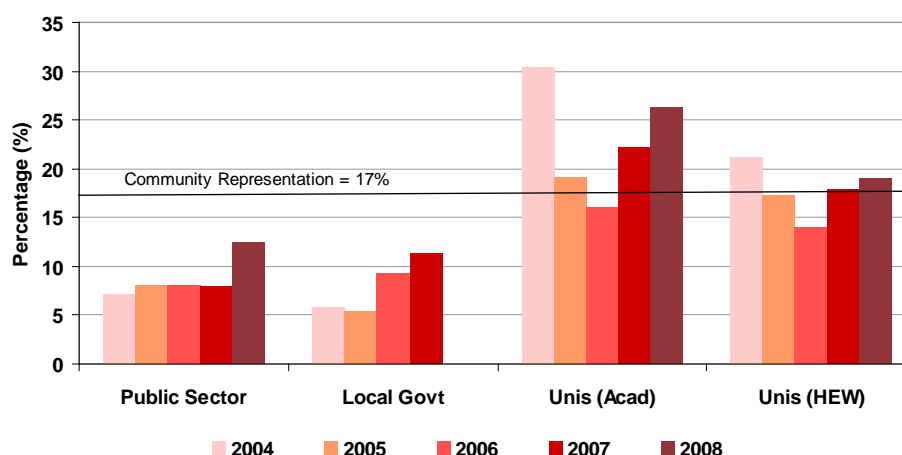
People from culturally diverse backgrounds are well represented in universities but representation in the public sector and local government is still lower than that in the community.

Representation

The representation of people from culturally diverse backgrounds in the public sector increased from 7.9% (7,832 employees) in 2007 to 12.4% (9,318 employees) in 2008. Part of this increase may be attributed to improved data collection methods. Since 2003 the number of people from culturally diverse backgrounds has increased from 5,554 to 9,318 employees. Despite this increase, representation is still lower than that in the community.

For local government indoor workers the percentage representation of people from culturally diverse backgrounds increased from 9.6% (700 employees) in 2006 to 11% (737 employees) in 2007. Similarly, outdoor workers from culturally diverse backgrounds have increased from 8.6% (284 employees) in 2006 to 12.2% (321 employees) in 2007.

Representation of university academics from culturally diverse backgrounds has increased from 22.2% (819 employees) in 2007 to 26.3% (877 employees) in 2008. Similarly, university general staff from culturally diverse backgrounds has increased from 17.9% (855 employees) in 2007 to 19% (905 employees) in 2008.



Representation of people from culturally diverse backgrounds in public authorities: 2004-2008

Note: The data for this diversity group relies on self nomination and it is therefore possible that these results underestimate the true number.

Distribution

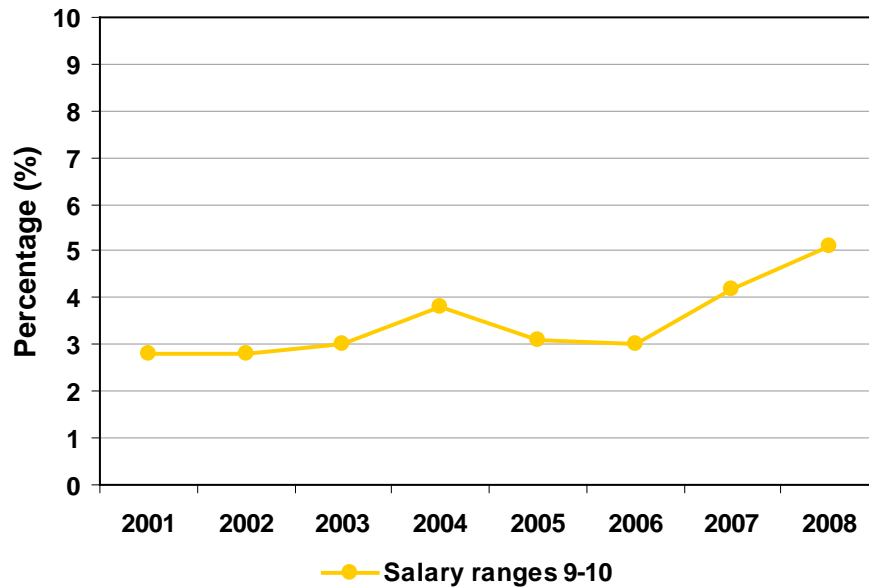
The Equity Index for people from culturally diverse backgrounds in the public sector has decreased from 155 in 2007 to 138 in 2008. This indicates that the diversity group is concentrated at higher salary levels.

The Equity Index for people from culturally diverse backgrounds working as local government indoor workers has increased slightly from 112 in 2006 to 116 in 2007. Similarly, for outdoor workers it has increased from 101 in 2006 to 107 in 2007. Note: The salary range for outdoor workers stops at level 6.

The Equity Index for university academics has increased from 90 in 2007 to 98 in 2008. Similarly, the Equity Index for general staff from culturally diverse backgrounds has increased from 99 in 2007 to 105 in 2008.

People from culturally diverse backgrounds in public sector management

People from culturally diverse backgrounds are well represented at senior levels, accounting for 5.1% of salary ranges 9 and 10. This may also be considered a potential pool for future appointments to the SES.

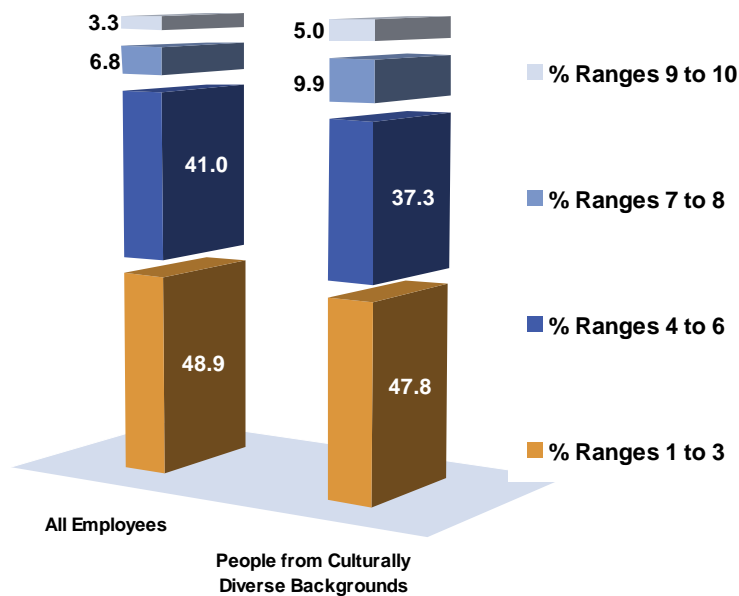


Public sector - People from culturally diverse backgrounds in management tiers

Distribution across the salary levels

The number of people from culturally diverse backgrounds in the public sector at salary ranges 7 to 10 has continued to increase, from 1,003 in 2007 to 1,389 in 2008.

In 2008, of all people from culturally diverse backgrounds in the public sector, 14.9% were at salary ranges 7 to 10 and 5% at salary ranges 9 to 10. This compares to 10.1% and 3.3%, respectively, for all employees in the public sector.



Distribution of people from culturally diverse backgrounds across salary ranges in the public sector in 2008

Perceptions about the treatment of people from culturally diverse backgrounds

Public sector employee perceptions about the treatment of people from culturally diverse backgrounds in the workplace were largely positive.

- 82% of employees believe managers treat all employees in their workplace with equal respect regardless of their ethnic or cultural diversity;
- 81% of employees believe their co-workers treat all employees in their workplace with equal respect regardless of their ethnic or cultural diversity; and
- 82% of employees believe ethnic and cultural diversity is welcomed in their workplace.

Employee perceptions about the occurrence and acceptance of unwelcome behaviour towards people from culturally diverse backgrounds were also relatively positive.

- 74% of employees indicated that staff rarely or never made unwelcome comments, jokes or remarks of a racist and/or ethnic nature. As many as 17% perceive that others either sometimes, often or always make such comments, jokes or remarks; and
- 75% of employees felt that staff making unwelcome comments, jokes or remarks of a racist and/or ethnic nature was either somewhat or totally unacceptable to their organisation. Surprisingly, 7% felt their agency neither condoned nor discouraged such behaviour and 7% thought that it was somewhat or completely acceptable.

Refer to Appendix 8 for all climate survey results for 2007-08.

People with disabilities - Are we showing the way?

The definition used in the identification questions for people with a disability in the diversity questionnaire used by agencies refers to disabilities that require adjustments in the workplace. It is assumed there are some people with disabilities who do not identify themselves as requiring these adjustments. The community benchmark figure of 4% is based on ABS 2001 Census data for people with a moderate core activity restriction aged between 15 and 64 years. While there are possible inconsistencies in the application of the survey definition and the community benchmark definition it is considered the most appropriate estimate available for comparative purposes.

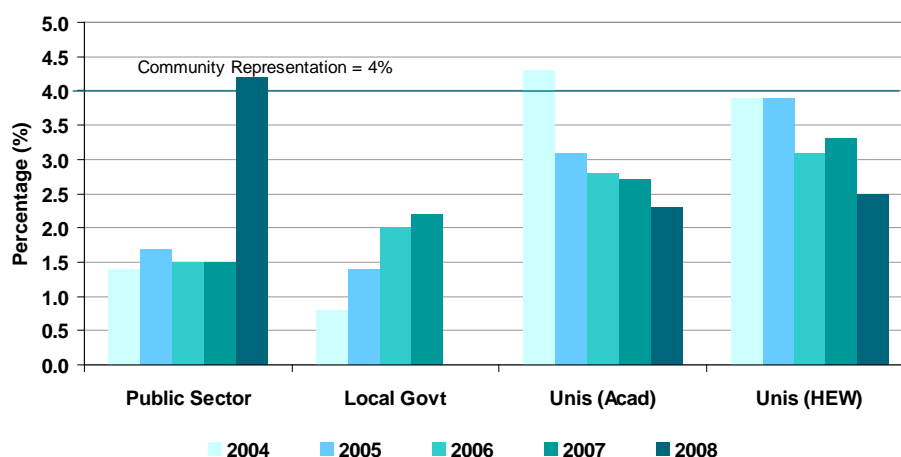
More recent estimates from the ABS 2003 indicate that the proportion of Western Australia's population aged 15 to 64 years estimated to have a moderate core activity restriction was 3.6%. The proportion of the State's population aged 15 to 64 years estimated to have a profound or severe core activity restriction was 3.7%. (ABS, 2004). Both of these estimates will be considered when developing the third Equity and Diversity Plan.

Representation

The representation of people with disabilities in the public sector increased from 1.5% (1,504 employees) in 2007 to 4.2% (3,071 employees) in 2008. Part of this increase may be attributed to improved data collection methods. Representation in the public sector workforce is slightly higher than representation of this group in the community (4.0%).

For local government indoor workers the percentage representation of people with disabilities has remained steady at 1.6% (106 employees) in 2007. Similarly, outdoor workers with disabilities remained relatively unchanged from 2.9% (95 employees) in 2006 to 3.7% (96 employees) in 2007.

The percentage of university academics with disabilities has remained relatively unchanged from 2.7% (77 employees) in 2007 to 2.3% (76 employees) in 2008. The proportion of university general staff with disabilities decreased slightly from 3.3% (114 employees) in 2007 to 2.5% (119 employees) in 2008.



Representation of people with disabilities in public authorities: 2004-2008

Note: The data for this diversity group relies on self nomination and it is therefore possible that these results underestimate the true number.

Distribution

The Equity Index for people with disabilities in the public sector has increased consistently over the last four years, from 84 in 2004 to 119 in 2008.

