Director of Equal Opportunity in Public Employment

diversity
diversity

Annual Report 2011

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Hon C J Barnett MEc MLA
PREMIER; MINISTER FOR STATE DEVELOPMENT

In accordance with section 144 of the *Equal Opportunity Act 1984*, I hereby submit for your information and presentation to Parliament, my Annual Report for the year ending 30 June 2011.

Michael Palermo
Director of Equal Opportunity
in Public Employment

19 September 2011

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Director's message

In December 2010, my colleagues from the Office of Equal Employment Opportunity and I joined the Public Sector Commission. This move recognised the strategic link between equal opportunity in public employment and workforce planning in the public sector.

The opportunity to streamline the approach to managing equal opportunity in public employment is an important one. Equal opportunity in public employment remains a key element in the way the public sector manages a contemporary workforce.

I am pleased to report that public sector agencies and authorities, local government authorities and public universities maintained an ongoing commitment to the requirements of Part IX of the *Equal Opportunity Act 1984*.

This commitment is evident in the improved workforce representation and distribution of employees from diversity groups. It is particularly encouraging to see an increase in the number of women in tier 3 management positions across the sector. This highlights a talent pool of women to advance into more senior decision making roles.

It gives me great pleasure to announce that in this reporting period, Western Australian public sector agencies and authorities met the 2015 National target of 2.6% for the representation of Indigenous Australians in public employment. This target was set by the Council of Australian Governments. I will, together with key contributors, work towards further increasing the representation of Indigenous Australians in the Western Australian public sector to 3.2% by 2015.

I thank all public authorities and stakeholders for their support and commitment to the diversity agenda. In particular, I would like to thank the Public Sector Commissioner, Mr Mal Wauchope, for his continued support and my team for their ongoing professionalism and commitment to diversity.

In the coming year, I look forward to working collaboratively with the public sector and key stakeholders to further progress and sustain equal opportunity in public employment.

Michael Palermo
Director of Equal Opportunity
in Public Employment

Legislative framework

The Director of Equal Opportunity in Public Employment (the DEOPE) is a statutory officer appointed by the Western Australian Governor to perform the functions outlined in Part IX of the *Equal Opportunity Act 1984* (the Act). The DEOPE reports annually to the Minister responsible for the Act, currently the Premier.

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

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

The objects of Part IX of the Act are to:

- eliminate and ensure the absence of discrimination in employment in public authorities[1] on grounds covered by the Act, and

- promote equal employment opportunity for all persons in public authorities.

The Act positions Equal Employment Opportunity (EEO) Management Plans (Plans) as the principal accountability instrument for public authorities to ensure an absence of discrimination and positive employment outcomes for diversity groups. Sections 141, 143, 145 and 146 of the Act provide for a shared accountability between the DEOPE and chief executive officers of public authorities in achieving these outcomes.

Role of the DEOPE

The statutory role of the DEOPE is to:

- advise and assist public authorities to develop Plans

- evaluate the effectiveness of Plans in achieving the objects of Part IX of the Act

- monitor and report to the Minister on the operation and effectiveness of Plans, and

- undertake investigations into matters regarding the development and implementation of Plans.

[1] Public authorities include all public sector bodies (including the utilities), local government authorities and public universities.

Responsibilities of public authorities

To achieve the objects of Part IX of the Act, public authorities are required to prepare and implement a Plan as outlined in s.145(1) of the Act. Ultimate responsibility for the Plan rests with the authority's chief executive officer (s.141 of the Act).

EEO Management Plan preparation and implementation

The provisions to develop a Plan are set out in ss.145(2)(a)-(h) of the Act.

Effective and compliant Plans must contain:

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 Plan
f. strategies to evaluate the policies and programs referred to in point (a)
g. a process to review and amend the Plan, and
h. the assignment of implementation and monitoring responsibilities.

Public authorities need to consider how they can most effectively achieve EEO and diversity outcomes to suit their business needs and meet the requirements of the Act. This may be through an independent Plan, or an integrated Workforce and Diversity Plan. Initiatives within independent and integrated Plans must meet the requirements of ss.145(2)(a)-(h) of the Act. All Plans should work toward achieving three high-level outcomes:

1. The organisation values EEO/diversity and the work environment is free from all forms of harassment

2. Workplaces are free from employment practices that are biased or discriminate unlawfully against employees or potential employees

3. Employment programs and practices recognise and include strategies to achieve workforce diversity.

Public authorities' annual report to the DEOPE

Section 146 of the Act outlines public authorities' requirement to report annually to the DEOPE, in concurrence with the implementation date of their Plan.

Regular monitoring and evaluation enables authorities to assess whether the Plan's strategies are appropriate, achievable and effective in meeting the objects of Part IX of the Act.

Operating context for the DEOPE

Vision and mission

The DEOPE's vision is for a more diverse workforce that matches the community at all levels of public employment and that promotes equal opportunity, inclusion and freedom from discrimination in all work environments.

The DEOPE's mission is guided by the role set out in s.143 of the Act (p.4) and the vision.

Key services and activities

The DEOPE provides a range of key services to assist public authorities to develop, implement and monitor Plans in accordance with Part IX of the Act. The DEOPE works with public authorities to achieve a public sector workforce that reflects our diverse Western Australian community and values and respects the contribution of all employees.

See Appendix 1 for the 2010-11 Strategic Plan.

The DEOPE and the Public Sector Commission

The DEOPE joined the Public Sector Commission (PSC) on 1 December 2010, with the merge of the former Office of the Public Sector Standards Commissioner into PSC. A logical synergy was recognised between diversity/EEO management planning and workforce planning. As such, the DEOPE works with PSC towards common objectives associated with supporting quality practices in EEO/diversity and workforce planning.

This was formalised through the release of a Public Sector Commissioner's Circular on 21 February 2011, where public sector agencies were encouraged to streamline their planning processes and develop an integrated Workforce and Diversity Plan.

Integrated Workforce and Diversity Plans are permitted under s.145(3) of the Act. They build on an agency's existing EEO Management Plan. They must meet ss.145(2)(a)-(h) of the Act and can incorporate other strategies to address agency-specific and public sector-wide workforce issues.

Clients and cross-government partnerships

The DEOPE works with the following Western Australian public authorities:

- Public sector agencies and authorities (including government trading enterprises and regulatory authorities)

- Local government authorities

- Public universities.

The DEOPE is a member of various cross-government initiatives and contributes to the:

- Indigenous Employment and Career Development Governance Group

- Equal Opportunity Commission Substantive Equality Program

- Office of Multicultural Interests' Cultural Competence Training Steering Committee

- Ministerial committee initiative for the promotion of opportunities for women in senior local government roles, and

- Organising Committee for the LGMA Women in Local Government Conference 2011.

Resources and corporate governance

The DEOPE is co-located with PSC. PSC supports corporate services and business system functions for the DEOPE and is the accountable authority for the purposes of the *Financial Management Act 2006*.

