



Director of Equal Opportunity in Public Employment

Annual Report 2009

O E E O

Progressing diversity

CONTACT DETAILS

Office location: Level 12
St Martins Tower
44 St Georges Terrace
Perth WA 6000

Telephone: (08) 9260 6600

Facsimile: (08) 9260 6611

Email: deope@opssc.wa.gov.au

Internet: www.oeeo.wa.gov.au

Availability in other formats

This document can be made available in alternative formats on request.

People who have a hearing or speech impairment may call the ACE National Relay Service on 133 677 and quote telephone number (08) 9260 6600.

This report is available in PDF format from the OEEO website. To minimise download times and reduce printing, the report is provided in chapters, as well as the entire document. We encourage people to use recycled paper and print double sided if they print a copy of the report or sections of it.

Limited printed copies are available.

The content of this report has been printed in greyscale, in accordance with the requirements of the *Annual Reporting Framework 2008-2009* published by the Public Sector Commission. The report is available in full colour from the OEEO website.

ISSN 1328-7001

Published by the Office of Equal Employment Opportunity (OEEO)

September 2009

CONTENTS

Abbreviations.....	ii
Statement of compliance.....	iii
Director's message.....	1
Highlights for 2008-09.....	3
Feature article: Positive progress made in progressing diversity.....	4
Role and function of the Director.....	7
Strategic direction.....	10
Activities and achievements for 2008-09.....	16
Key initiatives planned for 2009-10.....	31
Progressing Diversity.....	32
Women.....	34
Indigenous Australians.....	41
People from culturally diverse backgrounds.....	45
People with disabilities.....	49
Youth and mature-aged workers.....	53
Employee perceptions about the treatment of diversity groups.....	55
Employee perceptions about workplace flexibility.....	57
Composite Equity Index for 2008-09.....	58
Appendices.....	59
References.....	106

ABBREVIATIONS


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

ABS	Australian Bureau of Statistics
APS	Australian Public Service
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	Equity and Diversity Plan for the Public Sector Workforce 2006-2009
EEO	equal employment opportunity
EO Act	Equal Opportunity Act 1984
FTE	full-time equivalent
HR MOIR	Human Resources Minimum Obligatory Information Requirements
MES	main English speaking countries
OEEO	Office of Equal Employment Opportunity
OPSSC	the Office of the Public Sector Standards Commissioner
PSM Act	Public Sector Management Act 1994
PSC	Public Sector Commission
SES	Senior Executive Service
WACA	Workforce Analysis and Comparison Application

STATEMENT OF COMPLIANCE

HON COLIN BARNETT MEd MLA
PREMIER; MINISTER FOR STATE DEVELOPMENT

In accordance with s.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 2009.

A handwritten signature in black ink, appearing to read 'Michael Palermo', with a stylized flourish at the end.

Michael Palermo
A/Director of Equal Opportunity
in Public Employment

9 September 2009

This page has been intentionally left blank.

DIRECTOR'S MESSAGE



As the acting Director of Equal Opportunity in Public Employment (DEOPE), I am proud to present the 2009 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 equity and diversity results for state government agencies, local government authorities and public universities.

I am delighted to report that there is a strong commitment in the Western Australian public sector to maintain an equitable and diverse workforce. I would like to acknowledge that all public authorities in the Western Australian public sector achieved compliance with Part IX of the *Equal Opportunity Act 1984* (EO Act).

While the strong commitment to maintain an equitable and diverse workforce in the Western Australian public sector is evident, the public sector has been faced with managing diversity in challenging economic times.

Focus areas for the OEEO during the year were women in management and youth. To increase awareness and improve outcomes, the OEEO facilitated diversity forums to showcase leading practice strategies in place in the public sector for these diversity groups.

To assist public authorities continue to improve their equity and diversity employment outcomes, the OEEO developed the *Strategies at Work* series. The new publications complement the OEEO's *Showing the Way* series and will be launched at the Diversity Forum planned for September 2009.

Other major achievements during the year included the production of the Supported Work Team DVD to assist with disability employment; streamlining the Annual Agency Survey and Employee Perception Survey; and the introduction of a consultancy framework to assist with improving service delivery to the public sector.

To support Indigenous employment, the OEEO provided input into the jurisdictional paper: *Feedback on the Public Sector Indigenous Employment National Overview*. Western Australia's contribution included an overview of employment strategies in place for Indigenous Australian's in the Western Australian public sector.

During the year, my Office was awarded with a Certificate of Appreciation by CRS Australia in recognition of the employment opportunities extended to people with disabilities through the *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* (EDP2).

Planned activities going forward into 2009-10 include continued monitoring and reporting on equal employment in the public sector, consistent with the EO Act. My office will also work closely with the Public Sector Commission to further progress and position equity and diversity in a contemporary public sector.

I would like to thank all the public authorities, key stakeholders and diversity groups for their support and commitment during the year. A special thank you and appreciation is extended to my team. Their enthusiasm, professionalism and dedication has resulted in great achievements for the OEEO and the public sector.

A handwritten signature in dark ink, reading "Michael Palermo". The signature is stylized with a long, sweeping underline that extends to the right.

Michael Palermo
A/Director of Equal Opportunity
in Public Employment

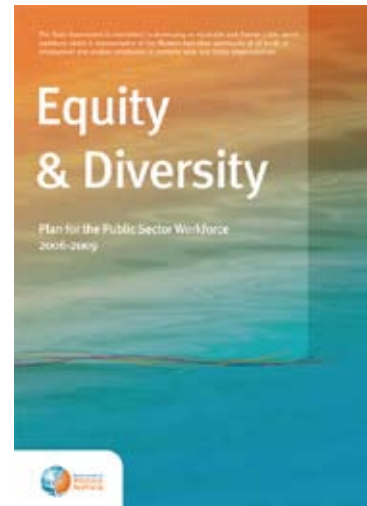
HIGHLIGHTS FOR 2008-09

- Implemented and promoted an equal employment opportunity management planning tool for local government to optimise compliance with the requirements under the *Equal Opportunity Act 1984* (EO Act). All local governments have an EEO Management Plan in place for 2008-2011.
- Evaluated existing strategies to improve the representation of people with disabilities and liaised with stakeholder groups about the most appropriate ways to enhance assistance provided to the public sector in this area. The Supported Work Team DVD was produced to highlight to the public sector an alternative model for employing people with disabilities. The DVD was launched at the Diversity Forum held in June 2009.
- Reviewed current programs and identified targeted strategies to address areas where there is under achievement against government objectives in the *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* (EDP2). This led to the development of the *Strategies at Work* publications to showcase leading practice strategies which enhance workforce representation across the diversity groups.
- Continued to provide advice and assistance to agencies in the second year of transition from the state based Minimum Obligatory Information Requirements system to the national Workforce Analysis Comparison Application system.
- Provided input into the *Public Sector Indigenous Employment National Overview* paper. The report provides an overview of Indigenous public sector employment strategies in Australian jurisdictions and New Zealand.
- Developed and implemented an EEO consultancy framework/toolkit to assist consultants work with public authorities to meet their EEO targets; showcase successful cross-sector strategies; and develop, implement and review their EEO management planning.
- The Office of Equal Employment Opportunity was awarded with a Certificate of Appreciation by CRS Australia in recognition of the employment opportunities extended to people with disabilities through the EDP2 initiative.

Positive progress made in progressing diversity

The *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* (EDP2) has been in operation for three years. EDP2 has provided clear direction for the public sector in building capacity and achieving results. It outlined the government's vision and commitment to creating an equitable and diverse public sector workforce that is representative of the Western Australian community.

Final evaluation of progress and the development and communication of the future direction for equity and diversity in the public sector workforce are priorities for the Office of Equal Employment Opportunity (OEEO) in 2009-10.



The journey

2006

EDP2 was launched following the conclusion of the first plan, the *Equity and Diversity Plan for the Public Sector Workforce 2001-2005*. EDP2 was developed through a cross-agency reference group and provided workforce participation objectives for the public sector. The focus was on improving equity in employment outcomes for women in management, people from culturally diverse backgrounds, Indigenous Australians, people with disabilities and youth.

2007

In January 2007 the First Progress Report on the EDP2 was issued. The report revealed a slow start in all areas, with representation levels below the set objectives for each of the diversity groups.

Premier's Circular 2007/08, issued in May 2007 reinforced the government's policy position on diversity. The circular highlighted the need for chief executive officers to monitor agency progress towards the achievement of objectives on a regular basis and adjust strategies to attract, recruit, retain and develop a diverse workforce in line with government objectives.

In December 2007 the Second Progress Report on the EDP2 again demonstrated that the sector had not achieved the objectives set. Agencies were advised to include practical strategies in EEO Management Plans and to ensure that the strategies were implemented, monitored and evaluated.

2008

In response to the shortfalls identified between agency commitments and government objectives in EDP2, the OEEO developed and issued the *Showing the Way* series of publications. These publications were designed to assist public authorities to recruit and retain a diverse workforce by providing a quick and easy-to-follow reference guide with useful strategies to improve equity and employment outcomes.

In December 2008, the Third Progress Report on the EDP2 was issued. The public sector exceeded the government objectives for the employment of people from culturally diverse backgrounds, Indigenous Australians and people with disabilities. Positive progress was achieved for women in management and youth, however the government objectives were not met.

2009

The following score card is a snapshot of the progress made for the lifecycle of EDP2.

Diversity group	Representation (%)				
	2006 Actual	2007 Actual	2008 Actual	2009 Objectives	2009 Actual
Women in senior management					
SES	23.7	22.7	23.7	30	25.1
Tier 1	19.8	24.8	23.5	30	22.3
Tier 2	29.8	31.3	33.9	41	33.9
Tier 3	32.8	32.7	33.6	45	33.4
People from culturally diverse backgrounds	8.1	7.9	12.4	13	12.8
Indigenous Australians	2.5	2.3	3.3	3.2	2.3
People with disabilities	1.5	1.5	4.2	3.7	2.8
Youth	5.7	5.9	6.7	8	6.6

EDP2 has been a key leadership tool which has assisted the public sector to achieve positive outcomes in the area of workforce diversity. Improved data collection methods such as the Workforce Analysis and Comparison Application system, the revised Annual Agency Survey, Employee Perception Survey and agency's commitment have all supported the government's policy position on equity and diversity.

The public sector has been faced with managing diversity in challenging economic times. This has impacted on the progress towards achieving the 2009 objectives. While there is a strong commitment to equity and diversity in the public sector workforce a greater effort needs to be made to improve workforce representation across the diversity groups. The OEEO will continue to work with the public sector to achieve this.

In December 2009, the fourth and final progress report against the EDP2 will be issued. The final report will highlight in detail the public sector workforce participation and distribution progress made across the diversity group.



Future direction

The public sector is encouraged to build on the progress made to date to improve employment outcomes for the diversity groups. An inclusive, accepting and welcoming workplace has benefits for all staff, not just members of diversity groups. Workforce diversity is a business imperative and should be part of good human resource management practices.

In 2009-10 the OEEO will work with the Public Sector Commission to develop innovative strategies to advance equity and diversity in a contemporary public sector.

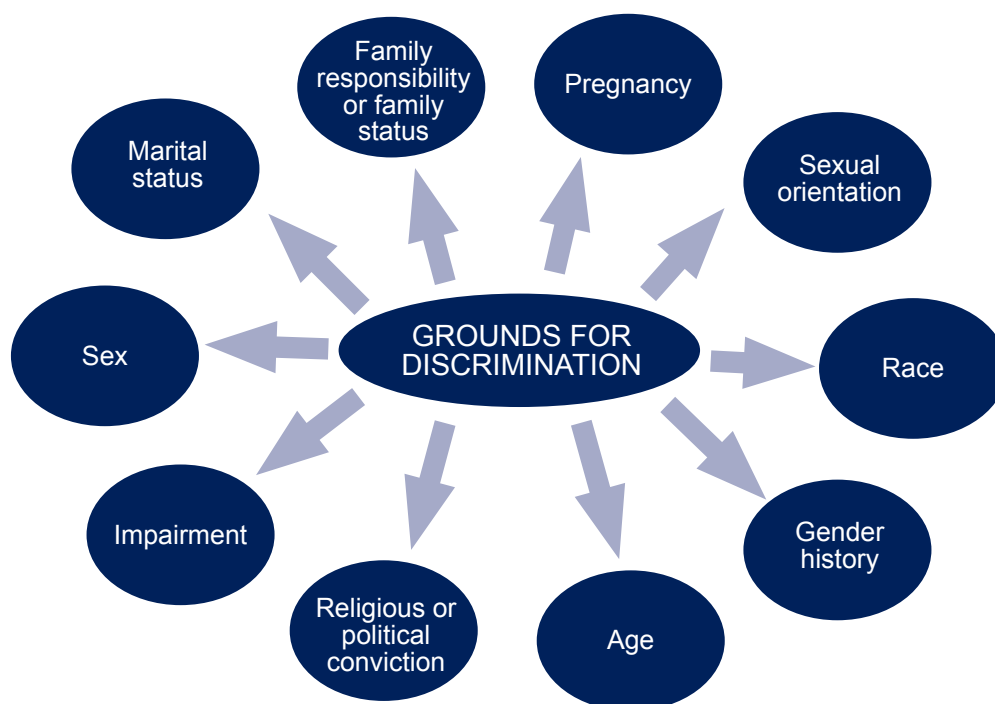
The OEEO will continue to work with public authorities to monitor compliance, provide consultancy services and develop innovative diversity products to further progress equity and diversity in public employment.

ROLE AND FUNCTION OF THE DIRECTOR

Legislative framework

The Director of Equal Opportunity in Public Employment (DEOPE) is a statutory officer appointed by the Western Australian Governor. The DEOPE 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.¹

¹ Public authorities include all public sector bodies (including government trading enterprises, public universities and local governments).

Role of the DEOPE

The role of the DEOPE 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 s.145(1) of the EO Act.

EEO Management Plan preparation and implementation

The provisions for public authorities to develop their EEO Management Plans are set out in s.145(2)(a)-(h) of the EO Act. Effective and compliant EEO Management Plans should 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 s.147 of the EO Act, public authorities are required to report to the DEOPE annually, in concurrence with the implementation date of their EEO Management Plan.

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 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 Office of Equal Employment Opportunity (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.
- Being a leader in creating an equitable and diverse workforce within the OEEO.

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'*

Key result area	Legislative function / strategic objective	OEEO 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 government authorities • 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 tiers; and - improving equity index of Indigenous staff across the sector. • Maintain and develop range of targeted information services, products and resources.

Key result area	Legislative function / strategic objective	OEEO strategies
<p>Key Result Area 2</p> <p>High quality, accurate, and timely reporting.</p>	<p>Make reports and recommendations to the Minister as to the operation of EEO Management Plans.</p> <p>Make reports and recommendations to the Minister on such matters as the DEOPE thinks appropriate.</p>	<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 How Does Your Agency Compare Reports; and - Prepare and deliver How Does Your Ministry Compare Reports. • Prepare and deliver DEOPE Annual Report. • Undertake audits and/or investigations where and when appropriate (s.147 of the EO Act, TI1202). • 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.
<p>Key Result Area 3</p> <p>Performance partnering.</p>	<p>Consult with persons or peak bodies who are concerned with any or all of the objects of the EO Act.</p>	<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	Legislative function / strategic objective	OEEO strategies
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.

A focus area for the OEEO in 2009-10 will be to develop a new strategic plan that will be aligned to the new government goals.

Contribution to State Government strategic goals

In the 2008-09 budget statements the OEEO committed to undertaking a number of key initiatives to contribute to the government's goals. The outcomes and services delivered by the OEEO are described in the 'Activities and achievements for 2008-09' section of this report.

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 *Equal Opportunity Act 1984* (EO Act). The Director of Equal Opportunity in Public Employment (DEOPE) endeavours to work with public authorities to achieve improved equity and diversity in their employment outcomes.

What we do

The OEEO works closely with public authorities. Through our office we:

- provide a customised consultancy service to assist public authorities with the development of their EEO Management Plans;
- provide advice on the design and implementation of specific strategies to meet equity and diversity needs;
- provide access to a range of tools and reference materials to assist with planning and evaluation strategies for achieving a diverse workforce;
- monitor, evaluate and report on the progress made by public authorities towards achieving a diverse workforce;
- provide advice on diversity data collection and equity index calculations; and
- facilitate regular Diversity Forums on equity and diversity topics.

Clients and key partners

The primary clients for the OEE0 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.

Chief executive officers of public sector authorities are also key partners. The OEE0 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 OEE0 consults widely with public authorities and other relevant community groups.

Staff structure and resources

In 2008-09, the OEE0 comprised 9 full-time equivalent employees and the total cost of services provided was \$1,168,606. This figure includes salaries, direct operating costs and contributions to shared infrastructure and services associated with co-location arrangements.

Operational plan

The OEE0 works under an operational plan that aims to achieve the following outcomes.

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

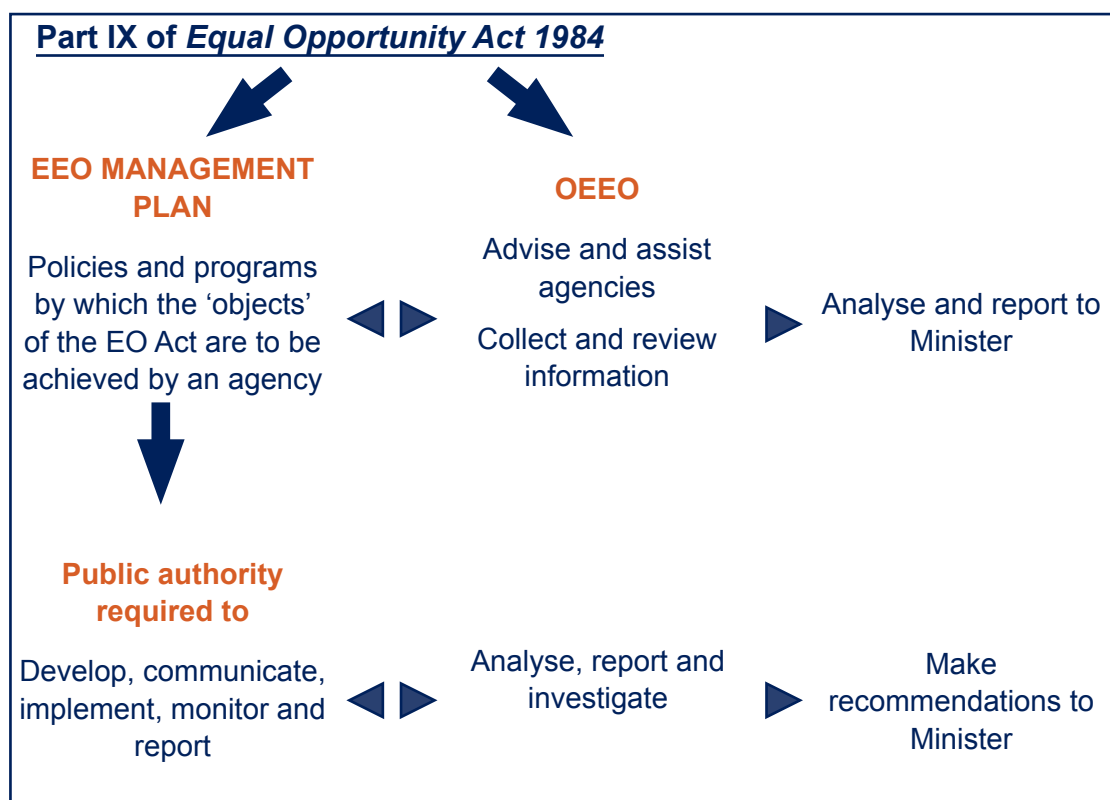
The OEE0 is co-located with the Office of the Public Sector Standards Commissioner (OPSSC). OPSSC primarily supports corporate service and business system functions for the OEE0. The DEOPE works with OPSSC towards common objectives associated with supporting quality practices in human resource management 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 chief executive officer to develop, implement and monitor the performance of the agency against the EEO Management Plan and to report to the OEEO on achievements and outcomes. For public sector agencies and statutory authorities this responsibility is reinforced through s.29(1)(j) of the *Public Sector Management Act 1994*.

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



ACTIVITIES AND ACHIEVEMENTS FOR 2008-09

What We Do brochure

The Office of Equal Employment Opportunity (OEEO) *What We Do* brochure was developed to assist public authorities understand the role and responsibilities of the OEEO. The brochure also outlines how we differ from the Equal Opportunity Commission.