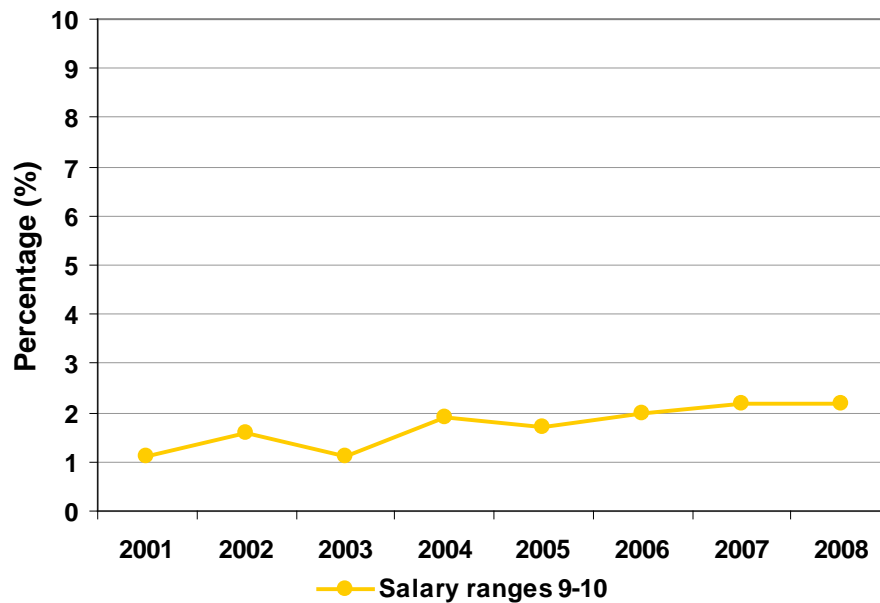
The Equity Index for local government indoor workers has decreased from 109 in 2006 to 93 in 2007. For outdoor workers with disabilities it has remained relatively unchanged from 90 in 2006 to 92 in 2007.

The Equity Index for university academics with disabilities has decreased from 123 in 2007 to 106 in 2008. Conversely, for general staff, it has increased from 65 in 2007 to 72 in 2008.

People with disabilities in public sector management

There has been a significant increase in the representation of people with disabilities at senior levels in the public sector in 2008.

The representation for people with disabilities in salary ranges 9 and 10 have been increasing over the last 5 years (2.1% in 2008 compared to 1.9% in 2004). Salary ranges 9 and 10 may be considered a potential pool for future appointments to the SES.

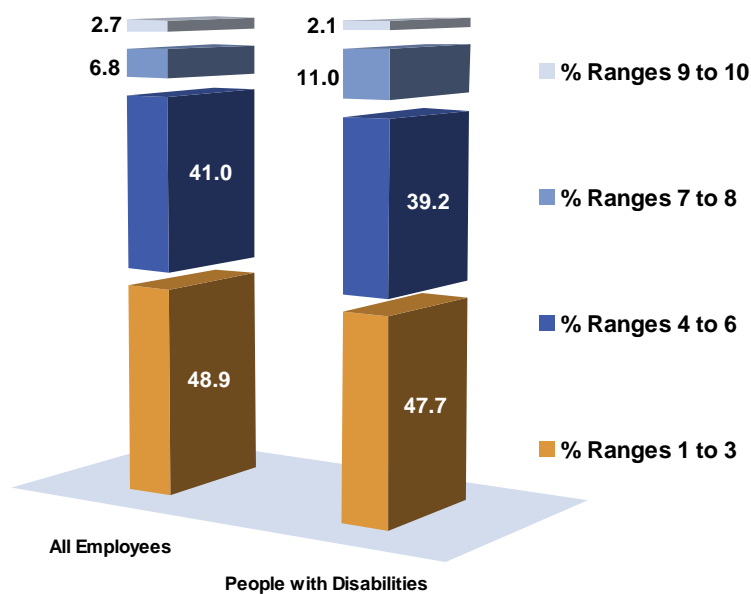


Public sector - People with disabilities in management tiers

Distribution across the salary levels

The number of people with disabilities in the public sector at salary ranges 7 to 10 has increased significantly from 137 in 2007 to 400 in 2008.

In 2008, of all people with disabilities in the public sector, 13.1% were at salary ranges 7 to 10 and 2.1% at salary ranges 9 to 10. This compares to 10.1% and 3.3%, respectively, for all employees in the public sector.



Distribution of people with disabilities across salary ranges in the public sector in 2008

Perceptions about the treatment of people with disabilities

Public sector employee perceptions about the treatment of people with disabilities in the workplace were largely positive.

- 76% of employees believe managers treat all employees in their workplace with equal respect regardless of their disability;
- 77% of employees believe their co-workers treat all employees in their workplace with equal respect regardless of their disability; and
- 71% of employees believe people with disabilities are equally welcomed in their workplace.

Employee perceptions about the occurrence and acceptance of unwelcome behaviour towards people with disabilities were also relatively positive.

- 81% of employees indicated that staff rarely or never made unwelcome comments, jokes or remarks about someone with a disability. Approximately 8% perceived that staff either sometimes, often or always made such comments, jokes or remarks; and
- 75% of employees felt that staff making unwelcome comments, jokes or remarks about someone with a disability was either somewhat or totally unacceptable. Surprisingly, 6% felt their agency neither condoned nor discouraged such behaviour and 6% thought it acceptable.

Refer to Appendix 8 for all climate survey results for 2007-08.

Youth and mature workers - Are we showing the way?

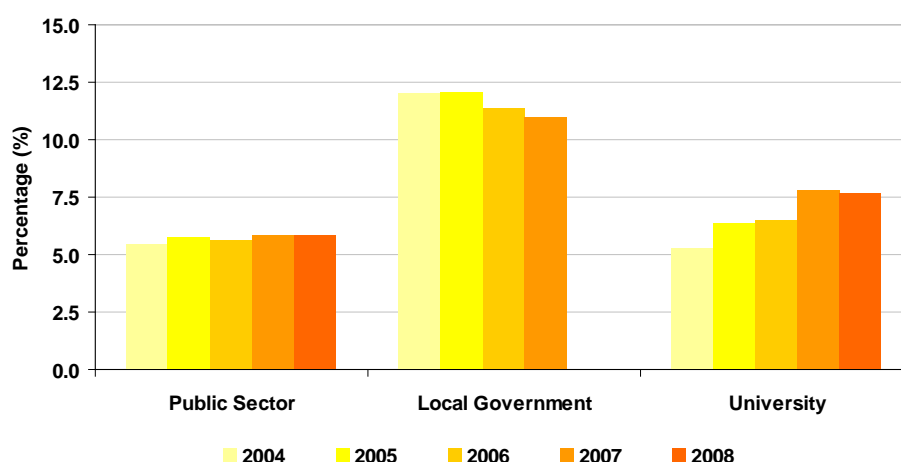
The following age data relates to employees in the public, local government and university sectors. For these groups, equity of distribution is not evaluated as salary range correlates too closely with experience and age.

There is likely to be an increase in turnover in public authorities in the next decade as the mature age workforce approaches retirement. It is therefore crucial that public authorities have an adequately trained younger workforce ready to replace these positions as this large employment cohort approaches retirement age.

Representation of youth

The number of youth in the public sector increased from 7,777 in 2007 to 10,294 in 2008. This growth was at a higher rate than the public sector as a whole, therefore, the proportion of youth also increased in 2008 (6.7%) compared to the previous year (5.9%).

In local government, the level of representation for youth remained unchanged at 11% in 2007. Similarly, the level of representation of youth in the university sector remained steady at 7.7% in 2008.



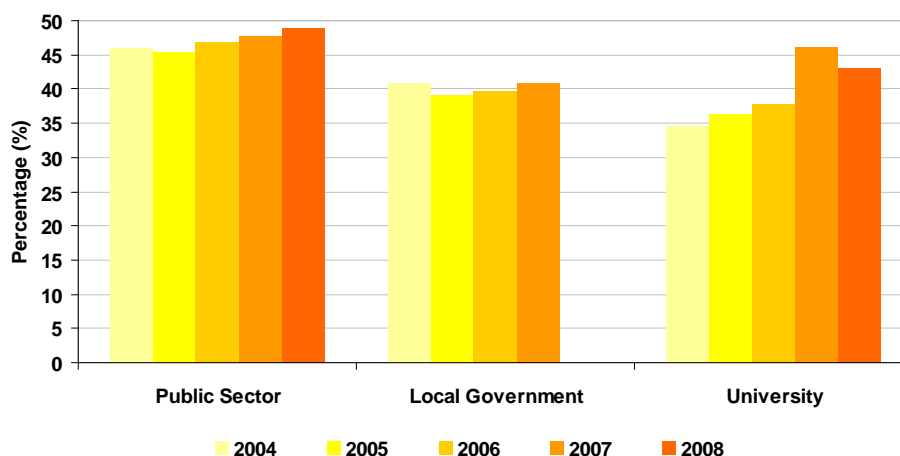
Representation of youth in public authorities: 2004-2008

Representation of mature workers

Mature workers (aged over 45 years) in the public sector are over-represented compared to the community overall, 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.

In 2008, mature workers in the public sector represented 48.8% (75,511 employees), up from 47.6% (62,682 employees) in 2007.

In local government the level of representation increased slightly from 39.7% in 2006 to 40.8% in 2007. Mature age academic workers in public universities decreased slightly from 51.5% in 2007 to 50.1% in 2008. Mature age general staff in public universities decreased from 41.7% in 2007 to 37.5% in 2008.



Representation of mature workers in public authorities: 2004-2008

Perceptions about the treatment of youth and mature workers

Public sector employee perceptions about the treatment of people in the workplace based on their age were largely positive.

- 81% of employees believe that managers treat all employees in their workplace with equal respect regardless of their age;
- 81% of employees believe that their co-workers treat all employees in their workplace with equal respect regardless of their age; and
- 82% of employees believe that people of all ages are equally welcomed in their workplace.

Employee perceptions about the occurrence and acceptance of unwelcome behaviour towards someone because of their age were also relatively positive.

- 72% of employees indicated that staff rarely or never made unwelcome comments, jokes or remarks about someone because of their age. As many as 20% perceived that other staff either sometimes, often or always made such comments, jokes or remarks.
- Only 68% of employees felt that staff making unwelcome comments, jokes or remarks about someone because of their age was either somewhat or totally unacceptable. As many as 10% felt their agency neither condoned nor discouraged such behaviour and 9% thought that it was acceptable.

Refer to Appendix 8 for all climate survey results for 2007-08.

Perceptions about workplace flexibility

The climate survey instrument used by the OEEO to evaluate staff perceptions includes questions that gauge perceptions about access to part-time and flexible work options. In line with previous years, results for 2007-08 indicate that there is still a perception that agency policies do not necessarily support flexible work options. Also, there is still significant concern that taking up flexible work options may limit career prospects.

- 64% of respondents agreed that their workplace supported people to achieve a suitable work/life balance.
- 46% of respondents believed that taking up part time work options would limit career prospects.
- 35% considered that taking up flexible work options would limit career prospects.
- As few as 43% of employees felt that agency policies often or always supported the use of part-time work arrangements and provided relevant information to staff.
- Only 21% felt that their agency supported part-time arrangements for managerial or supervisory positions.
- 56% of respondents felt that managers supported the use of flexible work arrangements and accommodated the needs of employees.
- 48% of respondents felt that managers supported the use of part-time work arrangements.

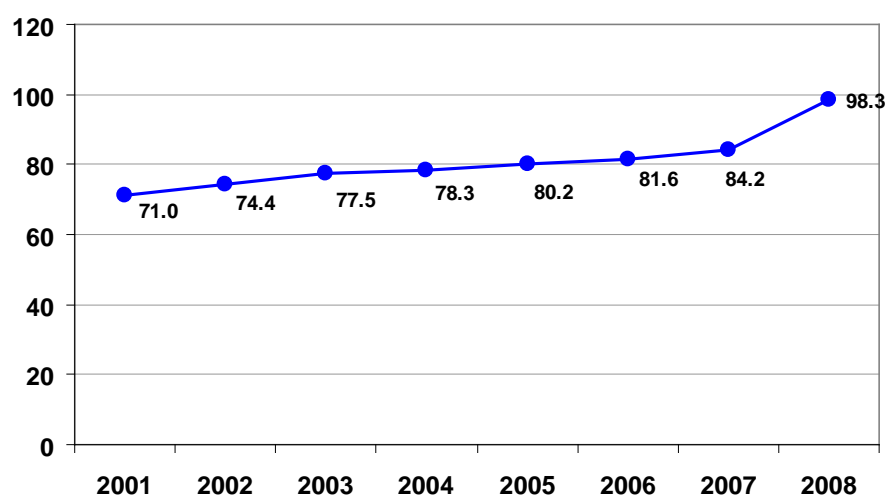
Only two thirds (65%) of respondents agreed that their workplace culture supported people who utilised paid or unpaid parental leave.

Refer to Appendix 8 for all climate survey results for 2007-08.