Further information is available from the *Public Sector Commission Annual Report 2010-11* under Agency Performance Service Five (Advice and Evaluation of Equity and Diversity in Public Employment) and the financial statements.

Contribution to State Government goals

The DEOPE committed to a number of key activities, contributing to the government goal: a greater focus on achieving results in key service delivery areas for the benefit of all Western Australians. These initiatives are outlined in the *Activities and achievements* section (p.8) of this report.

Equal Employment Opportunity Management Plans

The DEOPE monitors public authority compliance with s.145 of the Act. In 2010-11, advice and assistance on the development of new Plans was provided to 30 public authorities whose Plans expired in this reporting period. The DEOPE worked with three new public authorities to develop their inaugural Plans. A total of 33 Plan evaluations were undertaken in this reporting period.

Public sector agencies and authorities, local government authorities and public universities maintained 100% compliance with s.145 of the Act in 2010-11. This full compliance meant the DEOPE was satisfied with the preparation and implementation of Plans in the public sector and did not undertake any investigations under s.147 of the Act.

100% compliance with s.145 of the Act.

Advice and assistance

Consultancy service

The DEOPE plays a key role in providing information on equity and diversity trends and good practice through a customised consultancy service. In 2010-11 the DEOPE provided advice and assistance to public authorities on the design of workforce strategies to meet diversity outcomes; evaluation of Plans; development of guidelines, planning and evaluation tools; and assistance with improvements to diversity data collection methods.

Workforce Planning and Diversity in the Public Sector

The DEOPE contributed to the development of the Public Sector Commissioner's Circular 2011-02. This circular encourages public sector agencies to build on their existing Plan by broadening its scope to include the requirements of s.145(2) of the Act and workforce initiatives into an integrated Workforce and Diversity Plan.

The circular supports the State Government's commitment to diversity and the objects of Part IX of the Act, by ensuring that all public sector agency workplaces are free from unlawful discrimination and there is equal opportunity for all persons in public employment.

Workforce and Diversity Planning Tools

The DEOPE in collaboration with PSC developed and launched a suite of new tools and templates designed to assist public authorities to develop integrated Workforce and Diversity Plans. Refer to Appendix 2 for a full description of these new tools.

Diversity forums

To promote equal opportunity in public employment the DEOPE hosted two diversity forums – *A Conversation on Diversity: Where are we now?* and *Women in Leadership*. The diversity forums showcased good practice strategies and presented personal journeys around equity and diversity in the public sector. The forums were attended by representatives from public sector agencies and authorities, local government authorities and the public universities.

A Conversation on Diversity: Where are we now?

This forum was held in September 2010 and was a panel discussion. The discussion highlighted the benefits of attracting and retaining a diverse workforce, as well as the challenges to achieve workforce diversity. A cross-section of employers from both the public and private sectors participated in the discussion to present a well rounded view of diversity.

Ms Rebecca Harris, Public Sector Commission; Mr Jonathan Throssell, Shire of Mundaring; Dr Jacquie Hutchinson, University of Western Australia; Mr John Poulsen, Minter Ellison; Sgt Erica Silwood, WA Police; Mr Michael Palermo, DEOPE.

Women in Leadership

This forum was held in March 2011 to coincide with the International Women's Day Centenary. The forum celebrated women's achievements in public sector employment with leaders from all spheres of public employment sharing their personal journey to leadership as well as organisational strategies encouraging women into leadership to create gender diversity in organisations.

Dr Ron Chalmers, Disability Services Commission; Ms Margaret Collins, Department of Education; Dr Linley Lord, Curtin Graduate School of Business; Mr Michael Palermo, DEOPE; Ms Lynnette O'Reilly, Shire of Moora.

Activities and achievements

Aboriginal Employment Strategy for the WA Public Sector

The DEOPE participated in a governance group to provide direction and guidance in developing the *Aboriginal Employment Strategy 2011-2015: Building a diverse public sector workforce*. This Strategy demonstrates the State Government's commitment to creating sustainable employment opportunities and career pathways for Aboriginal people at all levels in public sector employment. The Strategy is scheduled to be launched by the Premier in October 2011.

An agency guide to sections 50(d) and 51 of the Act

In collaboration with the Equal Opportunity Commission, Department of Indigenous Affairs, Department of Education and PSC, the DEOPE prepared and published an agency guide explaining the application of s.50(d), race as a genuine occupational qualification, and s.51, measures intended to achieve equality.

Presentations

The DEOPE delivered a range of presentations throughout the year. These included:

- Equity and Diversity in the WA Public Sector, Curtin Graduate School of Business, July and November 2010

- Equity and Diversity in the WA Public Sector, Department of Education's Equity and Diversity Committee, August 2010

- Equity and Diversity in the WA Public Sector, State Library of Western Australia, November 2010

- Strategies to increase the representation of women in senior positions, Department of Agriculture and Food's International Women's Day Panel Discussion, March 2011

- Equity and Diversity in the WA Public Sector, Department of Mines and Petroleum, April 2011

- Managing Talent – session host, Local Government Managers Australia WA, Women in Local Government Conference, June 2011.

Mr Michael Palermo, DEOPE; Prof Lyn Beazley, WA Chief Scientist;
Mr Rob Delane, Director General, Department of Agriculture and Food.

Reporting

The DEOPE reports on public authority progress towards the achievement of a diverse workforce under s.143 of the Act. PSC supports the DEOPE through the collection, management and evaluation of diversity data. The data is used in planning, reporting and the improvement of equity and diversity programs across the public sector.

Workforce Analysis and Comparative Application data

The DEOPE in collaboration with PSC continued to work with public sector agencies and authorities to ensure appropriate diversity data was collected, maintained and reported through the Workforce Analysis and Comparative Application (WACA) system. The DEOPE worked with the Department of Education, Department of Health and other large agencies on improving individual agency response rates to the voluntary diversity questionnaire. Data collected in July 2011 provided a fourth year of directly comparable data since the WACA system was introduced.

The diversity survey response rate continued to increase.

Employee Perception Survey

The Employee Perception Survey forms part of an annual survey program conducted by PSC. A range of diversity related questions are included. Survey results enable the DEOPE to evaluate the effectiveness of Plans under s.143 of the Act, as well as determine the level of discrimination in the workplace under s.146. The survey results enable agencies to identify areas of good practice and areas for improvement.

In 2010-11, 25,091 online employee surveys were distributed to 21 public authorities and 6968 surveys were returned, providing a response rate of 27.8%. Refer to Appendix 3 for a list of public authorities that participated. Feedback was provided to the CEO of each participating public authority. Results from the 2010-11 survey appear in the *Workforce diversity – Employee Perception Survey results* section on p.46.

6968 employees responded to the Employee Perception Survey.

Annual Agency Survey

To monitor how agencies ensure equity and diversity initiatives are included in bullying and/or harassment policies and through training, the DEOPE included a selection of questions in the *PSC Annual Agency Survey 2011*. Results are presented on p.55. Full survey results are captured in PSC's *State of the Sector Report 2011*, to be released later in 2011.