Consultancy approach

A consultancy framework/toolkit was developed to assist the OEEO senior consultants provide a professional and targeted consultancy service to public sector agencies, universities and local governments. The toolkit is also designed to assist new senior consultants in understanding the environment in which they work and the resources available to agencies.

EEO Management Plans - Compliance

An EEO Management Plan is a legislative requirement for all public authorities. It is also a useful management tool to assist with diversity planning and helps public sector agencies to promote an equitable and diverse workforce.

During 2008-09 the OEEO worked with public authorities to assist them develop, implement and review their EEO Management Plan. To assist 141 local governments implement their EEO Management Plan, new customised planning support resources were developed. These were designed to address the business needs and operating environments experienced by local government.

In 2008-09 public authorities (state government, local government and public universities) achieved 100 percent compliance with s.145 of the *Equal Opportunity Act 1984* (EO Act).

Strategies at Work series

The OEEO has developed the *Strategies at Work* series of publications to showcase real-life strategies currently in place within the Western Australian public sector. Unique and innovative strategies were identified at agencies such as the Department of Commerce, Animal Resource Centre, Department of Treasury and Finance, Goldcorp, Public Transport Authority, Rottnest Island Authority, Department of the Attorney General, Curtin University and Challenger TAFE.

The *Strategies at Work* series complements the *Showing the Way* publications and will be launched at the OEEO Diversity Forum planned for September 2009.

Workforce Analysis Comparison Application data collection system

The State Government is committed to progressing 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.

In 2008, the Public Sector Management Division of the Department of the Premier and Cabinet introduced a new information system to improve reporting on the Western Australian public sector workforce. The national Workforce Analysis and Comparative Application (WACA) system is a web-based human resource information collection, validation and reporting system developed by the Queensland and Victorian governments. The Public Sector Commission has continued with this reporting system.

The new reporting system has resulted in more accurate information being collected on the diversity status of individuals in the public sector. As in 2008, the 2009 data includes casuals not paid on the last pay of June 2009. This will mean that the June 2009 data will be directly comparable with the data from last year. For further information refer to www.dpc.wa.gov.au/PSMD/WorkforcePlanning/Pages/WorkforceInformationSystem.aspx.

The OEE0 continued to work with agencies during 2008-09 to ensure that appropriate equity and diversity information and data is collected, maintained and reported.

Annual Agency Survey

The OEE0 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 chief executive officers 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 chief executive officers, the OEE0, in collaboration with the Office of the Public Sector Commissioner (OPSSC), developed the *Western Australian Public Sector Annual Agency Survey* in 2007-08. The survey offers a reporting mechanism for chief executive officers to report on activities undertaken within their agency against the following three elements:

- *Western Australian Public Sector Code of Ethics*;
- principles of official conduct (including public interest disclosures); and
- equal employment opportunity.

This includes questions on:

- how the agency leads and champions efforts to support and promote EEO; and
- internal policies and procedures for managing and promoting EEO, with a specific focus upon EEO Management Plans and building flexible workplaces.

The survey was conducted again in 2008-09. This provides two years of data to compare the progress made by agencies. Results from the survey will be reported in OPSSC's *State of the Service Report 2009*.

Preliminary results on leadership, workplace training and workplace flexibility

The results on leadership, workplace training and workplace flexibility outlined below are drawn from the responses of 116 public sector agencies and authorities who were surveyed with respect to Part IX of the EO Act, using the OPSSC and OEEO combined 2009 Annual Agency Survey.

Leadership

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

- 91.4% of agencies believed it was the responsibility of the chief executive officer.
- 76.7% of agencies believed it was also the responsibility of members of the executive or senior manager group.
- 75.9% of agencies also believed it was also the responsibility of human resource manager(s).
- 37.1% 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 26,000 public sector employees participated in workplace training dealing with issues ranging from discrimination and workplace diversity to flexible employment options. Approximately 36% 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?"*

- 36.2% of agencies had undertaken workplace training in dealing with discrimination and workplace diversity.
- 37.1% of agencies had undertaken workplace training in dealing with workplace conflict.
- 40.5% of agencies had undertaken workplace training in dealing with bullying and harassment.
- 32.8% of agencies had undertaken workplace training in dealing with support and acceptance of flexible work options.
- 30.2% of agencies had undertaken workplace training in dealing with flexible employment options.

Workplace flexibility

During the reporting period, agencies and authorities reported approximately 8,346 new permanent appointments and 12,658 new fixed term appointments (excluding Department of Education and Training).

Of all these new appointments, approximately 53.5% (11,240 appointments) were provided with flexible working arrangements.

- 2.6% - working from home arrangements.
- 46.4% - part-time arrangements.
- 39.6% - flexible start and finish times.
- 11.5% - purchased leave arrangements.

Similarly, during the reporting period 5,598 existing appointments were provided with flexible working arrangements.

- 6.6% - working from home arrangements.
- 36.0% - part-time arrangements.
- 21.0% - flexible start and finish times.
- 36.4% - purchased leave arrangements.

Specific diversity group strategies and initiatives

The OEE0 identifies and facilitates support for specific programs that have the potential to generate a positive sector-wide impact. During 2008-09, some specific strategies were implemented for people with disabilities, Indigenous Australians and women in management.

People with disabilities

To improve and promote disability employment across the public sector, the OEE0 produced a short documentary about the Supported Work Team initiative. The documentary demonstrates the benefits of employing people with disabilities from both the employer and employee perspective.

While the representation for people with disabilities in the public sector workforce exceeded government targets for 2008, more could be done to provide increased opportunities for people with disabilities.

A Supported Work Team is an alternative way to employ people with disabilities. The initiative involves recruiting a group of three or four people with a range of disabilities to form a Supported Work Team. The team is supported by a field coordinator who is employed by a disability employment network provider.



The University of Western Australia and the Department of the Premier and Cabinet are two organisations that have had great success in implementing the initiative. The journey both these organisations took in implementing the initiative is highlighted in the documentary.

The Supported Work Team documentary was launched at the OEE0 Diversity Forum in June 2009 and every attendee received a copy. The documentary can be viewed at the OEE0 website at www.oeeo.wa.gov.au

Indigenous Australians

In February 2009, the OEE0 contributed feedback to the *Public Sector Indigenous Employment National Overview* paper (the paper) in response to a request from Victoria's State Services Authority.

The concept for the paper evolved from the Victorian Public Service Commissioner's Conference held in March 2008. An outcome of this conference was an agreement that Victoria and the Commonwealth would work collaboratively to produce an overview of Indigenous employment strategies operational in Australian jurisdictions and New Zealand to improve Indigenous employment in the public sector.

The OEE0 provided Western Australia's input. The response highlighted the strategies and guidance materials the OEE0 has in place to assist the Western Australian public sector increase the representation of Indigenous employees including:

- *Showing the Way: Recruitment and Retention of Indigenous Australians;*
- *Employment in the WA Public Sector: Valuing the difference;*
- *Equity and Diversity Plan for the Public Sector Workforce 2006-2009;*
- *Equity and Diversity Plan for the Public Sector Workforce 2006-2009 Third Progress Report;* and
- *EEO Management Planning and Diversity Guide.*

The response emphasised the importance of public sector agencies being empowered to deliver agency specific workplace programs including cultural awareness training, business traineeships and mentoring programs.

The OEE0 will continue to raise awareness of Indigenous recruitment and retention with future diversity forums planned for 2009-10.

Women in management

The OEE0 was proud to be a support sponsor of the Women in Local Government Conference which was held on 4-5 June 2009. This two day event was organised by Local Government Managers Australia (LGMA) to provide a forum for professional women aspiring to be leaders in local government. The theme of the conference was supporting women in local government and providing them with the knowledge and practical skills needed to advance their career.

The conference included keynote addresses from high profile women who shared their secrets of success. The personal triumphs of each presenter were shared with the audience and the opportunities that had presented themselves for each throughout their careers, highlighting some of the adversities they all had experienced. The OEE0 hosted a panel session on women in leadership titled "*Being a leader – more than a job title*".

The OEE0 has a good partnership with LGMA and looks forward to ongoing collaboration to work towards increasing the representation of women in leadership in local government.

Cross-government initiatives

The DEOPE participated in and contributed to a range of cross-government initiatives and reform matters in 2008-09, including:

- program partner for the Substantive Equality Program and contributed to the development of policies, guidelines and support resources;
- reference group member for the Department of Education and Training's Women in Leadership Strategy;
- member of the ministerial committee initiative for the promotion of opportunities for women in senior local government roles; and
- member of the Year of Women in Local Government 2010 steering committee.

Working with public authorities

EEO Management Plans

Section 145 of the EO Act requires all public authorities to develop a current EEO Management Plan and forward a copy to the DEOPE.

To ensure agencies were supported in their efforts to meet performance objectives of the EDP2, a significant proportion of OEE0 resources in 2008-09 were aimed at assisting public authorities with the development of EEO Management Plans.

The OEE0 has a planning framework in place to assist organisations develop effective EEO Management Plans. The framework provides a structure for planning and ensuring accountability for equity and diversity programs. Each public authority is responsible for achieving a diverse and skilled workforce aligned to its business needs.



Consultancy services

The OEE0 is committed to providing a customised consultancy service to assist public authorities.

A portfolio approach is applied to ensure clients have a dedicated OEE0 senior consultant to assist with their enquiries and improve service delivery. Services provided include:

- assistance with developing EEO Management Plans;
- advice on 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 from the OEE0 website, that have been designed to assist with the planning and evaluation of strategies for achieving a more diverse workforce.

The OEE0 plays a key role in providing information on equity and diversity trends and leading practices. The OEE0 works with stakeholder groups as to the most appropriate ways to enhance assistance to the public authorities.

Online tools

The OEE0 has developed a number of tools and resources to assist public authorities with their EEO management planning.

The online resource *EEO and Diversity Management Planning – A Guide for Equity and Planners and Practitioners* is designed to assist practitioners to develop and implement their EEO Management Plans. It provides the organisation with a strategic focus to maximise human resource potential and enhance productivity to meet core business goals.

The web-based *EEO Management Plan Template* includes the three high-level outcomes an EEO Management Plan needs to contain which are:

1. the organisation values EEO and diversity and the work environment is free from racial and sexual harassment;
2. workplaces are free from employment practices that are biased or discriminate unlawfully against employees or potential employees; and
3. employment programs and practices recognise and include strategies for EEO groups to achieve workforce diversity.

The equity index calculator is an across-government tool to assist public authorities measure the distribution of a particular diversity group across all levels of their workforce and compare it to the distribution of the public sector workforce as a whole. This information can assist agencies to develop specific strategies for inclusion in their EEO Management Plans.

Additional publications, guides and tools are available on the OEEEO website. These have been designed to raise awareness of the strategies and initiatives that can help increase workforce representation of the diversity groups.

Monitoring compliance

The OEEEO monitors compliance for each public authority against s.145 of the EO Act. Ongoing monitoring allows the OEEEO to identify and contact authorities who have expiring EEO Management Plans within sufficient time to work with them to implement their new plans.

The focus for the year ahead is to work with 60 public authorities who have EEO Management Plans due to expire at the end of 2009. Consultants will work with each of these authorities and provide advice and assistance to develop new plans.

Reporting and investigations

Under s.146 of the EO Act, public authorities are required each year to provide a report to the DEOPE on their workforce demographic data.

The OEEEO works closely with OPSSC and the Public Sector Commission to obtain accurate workforce demographic data via the WACA system.

Representation by diversity groups, for public authorities with more than 100 staff, is reported collectively in the DEOPE Annual Report and individually in each authority's *How Does Your Agency Compare?* report.

Sections 147-153 of the EO Act provide for the conduct of investigations by the DEOPE, where the DEOPE is dissatisfied with the preparation or implementation of an EEO Management Plan. The OEEEO reports that during 2008-09, no investigations were conducted.

Communication and promotion

Diversity Forums

Four Diversity Forums were conducted during 2008-09. Each forum attracted between 65-90 participants. The OEEO is appreciative of all who participated in the forums. The forums presented interesting and informative sessions on equity and diversity issues, as outlined in the table below.

Forum	Theme
Employing People with Disabilities – <i>‘The way to go’</i> September 2008	Highlighted strategies to improve employment outcomes for people with disabilities. The event also included a personal journey from an employee’s perspective. Presentations were delivered by the Department of Consumer and Employment Protection; Curtin University; Sir Charles Gairdner Hospital; and City of Belmont.
People from Culturally Diverse Background and Youth – <i>‘Are we showing the way?’</i> December 2008	Showcased leading practice strategies to increase representation for people from culturally diverse backgrounds and youth. Presentations were delivered by Central TAFE and the Fire and Emergency Services Authority.
Women in Management – <i>‘Strategies and personal journeys’</i> March 2009	Focussed on successful strategies to increase the representation of women in management. Attendees also heard personal experiences from women who are in public sector management positions. Presentations were delivered by the Department of Education and Training; University of Western Australia; OPSSC; Department of Local Government and Regional Development; and the Serpentine-Jarrahdale Shire.
Employing People with Disabilities – <i>‘Supported work teams’</i> June 2009	Featured the launch of the Supported Work Team documentary, including a panel discussion. The forum highlighted the benefits of using a disability employment network provider. Presentations were delivered by the University of Western Australia; Public Sector Commission; City of Wanneroo; South Metropolitan Personnel; Disability Works Australia and EDGE Employment Solutions.



Presentations

The OEEO delivered presentations at the following events:

- Equal Opportunity Commission's workshop titled "Equal Opportunity in Public Employment Inclusive Recruitment Practices" at the WA Public Sector Leadership Workshop on 31 July 2008 to showcase the *Showing the Way* brochures.
- OPSSC Grievance Forum on 12 August 2008.
- "Diversity in the Public Sector" to the Main Roads Department on 12 September 2008.
- Local Government Women in Management Statistics to the Local Government Advisory Committee on 13 February 2009.
- Joint presentation with OPSSC on 24 February 2009 to DET Fremantle/Peel Education District on the Employee Perception Survey.
- Presentation to the Corporate Executive of Challenger TAFE on their 2008 *How Does Your Agency Compare?* report on 30 March 2009.

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) promotes information about sector-wide policy and the significant achievements of public authorities.
- *Diversity Bizz*, (circulated fortnightly) provides reports and stories from Australia and world-wide relevant to the promotion of equity and diversity in the sector.

Main themes of interest throughout 2008-09 are reflected in the following tables.

Diversity Bizz

Topic	Total readership on topic	Number of articles posted on topic
Women in senior management	282	7
Workplace diversity	199	7
Indigenous employment	151	6
General employment issues	398	12
People with disabilities	322	9
Youth	186	4

The Key

Topic	Total readership on topic	Number of articles posted on topic
Women in management	70	2
Workplace diversity	88	2
Indigenous employment	36	1
General employment issues	128	4
People with disabilities	117	4
Director's comment	150	4
People from a culturally diverse backgrounds	40	1
Youth	40	1

Surveys, evaluation and review

Employee Perception Survey

OPSSC and the OEEO jointly conduct Employee Perception Surveys of state government agencies to report on standards, ethics, diversity and public interest disclosure.

The purpose of this survey is to establish employees' views of the extent to which behaviour in their agency is consistent with good human resource and ethical practice, and equity principles.

In 2008-09 the survey was redesigned to link more closely to the relevant legislation (EO Act), the OPSSC *Good Governance Guide* and the Annual Agency Survey.

The chief executive of each participating public authority was provided with feedback on the statistical results, together with analysis of their 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.

During 2008-09, 17,731 Employee Perception Surveys were distributed to 16 public authorities (as online surveys) and 5,746 completed surveys were returned. This is a response rate of 32.4% (see table on page 28).

Agency	Total surveys distributed	Total surveys returned	Response rate
Dept of Education and Training (Fremantle/Peel District)	4,945	931	18.8%
Dept of Education and Training (Central Office)	2,352	965	41.0%
Disability Services Commission	1,810	660	36.5%
Department of Treasury and Finance	1,717	703	40.9%
Department of Commerce	1,274	385	30.2%
Main Roads WA	1,125	463	41.2%
Landgate	1,082	377	34.8%
Department of Housing	1,019	495	48.6%
Department of Water	847	390	46.0%
Dept of Education and Training (Narrogin District)	690	109	15.8%
Dept of Education and Training (Pilbara District)	649	147	22.7%
Department of Racing, Gaming, and Liquor	133	57	42.9%
Office of the Public Sector Standards Commissioner	44	33	75.0%
Perth Market Authority	19	11	57.9%
Office of Health Review	16	14	87.5%
Freedom of Information	9	6	66.7%
Total	17,731	5,746	32.4%

Note: Overall response rate is a weighted average.

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 progress towards the achievement of the objectives set out in the EDP2. Refer to Appendices 2-4 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. Reviews of public authorities are also conducted using Employee Perception 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 2008-09 survey program are provided in Appendix 8. Individual progress reports, which include sector benchmarks, are provided to larger organisations (those with more than 100 employees).

Independent oversight

Part IX of the EO Act requires the DEOPE to evaluate the effectiveness of public authority management plans in achieving the objectives of the EO Act, to eliminate discrimination and promote equal opportunity in public employment. The principal strategies used to evaluate the effectiveness of EEO Management Plans are as follows.

- 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 the Employee Perception Survey. This survey seeks 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.
- Monitoring of EEO Management Plans submitted by authorities and provision of feedback.

Third Progress Report on the Equity and Diversity Plan for the Public Sector Workforce 2006-2009

The Third Progress Report on the EDP2 was circulated to all public sector chief executive officers in January 2009.

The 2008 actual figures for women in management Tiers 1, 2 and 3 and youth showed improvements, however, they remain short of the government's objective for 2008. These will be two areas of focus for the year ahead.

The report also showed the significant progress made towards achieving a diverse workforce. Representation levels for people from culturally diverse backgrounds; Indigenous Australians and people with disabilities exceeded the government objectives for 2008.



The table on page 30 shows the comparison of sector equity and diversity actuals and objectives.

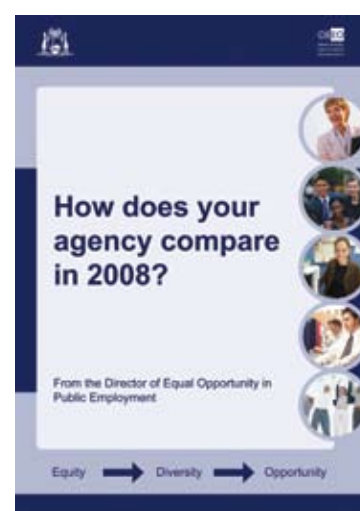
The EDP2 and the progress reports published to date are available from the OEEQ website. The fourth and final progress report against the EDP2 will be released in December 2009.

Report card for 2008

Representation of equity and diversity groups in the public sector workforce	2007 Actual %	2008 Objective %	2008 Actual %	Variance in estimated positions across the public sector
Women in the Senior Executive Service	22.7	28.5	23.7	-18
Women in Management Tier 1	24.8	28	23.5	-5.4
Women in Management Tier 2	31.3	38	33.9	-25.3
Women in Management Tier 3	32.7	42	33.6	-143.3
People from culturally diverse backgrounds	7.9	11.75	12.4	Objective exceeded
Indigenous Australians	2.3	3.0	3.3	Objective exceeded
People with disabilities	1.5	3.6	4.2	Objective exceeded
Youth	5.9	7.5	6.7	-1 237

Comparison reports

All State Government agencies with more than 100 employees received their *How Does Your Agency Compare?* reports in January 2009. These reports present all of the diversity data provided to the OEEO in July 2008. Diversity data is compared to agency set objectives (targets) for each diversity group to determine strengths and weaknesses in relation to performance. Information is also provided which allows agencies to compare their performance to like public sector agencies. All Western Australian public universities received *How does your University Compare?* reports in April 2009. These comparison reports can be used to evaluate performance in equity and diversity and are also useful tools for future workforce planning.