Composite Equity Index for 2007-08

In 2005-06, a single equity measure called the Composite Equity Index (CEI) was developed and reported for the first time. The CEI combines data on the representation and distribution of each of the four main diversity groups - women, Indigenous Australians, people from culturally diverse backgrounds and people with disabilities. The Index measures the extent to which members of the diversity group are found at the lower classification levels. An ideal CEI is deemed to be 100 and is based on participation objectives set out in the *Equity and Diversity Plan 2006 – 2009* and that each group is evenly distributed across salary levels. Under-participation of any group, or clustering of a diversity group in lower salary levels, will result in a score below 100. Over-representation, or clustering in the higher classification bands, may result in a score above 100. The CEI allows agencies to benchmark themselves against other similar public sector agencies as well as the public sector as a whole (see Appendix 9). The CEI for the public sector has increased from 78.3 in 2004 to 98.3 in 2008.

Note: The improved data collection method implemented in 2008 has resulted in better quality data and a significant improvement in the CEI.



Composite Equity Index for the public sector: 2001 - 2008

Note: The CEI has been calculated using the 2009 diversity objectives set out in EDP 2. They are: 13% for people from culturally diverse backgrounds; 3.2% for Indigenous Australians and 3.7% for people with disabilities.

Appendices

Appendix 1 – Performance indicators 2007-08

Appendix 2 – Public sector workforce demographics

Appendix 3 – Local government workforce demographics

Appendix 4 – Public universities workforce demographics

Appendix 5 – OEEO publications

Appendix 6 – Glossary and definitions

Appendix 7 – Western Australian public authorities

Appendix 8 – Climate survey results for 2007-08

Appendix 9 – Public sector agencies and public universities – Composite Equity Index,
Equity Index and representation by diversity group for 2007-08

Appendix 1: Performance indicators - Equity and diversity in public employment

This service involves advising and assisting public authorities to achieve their equal employment opportunities and diversity objectives and evaluate and report on progress in meeting their responsibilities under Part IX of the EO Act, as published in the 2008 OPSSC Annual Report.

Total cost of service: \$887,000

Staff: 6.8 FTEs

Key effectiveness indicators

Accountability and achievement key effectiveness indicators	2006–07 Actual	2007-08 Target	2007-08 Actual
Accountability			
Percentage of public authorities that have provided all reports as required by legislation ^(a)	100%	100%	100%
Effectiveness indicator			
Improvement in the public sector composite equity index for women, people with disabilities, Indigenous Australians and people from culturally diverse backgrounds ^(b)	82	85	84

Notes:

^{a)} Numbers are based on public authority yearly reports on equal employment opportunity for the year ending 30 June 2007. Public authorities that have provided all reports consist of 121 public sector agencies, 144 local governments and 4 public universities (Total =269).

^{b)} 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 percentage and the community percentage and the variation between the Equity Index (a measure of the distribution of the group across all levels of the workforce). The ideal Composite Equity Index is 100.

Efficiency indicator

This indicator shows the average cost per public authority for reporting on compliance with Part IX of the EO Act and assisting public authorities to achieve a more diverse workforce.

Year	Costs (\$000)	Number of Public Authorities	Average Cost Per Public Authority
2007-08	\$887	268	\$3,310
2006-07	\$1,038	269	\$3,859
2005-06	\$1,084	266	\$4,074
2004-05	\$1,122	264	\$4,250

Notes:

The total costs for the financial year for delivering this output are divided by the total number of public authorities covered by Part IX of the EO Act.

Public authorities in 2007-08 consist of 120 public sector agencies, 144 local government authorities and 4 public universities (Total =268). The number of public authorities is based on the most recent available data for the public sector as at 30 June 2008, local government as at 30 December 2007 and universities as at 31 March 2008.

Appendix 2: Public sector workforce demographics

Note: The introduction of the new HR MOIR data definitions from July 2007 by DPC has resulted in some changes in methodology. Data collected for June 2008 may not be directly comparable with previous survey data reported. For further information refer to www.dpc.wa.gov.au/PSMD/WorkforcePlanning/Pages/WorkforceInformationSystem.au

Women and men in the public sector

Representation of women and men 2004-2008					
	2004	2005	2006	2007	2008
Number of employees	118,671	125,310	128,052	131,742	154,584*
Number of women	74,953	79,861	81,907	85,450	103,723
Number of men	43,718	45,449	46,145	46,292	50,861
Women as % of all employees	63.2%	63.7%	64.0%	64.9%	67.1%
Estimated women FTEs as % of all estimated FTEs	58.5%	59.1%	59.3%	60.2%	62.1%
Number of youth (<25 yrs)	6,518	7,187	7,242	7,777	10,294
Youth as % of total employees	5.5%	5.7%	5.7%	5.9%	6.7%
Number of mature workers (>45 yrs)	54,548	56,927	59,967	62,682	75,511
Mature workers as % of total employees	46.0%	45.4%	46.8%	47.6%	48.8%

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.

* Data collected for 2008 includes casuals not paid in the last pay period in June 2008. If they are excluded, total employees equal 133,336 (91,021 females and 42,315 males). This change potentially impacts on the percentage surveyed for each diversity group as well as those calculations using total employees as the denominator.

Employment type - women and men 2004-2008					
	2004	2005	2006	2007	2008
Permanent women	50,910	55,517	57,384	59,004	63,232
Permanent women as % of all women	67.9%	69.5%	70.1%	69.1%	61.0%
Permanent men	34,813	35,757	36,654	36,633	37,942
Permanent men as % of all men	79.6%	78.7%	79.4%	79.1%	74.6%
Part time women	27,156	29,462	30,568	32,193	40,300
Part time women as % of permanent and fixed term women	41.4%	42.3%	42.6%	42.9%	49.2%
Part time men	3,088	3,329	3,546	3,805	6,414
Part time men as % of permanent and fixed term men	7.8%	8.1%	8.5%	9.0%	14.5%

Women in management in the public sector

Distribution of women 2004-2008					
	2004	2005	2006	2007	2008
Equity Index for women	59	63	56	56	61
Women as % salary ranges 7-10	29.3%	30.9%	29.5%	29.7%	33.7%
Women as % salary ranges 9-10	23.6%	25.4%	22.8%	23.3%	26.5%

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) 2004-2008					
	2004	2005	2006	2007	2008
People in the SES	345	364	376	375	375
Women in the SES	77	87	89	85	89
Women as % SES	22.3%	23.9%	23.7%	22.7%	23.7%

Note: SES data is provided to the OEEO by the Public Sector Management Division of DPC.

Women in management tiers 2004-2008					
	2004	2005	2006	2007	2008
Total in tier 1	116	117	121	121	119
Women in tier 1	24	27	24	30	28
Women as % tier 1	20.7%	23.1%	19.8%	24.8%	23.5%
Total in tier 2	517	535	583	565	616
Women in tier 2	139	156	174	177	209
Women as % tier 2	26.9%	29.2%	29.8%	31.3%	33.9%
Total in tier 3	1,347	1,534	1,566	1,647	1,706
Women in tier 3	416	501	513	539	574
Women as % tier 3	30.9%	32.7%	32.8%	32.7%	33.6%

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 2004-2008					
	2004	2005	2006	2007	2008
Employees surveyed	96,186	100,957	106,080	99,465	75,873
Employees surveyed as % total	81.1%	80.6%	82.8%	75.5%	49.1%
Indigenous Australians	2,325	2,535	2,616	2,277	2,507
Indigenous Australians as % employees surveyed	2.4%	2.5%	2.5%	2.3%	3.3%
Permanent Employees as % total	72.2%	72.8%	73.4%	72.6%	65.4%
Permanent Indigenous Australians as % all Indigenous Australians	59.5%	65.3%	67.2%	67.5%	67.3%

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 2004-2008					
	2004	2005	2006	2007	2008
Equity Index for Indigenous Australians	33	35	36	38	39
No. Indigenous Australians in salary ranges 7-10	72	83	72	79	114
% All employees salary ranges 7-10	9.4%	9.6%	8.8%	9.1%	10.1%
% Indigenous Australians in salary 7-10	3.4%	3.6%	3.0%	3.7%	4.5%
No. Indigenous Australians in salary ranges 9-10	16	23	22	18	13
% All employees salary ranges 9-10	2.2%	2.4%	2.5%	2.7%	3.3%
% Indigenous Australians in salary ranges 9-10	0.8%	1.0%	0.9%	0.8%	0.5%

The Equity Index is a measure of compression at the lower salary ranges of the sector.

An index of 100 indicates no compression.

Indigenous Australians in the Senior Executive Service (SES) 2004-2008					
	2004	2005	2006	2007	2008
Indigenous Australians in the SES	8	9	8	6	n/a
Indigenous Australians as % SES	2.3%	2.5%	2.1%	1.5%	n/a

Note: SES data was not able to be collected in 2008 for Indigenous Australians as a part of the new reporting system through WACA.

People from culturally diverse backgrounds in the public sector

Representation of people from culturally diverse backgrounds 2004-2008					
	2004	2005	2006	2007	2008
Employees surveyed	95,982	101,227	106,836	99,215	75,298
Employees surveyed as % total	80.9%	80.8%	83.4%	75.3%	48.7%
People from culturally diverse backgrounds	6,852	8,095	8,628	7,832	9,318
People from culturally diverse backgrounds as % employees surveyed	7.1%	8.0%	8.1%	7.9%	12.4%
Permanent employees as % Total	72.2%	72.8%	73.4%	72.6%	65.4%
Permanent people from culturally diverse backgrounds as % all people from culturally diverse backgrounds	75.2%	73.9%	75.2%	74.9%	71.3%

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 2004-2008					
	2004	2005	2006	2007	2008
Equity Index for people from culturally diverse backgrounds	116	105	133	155	138
No. people from culturally diverse backgrounds in salary ranges 7-10	702	785	910	1,003	1,389
% All employees salary ranges 7-10	9.4%	9.6%	8.8%	9.1%	10.1%
% People from culturally diverse backgrounds in salary ranges 7-10	11.5%	11.0%	12.1%	14.3%	14.9%
No. people from culturally diverse backgrounds in salary ranges 9-10	231	224	228	294	470
% All employees salary ranges 9-10	2.2%	2.4%	2.5%	2.7%	3.3%
% People from culturally diverse backgrounds in salary ranges 9-10	3.8%	3.1%	3.0%	4.2%	5.0%

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) 2004-2008					
	2004	2005	2006	2007	2008
People from culturally diverse backgrounds in the SES	10	14	13	16	n/a
People from culturally diverse backgrounds as % of SES	2.9%	3.8%	3.5%	4.1%	n/a

Note: SES data was not able to be collected in 2008 for people from culturally diverse backgrounds as a part of the new reporting system through WACA.

People with disabilities in the public sector

Representation of people with disabilities 2004-2008					
	2004	2005	2006	2007	2008
Employees surveyed	96,279	100,954	105,889	99,460	73,765
Employees surveyed as % Total	81.1%	80.6%	82.7%	75.5%	47.7%
People with disabilities	1,388	1,709	1,604	1,504	3,071
People with disabilities as % employees surveyed	1.4%	1.7%	1.5%	1.5%	4.2%
Permanent employees as % total	72.2%	72.8%	73.4%	72.6%	65.4%
Permanent people with disabilities as % all people with disabilities	78.7%	75.0%	76.6%	79.9%	81.6%

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 2004-2008					
	2004	2005	2006	2007	2008
Equity Index for people with disabilities	84	79	93	102	119
No. people with disabilities in salary ranges 7-10	102	115	124	137	400
% All employees salary ranges 7-10	9.4%	9.6%	8.8%	9.1%	10.1%
% People with disabilities in salary ranges 7-10	8.3%	7.8%	8.9%	9.9%	13.1%
No. people with disabilities in salary ranges 9-10	23	25	28	30	64
% All employees salary ranges 9-10	2.2%	2.4%	2.5%	2.7%	3.3%
% People with disabilities in salary ranges 9-10	1.9%	1.7%	2.0%	2.2%	2.1%

The Equity Index is a measure of compression at the lower salary ranges of the sector.

An index of 100 indicates no compression.

People with disabilities in the Senior Executive Service (SES) 2004-2008					
	2004	2005	2006	2007	2008
People with disabilities in the SES	5	3	2	3	n/a
People with disabilities as % SES	1.4%	0.8%	0.5%	0.8%	n/a

Note: SES data was not able to be collected in 2008 for people with disabilities as a part of the new reporting system through WACA.