How Does Your Agency Compare?

The DEOPE provided the *How Does Your Agency Compare?* reports to all public sector agencies and authorities with more than 100 employees. Similar reports were prepared and distributed to the four public universities: *How Does Your University Compare?*

The reports contain diversity data provided by public authorities to the DEOPE as per s.146 of the Act. The reports describe each public authority's current workforce diversity profile, diversity progress achieved in the year and cross-sector comparisons with other public authorities.

Collection tool for local government authorities

An online data collection tool for local government authorities to submit workforce diversity data was developed and introduced. The online tool streamlined the collection process and reduced error rates in the aggregate data submitted by local government authorities.

Key initiatives for 2011-12

In 2011-12, the DEOPE will continue (as per s.143 of the Act) to advise and assist public authorities on how to achieve their equal employment opportunity and diversity objectives, as well as evaluate and report on the progress of public authorities in meeting their responsibilities under Part IX of the Act.

Key initiatives include:

- providing quality advice and assistance to public sector agencies and authorities, local government authorities and public universities to further enhance, streamline and integrate EEO Management Planning into other business planning processes

- sharing information and promoting good practice in equity and diversity in the public sector through diversity forums and other events with a diversity focus

- working with local government authorities on the development and implementation of EEO Management Plans

- continuing to work with public authorities on diversity data collection as part of the annual reporting process under s.146 of the Act and monitoring and reporting diversity outcomes, and

- continuing to work with public authorities and key stakeholders to improve the workforce participation of under-represented diversity groups.

Workforce diversity

Data collection

The DEOPE and PSC analyse demographic data on the representation and distribution of employees from diversity groups at all levels in public employment. This demographic data allows the DEOPE to assess the effectiveness of a public authority's Plan. In 2010-11, the DEOPE received annual demographic data from:

- 123 public sector agencies and authorities

- 141 local government authorities, and

- 4 public universities.

Refer to Appendix 4 for a list of all public authorities reported during 2010-11.

The chart below provides a profile of public authorities and employees in 2010-11.

In 2010-11, there were 206,026 employees in public authorities

141 local government authorities as at November 2010 (21,096 employees)

4 public universities as at March 2011 (18,189 employees)

123 public sector agencies and authorities as at June 2011 (166,741 employees)
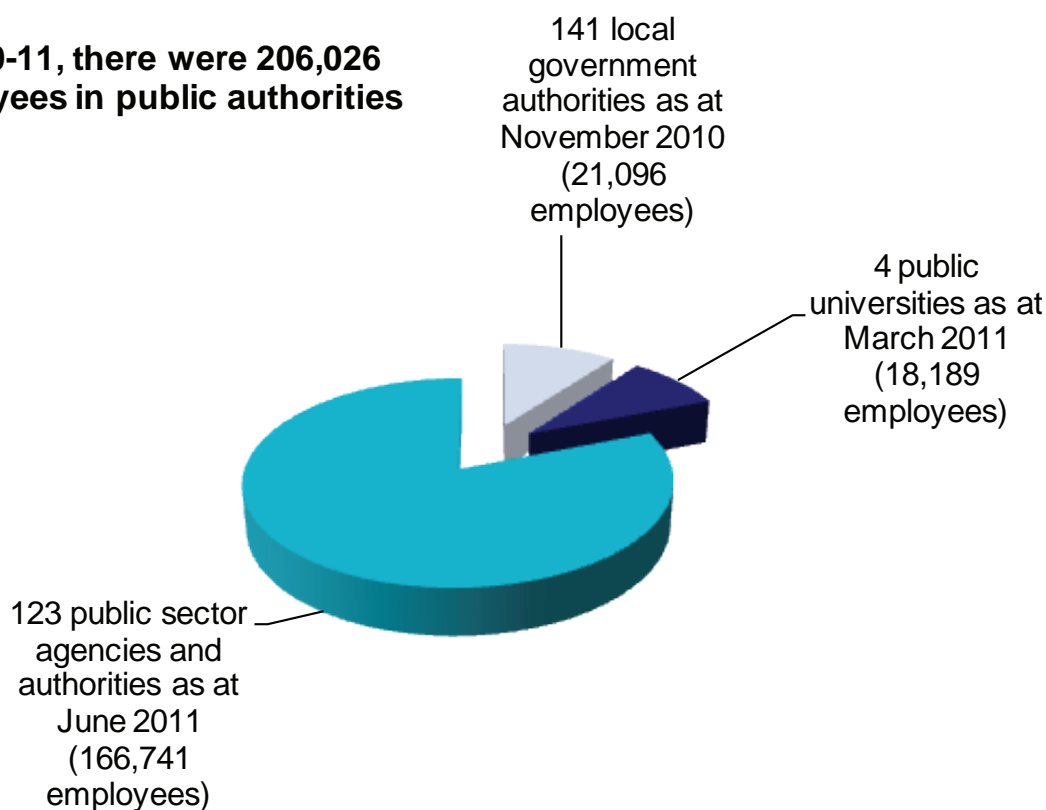
Refer to Appendices 5, 6 and 7 for complete workforce demographic data for public sector agencies and authorities, local government authorities and public universities.

For reporting purposes, diversity groups include women in management, Indigenous Australians, people from culturally diverse backgrounds, people with a disability, youth and mature workers.

Representation

Representation (expressed as a percentage) is based on the number of individuals who identify themselves as belonging to a diversity group, as a proportion of the workforce who responded to the DEOPE recommended voluntary diversity survey. Diversity surveying is managed by public authorities and supported by the DEOPE.

Distribution

Equity is determined by the distribution of each diversity group across all salary levels of the workforce and is measured using the equity index. The ideal equity index is 100. An equity index less than 100 indicates the diversity group is concentrated at the lower salary ranges, while an equity index greater than 100 indicates the group is concentrated at the higher salary ranges.

Employment type

Employment type describes the employment status of employees across the diversity groups in public sector agencies and authorities, local government authorities and public universities. The employment types include: permanent; fixed term; full time; part-time; and other (incorporating casual and sessional employees as well as trainees).

For a full description of how representation and distribution are measured, and further explanation of employment type, refer to *Appendix 8: Glossary and definitions*.

Workforce diversity - Women

This section focuses on two components: women in public employment in general; and women in management as a diversity group.

The data shows that the overall participation rate of women in public employment has increased and is generally more than 50% in public sector agencies and authorities, local government and public universities.

The participation rate of women in management has made steady positive progress over the past five years, yet women are under-represented across the public sector in management positions.

'Women in management' refers to the representation of women in the top three management tiers, which includes the senior executive service (SES), senior and middle management. The management tiers link to decision making responsibility rather than salary.

Representation

In 2011, women represent 67.9% of employees in public sector agencies and authorities, remaining relatively unchanged from 2010 (67.5%).

The representation of women in local government authorities (indoor and outdoor workers combined) was relatively steady at 52.6% in 2010 (from 52.2% in 2009).