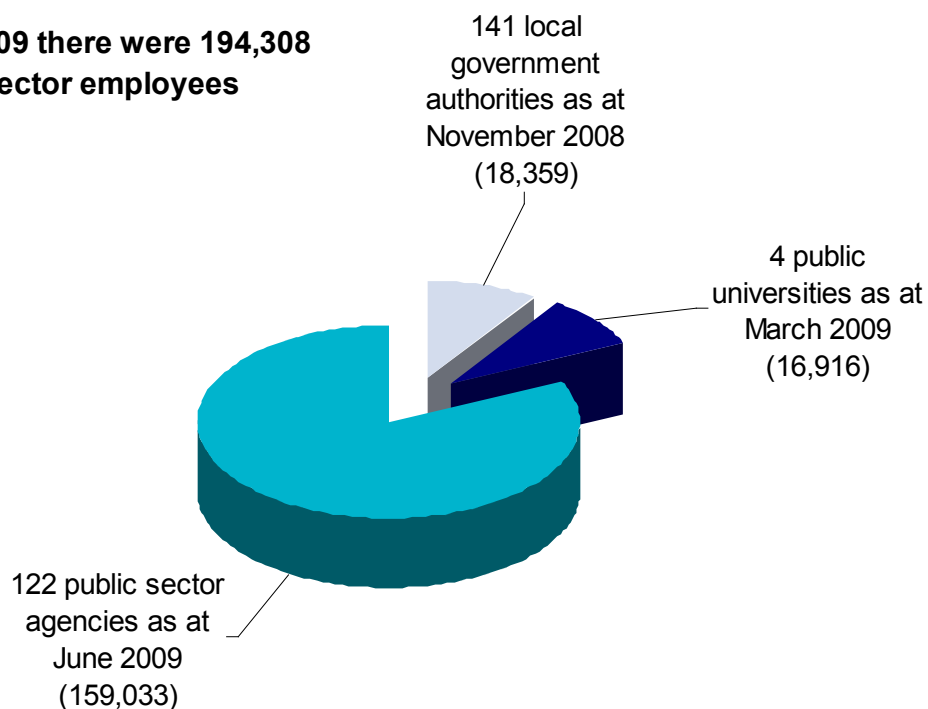
Progress towards government objectives

Public authority demographic data

In 2008-09, the DEOPE received EEO yearly reports on demographic data from public sector authorities, as outlined below:

- 122 public sector agencies as at 30 June 2009 (collected through WACA in July 2009);
- 141 local governments as at 30 June 2008 (collected in December 2008); and
- 4 public universities as at 31 March 2009 (collected in July 2009).

In 2008-09 there were 194,308 public sector employees



KEY INITIATIVES PLANNED FOR 2009-10

- Assist the government to advance the diversity agenda and work collaboratively with Public Sector Commission to develop innovative strategies to progress equity and diversity in a contemporary public sector.
- Evaluate existing strategies for improving the representation of diversity groups that are currently under represented in the public sector workforce. Liaise with stakeholder groups to find ways to enhance assistance provided by the OEE0 to the public sector in these areas
- Liaise with local government stakeholder groups to find ways to enhance assistance provided by the OEE0 to local government for equity and diversity planning.
- Hold regular Diversity Forums on equity and diversity issues.
- Review and update OEE0 tools and resources.
- Work with agencies using the national WACA system to ensure appropriate equity and diversity data for public authorities in Western Australia can be collected, maintained and reported.

PROGRESSING DIVERSITY

This section provides detailed information on the representation and distribution of diversity groups for public sector authorities.

The Office of Equal Employment Opportunity (OEEO) analyses data on the representation of diversity groups and their distribution at all levels of the public sector. For reporting purposes, diversity groups include women, Indigenous Australians, people from culturally diverse backgrounds, people with disabilities, youth and mature-aged workers. Equity is determined on the basis of the representation of each diversity group at all levels of the workforce, including senior executive and management positions.

Each year public authorities report on their demographic profile to the Director of Equal Opportunity in Public Employment (DEOPE). This data allows the DEOPE to assess the effectiveness of an agency's EEO Management Plan. In 2008, agencies were introduced to a new way of reporting diversity data through the national Workforce Analysis Comparison Application (WACA) data collection system.

To gauge employee perceptions about equity and diversity matters in public authorities the OEEO also conducts Employee Perception Surveys. The survey program endeavours to survey 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 who responded to the OEEO recommended diversity survey. Sector and individual public authority performance is compared against community representation figures (as drawn from the Australian Bureau of Statistics 2001 Census) outlined in the objectives of the *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 data from the 2006 Census for diversity group representation across Australia. This is provided in the relevant sections below for planning purposes beyond the current equity and diversity 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. An equity index of 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 Perception Survey. The survey questions employees 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 2008 to June 2009.

PROGRESSING DIVERSITY: WOMEN

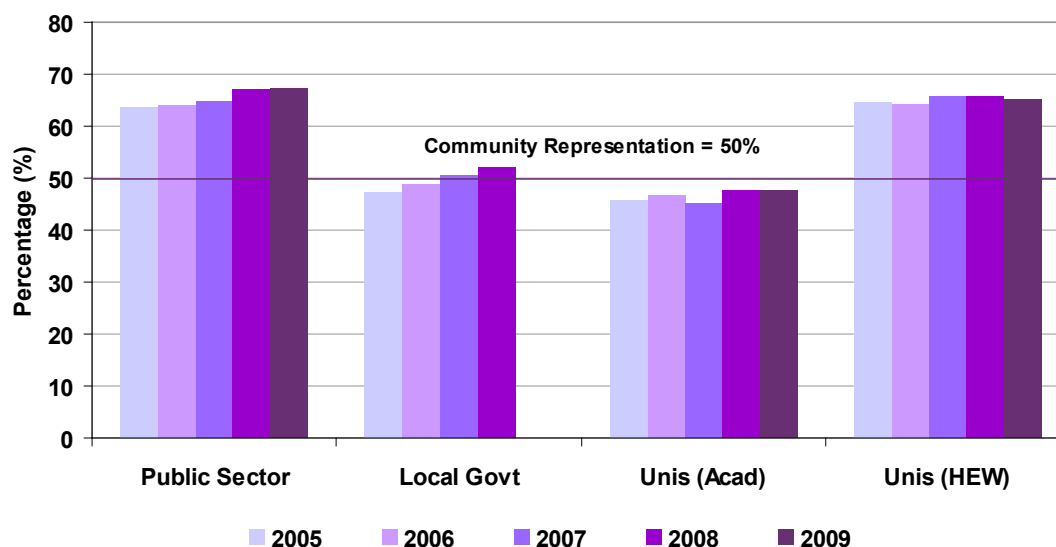
Representation

Representation refers to the percentage representation of women as a diversity group in the workforce. In 2009, women represented 67.3% of employees in the Western Australian public sector, remaining relatively unchanged in comparison to the previous year (67.1%).

In public universities, the number of general staff who were women remained steady in 2009 (65.3%). The representation of female academics also remained steady in 2009 (47.6%).

The overall representation of women in local government (indoor and outdoor workers combined) increased from 50.6% in 2007 to 52% in 2008.

Representation of women in public authorities: 2004-2009



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 remained relatively unchanged at 60 in 2009.

For the public university sector, the equity index for female academics remained relatively unchanged at 68 in 2009. The equity index for female general staff remained unchanged at 80 in 2009.

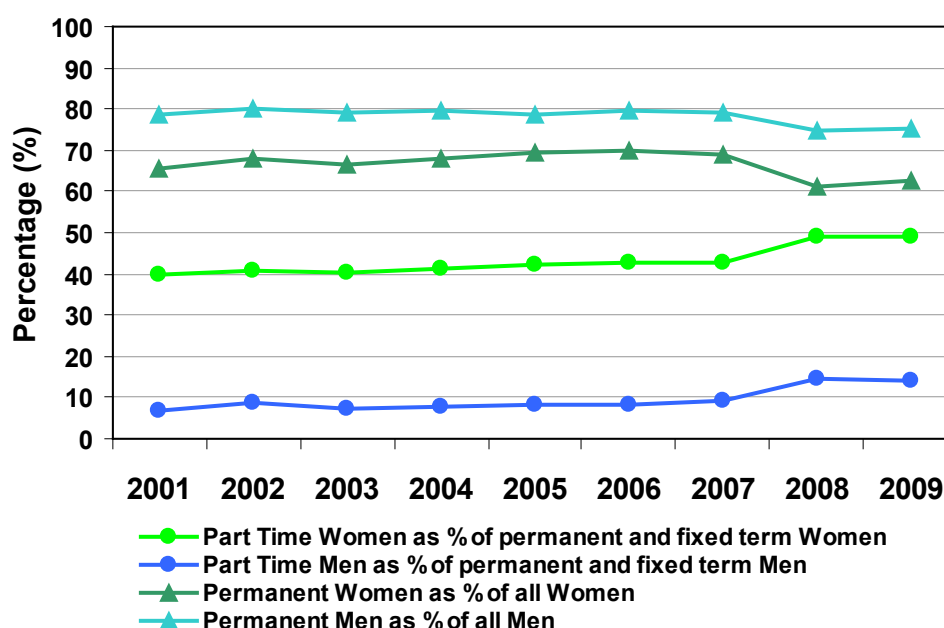
The equity index for female local government outdoor workers staff has increased slightly from 101 in 2007 to 104 in 2008. The equity index for female local government indoor workers also increased, from 69 in 2007 to 76 in 2008.

Employment status

Employment statistics show that in 2009, women represent 62.2% of all full-time equivalents (FTEs) in the public sector, 63.2% of university general staff and 60.9% local government indoor workers. Women university academics only represent 44.7% of all FTEs and women local government outdoor workers represent only 12.3% 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 2009, permanency rates for women are 62.8%, compared to 75.3% 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 2009 being part-time, compared to 14.1% of men. Other government sectors show similar differences (see Appendices 3 and 4).

Part-time and permanent women compared to men



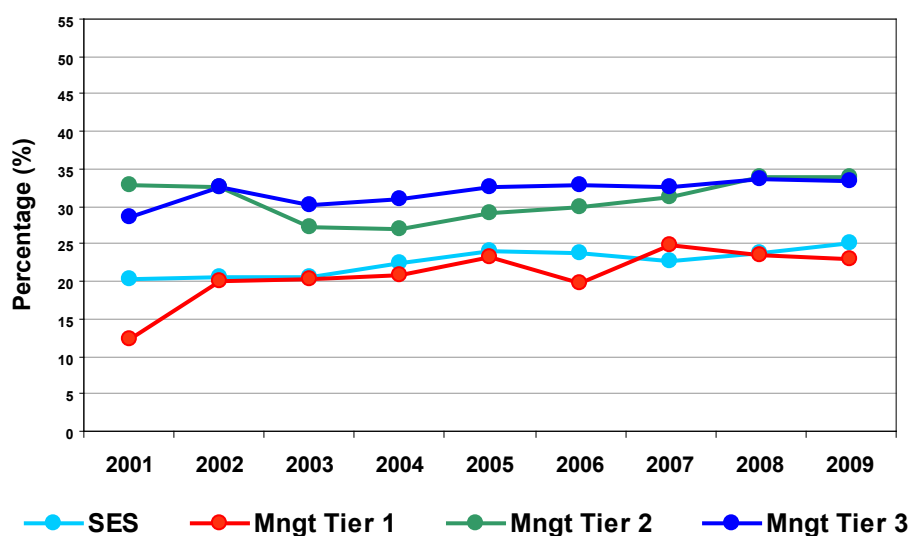
Women in public sector management

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 25.1% of all positions in 2009. In addition, women only hold 23% of management Tier 1 (chief executive officer) positions (remaining relatively unchanged from 23.5% in 2008). The number of women in Tier 1 management positions remained steady at 28 positions in 2009. The representation of women is lower in the executive ranks of the Western Australian public sector than in the public sectors of the Commonwealth and most other Australian states (refer to the section 'Data comparison - Women in public sector management: Other jurisdictions' in this report).

In 2009, the number of women in Tier 2 management positions increased from 209 in 2008 to 218 in 2009 (33.9%). The number of women in Tier 3 management positions remained relatively unchanged from 574 in 2008 to 575 in 2009 (33.4%).

Overall, the representation of women in management Tiers 2 and 3 combined remained relatively unchanged in 2009. 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



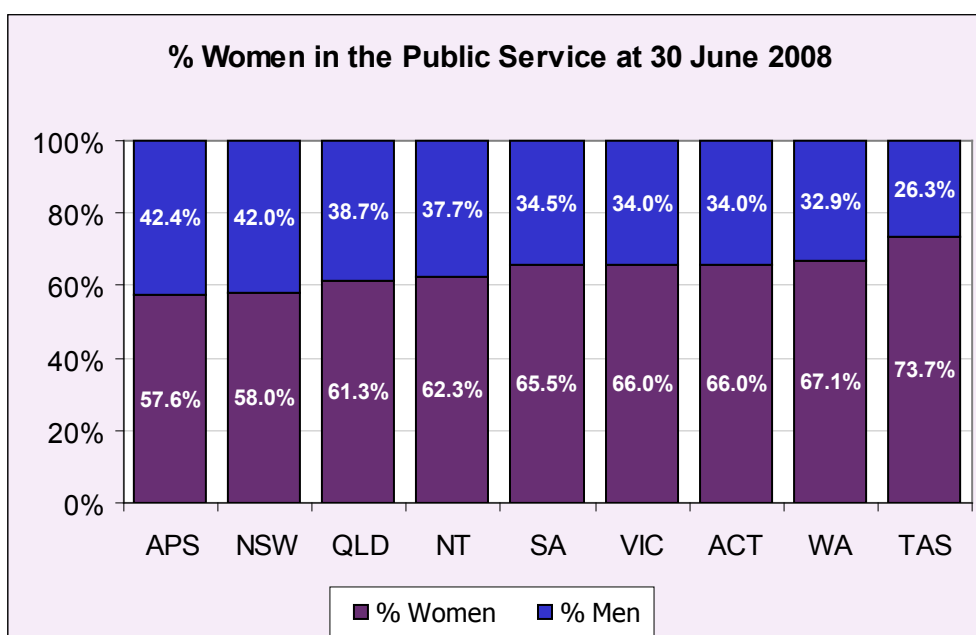
Data comparison

Women in public sector management: Other jurisdictions

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

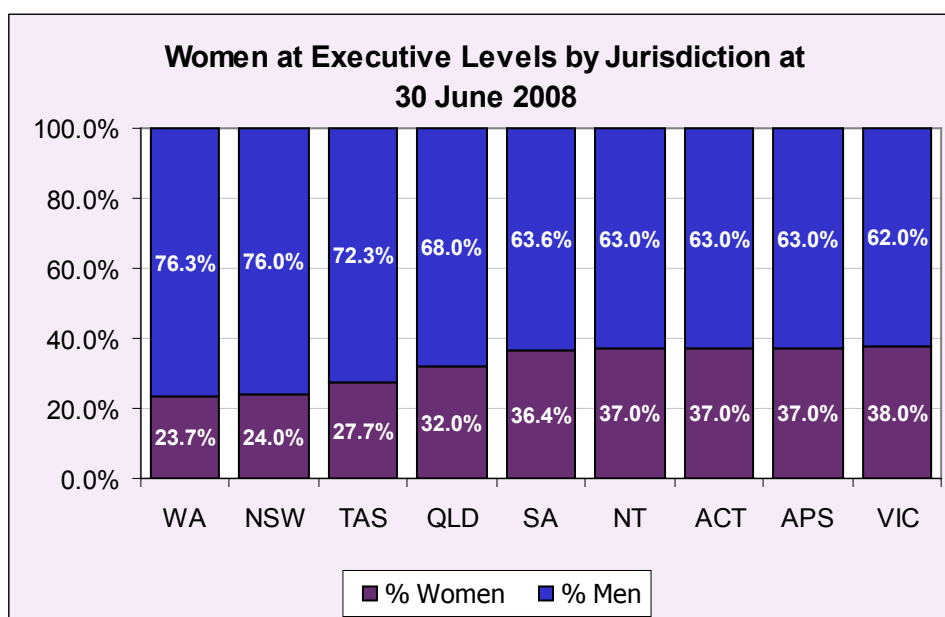
The figure below shows the percentage of each state and territory's public sector that comprises females. Jurisdictions are ranked in order from lowest to highest at the time of the most recently available published data (30 June 2008), including the Commonwealth Australian Public Service (APS). It should 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 during 2007-08, with the figure ranging from 57.6% to 73.7%. At 67.1%, Western Australia sits at the higher range of this scale, with women comprising two thirds of the public sector workforce.



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 chart on page 39.



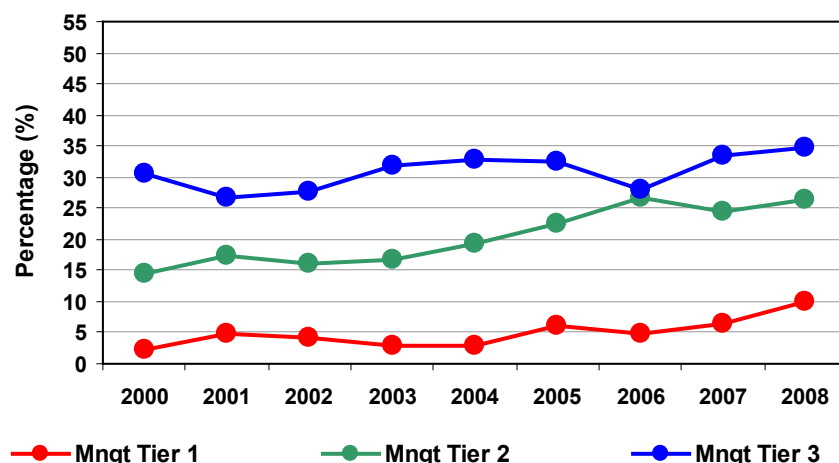
Jurisdiction	Definition of Executive
ACT	Job classification category 'Senior Executive Service' (SES)
APS	Classification group 'Senior Executive Service' (SES)
NSW	Employment classification 'Contract - Executive'
NT	Women in Executive Management
SA	Women in Executive Levels
VIC	Victorian Public Sector (VPS) Executives
TAS	State Service Officers (includes Heads of Agencies, Prescribed Office Holders, Senior Executives and Equivalent Specialists)
WA	Senior Executive Service as defined in Public Sector Management Act 1994
QLD	Senior Executive Service as defined in the Public Service Act 1996

In no jurisdiction is the representation of women in executive level positions equal to community representation (50%). Overall representation for the sector ranges between 23.7% and 38% of all executive positions. With 23.7% women in the senior executive service, 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 2008 (increased from 9 in 2007 to 14 in 2008). The low representation of women (9.9%) at Tier 1 (chief executive officer) is a continuing concern. Representation of women indoor workers at Tier 2 (corporate executive level) has increased to 26.5% in 2008, compared to 24.6% 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.

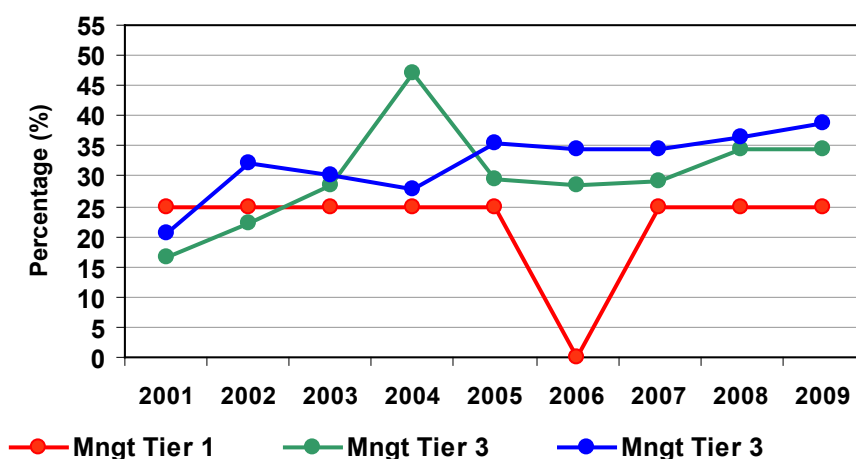
Local government - women in management



Women in university management

The overall representation of women in all management tiers (academics and general staff combined) in the four Western Australian public universities has increased in 2009, compared to the previous year. There is one woman occupying a Tier 1 position, Tier 2 has remained unchanged at 34.6%, and Tier 3 has increased from 36.3% to 38.7%.