Appendix 3: Local government workforce demographics

Women and men in local government

Representation of women and men 2003-2007										
	2003		2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Number of employees	10,731	4,781	10,718	4,634	10,876	4,587	11,514	4,403	12,153	4,612
Number of women	6 700	605	6,695	545	6,737	554	7,217	559	7,858	632
Number of men	4,031	4,176	4,023	4,089	4,139	4,033	4,297	3,843	4,295	3,980
Women as % of all employees	62.4%	12.7%	62.5%	11.8%	61.9%	12.1%	62.7%	12.7%	64.7%	13.7%
Estimated women FTEs as % of all estimated FTEs	57.6%	9.3%	57.8%	8.9%	57.1%	9.0%	58.3%	9.6%	60.0%	10.5%
Number of youth (<25 yrs)	1,443	400	1,491	354	1,640	229	1,453	353	1,490	358
Youth as % of total employees	13.4%	8.4%	13.9%	7.6%	15.1%	5.0%	12.6%	8.0%	12.3%	7.8%
Number of mature workers (>45 yrs)	3,232	1,989	3,927	2,359	3,905	2,155	4,162	2,153	4,348	2,498
Mature workers as % of total employees	30.1%	41.6%	36.6%	50.9%	35.9%	47.0%	36.1%	48.9%	35.8%	54.2%

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.

Local government data has been updated for 2006 based on corrections provided by a number of local government authorities.

Employment type - Women and men 2003-2007										
	2003		2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Permanent women	4,157	354	4,323	367	4,454	321	4,618	302	4,840	358
Permanent women as % of all women	62.0%	58.5%	64.6%	67.3%	66.1%	57.9%	64.0%	54.0%	61.6%	56.6%
Permanent men	2,891	3,907	2,930	3,868	3,049	3,787	3,072	3,555	2,991	3,698
Permanent men as % of all men	71.7%	93.6%	72.8%	94.6%	73.7%	93.9%	71.5%	92.5%	69.6%	92.9%
Part time women	1,558	153	1,608	159	1,742	114	1,829	87	2,110	112
Part time women as % of permanent and fixed term women	33.8%	40.9%	34.3%	41.1%	36.5%	34.7%	36.4%	27.4%	39.1%	28.9%
Part time men	205	97	231	89	254	116	285	77	317	87
Part time men as % of permanent and fixed term men	6.1%	2.4%	6.9%	2.3%	7.3%	3.0%	8.3%	2.1%	9.2%	2.3%

Women in management in local government

Distribution of women 2003-2007										
	2003		2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity Index for women	57	85	59	81	62	88	65	101	69	101
Women as % salary ranges 7-10	25.8%	5.3%	27.8%	4.9%	29.6%	4.6%	33.3%	5.9%	36.5%	6.5%
Women as % salary ranges 9-10	17.1%	5.9%	18.5%	5.2%	20.5%	3.8%	23.9%	6.2%	27.8%	6.0%

The Equity Index is a measure of compression at the lower salary ranges of the sector.

An index of 100 indicates no compression.

Women in management tiers 2003-2007

	2003		2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Total in tier 1	144		144		144		144		144	
Women in tier 1	4		4		4		7		9	
Women as % tier 1	2.8%		2.8%		2.8%		4.9%		6.3%	
Total in tier 2	393	58	366	72	386	54	400	53	422	52
Women in tier 2	63	1	71	1	87	2	104	0	104	0
Women as % tier 2	16.0%	1.7%	19.4%	1.4%	22.5%	3.7%	26.0%	0.0%	24.6%	0.0%
Total in tier 3	637	201	609	238	601	138	550	83	597	104
Women in tier 3	203	12	199	22	195	8	157	1	200	3
Women as % tier 3	31.9%	6.0%	32.7%	9.2%	32.4%	5.8%	28.5%	1.2%	33.5%	2.9%

Indigenous Australians in local government

Representation of Indigenous Australians 2003-2007										
	2003		2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	7,361	3,878	10,094	4,508	9,105	4,106	7,275	3,290	6,674	2,624
Employees surveyed as % of Total	68.6%	81.1%	94.2%	97.3%	83.7%	89.5%	63.2%	74.7%	54.9%	56.9%
Indigenous Australians	69	197	68	197	79	172	85	184	87	163
Indigenous Australians as % of employees surveyed	0.9%	5.1%	0.7%	4.4%	0.9%	4.2%	1.2%	5.6%	1.3%	6.2%

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 2003-2007

	2003		2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity Index for Indigenous Australians	54	87	40	89	41	96	36	94	56	98
No. Indigenous Australians in salary ranges 7-10 (for 2003 this is Levels 7-10 for Indoor and Levels 4-6 for Outdoor)	5	137	4	118	6	129	3	140	10	140
% All employees salary ranges 7-10	23.6%	73.2%	25.0%	72.3%	28.9%	80.1%	28.8%	86.9%	30.2%	86.7%
% Indigenous Australians in salary ranges 7-10	8.8%	71.4%	6.8%	63.4%	10.3%	79.1%	5.1%	78.2%	14.5%	91.5%
No. Indigenous Australians in salary ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Level 6 for Outdoor)	2	35	0	47	0	47	1	51	4	60
% All employees salary ranges 9-10	12.8%	29.0%	12.7%	26.1%	14.7%	29.7%	14.9%	38.2%	16.3%	38.9%
% Indigenous Australians in salary ranges 9-10	3.5%	18.2%	0.0%	25.3%	0.0%	28.8%	1.7%	28.5%	5.8%	39.2%

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 2003-2007										
	2003		2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	7,369	3,922	10,094	4,527	9,140	4,112	7,275	3,290	6,674	2,624
Employees surveyed as % of total	68.7%	82.0%	94.2%	97.7%	84.0%	89.6%	63.2%	74.7%	54.9%	56.9%
People from culturally diverse backgrounds	531	369	530	314	442	260	700	284	737	321
People from culturally diverse backgrounds as % of employees surveyed	7.2%	9.4%	5.3%	6.9%	4.8%	6.3%	9.6%	8.6%	11.0%	12.2%

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.

Distribution of people from culturally diverse backgrounds 2003-2007

	2003		2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity Index for people from culturally diverse backgrounds	81	93	99	90	112	96	112	101	116	107
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)	79	249	104	191	127	176	201	239	235	269
% All employees salary ranges 7-10	23.6%	73.2%	25.0%	72.3%	28.9%	80.1%	28.8%	86.9%	30.2%	86.7%
% People from culturally diverse backgrounds in salary ranges 7-10	18.7%	68.6%	25.1%	62.0%	31.5%	69.0%	31.1%	86.0%	34.4%	87.3%
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)	38	93	47	61	55	61	106	122	122	165
% All employees salary ranges 9-10	12.8%	29.0%	12.7%	26.1%	14.7%	29.7%	14.9%	38.2%	16.3%	38.9%
% People from culturally diverse backgrounds in salary ranges 9-10	9.0%	25.6%	11.3%	19.8%	13.6%	23.9%	16.4%	43.9%	17.9%	53.6%

The Equity Index is a measure of compression at the lower salary ranges of the sector.

An index of 100 indicates no compression.

People with disabilities in local government

Representation of people with disabilities 2003-2007										
	2003		2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	7,360	3,868	10,094	4,497	9,142	4,107	7,275	3,290	6,674	2,624
Employees surveyed as % of total	68.6%	80.9%	94.2%	97.0%	84.1%	89.5%	63.2%	74.7%	54.9%	56.9%
People with disabilities	82	64	72	51	102	79	117	95	106	96
People with disabilities as % of employees surveyed	1.1%	1.7%	0.7%	1.1%	1.1%	1.9%	1.6%	2.9%	1.6%	3.7%

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 2003-2007										
	2003		2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity Index for people with disabilities	89	87	68	68	91	74	109	90	93	92
No. people with disabilities in salary ranges 7-10 (for 2003 this is Levels 7-10 for Indoor and Levels 4-6 for Outdoor)	17	31	13	21	28	34	38	62	26	68
% All employees salary ranges 7-10	23.6%	73.2%	25.0%	72.3%	28.9%	80.1%	28.8%	86.9%	30.2%	86.7%
% People with disabilities in salary ranges 7-10	24.3%	49.2%	20.0%	41.2%	28.9%	43.0%	33.9%	66.7%	25.7%	71.6%
No. people with disabilities in salary ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Levels 6 for Outdoor)	4	7	8	2	19	12	19	38	19	36
% All employees salary ranges 9-10	12.8%	29.0%	12.7%	26.1%	14.7%	29.7%	14.9%	38.2%	16.3%	38.9%
%People with disabilities in salary ranges 9-10	5.7%	11.1%	12.3%	3.9%	19.6%	15.2%	17.0%	40.9%	18.8%	37.9%

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 university workforce demographics

Women and men in public universities

Representation of women and men 2004-2008 - Academics					
	2004	2005	2006	2007	2008
Number of employees	6,079	6,484	6,430	5,202	5,772
Number of women	2,757	2,979	2,997	2,346	2,752
Number of men	3,322	3,505	3,433	2,856	3,020
Women as % of all employees	45.4%	45.9%	46.6%	45.1%	47.7%
Estimated women FTEs as % of all estimated FTEs	41.8%	42.5%	42.8%	41.6%	44.0%
Number of youth (<25 yrs)	160	233	219	203	212
Youth as % of total employees	2.6%	3.6%	3.4%	3.9%	3.7%
Number of mature workers (>45 yrs)	2,134	2,561	2,679	2,677	2,892
Mature workers as % of total employees	35.1%	39.5%	41.7%	51.5%	50.1%

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.

Public university data has been updated for 2007 based on corrections provided by Edith Cowan University.

Representation of women and men 2004-2008 - General staff					
	2004	2005	2006	2007	2008
Number of employees	6,774	7,428	7,484	6,291	7,353
Number of women	4,296	4,785	4,815	4,145	4,834
Number of men	2,478	2,643	2,669	2,146	2,519
Women as % of all employees	63.4%	64.4%	64.3%	65.9%	65.7%
Estimated women FTEs as % of all estimated FTEs	61.0%	61.7%	62.0%	62.8%	63.1%
Number of youth (<25 yrs)	519	660	685	688	804
Youth as % of total employees	7.7%	8.9%	9.2%	10.9%	10.9%
Number of mature workers (>45 yrs)	2,312	2,511	2,575	2,622	2,757
Mature workers as % of total employees	34.1%	33.8%	34.4%	41.7%	37.5%

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 2004-2008 -
Academics and general staff**

	2004	2005	2006	2007	2008
Total number of employees	12,853	13,912	13,914	11,493	13,125
Total number of women	7,053	7,764	7,812	6,491	7,586
Total number of men	5,800	6,148	6,102	5,002	5,539
Total women as % of all employees	54.9%	55.8%	56.1%	56.5%	57.8%

Employment type – Women and men 2004-2008 - Academics

	2004	2005	2006	2007	2008
Permanent women	746	769	800	791	814
Permanent women as % of all women	27.1%	25.8%	26.7%	33.7%	29.6%
Permanent men	1,409	1,391	1,371	1,322	1,296
Permanent men as % of all men	42.4%	39.7%	39.9%	46.3%	42.9%
Part time women	403	434	484	494	547
Part time women as % of permanent and fixed term women	28.6%	29.3%	31.6%	31.6%	31.8%
Part time men	294	297	300	334	341
Part time men as % of permanent and fixed term men	13.3%	13.2%	13.2%	14.7%	14.7%

Employment Type – Women and men 2004-2008 - General staff

	2004	2005	2006	2007	2008
Permanent women	2,341	2,453	2,464	2,351	2,469
Permanent women as % of all women	54.5%	51.3%	51.2%	56.7%	51.1%
Permanent men	1,437	1,458	1,441	1,394	1,396
Permanent men as % of all men	58.0%	55.2%	54.0%	65.0%	55.4%
Part time women	1,128	1,239	1,262	1,293	1,349
Part time women as % of permanent and fixed term women	32.2%	33.9%	34.1%	35.1%	34.5%
Part time men	228	239	232	219	256
Part time men as % of permanent and fixed term men	11.3%	11.6%	11.5%	11.2%	12.4%

Women in management in public universities

Distribution of women 2004-2008 - Academics

	2004	2005	2006	2007	2008
Equity Index for women	59	60	64	65	67
% Women academics Levels D-E	17.5%	18.9%	21.5%	22.4%	23.4%

Distribution of women 2004-2008 - General staff

	2004	2005	2006	2007	2008
Equity Index for women	74	76	78	79	80
% Women at HEW 7-11	46.8%	49.6%	51.0%	51.5%	51.8%

The Equity Index is a measure of compression at the lower salary ranges of the sector.

An index of 100 indicates no compression.