In public universities, the representation of female academics increased to 49.2% in 2011, up from 48.2% in 2010. The percentage of female general staff is 65.9% in 2011, remaining relatively unchanged from 2010 (65.4%).

Representation of women in public authorities from 2007-2011
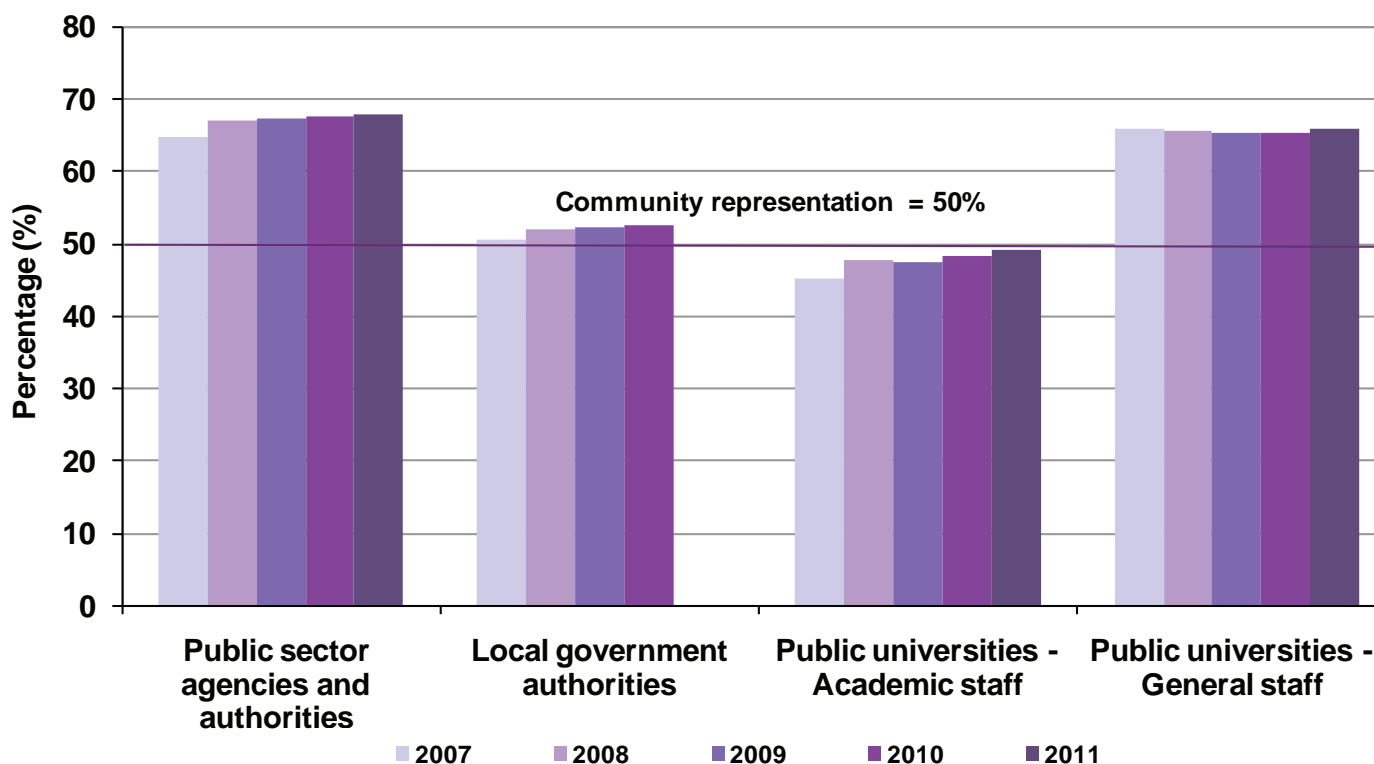
Distribution

The equity index for women in public sector agencies and authorities has increased from 62 in 2010 to 64 in 2011.

The equity index for female local government indoor workers increased from 80 in 2009 to 83 in 2010. The equity index for female local government outdoor workers decreased from 96 in 2009 to 92 in 2010.

For public universities, the equity index for female academics remains relatively unchanged at 70 in 2011 (from 69 in 2010). The equity index for female general staff is also relatively unchanged at 82 in 2011 (from 81 in 2010).

Equity index for women in public authorities: 2007-2011

Legend:
- Public sector agencies and authorities
- Local government authorities - Indoor workers
- Local government authorities - Outdoor workers
- Public universities - Academic staff
- Public universities - General staff
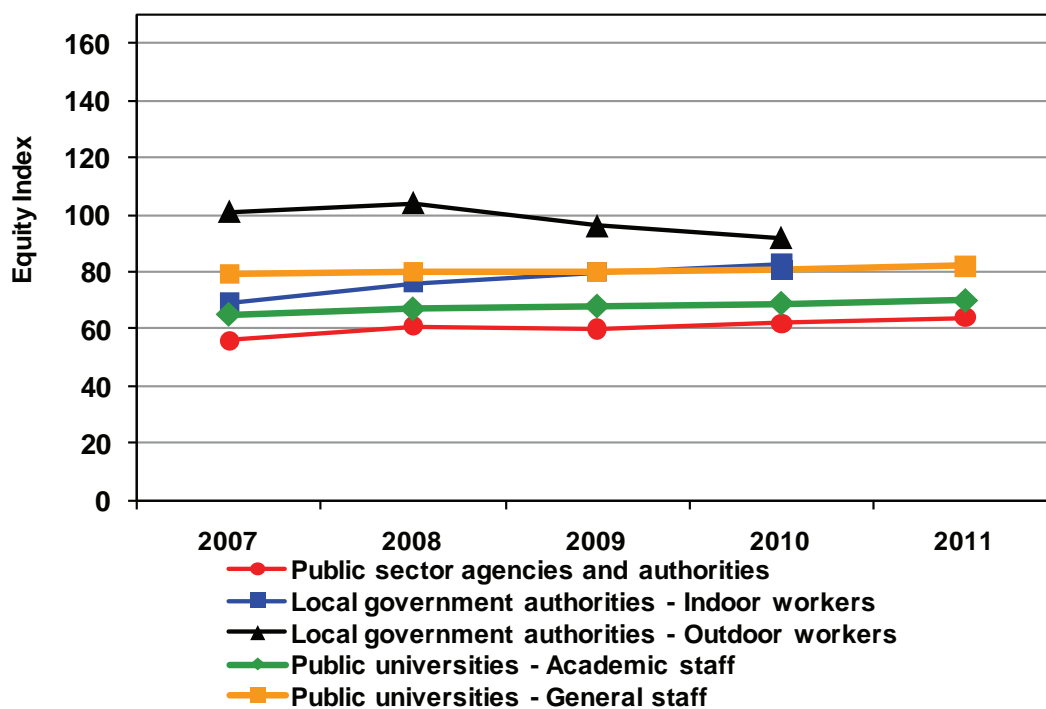
Employment type

Employment statistics show that in 2011, women represent 62.8% of all full time equivalents (FTEs) in public sector agencies and authorities. Women are less likely to be permanent than men. For public sector agencies and authorities in 2011, permanency rates for women are 62.5% compared to 74.7% for men.