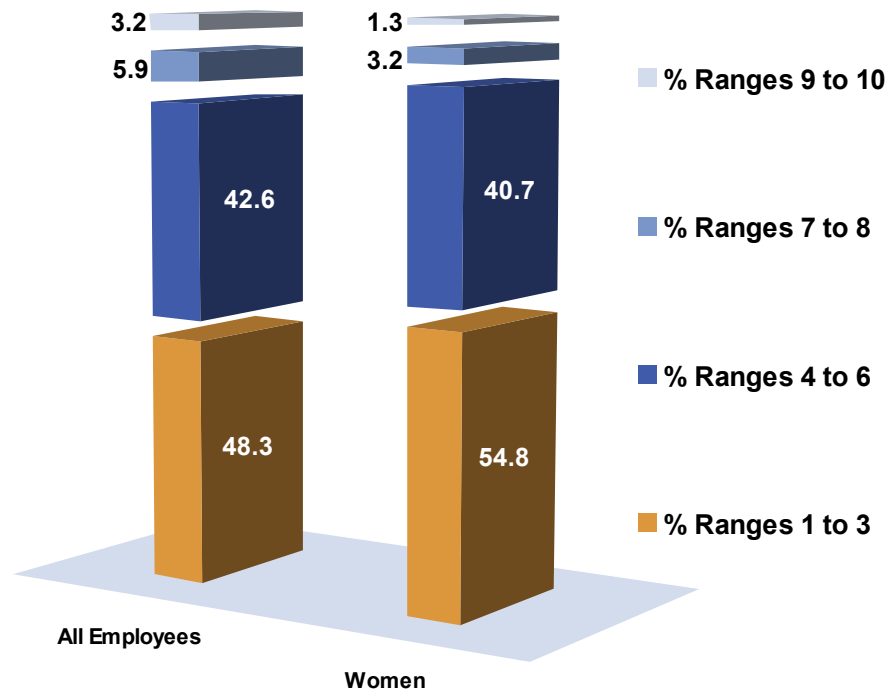
Public universities - women in management



Distribution across salary ranges

In 2009, 4.4% of all women in the public sector were in salary ranges 7 to 10 compared to 9.1% for all employees. The number of women in salary ranges 4 to 6 was 40.7% for women compared to 42.6% for all employees. The percentage of women in salary ranges 1 to 3 (54.8%) was 6.5% higher than for all employees (48.3%).

Distribution of women across salary ranges in the public sector in 2009



PROGRESSING DIVERSITY: INDIGENOUS AUSTRALIANS

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

The community benchmark target of 3.2% for this diversity group, as set out in Equity and Diversity Plan for the Public Sector Workforce 2006-2009, is based on the 2001 Census data collected by the Australian Bureau of Statistics (ABS). The most current estimates from the ABS 2006 Census indicate that the proportion of the Western Australian population identified as Indigenous was 3.3 per cent. Of these, the proportion aged 15 to 64 years was 3.0% (ABS, 2006).

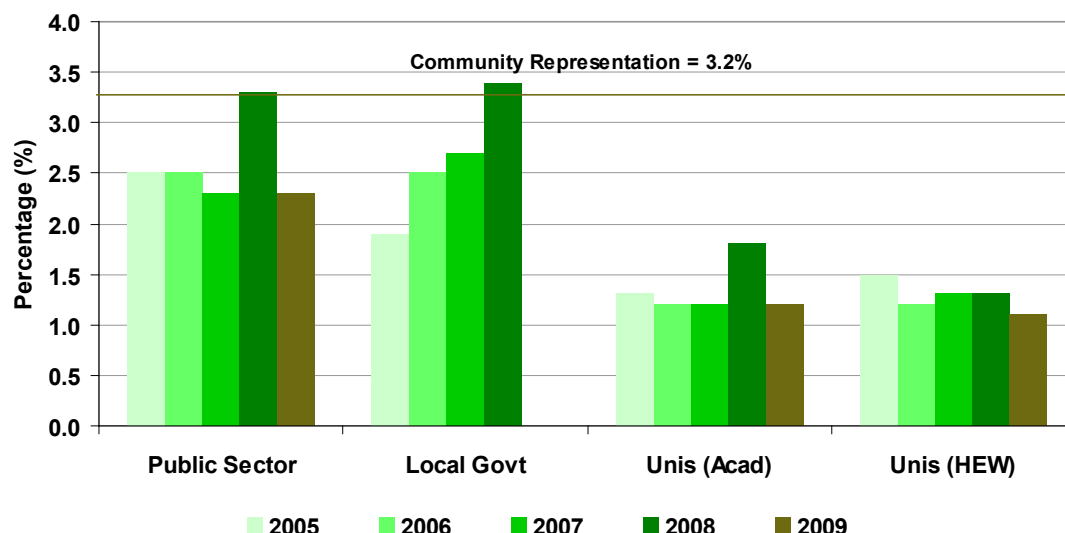
Representation

The representation of Indigenous Australians employed in the Western Australian public sector has decreased from 3.3% (2,507 employees) in 2008 to 2.3% (1,776 employees) in 2009. Levels of representation of Indigenous Australians are lower than representation in the overall community (3.2%).

In local government, the representation of Indigenous Australian outdoor workers is 8% (204 employees) and has continued to remain above representative levels in the community for 2008. Representation of Indigenous Australian indoor workers still remains very low at 1.5% (95 employees) compared to other sectors and levels in the community. In 2008, survey response rates across local government were lower than the previous year. This may account for apparent increases in representation for this sector.

The percentage of Indigenous Australian university academics has remained relatively unchanged, from 1.8% (60 employees) in 2008 to 1.2% (58 employees) in 2009. The proportion of university general staff has also remained relatively unchanged from 1.3% (62 employees) in 2008 to 1.1% (73 employees) in 2009.

Representation of Indigenous Australians in public authorities: 2004-2009



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 Western Australian public sector has been increasing steadily over the last four years, from 35 in 2005 to 39 in 2008, with a significant increase to 63 in 2009.

The equity index for Indigenous Australians in the public sector has increased over the last eight years, from 27 in 2001 to 63 in 2009. Despite this trend, Indigenous Australians are still heavily concentrated at lower salary levels. 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.

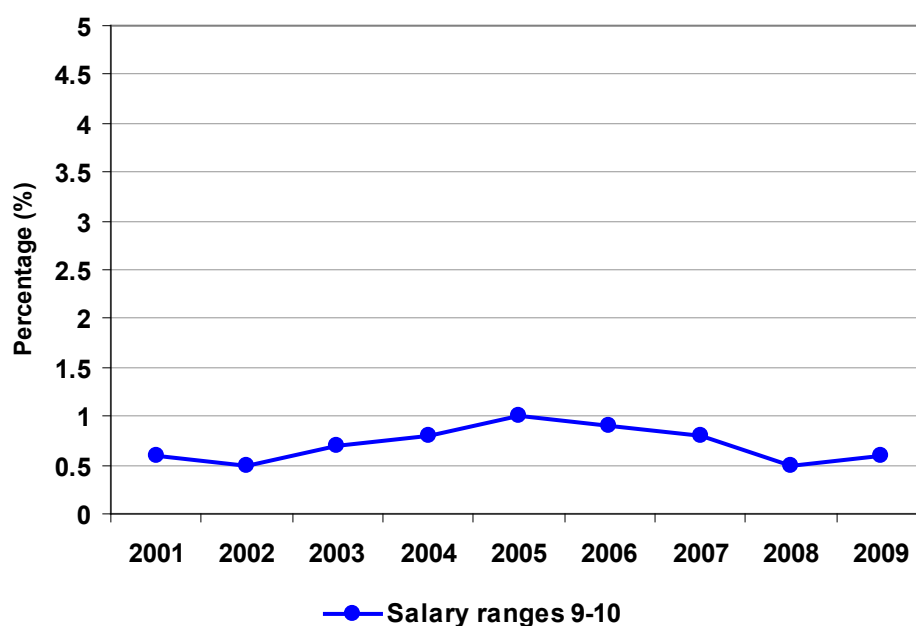
The equity index for Indigenous Australian local government indoor workers has decreased from 56 in 2007 to 52 in 2008. For outdoor workers it has remained unchanged at 98 in 2008. (Note that the salary range for outdoor workers stops at level 6.)

The equity index for Indigenous Australian university academics reached a high of 60 in 2006. It slipped five points in 2007 to 55 but has since continued to increase, from 56 in 2008 to 59 in 2009. For general staff the equity index reached a high of 77 in 2007. It slipped seven points in 2008 to 70 and has decreased further to 58 in 2009.

Indigenous Australians in public sector management

The under-representation of Indigenous Australians at senior levels is evident, with Indigenous Australians holding only 0.6% of salary ranges 9 and 10, which may be considered a potential pool for future appointments to the senior executive service. Representation of Indigenous Australians in salary ranges 9 and 10 has decreased over the last three years from 1.0% in 2005 to 0.5% in 2008, however, there was a slight increase to 0.6% in 2009.

Public sector - Indigenous Australians in management tiers and senior executive service



Distribution across the salary levels

The number of Indigenous Australians in the public sector at salary ranges 7 to 10 has decreased from 114 in 2008 to 93 in 2009. Overall, there is still a high concentration of this diversity group at lower salary levels.

In 2009, of all Indigenous Australians in the public sector, 5.2% were at salary ranges 7 to 10 and 0.6% at salary ranges 9 to 10. This compares to 9.1% and 3.2%, respectively, for all employees in the public sector.

Distribution of Indigenous Australian employees across salary ranges in the public sector in 2009



PROGRESSING DIVERSITY: PEOPLE FROM CULTURALLY DIVERSE BACKGROUNDS

The level of cultural diversity in public authorities is measured by the number of people born in countries other than those categorised by the Australian Bureau of Statistics (ABS) as 'main English speaking countries' (that is Australia, the United Kingdom, Ireland, New Zealand, South Africa, Canada and the United States of America).

The community benchmark target of 17% for this diversity group in Western Australia, as set out in the Equity and Diversity Plan for the Public Sector Workforce 2006-2009, is based on ABS 2001 Census data for all persons. More recent estimates from the ABS 2006 Census indicate that the proportion of the state's population estimated to be from a culturally diverse background was 21.1%. Of these, the proportion aged 15 to 64 years was 16.4% (ABS, 2006).

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

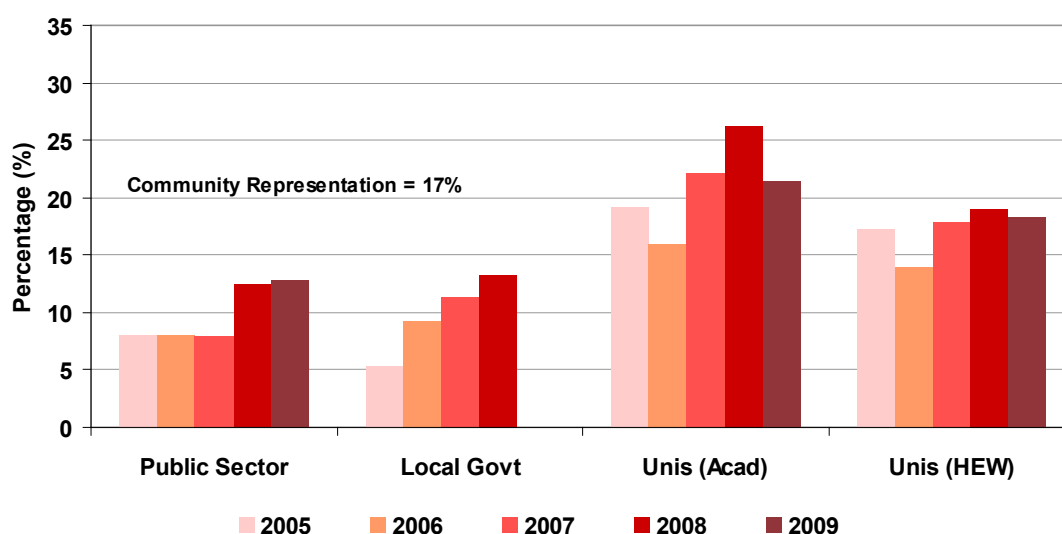
Representation

The percentage of people from culturally diverse backgrounds in the Western Australian public sector has remained relatively unchanged, from 12.4% (9,318 employees) in 2008 to 12.8% (10,113 employees) in 2009. The number of people from culturally diverse backgrounds has increased consistently over the last few years, from 8,095 employees in 2005 to 10,113 employees in 2009. Despite this increase, the representation of people from culturally diverse backgrounds is lower in the public sector than in the community (17%).

For local government indoor workers the representation of people from culturally diverse backgrounds increased from 11% (737 employees) in 2007 to 13.4% (851 employees) in 2008. Representation of outdoor workers from culturally diverse backgrounds has remained relatively unchanged from 12.2% (321 employees) in 2007 to 12.6% (323 employees) in 2008.

The percentage of university academics from culturally diverse backgrounds has decreased from 26.3% (877 employees) in 2008 to 21.5% (1078 employees) in 2009. The proportion of university general staff from culturally diverse backgrounds has remained relatively unchanged from 19% (905 employees) in 2008 to 18.3% (1,194 employees) in 2009.

Representation of people from culturally diverse backgrounds in public authorities: 2004-2009



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 increased from 138 in 2008 to 155 in 2009.

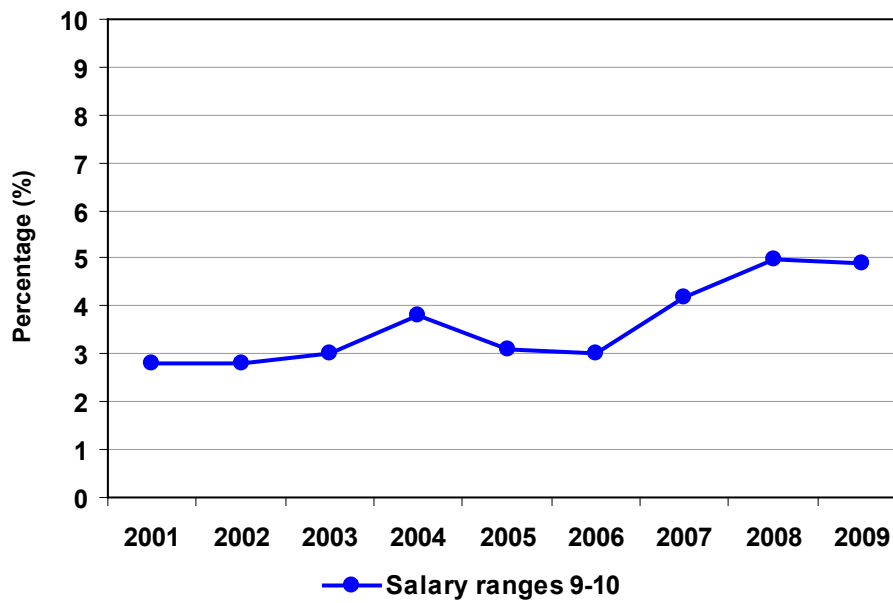
The equity index for people from culturally diverse backgrounds working as local government indoor workers has decreased from 116 in 2007 to 112 in 2008. Similarly, for outdoor workers it has decreased from 107 in 2007 to 102 in 2008. (Note that the salary range for outdoor workers stops at level 6.)

The equity index for university academics has decreased from 98 in 2008 to 88 in 2009. Similarly, the equity index for general staff from culturally diverse backgrounds has decreased from 105 in 2008 to 95 in 2009.

People from culturally diverse backgrounds in public sector management

People from culturally diverse backgrounds are well represented at senior levels accounting for 4.9% of salary ranges 9 and 10. Salary ranges 9 and 10 may be considered a potential pool for future appointments to the senior executive service.

Public sector - culturally diverse backgrounds in management tiers

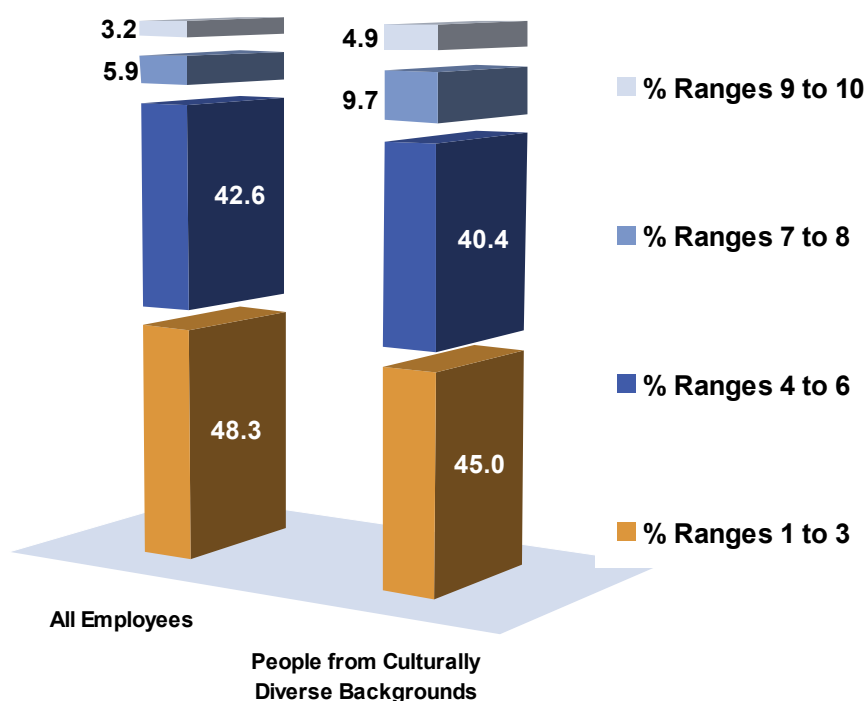


Distribution across the salary levels

The number of people from culturally diverse backgrounds in the public sector at salary ranges 7 to 10 has continued to increase, from 1,389 in 2008 to 1,481 in 2009.

In 2009, of all people from culturally diverse backgrounds in the public sector, 14.6% were at salary ranges 7 to 10 and 4.9% at salary ranges 9 to 10. This compares to 9.1% and 3.2%, respectively, for all employees in the public sector.

Distribution of people from culturally diverse backgrounds across salary ranges in the public sector in 2009



PROGRESSING DIVERSITY: PEOPLE WITH DISABILITIES

The definition used in the identification questions for people with a disability in the recommended 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 data for people with a moderate core activity restriction aged between 15 and 64 years collected by the Australian Bureau of Statistics (ABS) in the 2001 Census. 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 Census indicate that the proportion of the state'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).

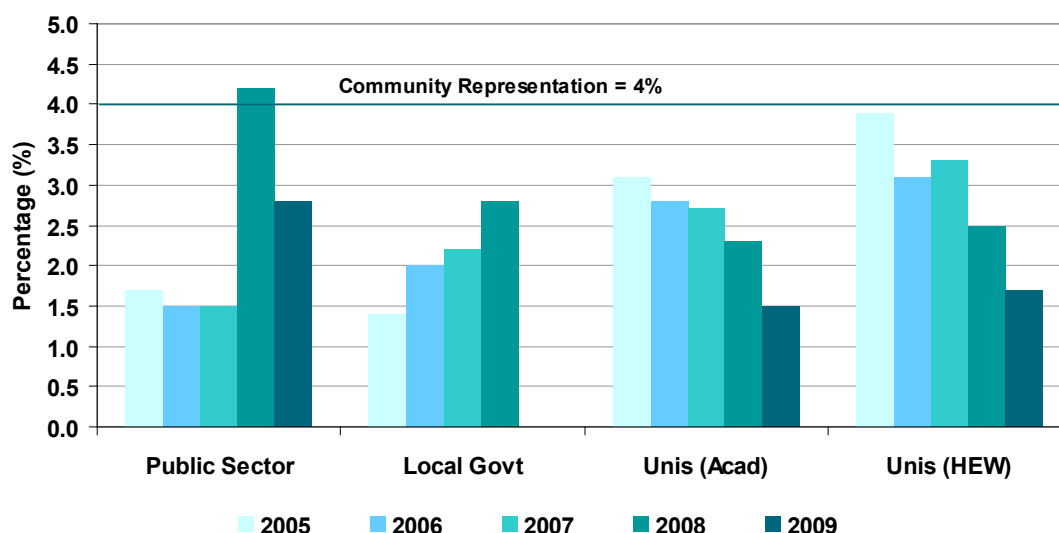
Representation

The representation of people with disabilities in the public sector decreased from 4.2% (3,071 employees) in 2008 to 2.8% (2,077 employees) in 2009. Representation in the public sector workforce is lower than representation of this group in the community (4.0%).

For local government indoor workers the representation of people with disabilities has increased from 1.6% (106 employees) in 2007 to 2.1% (135 employees) in 2008. Similarly, the representation of outdoor workers with disabilities has increased from 3.7% (96 employees) in 2007 to 4.5% (114 employees) in 2008.

The percentage of university academics with disabilities has decreased slightly from 2.3% (76 employees) in 2008 to 1.5% (74 employees) in 2009. Similarly, university general staff with disabilities decreased slightly from 2.5% (119 employees) in 2008 to 1.7% (113 employees) in 2009.