Women in management tiers 2004-2008 -
Academics and general staff

	2004	2005	2006	2007	2008
Total in tier 1	4	4	4	4	4
Women in tier 1	1	1	0	1	1
Women as % of tier 1	25.0%	25.0%	0.0%	25.0%	25.0%
Total in tier 2	34	27	35	24	26
Women in tier 2	16	8	10	7	9
Women as % of tier 2	47.1%	29.6%	28.6%	29.2%	34.6%
Total in tier 3	126	160	171	87	102
Women in tier 3	35	57	59	30	37
Women as % of tier 3	27.8%	35.6%	34.5%	34.5%	36.3%

Indigenous Australians in public universities

Representation of Indigenous Australians 2004-2008 - Academics					
	2004	2005	2006	2007	2008
Employees surveyed	3,345	4,938	4,832	4,535	3,339
Employees surveyed as % of total	55.0%	76.2%	75.1%	87.2%	57.8%
Indigenous Australians	65	62	57	49	60
Indigenous Australians as % of employees surveyed	1.9%	1.3%	1.2%	1.1%	1.8%

Note: The data on Indigenous Australians relies on self nomination.

It is therefore possible that these results may underestimate the true number.

Representation of Indigenous Australians 2004-2008 - General staff					
	2004	2005	2006	2007	2008
Employees surveyed	4,651	5,726	5,755	5,334	4,758
Employees surveyed as % of Total	68.7%	77.1%	76.9%	84.8%	64.7%
Indigenous Australians	93	86	70	66	62
Indigenous Australians as % of employees surveyed	2.0%	1.5%	1.2%	1.2%	1.3%

Distribution of Indigenous Australians 2004-2008 - Academics					
	2004	2005	2006	2007	2008
Equity Index for Indigenous Australians	47	50	60	55	56
No. Indigenous Australians in Academic Levels D-E	4	4	6	5	6

Distribution of Indigenous Australians 2004-2008 - General staff					
	2004	2005	2006	2007	2008
Equity Index for Indigenous Australians	49	55	55	77	70
No. Indigenous Australians in HEW Levels 7-11	12	13	11	15	10

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 2004-2008 - Academics					
	2004	2005	2006	2007	2008
Employees surveyed	2,681	4,273	3,983	3,692	3,339
Employees surveyed as % of total	44.1%	65.9%	61.9%	71.0%	57.8%
People from culturally diverse backgrounds	815	820	637	819	877
People from culturally diverse backgrounds as % of employees surveyed	30.4%	19.2%	16.0%	22.2%	26.3%

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 2004-2008 - General staff					
	2004	2005	2006	2007	2008
Employees surveyed	4,192	5,325	5,010	4,788	4,758
Employees surveyed as % of total	61.9%	71.7%	66.9%	76.1%	64.7%
People from culturally diverse backgrounds	887	916	700	855	905
People from culturally diverse backgrounds as % of employees surveyed	21.2%	17.2%	14.0%	17.9%	19.0%

Distribution of people from culturally diverse backgrounds 2004-2008 - Academics					
	2004	2005	2006	2007	2008
Equity Index for people from culturally diverse backgrounds	107	103	106	90	98
No. people from culturally diverse backgrounds in Academic Levels D-E	173	180	144	164	182

Distribution of people from culturally diverse backgrounds 2004-2008 - General staff					
	2004	2005	2006	2007	2008
Equity Index for people from culturally diverse backgrounds	100	99	99	99	105
No. people from culturally diverse backgrounds in HEW Levels 7-11	225	234	192	251	273

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 2004-2008 - Academics					
	2004	2005	2006	2007	2008
Employees surveyed	2,194	3,072	2,892	2,870	3,339
Employees surveyed as % of total	36.1%	47.4%	45.0%	55.2%	57.8%
People with disabilities	95	96	81	77	76
People with disabilities as % of employees surveyed	4.3%	3.1%	2.8%	2.7%	2.3%

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 2004-2008 - General staff					
	2004	2005	2006	2007	2008
Employees surveyed	3,420	3,914	3,812	3,460	4,758
Employees surveyed as % of total	50.5%	52.7%	50.9%	55.0%	64.7%
People with disabilities	134	123	116	114	119
People with disabilities as % of employees surveyed	3.9%	3.1%	3.0%	3.3%	2.5%

Distribution of people with disabilities 2004-2008 - Academics					
	2004	2005	2006	2007	2008
Equity Index for people with disabilities	98	106	114	123	106
No. people with disabilities in Academic Levels D-E	15	18	15	16	15

Distribution of people with disabilities 2004-2008 - General staff					
	2004	2005	2006	2007	2008
Equity Index for people with disabilities	78	69	70	65	72
No. people with disabilities in HEW Levels 7-11	28	24	22	22	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: OEEO publications

The following publications and reports have been produced by the OEEO and are publicly available. For people with disabilities, all OEEO publications can be made available in alternative formats upon request. Most can be downloaded from the OEEO website.

Publications

- **Accessing Abilities:**
Recruiting and Retaining People with Disabilities in the Public Sector
- **Annual Reports:**
Archive of past and present OEEO Annual Reports from 1999 – 2007
- **Acts of Courage:**
Public Sector CEOs on Men, Women and Work
- **Breaking Through:**
Women Executives in the WA Public Sector
- **Diversity Survey:**
Information and Questionnaire
- **EEO and Diversity Management Planning:**
A Guide for Equity Planners and Practitioners
- **EEO and Diversity Management Planning:**
Checklist of Planning Considerations
- **EEO and Diversity Management Plans:**
Template for Public Sector Agencies with less than 50 Staff
- **EEO and Diversity Management Plans:**
Template for Public Sector Agencies with more than 50 Staff
- **EEO and Diversity Management Plans:**
Template for Local Governments with less than 50 Staff
- **EEO and Diversity Management Plans:**
Template for Local Governments with more than 50 Staff
- **Equity and Diversity Plan for the Public Sector Workforce 2006-2009**
(includes Progress Reports)
- **Equity and Diversity Planning:**
Making use of your Demographic Data
- **Equity Principles in Competency Standards:**
Development and Implementation
- **Executive and Management Recruitment:**
Encouraging Women Applicants
- **Indigenous Employment in the WA Public Sector:**
Valuing the Difference

- **Innovative Recruitment**
- **Insights - Strategies for Success:**
A Support Strategy for Recruitment and Retention of Indigenous Australians
- **Recruiting for the Western Australian Public Sector:**
A quick guide for recruitment consultants
- **Showing the Way:**
 - Employees from Culturally Diverse Backgrounds
 - Employing People with Disabilities
 - Employing Youth
 - Employment and Retention of Indigenous Australians
 - Women in Management
- **Tapping into Talent:**
New Insights into Workplace Diversity
- **Understanding Equal Employment Opportunity in WA**
- **Voices of Diversity:**
Benefits of Cultural Diversity in the Public Sector
- **Women In Management:**
Good Ideas for Improving Diversity

Regular bulletins

- The Key – OEEEO Newsletter
- Diversity Bizz – OEEEO Bulletin

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 EO Act should be consulted. There are also definitions pertinent to demographic data collection undertaken by public sector agencies, local governments and public universities. For more details see the OEEO website.

Glossary of terms

Climate surveys

Climate surveys are conducted by OPSSC 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 five yearly cycle.

The *Public Sector Management Act 1994* 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 by OEEO with questions that relate primarily to equity and diversity.

Analysis of climate surveys is conducted by 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, casual or sessional basis and whether they worked full-time or part-time.

- *Permanent* An employee employed for an indefinite period of time, usually under the terms and conditions of a relevant award or agreement.
- *Fixed term* An employee employed for a finite period of time.
- *Full-time* Those employees who normally work the agreed or award hours for a full-time employee in their occupation. If the agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.
- *Part-time* Those employees who are not full-time as defined above.
- *Casual* Those employees who are paid on an hourly rate and receive a special loading, usually in lieu of leave entitlements.
- *Sessional* Those employed to work for session periods.
- *Other* Those employees who do not fit into any of the above groups.

Equal opportunity

As stated in section 3 of the EO 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 OEEO 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, and 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, for example engineers, medical practitioners and accountants, 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, for example engineers, medical practitioners and accountants, 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 have 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; or
- 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, for example have an intellectual disability, acquired brain injury or dyslexia
- Use of arms or hands - Use specific equipment, for example modified keyboard, hands-free telephone or need extra time for handling objects
- Use of legs - Use aids or need extra time for mobility, for example wheelchairs, crutches
- Long-term medical, physical, mental or psychiatric condition - Any long-term health or medical condition which regularly restricts or limits activities, for example 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 demographic 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 a diversity group is the number of people that have identified themselves as belonging to a diversity group, divided by those 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 for each diversity group at a different time.

Salary profile

Data relating to salary profiles by diversity groups relates only to permanent and fixed term employees and trainees 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; and
- 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 between jurisdictions:

- APS: SES positions are managerial positions above senior officer grades
- 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

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):

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

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 (for example 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 (for example men in female-dominated industries). If this shows a significant difference from 100, the majority group will also be significantly different from 100.

Composite Equity Index

The Composite Equity Index (CEI) is used to measure the equity outcomes achieved by public sector agencies as a result of applying the principles of merit, equity and probity. The CEI uses employment data provided by agencies with more than one hundred employees to provide a single measure of equity for each agency.

The CEI is calculated by combining equity indices for each of the four main diversity groups (women, Indigenous Australians, people from culturally diverse backgrounds, and people with disabilities) with representation in agency employment for each of the four groups. Extensive development has gone into preparing the CEI. Although complex, it has been rigorously tested.

The eight components (four equity indices and four participation indices) are combined into the CEI via the following formula:

$$C = \left\{ \frac{\sum_{k=1}^4 \left((E_k \times Tgt_k)^a + (P_k \times Tgt_k)^a \right)}{\sum_{k=1}^4 \left((Y_k \times Tgt_k)^a + (Z_k \times Tgt_k)^a \right)} \right\}^{1/a}$$

Where:

- C is the CEI score for an agency;
- a is equal to 0.5;

- k represents the equity groups (women, culturally diverse backgrounds, Indigenous Australians and people with disabilities)
- E_k is the equity index for the equity group k ;
- P_k is the participation index for the equity group k ;
- Tgt_k is the community representation for the equity group k ;
- Y_k is an indicator variable, with a value of one if the equity score for that equity group is greater than zero, and zero otherwise; and
- Z_k is an indicator variable, with a value of one if the community representation for that equity group is greater than zero, and zero otherwise.

The CEI has been calculated using the 2009 diversity objectives set out in EDP 2. They are: 13% for people from culturally diverse backgrounds; 3.2% for Indigenous Australians and 3.7% for people with disabilities.

Equity Index

The Equity Index has the following formula:

$$E_{Group} = \frac{\sum_j j \frac{s_j T}{S t_j} \left(\frac{t_j}{T} \right)^a}{\sum_j j \left(\frac{t_j}{T} \right)^a} \times 100$$

Where:

- E_{Group} is the Equity Index for one of the equity groups;
- α is equal to 0.5;
- j is the salary level (from 1 to 10);
- s_j is the number of employees in that equity group at salary level j ;
- S is the total number of employees in that equity group in the agency;
- t_j is the number of employees at salary level j ; and
- T is the total number of employees across the agency.

Participation Index

The Participation Index has the following formula:

$$P_{Group} = \frac{S}{T \times Tgt} \times 100$$

Where:

- P_{Group} is the Participation Index for one of the equity groups;
- S is the number of employees in that equity group in the agency;
- T is the total number of employees in the agency; and
- Tgt is the community representation for the equity group as specified in the *Equity and Diversity Plan 2006-2009*.