Women are also nearly four times more likely to work part-time than men, with 49.2% of permanent and fixed term women in public sector agencies and authorities working part-time in 2011, compared to 12.8% of men.

Public sector agencies and authorities – part-time and permanent women compared to men from 2007-2011

- Part-time women as % of permanent and fixed term women
- Part-time men as % of permanent and fixed term men
- Permanent women as % of all women
- Permanent men as % of all men
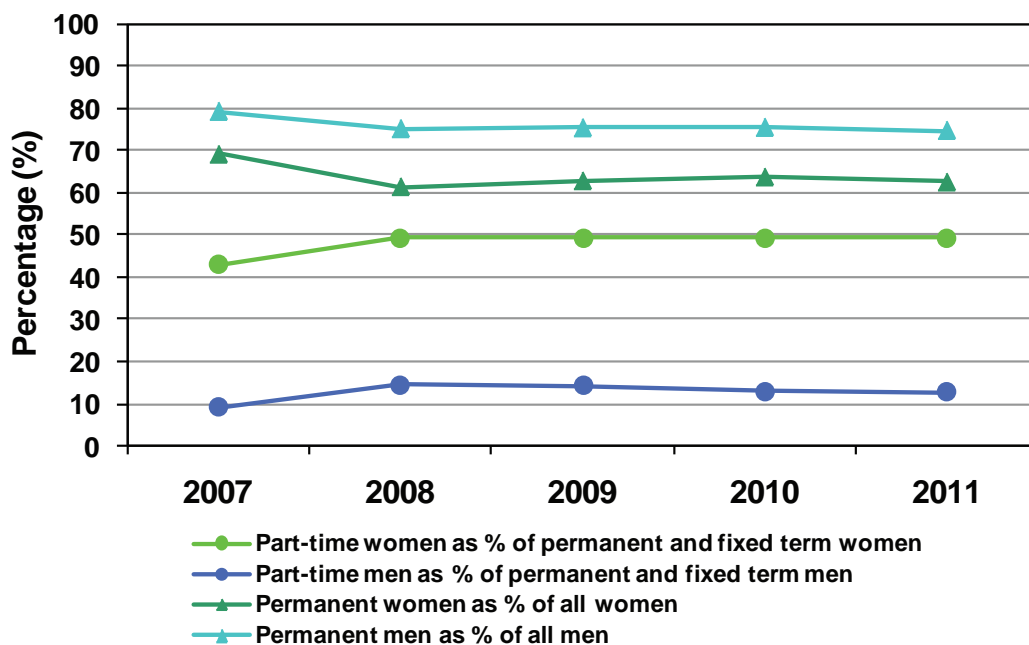
In local government authorities in 2010, female indoor workers represented 61.1% of all FTEs, while female outdoor workers represented 12.6% of all FTEs.

Women were less likely to be permanent than men in local government. For indoor workers in 2010, permanency rates for women were 58.2% compared to 64.3% for men. For outdoor workers, permanency rates for women were 53.5% compared to 89.6% for men.

Women were also more likely to work part-time in local government. 38.9% of permanent and fixed term female indoor workers were employed part-time in 2010, compared to 9.3% of male indoor workers. Similarly, 32.6% of permanent and fixed term female outdoor workers were employed part-time in 2010, compared to 2.9% of male outdoor workers.

Local government authorities – part-time and permanent female indoor workers compared to male indoor workers from 2006-2010

Part-time women as % of permanent and fixed term women
Part-time men as % of permanent and fixed term men
Permanent women as % of all women
Permanent men as % of all men
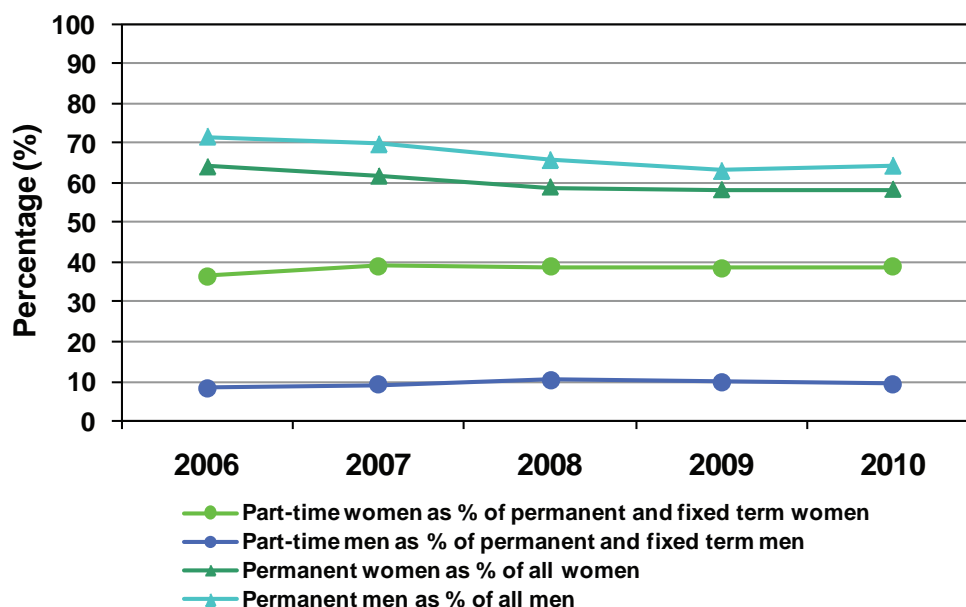
Local government authorities – part-time and permanent female outdoor workers compared to male outdoor workers from 2006-2010

Part-time women as % of permanent and fixed term women
Part-time men as % of permanent and fixed term men
Permanent women as % of all women
Permanent men as % of all men

Workforce
diversity
Women
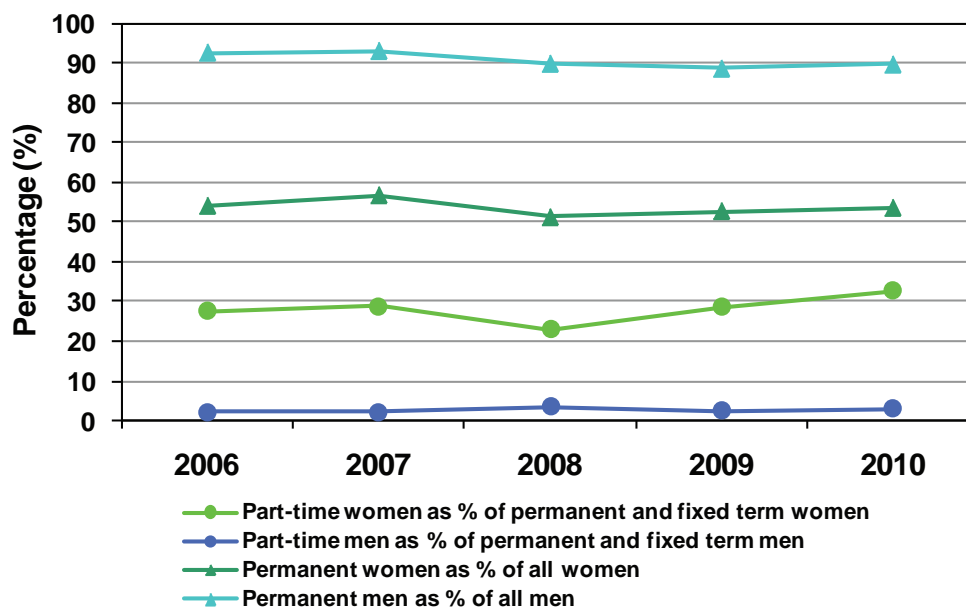
In public universities, female academics represent 46.1% of all FTEs in 2011, while female general staff represent 63.8% of all FTEs.