Representation of people with disabilities in public authorities: 2004-2009



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 79 in 2005, to 119 in 2008, and a further increase to 132 in 2009.

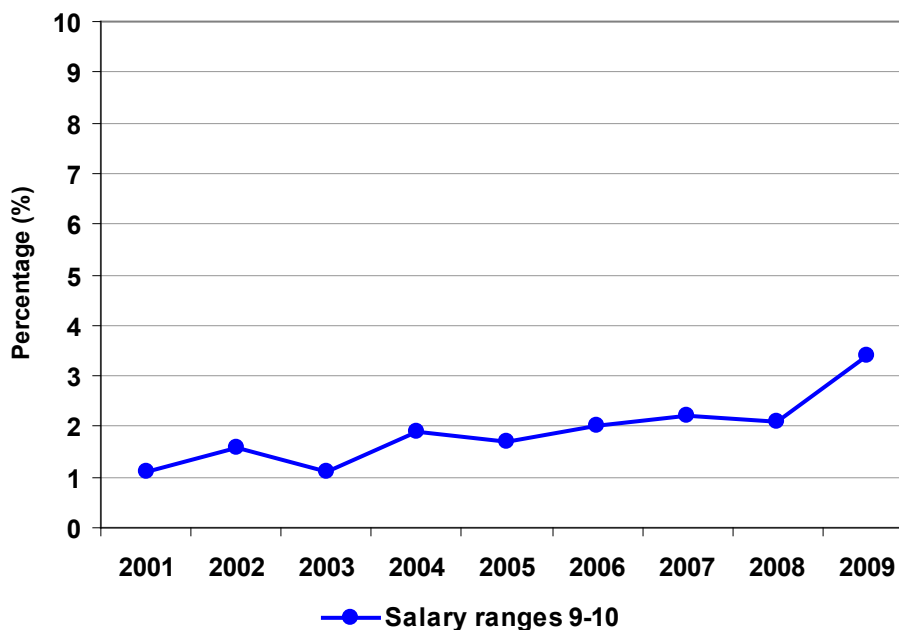
The equity index for local government indoor workers has decreased from 93 in 2007 down to 72 in 2008. Similarly, it has decreased for outdoor workers with disabilities from 92 in 2008 to 86 in 2009.

The equity index for university academics with disabilities remained relatively unchanged at 105 in 2009. The equity index for general staff has increased from 72 in 2007 to 76 in 2008.

People with disabilities in public sector management

The representation for people with a disability in salary ranges 9 and 10 have been increasing over the last four years (3.4% in 2009 compared to 1.7% in 2005). Salary ranges 9 and 10 may be considered a potential pool for future appointments to the public sector senior executive service.

Public sector - people with disabilities in management tiers

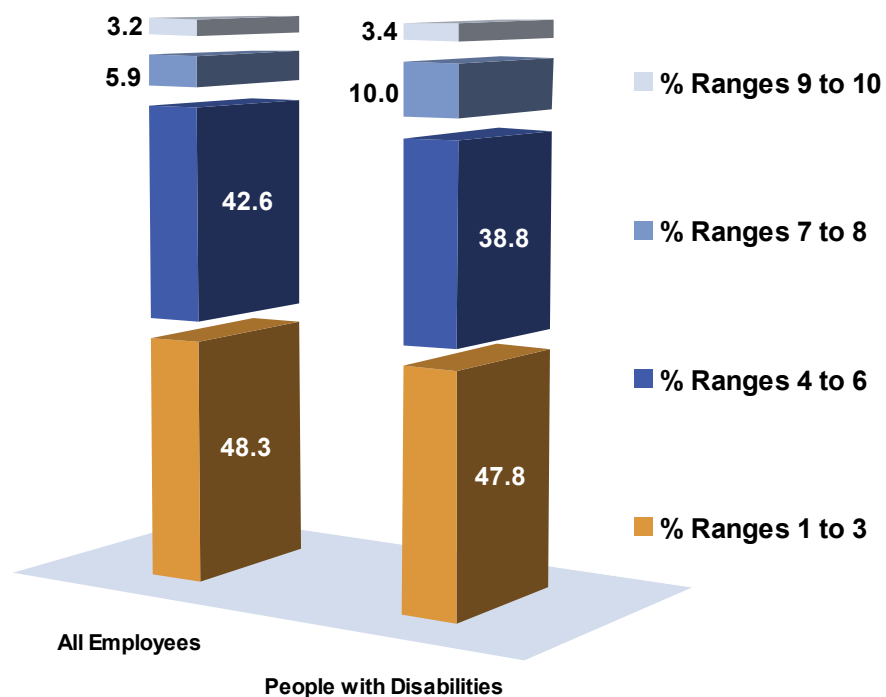


Distribution across the salary levels

The number of people with disabilities in the public sector at salary ranges 7 to 10 has decreased from 400 in 2008 to 278 in 2009.

In 2009, of all people with a disability in the public sector 13.4% were at salary ranges 7 to 10 and 3.4% at salary ranges 9 to 10. This compares to 9.1% and 3.2%, respectively, for all employees in the public sector.

Distribution of people with disabilities across salary ranges in the public sector in 2009



PROGRESSING DIVERSITY: YOUTH AND MATURE-AGED WORKERS

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

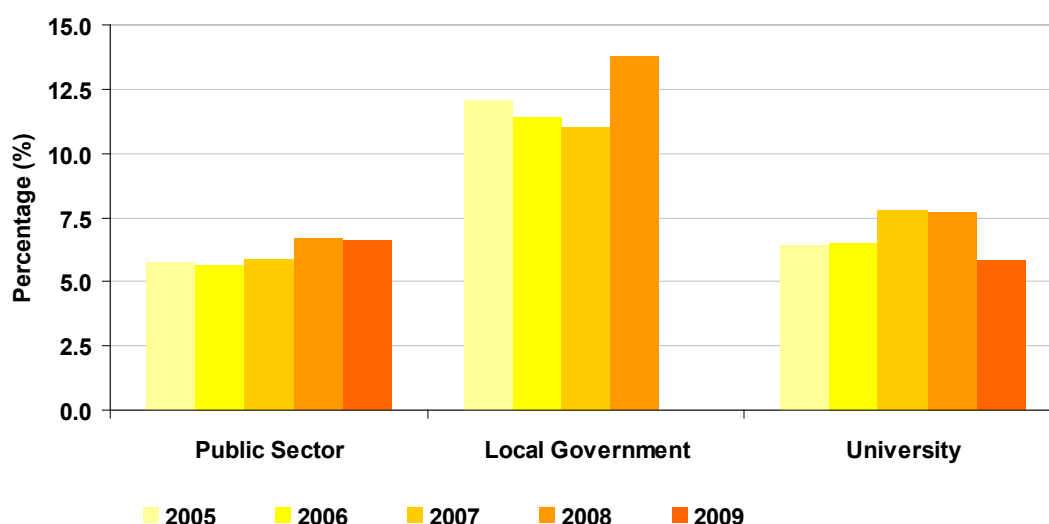
There is likely to be an increase in turnover in public authorities in the next decade as the mature age workforce approaches retirement. It is crucial, therefore, that public authorities have an adequately trained younger workforce ready to replace these positions as this large employment cohort approaches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

Representation of youth

The number of youth in the public sector increased from 10,294 in 2008 to 10,499 in 2009. While there was an increase in the number of youth, the proportion of youth remained steady at 6.6% in 2009.

In local government the level of representation for youth increased from 11% in 2007 to 13.8% in 2008 (indoor and outdoor workers combined). The level of representation of youth in the university sector (academics and general staff combined) decreased from 7.7% in 2008 to 5.8% in 2009.

Representation of youth in public authorities: 2004-2009



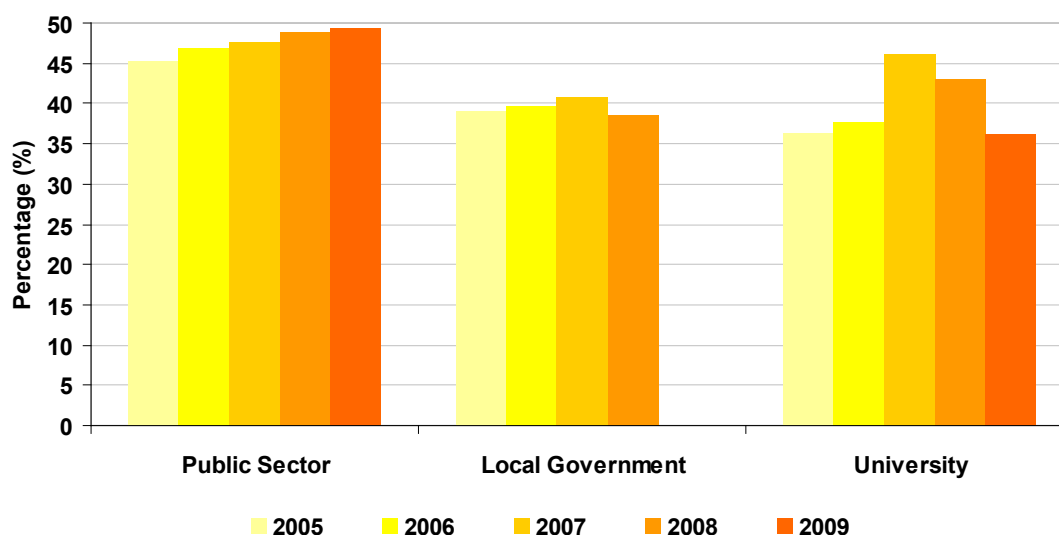
Representation of mature workers

Mature workers (aged over 45 years) in the public sector are over-represented compared to the community overall. 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 2009, mature age workers in the public sector represented 49.4% (78,560 employees), up from 48.8% (75,511 employees) in 2008.

In local government the level of representation decreased from 40.8% in 2007 to 38.5% in 2008 (indoor and outdoor workers combined). Mature age academic workers in public universities decreased from 50.1% in 2008 to 41.7% in 2009. Mature age general staff in public universities decreased from 37.5% in 2008 to 31.4% in 2009.

Representation of mature workers in public authorities: 2004-2009



EMPLOYEE PERCEPTIONS ABOUT THE TREATMENT OF DIVERSITY GROUPS

Results from Employee Perception Surveys conducted during 2009 indicate public sector employee perceptions about the treatment of different diversity groups in the workplace were largely positive.

- 78% of employees agreed that their agency is committed to creating a diverse workforce (for example gender, age, cultural background, disability and Indigenous status).
- 62% of employees perceived that their agency supported them in feeling confident in working with people from different diversity groups.
- 82% of employees indicated that their workplace culture is equally welcoming of people from all diversity groups, while 4% of employees did not. Of those who felt that their workplace culture was not equally welcoming, 34% felt that people from culturally diverse backgrounds were not equally welcomed, followed by Indigenous Australians (25%), people with disabilities (24%), and other various diversity groups (16%). Of those who specified other diversity groups, differential treatment was identified around race, age, gender, and sexual orientation, among others.
- 82% of employees perceived that managers treat employees from all diversity groups with equal respect in the workplace, while 4% of employees did not. Of those who perceived managers did not treat employees from all diversity groups with equal respect, 34% felt people from culturally diverse backgrounds were not treated with equal respect, followed by Indigenous Australians (22%), people with disabilities (18%) and other various diversity groups (26%). Of those who specified other diversity groups, differential treatment was perceived around gender, age, family responsibility or family status, and sexual orientation, among others.
- 80% of employees believed their co-workers treat employees from all diversity groups with equal respect in the workplace, while 7% of employees did not. Of those who felt that co-workers did not treat employees from all diversity groups with equal respect, 43% felt people from culturally diverse backgrounds were not treated with equal respect, followed by Indigenous Australians (26%), people with disabilities (17%), and other various diversity groups (13%). Of those who specified other diversity groups, differential treatment was identified around gender, age, sexual orientation, and race, among others.

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

- 77% of employees did not feel that staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in their workplace. Surprisingly, 9% of employees felt it is acceptable behaviour in their workplace.
- 82% of employees did not believe that staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in their workplace. Approximately 6% of employees did believe it is acceptable behaviour in their workplace.
- 72% of employees did not feel that staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status occurred in their workplace, while 11% of employees did so. Of those who perceived the occurrence of unwelcome comments, jokes or remarks, 38% of employees believed unwelcome comments, jokes or remarks were made about people from culturally diverse backgrounds, followed by Indigenous Australians (24%), people with disabilities (15%), and other various diversity groups (22%). Of those who specified other groups, occurrence of unwelcome behaviour was perceived around gender, sexual orientation, age, and race, among others.
- 72% of employees did not believe that unwelcome sexual advances from staff or other unwelcome conduct of a sexual nature occurred in their workplace. Approximately 4% indicated that unwelcome sexual advances from staff or other unwelcome conduct of a sexual nature occurred in their workplace.

EMPLOYEE PERCEPTIONS ABOUT WORKPLACE FLEXIBILITY

The Employee Perception Survey instrument used to evaluate staff perceptions includes questions that gauge perceptions about access to flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements). In line with previous years, results for 2008-09 indicate that there is still significant concern that taking up flexible work options may limit career prospects.

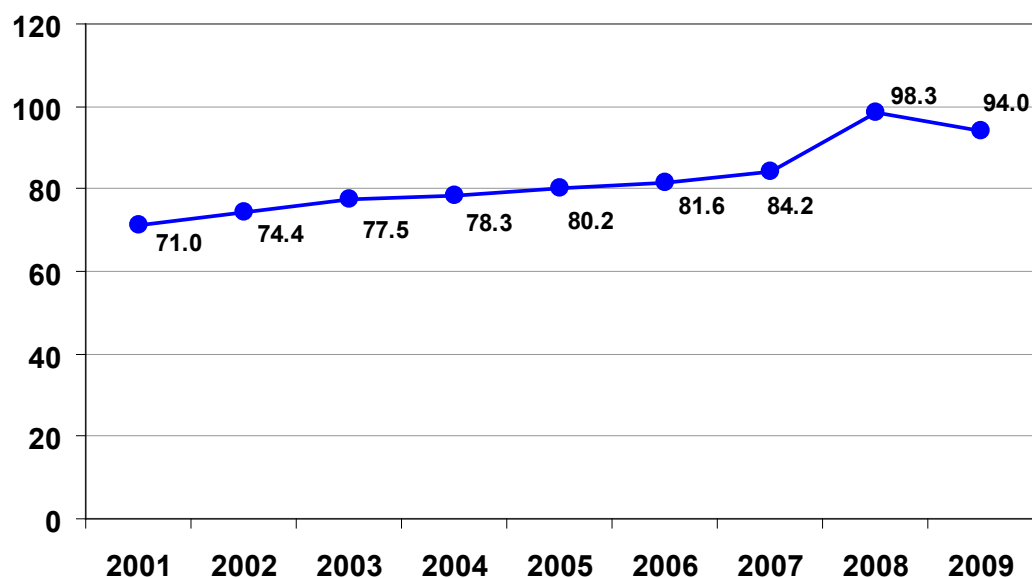
- 72% of respondents agreed that their agency's workplace culture supports people to achieve a suitable work/life balance.
- 36% of respondents believed that taking up flexible work options and leave arrangements would limit career prospects.
- 73% of respondents indicated that their agency's policies support the use of flexible work options and leave arrangements and provide relevant information to staff.
- 75% of respondents perceived managers supported the use of flexible work options and leave arrangements and accommodated the needs of employees.

Refer to Appendix 8 for Employee Perception Survey results for 2008-09.

COMPOSITE EQUITY INDEX FOR 2008-09

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. It is based on participation objectives set out in the *Equity and Diversity Plan for the Public Sector Workforce 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 Western Australian public sector continued to increase from 71 in 2001, until reaching a high of 98.3 in 2008. It has dropped to 94 in 2009.

Composite Equity Index for the public sector: 2001-2009



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 - Equity and diversity in public employment

Appendix 2: Public sector workforce demographics

Appendix 3: Local government workforce demographics

Appendix 4: Public university workforce demographics

Appendix 5: Office of Equal Employment Opportunity publications

Appendix 6: Glossary and definitions

Appendix 7: Public sector agencies, local government and public universities
reported during 2008-09

Appendix 8: Employee Perception Survey results for 2008-09

Appendix 9: Public sector agencies and public universities - Composite Equity Index,
equity index and representation by diversity group for 2008-09

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 *Equal Opportunity Act 1984* (EO Act), as published in the Office of the Public Sector Standards Commissioner Annual Report 2008-09.

Total cost of service: \$1,168,606

Staff: 9 full time equivalent employees

Key effectiveness indicators

Accountability and achievement key effectiveness indicators	2007-08 Actual	2008-09 Budget	2008-09 Actual
Accountability			
Percentage of public authorities that have provided all reports as required by legislation	100%	100%	100%

Notes:

Numbers are based on public authority yearly reports on equal employment opportunity for the year ending 30 June 2009. Public authorities that have provided all reports consist of 122 public sector agencies, 141 local government authorities and 4 public universities (Total =267).

Efficiency indicators

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
2008-09	\$1,169	267	\$4,377
2007-08	\$887	268	\$3,310
2006-07	\$1,038	269	\$3,859
2005-06	\$1,084	267	\$4,377

Notes:

The total costs for the financial year for delivering this output are divided by the total number of public authorities providing yearly reports on equal employment opportunity for the year ending 30 June 2009.

This may differ from the number reported in the OPSSC 2009 Annual Report and OPSSC 2009 State of the Service Report as the data is used for different reporting purposes.

Appendix 2: Public sector workforce demographics

Women and men in the public sector

Representation of women and men 2005-2009					
	2005	2006	2007	2008	2009
Number of employees	125 310	128 052	131 742	154 584	159 033
Number of women	79 861	81 907	85 450	103 723	106 972
Number of men	45 449	46 145	46 292	50 861	52 061
Women as % of all employees	63.7%	64.0%	64.9%	67.1%	67.3%
Estimated women FTEs as % of all estimated FTEs	59.1%	59.3%	60.2%	62.1%	62.2%
Number of youth (<25 yrs)	7 187	7 242	7 777	10 294	10 499
Youth as % of total employees	5.7%	5.7%	5.9%	6.7%	6.6%
Number of mature workers (>45 yrs)	56 927	59 967	62 682	75 511	78 560
Mature workers as % of total employees	45.4%	46.8%	47.6%	48.8%	49.4%

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

Employment type - women and men 2005-2009					
	2005	2006	2007	2008	2009
Permanent women	55 517	57 384	59 004	63 232	67 149
Permanent women as % of all women	69.5%	70.1%	69.1%	61.0%	62.8%
Permanent men	35 757	36 654	36 633	37 942	39 206
Permanent men as % of all men	78.7%	79.4%	79.1%	74.6%	75.3%
Part-time women	29 462	30 568	32 193	40 300	42 099
Part-time women as % of permanent and fixed term women	42.3%	42.6%	42.9%	49.2%	49.2%
Part-time men	3 329	3 546	3 805	6 414	6 423
Part-time men as % of permanent and fixed term men	8.1%	8.5%	9.0%	14.5%	14.1%

Women in management in the public sector

Distribution of women 2005-2009					
	2005	2006	2007	2008	2009
Equity index for women	63	56	56	61	60
Women as % salary ranges 7-10	30.9%	29.5%	29.7%	33.7%	32.9%
Women as % salary ranges 9-10	25.4%	22.8%	23.3%	26.5%	26.6%

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

Women in the senior executive service (SES) 2005-2009					
	2005	2006	2007	2008	2009
People in the SES	364	376	375	375	382
Women in the SES	87	89	85	89	96
Women as % SES	23.9%	23.7%	22.7%	23.7%	25.1%

Women in the management tiers 2005-2009					
	2005	2006	2007	2008	2009
Total in Tier 1	117	121	121	119	122
Women in Tier 1	27	24	30	28	28
Women as % Tier 1	23.1%	19.8%	24.8%	23.5%	23.0%
Total in Tier 2	535	583	565	616	643
Women in Tier 2	156	174	177	209	218
Women as % Tier 2	29.2%	29.8%	31.3%	33.9%	33.9%
Total in Tier 3	1 534	1 566	1 647	1 706	1 720
Women in Tier 3	501	513	539	574	575
Women as % Tier 3	32.7%	32.8%	32.7%	33.6%	33.4%

Note: The number of chief executive officers may not match the number of agencies where one chief executive officer is managing two organisations.