Appendix 7: Public sector agencies, local governments and public universities reported as at 30 June 2008

List of public sector agencies: 2007-08		
The Western Australian public sector agencies whose data is aggregated in this report are listed below:		
Agriculture and Food, Department of	Country High School Hostels Authority	Government Employees Superannuation Board
Albany Port Authority	Culture and the Arts, Department of	Great Southern Development Commission
Animal Resources Authority	Curriculum Council	Great Southern TAFE
Architects Board of WA	CY O'Connor College of TAFE	Greyhound Racing Authority, Western Australian
Attorney General, Dept of the	Dampier Port Authority	Hairdressers' Registration Board
Auditor General, Office of the	Disability Services Commission	Health (statewide), Dept of
Botanic Gardens and Parks Authority	East Perth and Subiaco Redevelopment Authority	Healthway (WA Health Promotion Foundation)
Broome Port Authority	Economic Regulation Authority	Heritage Council of WA
Builders Registration Board of WA	Education and Training, Department of	Horizon Power
Building and Construction Industry Training Fund	Education Services, Department of	Housing and Works, Department of
Bunbury Port Authority	Electoral Commission, Western Australian	Independent Market Operator
Bunbury Water Board	Energy, Office of	Indigenous Affairs, Department of
Burswood Park Board	Environment and Conservation, Dept of	Industry and Resources, Department of
Busselton Water Board	Equal Opportunity Commission	Information Commissioner, Office of the
Central TAFE	Esperance Port Authority	Inspector of Custodial Services, Office of the
Central West College of TAFE	Fire and Emergency Services Authority of WA (FESA)	Insurance Commission of Western Australia (formerly SGIO)
Challenger TAFE	Fisheries, Department of	Kimberley College of TAFE
Chemistry Centre (WA)	Forest Products Commission	Kimberley Development Commission
Child Protection, Department for	Fremantle Port Authority	LandCorp
Communities, Department for	Gascoyne Development Commission	Landgate
Consumer and Employment Protection, Department of	Geraldton Port Authority	Law Reform Commission
Corrective Services, Department of	Gold Corporation	Legal Aid Western Australia
Corruption and Crime Commission	Goldfields-Esperance Development Commission	Legal Practice Board, Western Australia

Local Government and Regional Development, Department of	Port Hedland Port Authority	The National Trust of Australia (WA)
Lotterywest	Potato Marketing Corporation of WA	Tourism Commission, Western Australian
Main Roads Western Australia	Premier and Cabinet, Department of the	Treasury and Finance, Department of
Meat Industry Authority, Western Australian	Public Prosecutions, Office of the Director of	Treasury Corporation
Metropolitan Cemeteries Board	Public Sector Standards Commissioner, Office of the	Verve Energy
Mid West Development Commission	Public Transport Authority	Veterinary Surgeons Board
Midland Redevelopment Authority	Racing and Wagering Western Australia	WA College of Teaching
Minerals and Energy Research Institute of Western Australia	Racing, Gaming and Liquor, Department of	WA Industrial Relations Commission, Department for the Registrar
Nurses Board of WA	Rottnest Island Authority	Water Corporation
Office of Health Review	Small Business Development Corporation	Water, Department of
Ombudsman's Office	South West Development Commission	West Coast College of TAFE
Peel Development Commission	South West Regional College of TAFE	Western Australian Institute of Sport (WAIS)
Perth Market Authority	Sport and Recreation, Department of	Western Australian Police Service
Pharmaceutical Council of WA	Sports Centre Trust, Western Australian (Challenge Stadium)	Western Power
Pilbara Development Commission	State Supply Commission	Wheatbelt Development Commission
Pilbara TAFE	Swan TAFE	WorkCover Western Australia
Planning and Infrastructure, Department of	Synergy	Zoological Parks Authority

Note: Independent agencies reported by larger agency and under their EEO Plan

For the purposes of reporting by the OEEC on equity and diversity in the public sector, staff within the following agencies fall under the equity and diversity plan of a larger agency. Therefore, their individual agency data has been amalgamated with that of the larger agency.

- Electoral Offices are reported as a part of the Electoral Commission.
- Keep Australia Beautiful Council is reported as a part of the Department of Environment and Conservation.
- Swan River Trust is reported as a part of the Department of Environment and Conservation.
- Office of the Public Advocate is reported as a part of the Department of the Attorney General.
- Office of the Public Trust is reported as a part of the Department of the Attorney General.
- Salaries and Allowances Tribunal is reported as a part of DPC.

Agencies removed since 2007 and/or reported by larger agency

- Drug and Alcohol Office reported with Department of Health
- Conservation Commission reported with Department of Environment and Conservation
- Department for Community Development (refer below for new agencies)
- Eastern Goldfields Transport Board reported with Public Transport Authority

New agencies for 2008

- Western Australian Institute of Sport (WAIS)
- Department of Child Protection (formerly part of Department for Community Development)
- Department for Communities (formerly part of Department for Community Development)
- Chemistry Centre (WA)

Local governments as at 31 December 2007		
City of Albany	Shire of Broome	Shire of Esperance
City of Armadale	Shire of Broomehill	Shire of Exmouth
City of Bayswater	Shire of Bruce Rock	Shire of Gingin
City of Belmont	Shire of Busselton	Shire of Gnowangerup
City of Bunbury	Shire of Capel	Shire of Goomalling
City of Canning	Shire of Carnamah	Shire of Greenough
City of Cockburn	Shire of Carnarvon	Shire of Halls Creek
City of Fremantle	Shire of Chapman Valley	Shire of Harvey
City of Geraldton	Shire of Chittering	Shire of Irwin
City of Gosnells	Shire of Christmas Island	Shire of Jerramungup
City of Joondalup	Shire of Cocos (Keeling) Islands	Shire of Kalamunda
City of Kalgoorlie-Boulder	Shire of Collie	Shire of Katanning
City of Mandurah	Shire of Coolgardie	Shire of Kellerberrin
City of Melville	Shire of Coorow	Shire of Kent
City of Nedlands	Shire of Corrigin	Shire of Kojonup
City of Perth	Shire of Cranbrook	Shire of Kondinin
City of Rockingham	Shire of Cuballing	Shire of Koorda
City of South Perth	Shire of Cue	Shire of Kulin
City of Stirling	Shire of Cunderdin	Shire of Lake Grace
City of Subiaco	Shire of Dalwallinu	Shire of Laverton
City of Swan	Shire of Dandaragan	Shire of Leonora
City of Wanneroo	Shire of Dardanup	Shire of Manjimup
Shire of Ashburton	Shire of Denmark	Shire of Meekatharra
Shire of Augusta-Margaret River	Shire of Derby-West Kimberley	Shire of Menzies
Shire of Beverley	Shire of Donnybrook-Balingup	Shire of Merredin
Shire of Boddington	Shire of Dowerin	Shire of Mingenew
Shire of Boyup Brook	Shire of Dumbleyung	Shire of Moora
Shire of Bridgetown-Greenbushes	Shire of Dundas	Shire of Morawa
Shire of Brookton	Shire of East Pilbara	Shire of Mount Magnet

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

Public universities as at 31 March 2008

Curtin University of Technology

Edith Cowan University

Murdoch University

University of Western Australia

Appendix 8: Climate survey results for 2007-08

EEO and diversity		No response	Agree strongly	Agree somewhat	Neither agree nor disagree	Disagree somewhat	Disagree strongly	Don't know or doesn't apply
EEO1	Your agency is committed to creating a diverse workforce (eg gender, age, cultural background, disability and Indigenous status)	13.0%	34.8%	32.4%	10.5%	3.9%	1.8%	3.6%
EEO2	Your immediate supervisor treats all employees in your workplace with equal respect regardless of their gender	4.5%	60.0%	21.2%	4.9%	5.8%	2.5%	1.2%
EEO3	Your immediate supervisor treats all employees in your workplace with equal respect regardless of their ethnic or cultural identity	4.8%	61.3%	21.0%	6.3%	3.0%	1.2%	2.4%
EEO4	Your immediate supervisor treats all employees in your workplace with equal respect regardless of their disability	5.0%	57.5%	18.6%	7.5%	2.1%	.8%	8.4%
EEO5	Your immediate supervisor treats all employees in your workplace with equal respect regardless of their aboriginality	5.0%	56.5%	18.3%	6.9%	2.3%	1.0%	10.1%
EEO5i	Your immediate supervisor treats all employees in your workplace with equal respect regardless of their age	4.8%	59.1%	21.5%	6.5%	4.3%	2.2%	1.7%
EEO6	Your co-workers treat all people in the workplace with equal respect regardless of their gender	4.7%	51.4%	30.0%	5.1%	6.3%	1.7%	.8%
EEO7	Your co-workers treat all people in the workplace with equal respect regardless of their ethnic or cultural identity	4.9%	51.8%	28.9%	6.4%	5.3%	1.2%	1.4%
EEO8	Your co-workers treat all people in the workplace with equal respect regardless of their disability	5.1%	50.4%	26.6%	7.0%	3.1%	.8%	7.0%
EEO9	Your co-workers treat all people in the workplace with equal respect regardless of their aboriginality	5.4%	48.4%	26.5%	6.2%	4.2%	1.2%	8.1%
EEO9i	Your co-workers treat all people in the workplace with equal respect regardless of their age	5.5%	50.7%	29.9%	6.1%	5.1%	1.5%	1.1%
EEO10	Ethnic and cultural diversity is welcomed in your workplace	4.7%	50.9%	31.1%	8.1%	2.6%	.6%	2.0%
EEO11	People of Aboriginal or Torres Strait Islander descent are welcomed in your workplace	4.5%	53.4%	24.4%	7.8%	2.1%	.6%	7.2%

EEO and diversity (Cont'd)		No response	Agree strongly	Agree somewhat	Neither agree nor disagree	Disagree somewhat	Disagree strongly	Don't know or doesn't apply
EEO12	Men and women are equally welcomed in your workplace	4.8%	57.6%	24.8%	5.8%	4.5%	1.4%	1.0%
EEO13	People with disabilities are equally welcomed in your workplace	4.8%	46.2%	24.5%	10.8%	3.2%	.9%	9.6%
EEO13i	People of all ages are equally welcomed in your workplace	4.9%	54.2%	28.1%	6.3%	4.2%	1.1%	1.1%
EEO14	Your immediate supervisor is committed to and supports equal employment opportunity and diversity in your workplace	4.8%	53.6%	23.3%	8.7%	3.7%	2.2%	3.8%
EEO14i	Your workplace culture supports people who utilise paid or unpaid parental leave	4.8%	41.8%	23.3%	10.4%	4.0%	1.8%	14.0%
EEO15	Your workplace culture supports people to achieve a suitable work/life balance	4.7%	34.9%	28.7%	10.8%	11.1%	6.8%	2.9%
EEO16	Taking up part-time work options would limit your career in your agency	4.8%	19.5%	26.3%	15.8%	12.7%	9.7%	11.1%
EEO17	Taking up flexible work options (e.g. start and finishing times, leave arrangements etc.) would limit your career in your agency	4.7%	14.0%	20.6%	15.6%	17.2%	17.6%	10.3%
EEO18	Your agency's policies support the use of part-time work arrangements and provide relevant information to staff	4.8%	3.5%	10.4%	24.3%	25.0%	17.8%	14.3%
EEO19	Your agency supports part-time work arrangements for management or supervisory positions	4.8%	7.5%	17.4%	19.0%	12.7%	8.6%	30.0%
EEO20	Your immediate supervisor supports the use of flexible work arrangements and accommodates the needs of employees	5.0%	3.7%	7.0%	18.8%	27.2%	29.3%	8.9%
EEO20i	Your immediate supervisor supports the use of flexible leave arrangements and accommodates the needs of employees	5.0%	3.4%	5.9%	17.9%	29.9%	31.0%	6.9%
EEO21	Your immediate supervisor supports the use of part-time work arrangements and accommodates the needs of employees	4.9%	3.6%	7.4%	18.6%	23.7%	24.5%	17.3%

EEO and diversity (Cont'd)		No response	Completely acceptable	Somewhat acceptable	Neither condoned or discouraged	Somewhat unacceptable	Completely unacceptable	Don't know or doesn't apply
EEO22	Occurrence: Other staff making unwelcome comments, jokes or remarks of a sexist nature	4.6%	29.2%	34.8%	21.7%	5.3%	1.1%	3.3%
EEO23	Occurrence: Other staff making unwelcome comments, jokes or remarks about someone because of their age	4.9%	36.4%	35.3%	15.9%	3.3%	.8%	3.4%
EEO24	Occurrence: Other staff making unwelcome comments, jokes or remarks of a racist or ethnic nature	5.0%	44.4%	30.0%	13.5%	3.1%	.8%	3.3%
EEO25	Occurrence: Other staff making unwelcome comments, jokes or remarks about someone with a disability	5.1%	54.4%	26.7%	6.1%	1.1%	.4%	6.3%
EEO26	Occurrence: Other staff making unwelcome comments, jokes about someone of Aboriginal or Torres Strait Islander descent	5.0%	49.6%	25.9%	9.9%	2.1%	.6%	6.8%
EEO26i	Occurrence: Other staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature	5.8%	59.1%	20.3%	6.1%	1.0%	.2%	7.5%

EEO and diversity (Cont'd)		No response	Completely acceptable	Somewhat acceptable	Neither condoned or discouraged	Somewhat unacceptable	Completely unacceptable	Don't know or doesn't apply
EEO27	Acceptance: Other staff making unwelcome comments, jokes or remarks of a sexist nature	4.8%	3.7%	6.4%	9.4%	14.5%	54.8%	6.4%
EEO28	Acceptance: Other staff making unwelcome comments, jokes or remarks about someone because of their age	5.0%	3.6%	5.5%	10.5%	16.1%	52.1%	7.2%
EEO29	Acceptance: Other staff making unwelcome comments, jokes or remarks of a racist or ethnic nature	5.1%	3.7%	3.4%	7.0%	11.0%	63.6%	6.3%
EEO30	Acceptance: Other staff making unwelcome comments, jokes or remarks about someone with a disability	5.3%	3.7%	2.0%	6.5%	9.3%	65.5%	7.8%
EEO31	Acceptance: Other staff making unwelcome comments, jokes about someone of Aboriginal or Torres Strait Islander descent	5.1%	3.6%	2.8%	6.4%	9.5%	64.8%	7.8%
EEO31i	Acceptance: Other staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature	5.6%	3.6%	1.8%	5.3%	7.2%	68.9%	7.6%

Appendix 9: Public sector agencies and Public Universities – Composite Equity Index, Equity Index and representation by diversity group for 2007-08

Public sector agencies and Public Universities with more than 100 staff.