Women academics are less likely to be permanent than men in public universities, with permanency rates for women at 22.0% compared to 30.6% for men in 2011. For general staff however, permanency rates are similar, at 42.1% for women and 43.2% for men in 2011.

Women are approximately twice as likely to be part-time in public universities, with 33.0% of permanent and fixed term female academics working part-time in 2011, compared to 16.3% of male academics. Similarly, 36.2% of permanent and fixed term female general staff are part-time in 2011, compared to 11.9% of male general staff.

Public universities – part-time and permanent female academic staff compared to male academic staff from 2007-2011

- Part-time women as % of permanent and fixed term women
- Part-time men as % of permanent and fixed term men
- Permanent women as % of all women
- Permanent men as % of all men
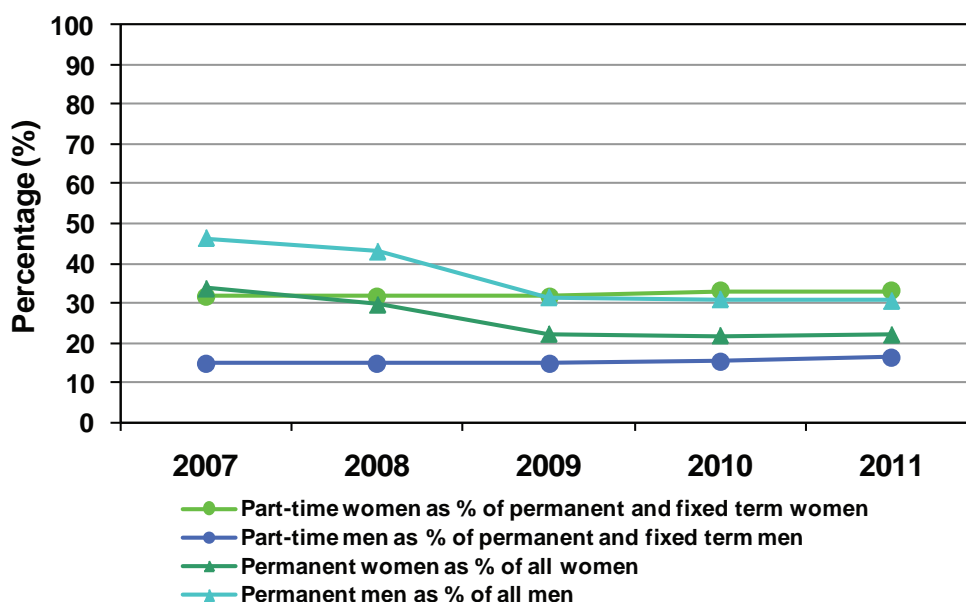
Public universities – part-time and permanent female general staff compared to male general staff from 2007-2011

- Part-time women as % of permanent and fixed term women
- Part-time men as % of permanent and fixed term men
- Permanent women as % of all women
- Permanent men as % of all men
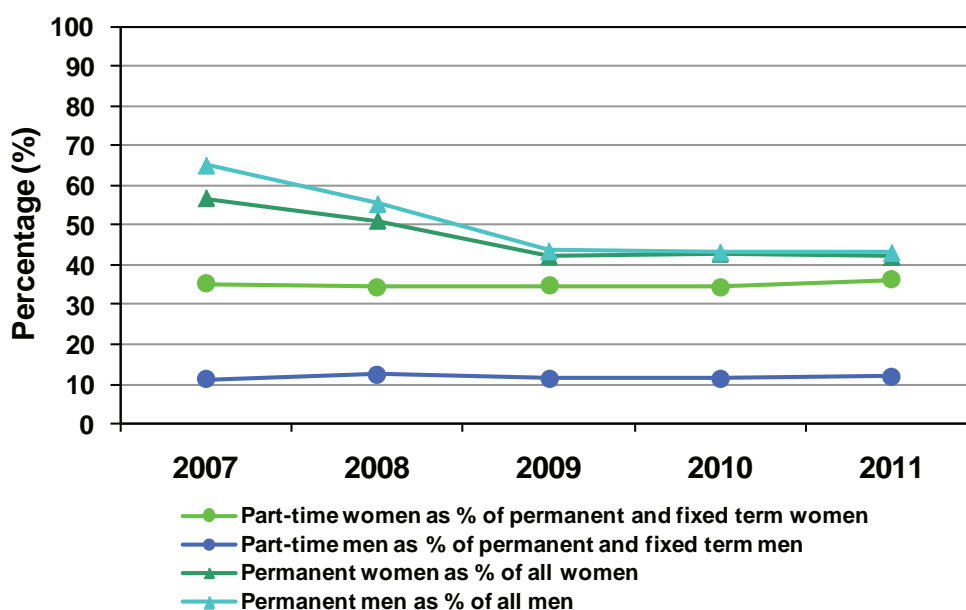
Women in management

In 2011, women hold 26.3% of SES positions in public sector agencies and authorities. Women represent 26.0% of tier 1 management (CEOs) in 2011 (32 positions), which has decreased slightly from 26.2% in 2010 (33 positions).

The number (and representation) of women in tier 2 management positions in public sector agencies and authorities decreased slightly from 216 (31.7%) in 2010 to 213 (31.4%) in 2011. For tier 3 management positions, the number of women increased from 596 (35.1%) in 2010 to 663 (36.4%) in 2011. The representation of women in management tiers 2 and 3 combined also increased from 34.1% in 2010 to 35.0% in 2011.