Indigenous Australians in the public sector

Representation of Indigenous Australians 2005-2009					
	2005	2006	2007	2008	2009
Employees surveyed	100 957	106 080	99 465	75 873	78 353
Employees surveyed as % total	80.6%	82.8%	75.5%	49.1%	49.3%
Indigenous Australians	2 535	2 616	2 277	2 507	1 776
Indigenous Australians as % employees surveyed	2.5%	2.5%	2.3%	3.3%	2.3%
Permanent employees as % total	72.8%	73.4%	72.6%	65.4%	66.9%
Permanent Indigenous Australians as % all Indigenous Australians	65.3%	67.2%	67.5%	67.3%	69.4%

Note: a) 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 2005-2009					
	2005	2006	2007	2008	2009
Equity index for Indigenous Australians	35	36	38	39	63
No. Indigenous Australians in salary ranges 7-10	83	72	79	114	93
% All employees salary ranges 7-10	9.6%	8.8%	9.1%	10.1%	9.1%
% Indigenous Australians in salary 7-10	3.6%	3.0%	3.7%	4.5%	5.2%
No. Indigenous Australians in salary ranges 9-10	23	22	18	13	10
% All employees salary ranges 9-10	2.4%	2.5%	2.7%	3.3%	3.2%
% Indigenous Australians in salary ranges 9-10	1.0%	0.9%	0.8%	0.5%	0.6%

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) 2005-2009					
	2005	2006	2007	2008	2009
Indigenous Australians in the SES	9	8	6	N/A	4
Indigenous Australians as % SES	2.5%	2.1%	1.5%	N/A	1.0%

People from culturally diverse backgrounds in the public sector

Representation of people - culturally diverse backgrounds 2005-2009					
	2005	2006	2007	2008	2009
Employees surveyed	101 227	106 836	99 215	75 298	78 712
Employees surveyed as % total	80.8%	83.4%	75.3%	48.7%	49.5%
People culturally diverse backgrounds	8 095	8 628	7 832	9 318	10 113
People from culturally diverse backgrounds as % employees surveyed	8.0%	8.1%	7.9%	12.4%	12.8%
Permanent employees as % total	72.8%	73.4%	72.6%	65.4%	66.9%
Permanent people from culturally diverse backgrounds as % all people from culturally diverse backgrounds	73.9%	75.2%	74.9%	71.3%	73.5%

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 2005-2009					
	2005	2006	2007	2008	2009
Equity index for people from culturally diverse backgrounds	105	133	155	138	155
Number of people from culturally diverse backgrounds in salary ranges 7-10	785	910	1 003	1 389	1 481
% All employees salary ranges 7-10	9.6%	8.8%	9.1%	10.1%	9.1%
% People from culturally diverse backgrounds in salary 7-10	11.0%	12.1%	14.3%	14.9%	14.6%
Number of people from culturally diverse backgrounds in salary ranges 9-10	224	228	294	470	499
% All employees salary ranges 9-10	2.4%	2.5%	2.7%	3.3%	3.2%
% People from culturally diverse backgrounds in salary ranges 9-10	3.1%	3.0%	4.2%	5.0%	4.9%

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) 2005-2009					
	2005	2006	2007	2008	2009
People from culturally diverse backgrounds in the SES	14	13	16	N/A	26
People from culturally diverse backgrounds as % of SES	3.8%	3.5%	4.1%	N/A	6.8%

People with disabilities in the public sector

Representation of people with disabilities 2005-2009					
	2005	2006	2007	2008	2009
Employees surveyed	100 954	105 889	99 460	73 765	75 142
Employees surveyed as % total	80.6%	82.7%	75.5%	47.7%	47.2%
People with disabilities	1 709	1 604	1 504	3 071	2 077
People with disabilities as % employees surveyed	1.7%	1.5%	1.5%	4.2%	2.8%
Permanent employees as % total	72.8%	73.4%	72.6%	65.4%	66.9%
Permanent people with disabilities as % all people with disabilities	75.0%	76.6%	79.9%	81.6%	77.1%

Note: The data on people with disabilities relies on self-nomination.

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

Data has been updated for 2006 based on corrections provided by the Department of Education and Training.

Distribution of people with disabilities 2005-2009					
	2005	2006	2007	2008	2009
Equity index for people with disabilities	79	93	102	119	132
Number of people with disabilities in salary ranges 7-10	115	124	137	400	278
% All employees salary ranges 7-10	9.6%	8.8%	9.1%	10.1%	9.1%
% People with disabilities in salary ranges 7-10	7.8%	8.9%	9.9%	13.1%	13.4%
No. People with disabilities in salary ranges 9-10	25	28	30	64	70
% All employees salary ranges 9-10	2.4%	2.5%	2.7%	3.3%	3.2%
% People with disabilities in salary ranges 9-10	1.7%	2.0%	2.2%	2.1%	3.4%

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) 2005-2009					
	2005	2006	2007	2008	2009
People with disabilities in the SES	3	2	3	N/A	7
People with disabilities as % SES	0.8%	0.5%	0.8%	N/A	1.8%

Appendix 3 – Local government workforce demographics

Women and men in local government

Representation of women and men 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Number of employees	10 718	4 634	10 876	4 587	11 514	4 403	12 153	4 612	13 447	4 912
Number of women	6 695	545	6 737	554	7 217	559	7 858	632	8 767	774
Number of men	4 023	4 089	4 139	4 033	4 297	3 843	4 295	3 980	4 680	4 138
Women as % of all employees	62.5%	11.8%	61.9%	12.1%	62.7%	12.7%	64.7%	13.7%	65.2%	15.8%
Estimated women FTEs as % of all estimated FTEs	57.8%	8.9%	57.1%	9.0%	58.3%	9.6%	60.0%	10.5%	60.9%	12.3%
Number of youth (<25 yrs)	1 491	354	1 640	229	1 453	353	1 490	358	2 162	369
Youth as % of total employees	13.9%	7.6%	15.1%	5.0%	12.6%	8.0%	12.3%	7.8%	16.1%	7.5%
Number of mature workers (>45 yrs)	3 927	2 359	3 905	2 155	4 162	2 153	4 348	2 498	4 544	2 523
Mature workers as % of total employees	36.6%	50.9%	35.9%	47.0%	36.1%	48.9%	35.8%	54.2%	33.8%	51.4%

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

Employment type - women and men 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Permanent women	4 323	367	4 454	321	4 618	302	4 840	358	5 152	396
Permanent women as % of all women	64.6%	67.3%	66.1%	57.9%	64.0%	54.0%	61.6%	56.6%	58.8%	51.2%
Permanent men	2 930	3 868	3 049	3 787	3 072	3 555	2 991	3 698	3 073	3 715
Permanent men as % of all men	72.8%	94.6%	73.7%	93.9%	71.5%	92.5%	69.6%	92.9%	65.7%	89.8%
Part-time women	1 608	159	1 742	114	1 829	87	2 110	112	2 205	96
Part-time women as % of permanent and fixed-term women	34.3%	41.1%	36.5%	34.7%	36.4%	27.4%	39.1%	28.9%	38.8%	23.0%
Part-time men	231	89	254	116	285	77	317	87	366	139
Part-time men as % of permanent and fixed-term men	6.9%	2.3%	7.3%	3.0%	8.3%	2.1%	9.2%	2.3%	10.3%	3.6%

Women in management in local government

Distribution of women 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for women	59	81	62	88	65	101	69	101	76	104
Women as % salary ranges 7-10	27.8%	4.9%	29.6%	4.6%	33.3%	5.9%	36.5%	6.5%	41.9%	8.1%
Women as % salary ranges 9-10	18.5%	5.2%	20.5%	3.8%	23.9%	6.2%	27.8%	6.0%	31.5%	7.5%

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 management tiers 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Total in Tier 1	144		144		144		144		141	
Women in Tier 1	4		4		8		9		14	
Women as % Tier 1	2.8%		2.8%		5.6%		6.3%		9.9%	
Total in Tier 2	366	72	386	54	399	53	422	52	427	58
Women in Tier 2	71	1	87	2	104	0	104	0	113	8
Women as % Tier 2	19.4%	1.4%	22.5%	3.7%	26.1%	0.0%	24.6%	0.0%	26.5%	13.8%
Total in Tier 3	609	238	601	138	550	83	597	104	634	123
Women in Tier 3	199	22	195	8	157	1	200	3	220	16
Women as % Tier 3	32.7%	9.2%	32.4%	5.8%	28.5%	1.2%	33.5%	2.9%	34.7%	13.0%

Indigenous Australians in local government

Representation of Indigenous Australians 2004-2008								
	2004		2005		2006		2007	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	10 094	4 508	9 105	4 106	7 275	3 290	6 674	2 624
Employees surveyed as % of total	94.2%	97.3%	83.7%	89.5%	63.2%	74.7%	54.9%	56.9%
Indigenous Australians	68	197	79	172	85	184	87	163
Indigenous Australians as % of employees surveyed	0.7%	4.4%	0.9%	4.2%	1.2%	5.6%	1.3%	6.2%
							1.5%	8.0%

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	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for Indigenous Australians	40	89	41	96	36	94	56	98
Number of Indigenous Australians in salary ranges 7-10 (for 2003 this is Levels 7-10 for Indoor and Levels 4-6 for Outdoor)	4	118	6	129	3	140	10	140
% All employees salary ranges 7-10	25.0%	72.3%	28.9%	80.1%	28.8%	86.9%	30.2%	86.7%
% Indigenous Australians in salary ranges 7-10	6.8%	63.4%	10.3%	79.1%	5.1%	78.2%	14.5%	91.5%
Number of Indigenous Australians in salary ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Level 6 for Outdoor)	0	47	0	47	1	51	4	60
% All employees salary ranges 9-10	12.7%	26.1%	14.7%	29.7%	14.9%	38.2%	16.3%	38.9%
% Indigenous Australians in salary ranges 9-10	0.0%	25.3%	0.0%	28.8%	1.7%	28.5%	5.8%	39.2%
							1.4%	46.5%

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 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	10 094	4 527	9 140	4 112	7 275	3 290	6 674	2 624	6 360	2 555
Employees surveyed as % of total	94.2%	97.7%	84.0%	89.6%	63.2%	74.7%	54.9%	56.9%	47.3%	52.0%
People from culturally diverse backgrounds	530	314	442	260	700	284	737	321	851	323
People from culturally diverse backgrounds as % of employees surveyed	5.3%	6.9%	4.8%	6.3%	9.6%	8.6%	11.0%	12.2%	13.4%	12.6%

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

Distribution of people from culturally diverse backgrounds 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for people from culturally diverse backgrounds	99	90	112	96	112	101	116	107	112	102
Number of 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)	104	191	127	176	201	239	235	269	273	233
% All employees salary ranges 7-10	25.0%	72.3%	28.9%	80.1%	28.8%	86.9%	30.2%	86.7%	36.8%	88.0%
% People from culturally diverse backgrounds in salary ranges 7-10	25.1%	62.0%	31.5%	69.0%	31.1%	86.0%	34.4%	87.3%	38.2%	79.8%
Number of people from culturally diverse backgrounds in salary ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Levels 6 for Outdoor)	47	61	55	61	106	122	122	165	160	103
% All employees salary ranges 9-10	12.7%	26.1%	14.7%	29.7%	14.9%	38.2%	16.3%	38.9%	19.6%	39.7%
% People from culturally diverse backgrounds in salary ranges 9-10	11.3%	19.8%	13.6%	23.9%	16.4%	43.9%	17.9%	53.6%	22.4%	35.3%

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

People with disabilities in local government

Representation of people with disabilities 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	10 094	4 497	9 142	4 107	7 275	3 290	6 674	2 624	6 360	2 555
Employees surveyed as % of total	94.2%	97.0%	84.1%	89.5%	63.2%	74.7%	54.9%	56.9%	47.3%	52.0%
People with disabilities	72	51	102	79	117	95	106	96	135	114
People with disabilities as % of employees surveyed	0.7%	1.1%	1.1%	1.9%	1.6%	2.9%	1.6%	3.7%	2.1%	4.5%

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	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for people with disabilities	68	68	91	74	109	90	93	92	72	86
Number of people with disabilities in salary ranges 7-10 (for 2003 this is Levels 7-10 for Indoor and Levels 4-6 for Outdoor)	13	21	28	34	38	62	26	68	28	81
% All employees salary ranges 7-10	25.0%	72.3%	28.9%	80.1%	28.8%	86.9%	30.2%	86.7%	36.8%	88.0%
% People with disabilities in salary ranges 7-10	20.0%	41.2%	28.9%	43.0%	33.9%	66.7%	25.7%	71.6%	23.1%	73.0%
Number of people with disabilities in salary ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Levels 6 for Outdoor)	8	2	19	12	19	38	19	36	17	31
% All employees salary ranges 9-10	12.7%	26.1%	14.7%	29.7%	14.9%	38.2%	16.3%	38.9%	19.6%	39.7%
%People with disabilities in salary ranges 9-10	12.3%	3.9%	19.6%	15.2%	17.0%	40.9%	18.8%	37.9%	14.0%	27.9%

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 2005-2009: Academics					
	2005	2006	2007	2008	2009
Number of employees	6 484	6 430	5 202	5 772	7 673
Number of women	2 979	2 997	2 346	2 752	3 649
Number of men	3 505	3 433	2 856	3 020	4 024
Women as % of all employees	45.9%	46.6%	45.1%	47.7%	47.6%
Estimated women FTEs as % of all estimated FTEs	42.5%	42.8%	41.6%	44.0%	44.7%
Number of youth (<25 yrs)	233	219	203	212	171
Youth as % of total employees	3.6%	3.4%	3.9%	3.7%	2.2%
Number of mature workers (>45 yrs)	2 561	2 679	2 677	2 892	3 203
Mature workers as % of total employees	39.5%	41.7%	51.5%	50.1%	41.7%

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

Representation of women and men 2005-2009: General staff					
	2005	2006	2007	2008	2009
Number of employees	7 428	7 484	6 291	7 353	9 243
Number of women	4 785	4 815	4 145	4 834	6 040
Number of men	2 643	2 669	2 146	2 519	3 203
Women as % of all employees	64.4%	64.3%	65.9%	65.7%	65.3%
Estimated women FTEs as % of all estimated FTEs	61.7%	62.0%	62.8%	63.1%	63.2%
Number of youth (<25 yrs)	660	685	688	804	814
Youth as % of total employees	8.9%	9.2%	10.9%	10.9%	8.8%
Number of mature workers (>45 yrs)	2 511	2 575	2 622	2 757	2 900
Mature workers as % of total employees	33.8%	34.4%	41.7%	37.5%	31.4%

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 2005-2009: Academics and general staff					
	2005	2006	2007	2008	2009
Total number of employees	13 912	13 914	11 493	13 125	16 916
Total number of women	7 764	7 812	6 491	7 586	9 689
Total number of men	6 148	6 102	5 002	5 539	7 227
Total women as % of all employees	55.8%	56.1%	56.5%	57.8%	57.3%

Women and men in public universities

Employment type – women and men 2005-2009: Academics					
	2005	2006	2007	2008	2009
Permanent women	769	800	791	814	810
Permanent women as % of all women	25.8%	26.7%	33.7%	29.6%	22.2%
Permanent men	1 391	1 371	1 322	1 296	1 266
Permanent men as % of all men	39.7%	39.9%	46.3%	42.9%	31.5%
Part-time women	434	484	494	547	585
Part-time women as % of permanent and fixed-term women	29.3%	31.6%	31.6%	31.8%	31.8%
Part-time men	297	300	334	341	360
Part-time men as % of permanent and fixed-term men	13.2%	13.2%	14.7%	14.7%	14.9%

Employment type – women and men 2005-2009: General staff					
	2005	2006	2007	2008	2009
Permanent women	2 453	2 464	2 351	2 469	2 548
Permanent women as % of all women	51.3%	51.2%	56.7%	51.1%	42.2%
Permanent men	1 458	1 441	1 394	1 396	1 395
Permanent men as % of all men	55.2%	54.0%	65.0%	55.4%	43.6%
Part-time women	1 239	1 262	1 293	1 349	1 443
Part-time women as % of permanent and fixed-term women	33.9%	34.1%	35.1%	34.5%	34.6%
Part-time men	239	232	219	256	241
Part-time men as % of permanent and fixed-term men	11.6%	11.5%	11.2%	12.4%	11.3%

Women in management in public universities

Distribution of women 2005-2009: Academics					
	2005	2006	2007	2008	2009
Equity index for women	60	64	65	67	68
% Women academics Levels D-E	18.9%	21.5%	22.4%	23.4%	24.7%

Distribution of women 2005-2009: General staff					
	2005	2006	2007	2008	2009
Equity index for women	76	78	79	80	80
% Women at HEW 7-11	49.6%	51.0%	51.5%	51.8%	53.0%

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

Women in management tiers 2005-2009: Academics and general staff					
	2005	2006	2007	2008	2009
Total in Tier 1	4	4	4	4	4
Women in Tier 1	1	0	1	1	1
Women as % of Tier 1	25.0%	0.0%	25.0%	25.0%	25.0%
Total in Tier 2	27	35	24	26	26
Women in Tier 2	8	10	7	9	9
Women as % of Tier 2	29.6%	28.6%	29.2%	34.6%	34.6%
Total in Tier 3	160	171	87	102	124
Women in Tier 3	57	59	30	37	48
Women as % of Tier 3	35.6%	34.5%	34.5%	36.3%	38.7%

Indigenous Australians in public universities

Representation of Indigenous Australians 2005-2009: Academics					
	2005	2006	2007	2008	2009
Employees surveyed	4 938	4 832	4 535	3 339	5 006
Employees surveyed as % of total	76.2%	75.1%	87.2%	57.8%	65.2%
Indigenous Australians	62	57	49	60	58
Indigenous Australians as % of employees surveyed	1.3%	1.2%	1.1%	1.8%	1.2%

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 2005-2009: General staff					
	2005	2006	2007	2008	2009
Employees surveyed	5 726	5 755	5 334	4 758	6 522
Employees surveyed as % of total	77.1%	76.9%	84.8%	64.7%	70.6%
Indigenous Australians	86	70	66	62	73
Indigenous Australians as % of employees surveyed	1.5%	1.2%	1.2%	1.3%	1.1%

Distribution of Indigenous Australians 2005-2009 Academics					
	2005	2006	2007	2008	2009
Equity Index for Indigenous Australians	50	60	55	56	59
Number of Indigenous Australians in Academic Levels D-E	4	6	5	6	8

Distribution of Indigenous Australians 2005-2009: General Staff					
	2005	2006	2007	2008	2009
Equity index for Indigenous Australians	55	55	77	70	58
No. Indigenous Australians in HEW Levels 7-11	13	11	15	10	13

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

People from culturally diverse backgrounds in public universities

Representation of people from culturally diverse backgrounds 2005-2009: Academics					
	2005	2006	2007	2008	2009
Employees surveyed	4 273	3 983	3 692	3 339	5 006
Employees surveyed as % of total	65.9%	61.9%	71.0%	57.8%	65.2%
People from culturally diverse backgrounds	820	637	819	877	1 078
People from culturally diverse backgrounds as % of employees surveyed	19.2%	16.0%	22.2%	26.3%	21.5%

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 2005-2009: General staff					
	2005	2006	2007	2008	2009
Employees surveyed	5 325	5 010	4 788	4 758	6 522
Employees surveyed as % of total	71.7%	66.9%	76.1%	64.7%	70.6%
People from culturally diverse backgrounds	916	700	855	905	1 194
People from culturally diverse backgrounds as % of employees surveyed	17.2%	14.0%	17.9%	19.0%	18.3%

Distribution of people from culturally diverse backgrounds 2005-2009: Academics					
	2005	2006	2007	2008	2009
Equity index for people from culturally diverse backgrounds	103	106	90	98	88
Number of people from culturally diverse backgrounds in Academic Levels D-E	180	144	164	182	207

Distribution of people from culturally diverse backgrounds 2005-2009: General staff					
	2005	2006	2007	2008	2009
Equity index for people from culturally diverse backgrounds	99	99	99	105	95
Number of people from culturally diverse backgrounds in HEW Levels 7-11	234	192	251	273	343

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 2005-2009: Academics					
	2005	2006	2007	2008	2009
Employees surveyed	3 072	2 892	2 870	3 339	5 006
Employees surveyed as % of total	47.4%	45.0%	55.2%	57.8%	65.2%
People with disabilities	96	81	77	76	74
People with disabilities as % of employees surveyed	3.1%	2.8%	2.7%	2.3%	1.5%