Note: The introduction of the new HR MOIR data definitions from July 2007 by DPC has resulted in some changes in methodology. Data collected for June 2008 may not be directly comparable with previous survey data reported. For further information refer to www.dpc.wa.gov.au/PSMD/WorkforcePlanning/Pages/WorkforceInformationSystem.au.

Note: The Equity Index is not reliable when calculated for diversity groups with less than 10 individuals. This calculation has been provided but should be interpreted with caution.

Number of employees and Composite Equity Index

Agency name	Number of employees	Composite Equity Index
Botanic Gardens and Parks Authority	156	60
Central TAFE	1,678	87
Central West College of TAFE	366	80
Challenger TAFE	1,502	84
Chemistry Centre (WA)	108	53
Corruption and Crime Commission	168	40
Country High School Hostels Authority	176	49
Curriculum Council	169	79
CY O'Connor College of TAFE	248	92
Department for Child Protection	2,022	104
Department for Communities	255	107
Department for Planning and Infrastructure	1,976	81
Department of Agriculture and Food	1,693	73
Department of Consumer and Employment Protection	1,018	76
Department of Corrective Services	4,113	91
Department of Culture and the Arts	892	87
Department of Education and Training	52,766	113
Department of Environment and Conservation	2,553	87
Department of Fisheries	496	66
Department of Health	41,818	96
Department of Housing and Works	1,417	150
Department of Indigenous Affairs	177	123
Department of Industry and Resources	891	77
Department of Local Government and Regional Development	118	78
Department of Racing, Gaming and Liquor	124	100
Department of Sport and Recreation	274	73

Agency name	Number of employees	Composite Equity Index
Department of the Attorney General	2,106	87
Department of the Premier and Cabinet	736	76
Department of Treasury and Finance	1,350	78
Department of Water	626	90
Disability Services Commission	2,036	100
Esperance Port Authority	102	67
Fire and Emergency Services Authority of WA	1,282	64
Forest Products Commission	334	69
Fremantle Port Authority	306	73
Gold Corporation	215	63
Government Employees Superannuation Board	183	69
Great Southern TAFE	488	111
Horizon Power	257	118
Insurance Commission of WA	347	66
Kimberley College of TAFE	188	77
Landgate	1,047	81
Legal Aid WA	297	90
Lotterywest (Lotteries Commission of WA)	204	73
Main Roads WA	1,068	62
Metropolitan Cemeteries Board	132	64
Office of the Auditor General	104	80
Office of the Director of Public Prosecutions	259	88
Pilbara TAFE	343	86
Public Transport Authority	1,367	83
Racing and Wagering Western Australia	530	66
Rottnest Island Authority	133	74
South West Regional College of TAFE	737	80
Swan TAFE	1,617	71
Synergy	393	67
Verve Energy	586	99
WA Police Service	8,016	63
Water Corporation	2,686	67
West Coast College of TAFE	877	85
Western Australian Electoral Commission	511	77
Western Australian Greyhound Racing Authority	240	15
Western Australian Land Authority	175	78
Western Australian Sports Centre Trust	891	195
Western Australian Tourism Commission	185	83
Western Power	2,506	70
WorkCover WA	154	74
Zoological Parks Authority	232	103

University		Number of employees	Composite Equity Index
Curtin University of Technology	ACA	2,217	92
Curtin University of Technology	HEWS	2,401	103
Edith Cowan University	ACA	1,108	102
Edith Cowan University	HEWS	1,270	105
Murdoch University	ACA	915	153
Murdoch University	HEWS	1,531	157
University of Western Australia	ACA	1,532	82
University of Western Australia	HEWS	2,151	85

Note: Data used to calculate the Equity Index and percent representation is as supplied by individual agencies through HR MOIR as at 30 June 2008. Only agencies with more than 100 employees are included in the table.

(H) = Agency name as at 30 June 2008.

Equity Index and representation by diversity group

Public sector agencies and public universities with more than 100 staff.

Agency	Equity Index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Botanic Gardens and Parks Authority	68.2	10.6	72.8	2.9	45.5%	0.6%	13.9%	1.3%
Central TAFE	86.9	66.2	69.1	26.6	61.2%	1.1%	19.2%	2.6%
Central West College of TAFE	74.9	110.4	82.9	59.2	64.2%	4.1%	3.8%	1.1%
Challenger TAFE	81.2	27.0	69.6	127.7	55.7%	1.5%	13.0%	2.4%
Chemistry Centre (WA)	39.1	0.0	47.0	123.7	42.6%	0.0%	16.7%	1.9%
Corruption and Crime Commission	60.8	0.0	91.3	0.0	40.5%	0.0%	7.7%	0.0%
Country High School Hostels Authority	30.0	10.0	37.0	10.0	70.5%	1.9%	4.1%	1.3%
Curriculum Council	71.5	17.1	123.4	52.3	70.4%	1.4%	9.5%	0.7%
CY O'Connor College of TAFE	54.4	34.1	197.9	42.7	67.7%	5.4%	8.9%	2.1%
Department for Child Protection	80.9	51.9	101.8	68.5	78.0%	9.3%	10.5%	1.7%
Department for Communities	79.9	39.5	112.8	85.0	88.6%	6.3%	12.2%	1.6%
Department for Planning and Infrastructure	57.4	22.3	106.0	44.3	52.7%	1.3%	16.2%	5.5%
Department of Agriculture and Food	51.4	14.3	111.0	84.7	42.3%	2.6%	12.9%	2.2%
Department of Consumer and Employment Protection	59.2	20.6	110.2	86.5	51.4%	0.6%	9.4%	5.1%
Department of Corrective Services	83.9	79.0	108.6	71.1	48.3%	9.2%	10.1%	0.8%
Department of Culture and the Arts	79.3	63.3	73.0	51.7	66.4%	1.9%	14.2%	1.9%
Department of Education and Training	70.7	28.8	177.6	173.0	81.6%	10.2%	6.8%	2.3%

Agency	Equity Index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Department of Environment and Conservation	60.0	12.9	137.2	108.0	46.7%	3.6%	7.7%	8.6%
Department of Fisheries	44.1	62.6	111.6	79.3	42.3%	1.2%	5.4%	3.0%
Department of Health	69.9	24.6	132.2	79.9	77.3%	1.0%	16.4%	2.8%
Department of Housing and Works	54.6	74.6	86.5	110.3	55.7%	9.6%	13.8%	77.2%
Department of Indigenous Affairs	88.1	58.2	111.0	67.5	61.0%	31.1%	10.7%	3.4%
Department of Industry and Resources	58.9	69.0	101.8	55.2	47.0%	1.1%	14.7%	2.4%
Department of Local Government and Regional Development	63.5	35.1	40.5	38.2	52.5%	2.8%	13.1%	7.5%
Department of Racing, Gaming and Liquor	40.8	12.5	71.0	615.6	53.2%	4.1%	19.5%	4.2%
Department of Sport and Recreation	46.4	67.5	173.8	7.3	51.1%	3.6%	6.6%	1.9%
Department of the Attorney General	65.4	70.8	68.3	78.2	63.8%	5.4%	9.7%	2.5%
Department of the Premier and Cabinet	67.0	40.5	69.2	44.1	56.4%	0.7%	11.4%	4.6%
Department of Treasury and Finance	62.1	25.3	76.7	84.7	50.2%	1.0%	18.6%	2.7%
Department of Water	66.7	73.0	74.2	157.0	48.1%	0.6%	10.2%	12.9%
Disability Services Commission	94.6	130.1	83.2	82.9	68.4%	0.9%	13.8%	3.6%
Esperance Port Authority	134.6	81.2	41.9	58.2	8.8%	5.1%	2.5%	10.1%
Fire and Emergency Services Authority of WA	93.9	63.5	116.5	145.1	13.0%	2.2%	5.5%	1.3%
Forest Products Commission	29.5	2.2	131.6	282.8	44.0%	1.0%	10.8%	2.4%
Fremantle Port Authority	117.8	31.2	115.2	32.1	20.9%	0.6%	11.5%	4.5%
Gold Corporation	43.0	6.4	63.0	2.0	46.0%	2.3%	28.8%	0.9%
Government Employees Superannuation Board	81.1	0.0	88.6	20.4	56.8%	0.0%	23.6%	0.7%
Great Southern TAFE	82.0	37.4	430.2	67.8	62.9%	3.7%	4.9%	3.1%
Horizon Power	77.9	103.8	101.5	161.4	26.8%	2.5%	65.8%	5.0%
Insurance Commission of WA	45.9	9.6	64.7	42.8	50.7%	0.6%	16.3%	3.4%

Agency	Equity Index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Kimberley College of TAFE	68.5	37.2	55.5	18.0	54.8%	10.6%	7.4%	2.2%
Landgate	68.3	29.5	79.1	62.2	45.0%	1.0%	18.8%	5.4%
Legal Aid WA	72.4	49.2	60.1	35.8	78.5%	1.7%	12.8%	5.2%
Lotterywest (Lotteries Commission of WA)	75.4	28.1	67.6	25.2	60.3%	0.5%	12.7%	2.5%
Main Roads WA	53.7	51.1	103.2	78.0	26.1%	1.2%	9.7%	2.5%
Metropolitan Cemeteries Board	107.4	5.3	251.7	0.0	36.4%	0.8%	7.6%	0.0%
Office of the Auditor General	66.0	0.0	48.0	71.4	58.7%	0.0%	36.5%	4.8%
Office of the Director of Public Prosecutions	84.1	106.5	100.5	23.5	60.6%	1.4%	12.6%	2.4%
Pilbara TAFE	59.7	51.0	45.9	98.8	65.6%	7.3%	9.3%	3.0%
Public Transport Authority	97.6	171.8	88.6	135.2	21.6%	0.8%	17.7%	2.2%
Racing and Wagering Western Australia	45.0	2.4	242.8	39.5	42.6%	0.4%	8.0%	2.3%
Rottnest Island Authority	69.0	2.7	139.3	22.9	52.6%	2.0%	9.0%	3.1%
South West Regional College of TAFE	70.8	105.8	40.9	107.4	64.6%	2.6%	5.7%	2.8%
Swan TAFE	67.8	33.9	48.0	77.2	49.7%	1.2%	13.7%	1.8%
Synergy	64.3	0.0	136.4	374.6	62.6%	0.0%	2.6%	0.3%
Verve Energy	116.9	108.1	100.2	109.5	11.4%	0.7%	52.8%	4.3%
WA Police Service	50.6	63.6	82.1	94.1	31.6%	2.1%	6.4%	2.5%
Water Corporation	63.8	30.2	111.0	114.7	28.9%	1.5%	10.2%	1.6%
West Coast College of TAFE	66.9	49.8	39.9	88.4	74.3%	1.0%	20.2%	1.8%
Western Australian Electoral Commission	64.4	0.0	114.3	82.6	75.5%	0.0%	10.5%	3.9%
Western Australian Greyhound Racing Authority	35.8	0.0	0.0	0.0	49.6%	0.0%	0.0%	0.0%
Western Australian Land Authority	70.5	87.7	100.6	35.0	52.0%	1.1%	14.3%	1.1%

Agency	Equity Index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Western Australian Sports Centre Trust	80.1	3749.7	59.7	1323.8	65.0%	0.1%	13.6%	1.0%
Western Australian Tourism Commission	70.6	21.8	50.6	108.4	68.1%	3.3%	8.6%	3.8%
Western Power	74.3	56.1	105.9	75.0	17.8%	0.7%	22.8%	1.9%
WorkCover WA	63.7	16.5	53.9	15.9	61.0%	1.6%	11.7%	6.2%
Zoological Parks Authority	114.1	5.4	83.0	202.8	67.7%	2.6%	6.0%	8.2%

University	Equity Index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Curtin University of Technology	70.1	48.4	92.5	75.1	49.9%	1.8%	27.8%	2.8%
Curtin University of Technology	77.5	76.4	100.0	100.5	64.4%	1.6%	23.3%	2.9%
Edith Cowan University	73.6	34.1	91.0	124.1	51.5%	2.8%	28.6%	4.7%
Edith Cowan University	78.8	93.8	111.9	74.5	68.2%	1.8%	18.5%	4.5%
Murdoch University	59.1	65.4	109.9	175.7	52.0%	7.5%	80.4%	12.1%
Murdoch University	82.8	50.5	92.6	40.0	65.9%	6.8%	74.0%	19.2%
University of Western Australia	64.7	77.3	100.1	209.5	39.0%	1.0%	20.5%	0.3%
University of Western Australia	84.4	53.8	116.8	49.5	65.7%	0.7%	14.5%	0.7%

Note: The number of employees in each diversity group is based on self-nomination in agency administered diversity surveys and will vary depending on diversity survey response rates.