Public sector agencies and authorities – women in management tiers and the senior executive service from 2001-2011
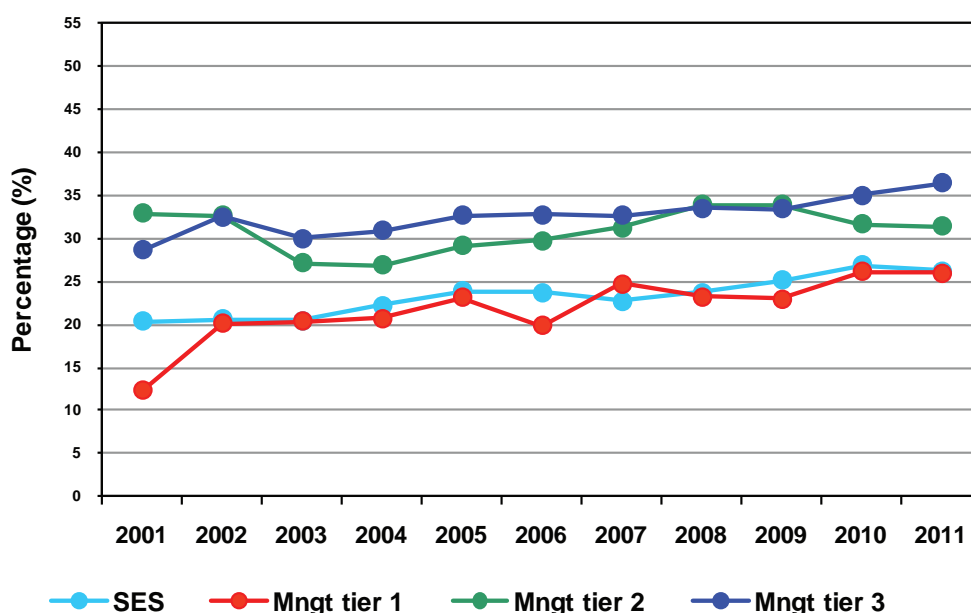
Women represented only 7.8% of tier 1 management (CEOs) in local government authorities in 2010. The representation of women indoor workers in tier 2 management positions (corporate executive level) decreased slightly to 28.3% in 2010, down from 29.1% in 2009. However, the representation of women indoor workers in tier 3 management positions increased from 33.7% in 2009 to 39.1% in 2010.

Local government authorities – women in management tiers from 2000-2010
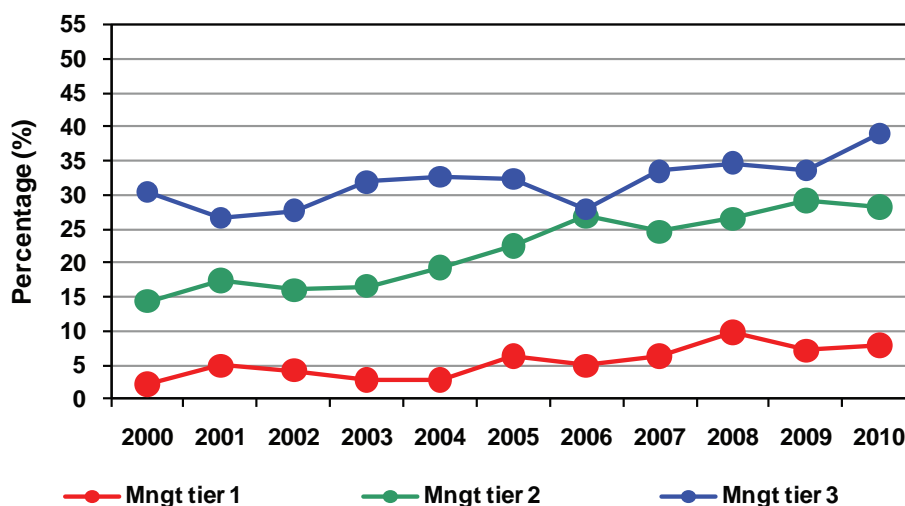
The overall representation of women in management tiers (academic and general staff combined) in the four Western Australian public universities has increased in 2011. There is one woman (25.0%) occupying a tier 1 management position. Tier 2 management representation increased to 40.0% in 2011 from 37.5% in 2010, and tier 3 representation increased to 41.4% from 36.0% in 2010.

Public universities – women in management tiers from 2001-2011
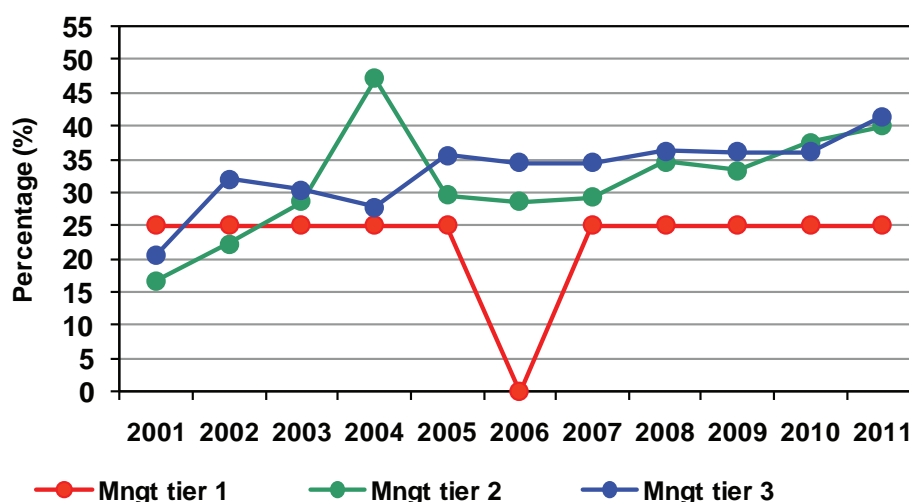
Public sector agencies and authorities: Distribution across salary ranges

In 2011, 6.0% of all women in public sector agencies and authorities are in salary ranges 7 to 10 compared to 10.9% for all employees. The number of women in salary ranges 4 to 6 is 42.5%, compared to 43.8% for all employees. The percentage of women in salary ranges 1 to 3 (51.4%) is 6.2% higher than for all employees (45.2%).

Distribution of women across salary ranges in public sector agencies and authorities in 2011