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 2005-2009: General staff					
	2005	2006	2007	2008	2009
Employees surveyed	3 914	3 812	3 460	4 758	6 522
Employees surveyed as % of total	52.7%	50.9%	55.0%	64.7%	70.6%
People with disabilities	123	116	114	119	113
People with disabilities as % of employees surveyed	3.1%	3.0%	3.3%	2.5%	1.7%

Distribution of people with disabilities 2005-2009: Academics					
	2005	2006	2007	2008	2009
Equity Index for people with disabilities	106	114	123	106	105
Number of people with disabilities in academic Levels D-E	18	15	16	15	14

Distribution of people with disabilities 2005-2009: General staff					
	2005	2006	2007	2008	2009
Equity index for people with disabilities	69	70	65	72	76
Number of people with disabilities in HEW Levels 7-11	24	22	22	24	25

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: Office of Equal Employment Opportunity publications

The following publications and reports have been produced by the Office of Equal Employment Opportunity (OEEO). Limited numbers of these publications are available to the public at no cost. OEEO publications can be made available in alternative formats on request. They may also be downloaded from the OEEO web site at: www.oeeo.wa.gov.au

OEEO PUBLICATIONS

Accessing Abilities:

Recruiting and Retaining People with Disabilities in the WA Public Sector

Annual Reports:

Archive of past and present OEEO Annual Reports from 1999 – 2008

Acts of Courage:

Public Sector CEOs on Men, Women and Work

Breaking Through:

Women Executives in the WA Public Sector

Diversity Survey Information

Surveying staff on diversity and disability

Diversity Survey Questionnaire

Surveying staff on diversity and disability

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 100 Staff

EEO and Diversity Management Plans:

Template for Local Governments with more than 100 Staff

Equity and Diversity Plan for the Public Sector Workforce 2006-2009 (includes Progress Reports)

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**

A guide for HR managers and practitioners

Insights - Strategies for Success:

A Support Strategy for Recruitment and Retention of Indigenous Australians

OEEO – What We Do**Recruiting for the Western Australian Public Sector:**

A quick guide for recruitment consultants

Updated Equity and Diversity Statistics for the ‘Showing The Way’ Series**Showing the Way:**

- Employees from Culturally Diverse Backgrounds
- Employing People with Disabilities
- Employing Youth
- Employment and Retention of Indigenous Australians
- Women in Management

Supported Work Team documentary

Demonstrates the benefits of employing people with disabilities through the Supported Work Team initiative

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 – OEEO Newsletter

Diversity Bizz – OEEO Bulletin

Appendix 6: Glossary and definitions

The following notes and definitions clarify some of the main terms relevant to equal opportunity and diversity in Western Australia. Where strict definitions are required the *Equal Opportunity Act 1984* (EO Act) should be consulted. There are also definitions pertinent to demographic data collection undertaken by public sector agencies, local government authorities and public universities. For more details visit the Office of Equal Employment Opportunity (OEEO) website at www.oeeo.wa.gov.au

Employee Perception Surveys

Employee Perception Surveys of employees in public sector agencies are conducted by the Office of the Public Sector Standards Commissioner (OPSSC). These include questions relating to human resource management, ethics and equity and diversity. Analysis of the Employee Perception Surveys is conducted comparing responses for each agency to the public sector aggregate and providing a gender breakdown.

EEO

Equal employment opportunity.

Employment type

The employment type relates to whether an 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 s.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 chief executive officer, 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, 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, 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 (that is, 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; and
- ongoing assistance or supervision to carry out their duties.

Types of impairments

- Sight - use braille, low vision aids or other special technology such as appropriate computers or screens (note: does not include glasses or contact lenses).
- Speech - use aids such as word processors or communication boards in order to be understood or need extra time to be understood.
- Hearing - use aids such as a hearing help card or volume control telephone in order to hear, or TTY (telephone typewriter), Auslan interpreter or note-taker in order to communicate.

- Learning - use specific support and training to perform the job, need more than average time to learn some parts of a job or have difficulty with reading or writing eg have an intellectual disability, acquired brain injury or dyslexia.
- Use of arms or hands - use specific equipment; 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 or 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 the survey is the number of people that have responded to the request for information divided by the total number of employees in the organisation (including casuals and others). 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 from state to state:

- APS: SES positions are managerial positions above senior officer grades
- WA: The WA SES is generally comprised of positions classified at salary level 9 or above that carry specific management or policy responsibilities. Chief executive officers are appointed under s.45 of the *Public Sector Management Act 1994* whereas other SES members are appointed under ss 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):

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

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 100 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:

$$CI = \left[\frac{\sum_{k=1}^4 (E_k \times Tgt_k)^{\alpha} + (P_k \times Tgt_k)^{\alpha}}{\sum_{k=1}^4 (Y_k \times Tgt_k)^{\alpha} + (Z_k \times Tgt_k)^{\alpha}} \right]^{\frac{1}{\alpha}}$$

Where:

- CI is the composite equity index score for an agency;
- α is equal to 0.5;
- k represents the equity groups (women, Indigenous Australians, people from culturally diverse backgrounds 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 the *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* (EDP2). 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 EDP2.

Appendix 7: Public sector agencies, local government and public universities reported during 2008-09

List of public sector agencies as at 30 June 2009		
The Western Australian public sector agencies whose data is aggregated in this report are listed below:		
Albany Port Authority	Animal Resources Authority	Architects Board of WA
Botanic Gardens and Parks Authority	Broome Port Authority	Builders and Painters' Registration Board of WA
Building and Construction Industry Training Fund	Bunbury Port Authority	Bunbury Water Board
Burswood Park Board	Busselton Water Board	C Y O'Connor College of TAFE
Central TAFE	Central West TAFE	Challenger TAFE
Chemistry Centre WA	Commissioner for Children and Young People	Corruption and Crime Commission
Country High School Hostels Authority	Curriculum Council	Dampier Port Authority
Department for Child Protection	Department for Communities	Department for Planning and Infrastructure
Department of Agriculture and Food	Department of Commerce	Department of Corrective Services
Department of Culture and the Arts	Department of Education and Training	Department of Education Services
Department of Environment and Conservation	Department of Fisheries	Department of Health
Department of Housing	Department of Indigenous Affairs	Department of Local Government and Regional Development
Department of Mines and Petroleum	Department of Racing, Gaming and Liquor	Department of Sport and Recreation
Department of State Development	Department of the Attorney General	Department of the Premier and Cabinet
Department of the Registrar Western Australian Industrial Relations Commission	Department of Treasury and Finance	Department of Water
Disability Services Commission	East Perth and Subiaco Redevelopment Authorities	Economic Regulation Authority
Equal Opportunity Commission	Esperance Port Authority	Fire and Emergency Services Authority of WA
Forest Products Commission	Fremantle Port Authority	Gascoyne Development Commission
Geraldton Port Authority	Gold Corporation	Goldfields Esperance Development Commission
Government Employees Superannuation Board (GESB)	Great Southern Development Commission	Great Southern TAFE
Hairdressers' Registration Board	Health Promotion Foundation of WA "Healthway"	Heritage Council of WA
Horizon Power	Independent Market Operator	Insurance Commission of Western Australia
Kimberley College of TAFE	Kimberley Development Commission	Landgate
Law Reform Commission of WA	Legal Aid Western Australia	Lotterywest
Main Roads Western Australia	Metropolitan Cemeteries Board	Midland Redevelopment Authority

List of public sector agencies as at 30 June 2009 (continued)		
Midwest Development Commission	Minerals and Energy Research Institute of WA	National Trust of WA
Nurses and Midwives Board of WA	Office of Energy	Office of Health Review
Office of the Auditor General	Office of the Director of Public Prosecutions	Office of the Information Commissioner
Office of the Inspector of Custodial Services	Office of the Public Sector Standards Commissioner	Office of the State Ombudsman
Peel Development Commission	Perth Market Authority	Pharmaceutical Council of WA
Pilbara College of TAFE	Pilbara Development Commission	Port Hedland Port Authority
Potato Marketing Corporation of WA	Public Sector Commission	Public Transport Authority
Racing and Wagering WA	Rottnest Island Authority	Small Business Development Corporation
South West Development Commission	South West Regional College of TAFE	Swan TAFE
Synergy Energy	Verve Energy	Veterinary Surgeons Board
WA College of Teaching	WA Greyhound Racing Authority	WA Institute of Sport
WA Legal Practice Board	WA Meat Authority	WA Treasury Corporation
Water Corporation	West Australian Tourism Commission	West Coast College of TAFE
Western Australia Police Service	Western Australian Electoral Commission	Western Australian Land Authority 'LandCorp'
Western Australian Sports Centre Trust	Western Power	Wheatbelt Development Commission
WorkCover	Zoological Parks Authority (Perth Zoo)	

Independent agencies reported by larger agency and under their EEO Plan

For the purposes of reporting by the OEE0 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:

- Conservation Commission Western Australia reported with Department of Environment and Conservation
- Drug and Alcohol Office reported with Department of Health
- Electoral Officers are reported as a part of the Department of the Premier and Cabinet.
- Keep Australia Beautiful Council reported with Department of Environment and Conservation.
- Office of the Public Advocate are reported with Department of the Attorney General.
- Public Trustee's Office are reported as a part of the Department of the Attorney General.
- Salaries and Allowances Tribunal are reported as a part of the Department of the Premier and Cabinet.
- State Supply Commission reported with Department of Treasury and Finance
- Swan River Trust are reported with Department of Environment and Conservation.

Agencies removed in 2008-09

- Department of Consumer and Employment Protection (refer below for new agencies)
- Department of Housing and Works (refer below for new agencies)
- Department of Industry and Resources (refer below for new agencies)

New agencies in 2008-09

- Department of Commerce (formerly Department of Industry and Resources and Department of Consumer and Employment Protection)
- Department of Housing (Works now with the Department of Treasury and Finance)
- Department of Mines and Petroleum (split from Department of Industry and Resources)
- Department of State Development (split from Department of Industry and Resources)
- Public Sector Commission (formerly part of Department of the Premier and Cabinet)

Local government authorities as at 30 November 2008		
City of Albany	Shire of Cunderdin	Shire of Narrogin
City of Armadale	Shire of Dalwallinu	Shire of Ngaanyatjarrika
City of Bayswater	Shire of Dandaragan	Shire of Northam
City of Belmont	Shire of Dardanup	Shire of Northampton
City of Bunbury	Shire of Denmark	Shire of Nungarin
City of Canning	Shire of Derby-West Kimberley	Shire of Peppermint Grove
City of Cockburn	Shire of Donnybrook-Balingup	Shire of Perenjori
City of Fremantle	Shire of Dowerin	Shire of Pingelly
City of Geraldton-Greenough	Shire of Dumbleyung	Shire of Plantagenet
City of Gosnells	Shire of Dundas	Shire of Quairading
City of Joondalup	Shire of East Pilbara	Shire of Ravensthorpe
City of Kalgoorlie-Boulder	Shire of Esperance	Shire of Roebourne
City of Mandurah	Shire of Exmouth	Shire of Sandstone
City of Melville	Shire of Gingin	Shire of Serpentine-Jarrahdale
City of Nedlands	Shire of Gnowangerup	Shire of Shark Bay
City of Perth	Shire of Goomalling	Shire of Tammin
City of Rockingham	Shire of Halls Creek	Shire of Three Springs
City of South Perth	Shire of Harvey	Shire of Toodyay
City of Stirling	Shire of Irwin	Shire of Trayning
City of Subiaco	Shire of Jerramungup	Shire of Upper Gascoyne
City of Swan	Shire of Kalamunda	Shire of Victoria Plains
City of Wanneroo	Shire of Katanning	Shire of Wagin
Shire of Ashburton	Shire of Kellerberrin	Shire of Wandering
Shire of Augusta-Margaret River	Shire of Kent	Shire of Waroona
Shire of Beverley	Shire of Kojonup	Shire of West Arthur
Shire of Boddington	Shire of Kondinin	Shire of Westonia
Shire of Boyup Brook	Shire of Koorda	Shire of Wickepin
Shire of Bridgetown-Greenbushe	Shire of Kulin	Shire of Williams
Shire of Brookton	Shire of Lake Grace	Shire of Wiluna
Shire of Broome	Shire of Laverton	Shire of Wongan-Ballidu
Shire of Broomehill-Tambellup	Shire of Leonora	Shire of Woodanilling
Shire of Bruce Rock	Shire of Manjimup	Shire of Wyalkatchem

Local government authorities as at 30 November 2008 (continued)		
Shire of Busselton	Shire of Meekatharra	Shire of Wyndham-East Kimberley
Shire of Capel	Shire of Menzies	Shire of Yalgoo
Shire of Carnamah	Shire of Merredin	Shire of Yilgarn
Shire of Carnarvon	Shire of Mingenew	Shire of York
Shire of Chapman Valley	Shire of Moora	Town of Bassendean
Shire of Chittering	Shire of Morawa	Town of Cambridge
Shire of Christmas Island	Shire of Mount Magnet	Town of Claremont
Shire of Cocos (Keeling) Islands	Shire of Mount Marshall	Town of Cottesloe
Shire of Collie	Shire of Mukinbudin	Town of East Fremantle
Shire of Coolgardie	Shire of Mullewa	Town of Kwinana
Shire of Coorow	Shire of Mundaring	Town of Mosman Park
Shire of Corrigin	Shire of Murchison	Town of Narrogin
Shire of Cranbrook	Shire of Murray	Town of Port Hedland
Shire of Cuballing	Shire of Nannup	Town of Victoria Park
Shire of Cue	Shire of Naremburn	Town of Vincent

New local government authorities or changed since 2007-08

- City of Geraldton now City of Geraldton-Greenough
- Shire of Greenough now City of Geraldton-Greenough
- Shire of Broomehill now Shire of Broomehill-Tambellup
- Shire of Tambellup now Shire of Broomehill-Tambellup

Public universities as at 31 March 2009
Curtin University of Technology
Edith Cowan University
Murdoch University
University of Western Australia

Appendix 8: Employee Perception Survey results for 2008-09

EEO and Diversity	No Response	Agree Strongly	Agree Somewhat	Neither Agree nor Disagree	Disagree Somewhat	Disagree Strongly	Don't Know or Doesn't Apply
Your agency is committed to creating a diverse workforce (eg gender, age, cultural background, disability and Indigenous status)	4.5%	43.0%	34.7%	8.9%	3.1%	1.6%	4.2%
Your workplace culture supports people to achieve a suitable work/life balance	4.8%	37.3%	34.7%	8.4%	8.6%	4.9%	1.4%

EEO and Diversity	No Response	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Don't Know or Doesn't Apply
Taking up flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements) would limit your career in your agency	4.5%	12.6%	24.0%	24.4%	22.0%	12.5%
Your agency's policies support the use of flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements) and provide relevant information to staff	4.5%	36.3%	37.0%	8.4%	6.2%	7.7%
Your immediate supervisor supports the use of flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements) and accommodates the needs of employees	4.6%	44.5%	30.6%	7.1%	4.9%	8.2%

EEO and Diversity	No Response	Yes	No	Don't know / No Opinion
Has your agency supported you in feeling confident in working with people from different diversity groups? (for example people from culturally diverse backgrounds, people with disabilities, Indigenous Australians and other diversity groups)	4.9%	61.9%	9.4%	23.8%
Your workplace culture is equally welcoming of people from all diversity groups (for example people from culturally diverse backgrounds, people with disabilities, Indigenous Australians and other diversity groups)a	4.9%	81.7%	4.3%	9.0%
Your immediate supervisor treats employees from all diversity groups in the workplace with equal respectb	5.7%	82.3%	3.5%	8.5%
Your co-workers treat employees from all diversity groups in the workplace with equal respectc	5.5%	79.7%	6.7%	8.1%
Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in your workplace	4.8%	9.3%	77.1%	8.7%
Staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in your workplace	6.2%	5.9%	81.7%	6.3%
Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status occurs in your workplace	4.9%	11.4%	71.5%	12.1%
Unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in your workplace	9.5%	4.5%	71.5%	14.5%

For questions marked a, b, c, and d, where response was “No” the following diversity groups were selected:

EEO and Diversity	People from Culturally Diverse Backgrounds	People with Disabilities	Indigenous Australians	Other
a. If not, people from which diversity group were not welcomed	33.8%	24.4%	25.2%	16.5%
b. If not, people from which diversity group were not treated with equal respect	34.2%	18.3%	21.7%	25.8%
c. If not, people from which diversity group were not treated with equal respect	43.2%	17.1%	26.3%	13.4%
d. If yes, about which diversity group were unwelcome comments, jokes or remarks made about	38.5%	14.6%	24.5%	22.4%

Appendix 9: Public sector agencies and public universities – Composite equity index, equity index and representation by diversity group for 2008-09

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

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	157	70
Central TAFE	1,711	98
Central West College of TAFE	356	79
Challenger TAFE	1,180	83
Chemistry Centre (WA)	119	73
Corruption and Crime Commission	163	52
Country High School Hostels Authority	154	76
Curriculum Council	170	87
CY O'Connor College of TAFE	265	99
Department for Child Protection	2,250	109
Department for Communities	273	101
Department for Planning and Infrastructure	2,062	76
Department of Agriculture and Food	1,694	73
Department of Commerce	1,053	90
Department of Corrective Services	4,465	95
Department of Culture and the Arts	870	85
Department of Education and Training	54,233	116
Department of Environment and Conservation	2,414	73
Department of Fisheries	490	63
Department of Health	43,258	105
Department of Housing	1,140	88
Department of Indigenous Affairs	159	123
Department of Local Government and Regional Development	161	54
Department of Mines and Petroleum	767	79
Department of Racing, Gaming and Liquor	124	100
Department of Sport and Recreation	298	86
Department of State Development	173	66
Department of the Attorney General	1,912	95
Department of the Premier and Cabinet	927	83
Department of Treasury and Finance	1,689	84
Department of Water	650	104
Disability Services Commission	2,004	102
Esperance Port Authority	108	68
Fire and Emergency Services Authority of WA	1,345	60
Forest Products Commission	375	42

Agency name	Number of employees	Composite equity index
Fremantle Port Authority	320	96
Gold Corporation	259	71
Government Employees Superannuation Board	257	66
Great Southern TAFE	488	105
Horizon Power	347	126
Insurance Commission of WA	362	68
Kimberley College of TAFE	172	85
Landgate	995	132
Legal Aid WA	315	158
Lotterywest (Lotteries Commission of WA)	201	70
Main Roads WA	1,078	58
Metropolitan Cemeteries Board	140	70
Office of the Auditor General	116	88
Office of the Director of Public Prosecutions	267	71
Pilbara TAFE	327	86
Public Sector Commission	113	96
Public Transport Authority	1,381	59
Racing and Wagering Western Australia	509	49
Rottnest Island Authority	155	52
South West Regional College of TAFE	778	78
Swan TAFE	1,929	75
Synergy	440	68
Verve Energy	594	96
WA Police Service	8,427	64
Water Corporation	2,928	68
West Coast College of TAFE	680	116
Western Australian Land Authority	190	77
Western Australian Sports Centre Trust	917	105
Western Australian Tourism Commission	169	72
Western Power	2,818	71
WorkCover WA	150	76
Zoological Parks Authority	242	111

University		Number of employees	Composite equity index
Curtin University of Technology	ACA	2,361	82
Curtin University of Technology	HEWS	2,539	93
Edith Cowan University	ACA	1,123	100
Edith Cowan University	HEWS	1,275	102
Murdoch University	ACA	1,106	78
Murdoch University	HEWS	1,183	79
University of Western Australia	ACA	3,083	87
University of Western Australia	HEWS	4,246	91

Note: Data used to calculate the equity index and percent representation is as supplied by individual agencies through HR MOIR as at 30 June 2009. Only agencies with more than 100 employees are included in the table.

(H) = Agency name as at 30 June 2009.