Number of employees and total surveyed by diversity group

Public sector agencies and public universities with more than 100 staff.

Agency	Number of employees					Total employees surveyed				
	Women	IA	CDB	PWD		Women	IA	CDB	PWD	
Botanic Gardens and Parks Authority	71	1	5	2		156	156	36	156	
Central TAFE	1,027	18	323	38		1,678	1,676	1,678	1,467	
Central West College of TAFE	235	15	14	4		366	366	366	363	
Challenger TAFE	837	23	196	36		1,502	1,502	1,502	1,492	
Chemistry Centre (WA)	46	0	18	2		108	108	108	108	
Corruption and Crime Commission	68	0	13	0		168	168	168	168	
Country High School Hostels Authority	124	3	7	2		176	162	171	160	
Curriculum Council	119	2	14	1		169	148	148	148	
CY O'Connor College of TAFE	168	13	22	5		248	242	248	242	
Department for Child Protection	1,578	186	211	34		2,022	1,999	2,010	1,991	
Department for Communities	226	16	31	4		255	254	254	252	
Department for Planning and Infrastructure	1,041	14	230	44		1,976	1,107	1,417	801	
Department of Agriculture and Food	716	41	212	34		1,693	1,549	1,640	1,551	
Department of Consumer and Employment Protection	523	3	96	23		1,018	470	1,018	449	
Department of Corrective Services	1,987	240	254	19		4,113	2,617	2,514	2,493	
Department of Culture and the Arts	592	12	89	12		892	626	625	626	
Department of Education and Training	43,076	943	582	197		52,766	9,278	8,529	8,541	
Department of Environment and Conservation	1,191	68	145	161		2,553	1,880	1,880	1,876	
Department of Fisheries	210	6	27	15		496	496	496	496	
Department of Health	32,339	161	2,556	431		41,818	15,615	15,615	15,615	

Agency	Number of employees					Total employees surveyed				
	Women	IA	CDB	PWD		Women	IA	CDB	PWD	
Department of Housing and Works	789	104	165	1,094		1,417	1,085	1,192	1,417	
Department of Indigenous Affairs	108	55	19	6		177	177	177	176	
Department of Industry and Resources	419	10	131	21		891	885	891	883	
Department of Local Government and Regional Development	62	3	14	8		118	107	107	107	
Department of Racing, Gaming and Liquor	66	5	24	5		124	122	123	120	
Department of Sport and Recreation	140	8	15	4		274	222	226	214	
Department of the Attorney General	1,343	92	163	42		2,106	1,691	1,683	1,682	
Department of the Premier and Cabinet	415	3	50	20		736	435	437	433	
Department of Treasury and Finance	678	9	185	24		1,350	929	994	902	
Department of Water	301	4	64	81		626	626	626	626	
Disability Services Commission	1,392	18	281	73		2,036	2,036	2,036	2,036	
Esperance Port Authority	9	4	2	8		102	79	79	79	
Fire and Emergency Services Authority of WA	167	11	27	6		1,282	496	495	450	
Forest Products Commission	147	3	31	7		334	288	288	288	
Fremantle Port Authority	64	1	18	1		306	157	157	22	
Gold Corporation	99	5	62	2		215	215	215	215	
Government Employees Superannuation Board	104	0	38	1		183	162	161	152	
Great Southern TAFE	307	18	24	15		488	488	488	481	
Horizon Power	69	4	106	8		257	161	161	161	
Insurance Commission of WA	176	2	52	11		347	319	319	319	
Kimberley College of TAFE	103	20	14	4		188	188	188	186	
Landgate	471	8	66	39		1,047	800	352	726	
Legal Aid WA	233	4	31	12		297	229	243	229	
Lotterywest (Lotteries Commission of WA)	123	1	26	5		204	204	204	204	

Agency	Number of employees					Total employees surveyed				
	Women	IA	CDB	PWD		Women	IA	CDB	PWD	
Main Roads WA	279	13	104	27		1,068	1,068	1,068	1,068	
Metropolitan Cemeteries Board	48	1	10	0		132	132	132	132	
Office of the Auditor General	61	0	38	5		104	103	104	104	
Office of the Director of Public Prosecutions	157	3	25	5		259	217	198	206	
Pilbara TAFE	225	25	32	7		343	342	343	233	
Public Transport Authority	295	10	180	27		1,367	1,251	1,017	1,247	
Racing and Wagering Western Australia	226	2	39	11		530	488	488	488	
Rottneest Island Authority	70	2	9	3		133	98	100	98	
South West Regional College of TAFE	476	19	42	20		737	737	737	723	
Swan TAFE	804	19	221	22		1,617	1,615	1,617	1,228	
Synergy	246	0	10	1		393	392	392	392	
Verve Energy	67	2	159	13		586	301	301	301	
WA Police Service	2,534	155	469	183		8,016	7,412	7,320	7,348	
Water Corporation	777	40	275	42		2,686	2,686	2,686	2,686	
West Coast College of TAFE	652	9	177	14		877	877	877	781	
Western Australian Electoral Commission	386	0	24	9		511	229	229	229	
Western Australian Greyhound Racing Authority	119	0	0	0		240	235	235	235	
Western Australian Land Authority	91	2	25	2		175	175	175	175	
Western Australian Sports Centre Trust	579	1	121	9		891	888	890	888	
Western Australian Tourism Commission	126	6	16	7		185	184	185	185	
Western Power	445	17	523	44		2,506	2,294	2,294	2,294	
WorkCover WA	94	2	15	8		154	129	128	129	
Zoological Parks Authority	157	6	14	19		232	232	232	232	

University	Number of employees				Total employees surveyed			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Curtin University of Technology ACA	1,107	20	312	31	2,217	1,123	1,123	1,123
Curtin University of Technology HEWS	1,546	24	340	42	2,401	1,457	1,457	1,457
Edith Cowan University ACA	571	16	165	27	1,108	577	577	577
Edith Cowan University HEWS	866	19	199	49	1,270	1,077	1,077	1,077
Murdoch University ACA	476	8	86	13	915	107	107	107
Murdoch University HEWS	1,009	5	54	14	1,531	73	73	73
University of Western Australia ACA	598	16	314	5	1,532	1,532	1,532	1,532
University of Western Australia HEWS	1,413	14	312	14	2,151	2,151	2,151	2,151

Representation of women in management and youth

Public sector agencies and public universities with more than 100 staff.

Agency	Women in management		Youth
	Tier 2	Tier 3	<25
Botanic Gardens and Parks Authority	25.0%	30.0%	14.7%
Central TAFE	57.1%	55.6%	5.9%
Central West College of TAFE	50.0%	46.7%	6.0%
Challenger TAFE	62.5%	12.5%	8.0%
Chemistry Centre (WA)	30.0%	100.0%	14.8%
Corruption and Crime Commission	33.3%	10.0%	4.2%
Country High School Hostels Authority	0.0%	27.3%	4.5%
Curriculum Council	0.0%	40.0%	5.9%
CY O'Connor College of TAFE	50.0%	37.5%	8.9%
Department for Child Protection	42.9%	52.2%	7.8%
Department for Communities	40.0%	66.7%	3.9%
Department for Planning and Infrastructure	40.0%	23.5%	10.0%
Department of Agriculture and Food	0.0%	24.0%	6.0%
Department of Consumer and Employment Protection	33.3%	23.8%	7.9%
Department of Corrective Services	50.0%	52.2%	4.1%
Department of Culture and the Arts	58.3%	57.1%	5.8%
Department of Education and Training	40.0%	44.8%	4.9%
Department of Environment and Conservation	29.7%	16.9%	8.5%
Department of Fisheries	33.3%	13.3%	4.8%
Department of Health	18.2%	40.6%	6.9%
Department of Housing and Works	40.0%	31.0%	7.9%
Department of Indigenous Affairs	40.0%	23.1%	4.0%
Department of Industry and Resources	16.7%	42.9%	8.0%
Department of Local Government and Regional Development	0.0%	47.1%	8.5%
Department of Racing, Gaming and Liquor	40.0%	0.0%	9.7%
Department of Sport and Recreation	33.3%	16.7%	22.6%
Department of the Attorney General	33.3%	46.2%	13.2%
Department of the Premier and Cabinet	22.9%	35.5%	9.6%
Department of Treasury and Finance	33.3%	16.7%	7.5%
Department of Water	0.0%	25.8%	6.9%
Disability Services Commission	62.5%	42.9%	5.1%
Esperance Port Authority	25.0%	0.0%	7.8%

Agency	Women in management		Youth
	Tier 2	Tier 3	<25
Fire and Emergency Services Authority of WA	25.0%	15.4%	3.3%
Forest Products Commission	33.3%	13.0%	13.8%
Fremantle Port Authority	33.3%	9.5%	3.6%
Gold Corporation	42.9%	29.4%	6.5%
Government Employees Superannuation Board	66.7%	14.3%	4.9%
Great Southern TAFE	44.4%	73.7%	4.7%
Horizon Power	0.0%	17.6%	1.9%
Insurance Commission of WA	0.0%	14.3%	11.8%
Kimberley College of TAFE	50.0%	20.0%	6.9%
Landgate	40.0%	34.8%	8.0%
Legal Aid WA	50.0%	73.2%	6.4%
Lotterywest (Lotteries Commission of WA)	37.5%	41.7%	5.4%
Main Roads WA	0.0%	12.5%	10.0%
Metropolitan Cemeteries Board	33.3%	40.0%	13.6%
Office of the Auditor General	50.0%	25.0%	8.7%
Office of the Director of Public Prosecutions	0.0%	31.3%	16.2%
Pilbara TAFE	55.6%	57.1%	6.1%
Public Transport Authority	22.2%	20.6%	4.8%
Racing and Wagering Western Australia	12.5%	17.1%	15.3%
Rottneest Island Authority	25.0%	55.6%	4.5%
South West Regional College of TAFE	0.0%	50.0%	6.8%
Swan TAFE	75.0%	30.0%	4.4%
Synergy	40.0%	23.8%	9.7%
Verve Energy	0.0%	18.2%	7.2%
WA Police Service	28.6%	12.9%	8.0%
Water Corporation	25.0%	10.0%	6.0%
West Coast College of TAFE	14.3%	33.3%	4.6%
Western Australian Electoral Commission	20.0%	0.0%	13.9%
Western Australian Greyhound Racing Authority	12.5%	0.0%	1.7%
Western Australian Land Authority	0.0%	0.0%	5.1%
Western Australian Sports Centre Trust	25.0%	45.0%	53.6%
Western Australian Tourism Commission	33.3%	33.3%	13.5%
Western Power	33.3%	16.2%	5.5%
WorkCover WA	33.3%	40.7%	2.6%
Zoological Parks Authority	100.0%	50.0%	15.9%

University		Women in management		Youth
		Tier 2	Tier 3	<25
Curtin University of Technology	ACA	60.0%	25.0%	6.4%
Curtin University of Technology	HEWS	0.0%	47.1%	15.2%
Edith Cowan University	ACA	14.3%	35.5%	0.1%
Edith Cowan University	HEWS	50.0%	33.3%	5.8%
Murdoch University	ACA	33.3%	12.5%	6.7%
Murdoch University	HEWS	25.0%	46.2%	14.4%
University of Western Australia	ACA	33.3%	41.7%	0.5%
University of Western Australia	HEWS	50.0%	0.0%	6.8%

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