Equity index and representation by diversity group

Public sector agencies and public universities with more than 100 staff

Agency name	Equity index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Botanic Gardens and Parks Authority	78.8	18.1	60.6	2.3	49.7%	1.1%	20.8%	1.9%
Central TAFE	93.1	191.9	64.4	53.9	60.8%	1.0%	19.3%	2.8%
Central West College of TAFE	72.9	133.8	47.9	59.0	63.2%	4.5%	4.8%	1.4%
Challenger TAFE	85.0	36.4	74.0	78.5	54.4%	1.3%	13.7%	2.6%
Chemistry Centre (WA)	44.8	23.9	62.0	165.6	42.9%	0.8%	21.0%	2.5%
Corruption and Crime Commission	64.8	0.0	113.2	50.5	41.1%	0.0%	7.4%	0.6%
Country High School Hostels Authority	62.9	5.0	218.1	5.0	68.8%	2.7%	6.5%	0.7%
Curriculum Council	69.9	15.9	119.6	202.2	70.0%	1.3%	8.8%	1.3%
CY O'Connor College of TAFE	48.9	16.2	324.2	24.4	64.2%	8.8%	7.5%	3.1%
Department for Child Protection	82.9	46.6	113.5	101.7	79.3%	9.7%	11.2%	1.6%
Department for Communities	83.0	62.7	101.7	25.1	90.5%	9.6%	7.4%	1.4%
Department for Planning and Infrastructure	59.7	21.2	95.3	49.3	53.6%	0.8%	15.8%	3.3%
Department of Agriculture and Food	53.0	20.0	80.3	97.8	41.8%	2.0%	15.9%	2.8%
Department of Commerce	67.5	104.7	109.1	97.4	55.3%	1.3%	9.7%	5.1%
Department of Corrective Services	96.5	65.4	144.0	55.2	47.3%	8.0%	9.8%	1.1%
Department of Culture and the Arts	81.0	49.2	72.3	46.9	66.8%	1.6%	14.8%	1.6%
Department of Education and Training	69.8	205.5	219.2	178.5	81.9%	2.4%	6.7%	2.1%
Department of Environment and Conservation	59.4	13.6	139.0	97.0	46.0%	4.5%	6.2%	1.0%
Department of Fisheries	43.0	83.1	78.7	92.7	41.6%	1.0%	5.8%	2.9%
Department of Health	69.2	31.7	130.1	170.0	77.4%	0.9%	16.1%	4.9%
Department of Housing	56.7	68.3	104.6	49.0	60.0%	10.2%	9.6%	1.3%
Department of Indigenous Affairs	85.3	66.3	76.5	91.0	61.6%	32.7%	13.2%	3.1%

Agency name	Equity index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Department of Local Government and Regional Development	63.7	0.0	0.0	164.7	57.1%	0.0%	0.0%	30.0%
Department of Mines and Petroleum	55.1	114.8	103.8	86.5	43.7%	0.3%	17.4%	2.8%
Department of Racing, Gaming and Liquor	51.0	38.2	75.3	684.3	52.4%	0.8%	18.7%	4.2%
Department of Sport and Recreation	56.3	115.5	144.7	98.5	52.0%	2.8%	8.3%	2.1%
Department of State Development	68.2	0.0	79.7	68.0	50.3%	0.0%	18.5%	1.8%
Department of the Attorney General	66.9	96.1	69.9	112.5	67.8%	4.8%	12.4%	2.5%
Department of the Premier and Cabinet	69.9	122.8	55.9	36.8	66.6%	0.7%	11.9%	4.1%
Department of Treasury and Finance	69.5	83.1	84.3	146.0	48.8%	0.7%	19.7%	0.9%
Department of Water	68.9	102.4	71.6	113.0	48.6%	0.9%	9.8%	30.0%
Disability Services Commission	87.9	128.4	83.5	67.6	68.3%	0.9%	18.5%	4.0%
Esperance Port Authority	102.2	55.3	192.5	29.4	8.3%	2.3%	5.7%	5.7%
Fire and Emergency Services Authority of WA	96.5	105.6	85.9	93.4	14.6%	0.2%	7.0%	1.6%
Forest Products Commission	23.0	2.0	119.4	0.0	44.8%	1.1%	10.9%	0.0%
Fremantle Port Authority	93.1	32.7	131.3	364.2	21.3%	0.5%	12.1%	13.6%
Gold Corporation	57.4	8.0	65.1	1.7	48.3%	2.0%	33.2%	1.2%
Government Employees Superannuation Board	82.1	17.8	94.2	0.0	58.0%	0.4%	20.2%	0.0%
Great Southern TAFE	83.3	40.9	283.4	73.6	62.9%	4.3%	5.7%	2.9%
Horizon Power	66.4	51.7	96.2	159.5	28.0%	2.3%	103.4%	5.1%
Insurance Commission of WA	46.1	9.1	79.0	60.6	51.9%	0.3%	15.5%	3.7%
Kimberley College of TAFE	69.3	46.7	86.7	20.9	60.5%	12.2%	7.0%	1.8%
Landgate	68.3	32.9	62.0	60.5	44.4%	1.0%	17.5%	100.0%
Legal Aid WA	73.7	83.5	67.3	87.2	80.3%	1.6%	12.0%	100.0%
Lotterywest (Lotteries Commission of WA)	77.0	15.6	68.9	29.3	58.2%	0.5%	11.9%	2.0%
Main Roads WA	51.2	23.9	103.1	65.9	26.2%	0.9%	10.3%	2.2%
Metropolitan Cemeteries Board	98.1	3.2	259.5	3.2	34.3%	2.1%	5.7%	0.7%

Agency name	Equity index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Office of the Auditor General	61.7	7.5	57.1	53.2	58.6%	0.9%	38.8%	4.3%
Office of the Director of Public Prosecutions	86.4	53.5	114.2	0.0	61.4%	1.3%	12.7%	0.0%
Pilbara TAFE	57.7	52.2	29.4	112.5	66.1%	8.0%	11.0%	3.2%
Public Sector Commission	84.5	0.0	84.2	117.8	61.9%	0.0%	15.7%	3.7%
Public Transport Authority	75.7	18.8	89.6	53.1	21.7%	0.9%	16.2%	0.6%
Racing and Wagering Western Australia	38.1	8.0	235.2	0.0	45.0%	0.4%	5.7%	0.0%
Rottneest Island Authority	65.2	2.2	18.3	16.6	54.2%	0.8%	8.4%	1.7%
South West Regional College of TAFE	73.4	45.8	76.3	45.9	64.9%	2.4%	6.0%	2.4%
Swan TAFE	60.7	64.1	36.5	83.3	54.5%	1.5%	17.5%	1.6%
Synergy	74.4	0.0	87.3	19.5	63.4%	0.0%	21.1%	0.9%
Verve Energy	108.7	117.6	102.8	104.6	12.5%	0.6%	49.9%	3.6%
WA Police Service	53.1	53.1	89.1	100.1	32.2%	1.8%	6.6%	2.5%
Water Corporation	65.9	35.5	116.8	107.4	29.1%	1.3%	11.3%	1.5%
West Coast College of TAFE	60.8	1246.2	44.4	73.9	70.7%	0.6%	20.1%	1.9%
Western Australian Land Authority	78.2	45.7	110.6	50.6	51.6%	1.1%	8.4%	2.1%
Western Australian Sports Centre Trust	82.2	3.8	73.3	1240.6	61.8%	0.1%	14.1%	0.9%
Western Australian Tourism Commission	74.5	40.4	43.8	14.0	66.9%	4.3%	9.6%	0.6%
Western Power	71.5	51.4	107.9	78.5	18.7%	0.7%	24.9%	1.7%
WorkCover WA	74.8	39.0	56.4	13.6	60.0%	0.8%	13.4%	4.7%
Zoological Parks Authority	112.5	5.8	106.6	421.7	65.7%	1.7%	7.4%	6.6%

University		Equity Index				% Representation			
		Women	IA	CDB	PWD	Women	IA	CDB	PWD
Curtin University of Technology	ACA	69.8	48.5	93.4	86.1	51.3%	1.0%	17.6%	1.7%
Curtin University of Technology	HEWS	76.7	50.3	89.0	99.5	64.8%	1.3%	20.0%	2.0%
Edith Cowan University	ACA	74.4	87.6	84.3	121.0	50.5%	2.0%	24.5%	4.4%
Edith Cowan University	HEWS	79.8	64.0	108.4	75.9	67.4%	2.0%	17.3%	4.5%
Murdoch University	ACA	64.3	71.1	97.0	134.8	46.8%	0.8%	15.8%	0.5%
Murdoch University	HEWS	81.0	50.0	107.3	54.1	66.8%	0.7%	9.1%	0.6%
University of Western Australia	ACA	65.8	66.2	79.7	225.9	43.9%	1.1%	28.0%	0.4%
University of Western Australia	HEWS	87.9	84.0	104.2	54.5	64.6%	0.7%	20.3%	0.6%

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 name	Number of employees*				Total employees surveyed			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Botanic Gardens and Parks Authority	78	1	10	1	157	95	48	53
Central TAFE	1,041	17	331	43	1,711	1,709	1,711	1,546
Central West College of TAFE	225	16	17	5	356	356	356	355
Challenger TAFE	642	15	162	31	1,180	1,179	1,180	1,172
Chemistry Centre (WA)	51	1	25	3	119	119	119	119
Corruption and Crime Commission	67	0	12	1	163	163	163	163
Country High School Hostels Authority	106	4	10	1	154	147	153	147
Curriculum Council	119	2	14	2	170	159	159	159
CY O'Connor College of TAFE	170	23	20	8	265	260	265	256
Department for Child Protection	1,784	216	250	31	2,250	2,232	2,237	1,904
Department for Communities	247	26	20	3	273	271	272	210
Department for Planning and Infrastructure	1,105	13	252	52	2,062	1,596	1,596	1,596
Department of Agriculture and Food	708	31	262	44	1,694	1,579	1,652	1,563
Department of Commerce	582	10	102	38	1,053	753	1,053	747
Department of Corrective Services	2,114	260	310	32	4,465	3,230	3,154	2,993
Department of Culture and the Arts	581	10	95	10	870	634	640	629
Department of Education and Training	44,415	228	644	205	54,233	9,656	9,642	9,656
Department of Environment and Conservation	1,111	82	150	22	2,414	1,822	2,414	2,174
Department of Fisheries	204	5	28	14	490	479	484	476
Department of Health	33,488	132	2,490	762	43,258	15,460	15,460	15,460
Department of Housing	684	95	109	15	1,140	927	1,139	1,133
Department of Indigenous Affairs	98	52	21	5	159	159	159	159

Agency name	Number of employees*				Total employees surveyed			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Department of Local Government and Regional Development	92	0	0	3	161	10	10	10
Department of Mines and Petroleum	335	2	133	21	767	764	765	755
Department of Racing, Gaming and Liquor	65	1	23	5	124	122	123	120
Department of Sport and Recreation	155	7	21	5	298	246	253	233
Department of State Development	87	0	32	3	173	172	173	171
Department of the Attorney General	1,297	72	191	34	1,912	1,499	1,546	1,350
Department of the Premier and Cabinet	617	3	52	18	927	434	437	434
Department of Treasury and Finance	824	8	253	11	1,689	1,226	1,282	1,281
Department of Water	316	6	64	6	650	650	650	20
Disability Services Commission	1,368	18	287	68	2,004	1,953	1,551	1,691
Esperance Port Authority	9	2	5	5	108	88	88	88
Fire and Emergency Services Authority of WA	197	1	30	7	1,345	428	428	427
Forest Products Commission	168	4	41	0	375	373	375	207
Fremantle Port Authority	68	1	22	3	320	182	182	22
Gold Corporation	125	5	81	3	259	244	244	244
Government Employees Superannuation Board	149	1	52	0	257	257	257	257
Great Southern TAFE	307	21	28	14	488	485	488	484
Horizon Power	97	4	181	9	347	175	175	175
Insurance Commission of WA	188	1	51	12	362	334	330	323
Kimberley College of TAFE	104	21	12	3	172	172	172	170
Landgate	442	8	82	39	995	806	468	39
Legal Aid WA	253	4	32	11	315	253	266	11
Lotterywest (Lotteries Commission of WA)	117	1	24	4	201	200	201	201
Main Roads WA	282	10	111	24	1,078	1,078	1,078	1,078
Metropolitan Cemeteries Board	48	3	8	1	140	140	140	139

Agency name	Number of employees*				Total employees surveyed			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Office of the Auditor General	68	1	45	5	116	116	116	116
Office of the Director of Public Prosecutions	164	3	27	0	267	228	212	198
Pilbara TAFE	216	26	36	8	327	326	327	247
Public Sector Commission	70	0	13	3	113	82	83	82
Public Transport Authority	299	11	205	7	1,381	1,283	1,268	1,267
Racing and Wagering Western Australia	229	2	27	0	509	470	471	509
Rottne Island Authority	84	1	10	2	155	125	119	118
South West Regional College of TAFE	505	19	47	18	778	776	778	761
Swan TAFE	1,051	29	337	25	1,929	1,928	1,929	1,583
Synergy	279	0	24	1	440	114	114	114
Verve Energy	74	2	180	13	594	361	361	361
WA Police Service	2,712	142	509	190	8,427	7,795	7,717	7,747
Water Corporation	852	39	330	43	2,928	2,928	2,928	2,928
West Coast College of TAFE	481	4	137	12	680	680	680	619
Western Australian Land Authority	98	2	16	4	190	189	190	189
Western Australian Sports Centre Trust	567	1	129	8	917	916	917	916
Western Australian Tourism Commission	113	7	15	1	169	164	157	169
Western Power	526	20	672	46	2,818	2,703	2,703	2,703
WorkCover WA	90	1	17	6	150	128	127	128
Zoological Parks Authority	159	4	18	16	242	242	242	242

University		Number of employees*				Total employees surveyed			
		Women	IA	CDB	PWD	Women	IA	CDB	PWD
Curtin University of Technology	ACA	1,211	23	386	37	2,361	2,197	2,197	2,197
Curtin University of Technology	HEWS	1,646	29	457	45	2,539	2,286	2,286	2,286
Edith Cowan University	ACA	567	13	156	28	1,123	638	638	638
Edith Cowan University	HEWS	859	22	193	50	1,275	1,115	1,115	1,115
Murdoch University	ACA	518	5	94	3	1,106	594	594	594
Murdoch University	HEWS	790	6	73	5	1,183	801	801	801
University of Western Australia	ACA	1,353	17	442	6	3,083	1,577	1,577	1,577
University of Western Australia	HEWS	2,745	16	471	13	4,246	2,320	2,320	2,320

Representation of women in management and youth

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

Agency name	Women in management		Youth
	Tier 2	Tier 3	<25
Botanic Gardens and Parks Authority	33.3%	42.1%	11.5%
Central TAFE	66.7%	53.3%	6.1%
Central West College of TAFE	33.3%	47.1%	2.2%
Challenger TAFE	80.0%	45.0%	4.8%
Chemistry Centre (WA)	36.4%	25.0%	14.3%
Corruption and Crime Commission	20.0%	11.1%	3.7%
Country High School Hostels Authority	0.0%	27.3%	3.2%
Curriculum Council	40.0%	57.1%	5.3%
CY O'Connor College of TAFE	33.3%	42.1%	7.2%
Department for Child Protection	37.5%	61.4%	7.6%
Department for Communities	60.0%	86.7%	2.9%
Department for Planning and Infrastructure	33.3%	31.1%	9.8%
Department of Agriculture and Food	0.0%	26.7%	7.4%
Department of Commerce	22.2%	27.8%	7.9%
Department of Corrective Services	50.0%	60.9%	3.9%
Department of Culture and the Arts	54.5%	37.5%	6.2%
Department of Education and Training	50.0%	35.7%	5.0%
Department of Environment and Conservation	11.5%	20.0%	7.2%
Department of Fisheries	20.0%	18.2%	4.5%
Department of Health	35.0%	46.1%	6.6%
Department of Housing	25.0%	30.3%	7.3%
Department of Indigenous Affairs	50.0%	43.5%	2.5%
Department of Local Government and Regional Development	0.0%	40.9%	13.7%
Department of Mines and Petroleum	0.0%	26.7%	5.3%
Department of Racing, Gaming and Liquor	50.0%	25.0%	7.3%
Department of Sport and Recreation	20.0%	21.4%	27.5%
Department of State Development	33.3%	0.0%	8.1%
Department of the Attorney General	42.9%	50.0%	12.2%
Department of the Premier and Cabinet	17.9%	22.2%	11.8%
Department of Treasury and Finance	36.4%	25.7%	7.5%
Department of Water	16.7%	19.0%	5.7%
Disability Services Commission	55.6%	38.5%	5.5%
Esperance Port Authority	12.5%	6.3%	5.6%
Fire and Emergency Services Authority of WA	0.0%	27.3%	3.0%
Forest Products Commission	16.7%	4.0%	14.1%
Fremantle Port Authority	33.3%	8.7%	3.4%
Gold Corporation	28.6%	31.3%	8.9%
Government Employees Superannuation Board	50.0%	44.4%	5.1%
Great Southern TAFE	50.0%	73.7%	5.3%
Horizon Power	12.5%	20.0%	3.7%
Insurance Commission of WA	0.0%	28.6%	9.7%

Agency name	Women in management		Youth
	Tier 2	Tier 3	<25
Kimberley College of TAFE	25.0%	42.9%	5.8%
Landgate	33.3%	36.7%	7.7%
Legal Aid WA	71.4%	69.2%	5.4%
Lotterywest (Lotteries Commission of WA)	50.0%	36.4%	3.5%
Main Roads WA	18.2%	9.3%	8.4%
Metropolitan Cemeteries Board	50.0%	0.0%	12.1%
Office of the Auditor General	16.7%	33.3%	13.8%
Office of the Director of Public Prosecutions	33.3%	26.7%	14.2%
Pilbara TAFE	20.0%	63.6%	7.6%
Public Sector Commission	66.7%	55.6%	10.6%
Public Transport Authority	18.2%	21.7%	4.3%
Racing and Wagering Western Australia	16.7%	8.3%	15.7%
Rottnest Island Authority	25.0%	41.7%	9.0%
South West Regional College of TAFE	0.0%	44.4%	7.1%
Swan TAFE	33.3%	30.8%	4.3%
Synergy	50.0%	34.6%	11.4%
Verve Energy	0.0%	16.1%	6.7%
WA Police Service	40.0%	0.0%	8.1%
Water Corporation	12.5%	12.8%	6.5%
West Coast College of TAFE	0.0%	36.4%	5.3%
Western Australian Land Authority	25.0%	36.4%	5.8%
Western Australian Sports Centre Trust	47.1%	60.0%	53.5%
Western Australian Tourism Commission	57.1%	33.3%	7.7%
Western Power	12.5%	17.3%	9.4%
WorkCover WA	66.7%	36.4%	3.3%
Zoological Parks Authority	75.0%	46.7%	12.8%

University		Women in management		Youth
		Tier 2	Tier 3	<25
Curtin University of Technology	ACA	75.0%	25.0%	4.7%
Curtin University of Technology	HEWS	33.3%	42.9%	15.0%
Edith Cowan University	ACA	16.7%	24.0%	0.2%
Edith Cowan University	HEWS	50.0%	52.2%	5.5%
Murdoch University	ACA	33.3%	12.5%	4.5%
Murdoch University	HEWS	33.3%	50.0%	17.4%
University of Western Australia	ACA	0.0%	53.8%	0.2%
University of Western Australia	HEWS	50.0%	0.0%	3.7%

REFERENCES

Australian Bureau of Statistics (2003). *Disability, Aging and Carers Table 1. All Persons, Disability and long term health condition status by age, Western Australia, 2003* (ABS 2003, Cat. No. 4430.0). Canberra.

Australian Bureau of Statistics (2006). *Census Tables 2006 Population and Housing Western Australia. Country of Birth of Persons (a) by Age and Sex. Count of persons based on place of usual residence, June 2006* (ABS 2006 Census, Cat. No. 2068.0). Canberra.

Australian Bureau of Statistics (2006). *Experimental Estimates of Aboriginal and Torres Strait Islander Australians, June 2006* (ABS 2006 Census, 3238055001DO001 200606). Canberra.

Commissioner for Public Administration (2008). *2007-08 ACT Public Service Workforce Profile*. Australian Capital Territory.

¹Australian Public Service Commission (2008). *State of the Service Report 2007-08*. Australian Government.

¹NSW Department of Premier and Cabinet (2008). *A 2008 Snapshot and 2008 Snapshot Tables - Overview Reports for the NSW Public Sector Workforce Profile*. New South Wales Government

¹Office of the Commissioner for Public Employment (2008). *State of the Service Report 2007-08*. Northern Territory Government.

¹Department of the Premier and Cabinet, Commissioner for Public Employment (2008). *South Australia Public Sector Workforce Information Collection 2008 (unpublished)* Government of South Australia.

¹State Services Authority (2008). *The State of the Public Sector in Victoria 2007-08*. Victoria.

¹State Service Commissioner (2008). *Annual Report 2007-08*. Tasmania.

¹Office of the Public Service Commissioner (2008). *Annual Report 2007-08*. Queensland Government.