All employees	Women
3.6	1.5
7.3	4.5
43.8	42.5
45.2	51.4

Legend:
- % Ranges 9 to 10
- % Ranges 7 to 8
- % Ranges 4 to 6
- % Ranges 1 to 3
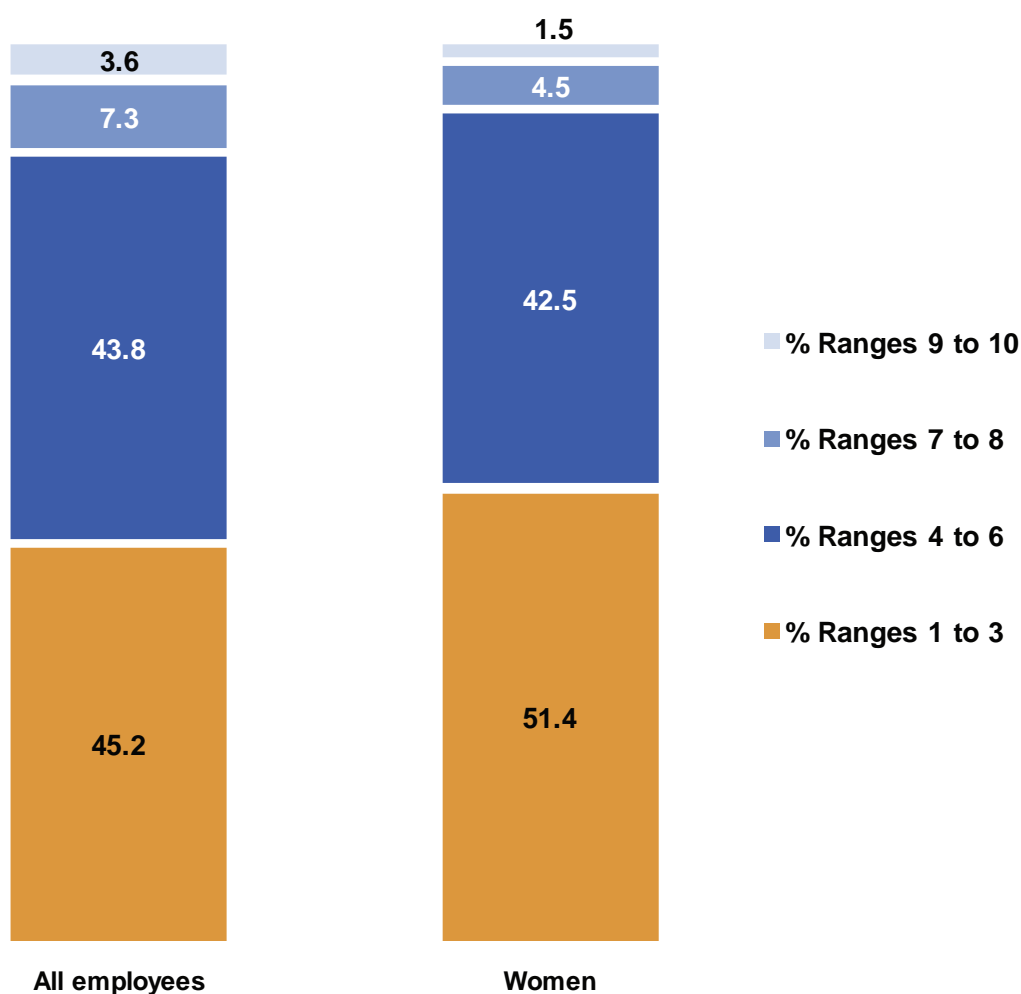
Workforce diversity - Indigenous Australians

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. Estimates from the Australian Bureau of Statistics (ABS) 2006 Census indicated 3.0% of Western Australia's population was Indigenous and aged between 15 and 64 years (ABS 2006).

Representation

The representation of Indigenous Australians employed in public sector agencies and authorities has increased to 2.6% (2,533 employees) in 2011, from 2.4% (2,127 employees) in 2010. This representation is lower than the representation of working age Indigenous Australians in the community (3.0%).

In local government authorities, the representation of Indigenous Australian outdoor workers was 6.4% (226 employees) in 2010 remaining above representative levels in the community. Representation of Indigenous Australian indoor workers in 2010 remained low at 1.4% (121 employees).

The percentage of Indigenous Australian public university academics has increased slightly to 1.3% (64 employees) in 2011, up from 1.2% in 2010. Representation of Indigenous Australian general staff in public universities remained unchanged at 1.2% (76 employees) in 2011.

Representation of Indigenous Australians in public authorities from 2007-2011
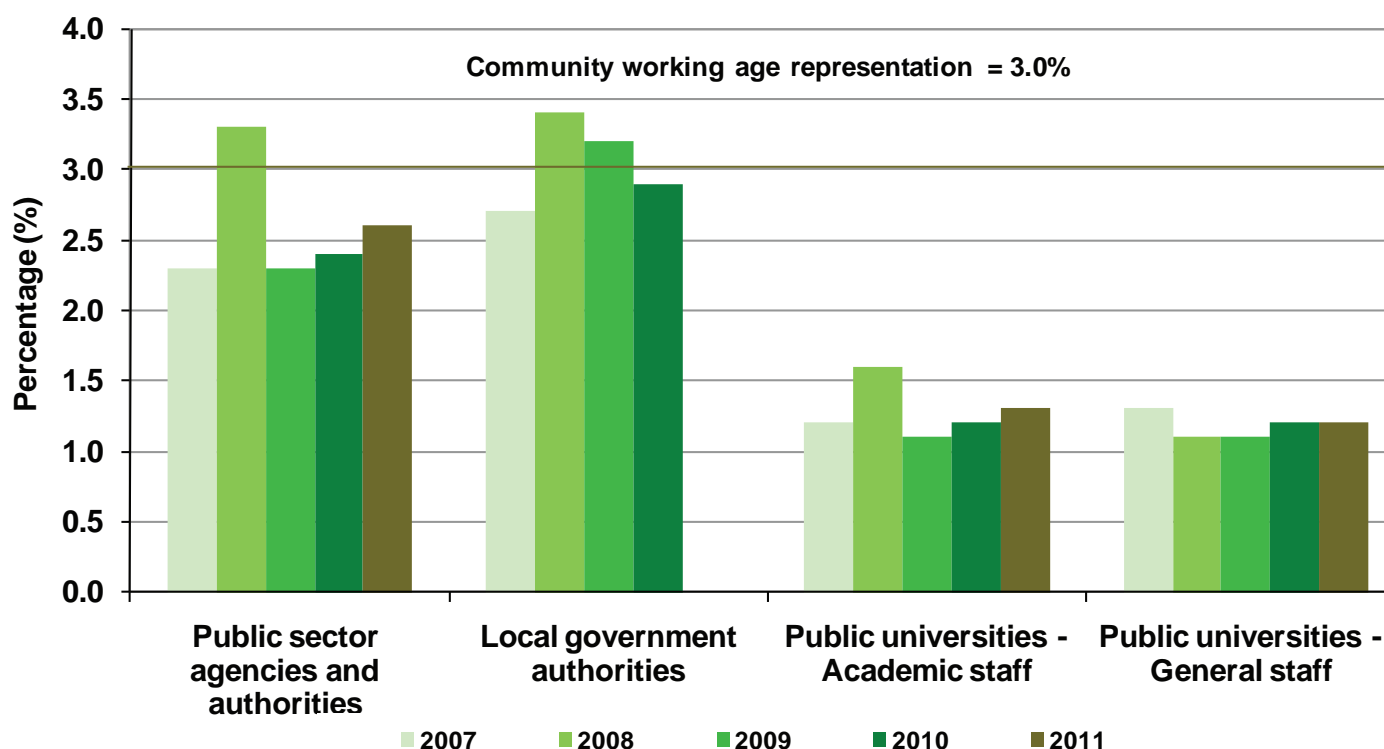
Distribution

The relatively low workforce representation of Indigenous Australians in public authorities means that small changes in distribution can cause large fluctuations in equity index scores.

The equity index for Indigenous Australians in public sector agencies and authorities has decreased from 48 in 2010 to 39 in 2011.

The equity index for Indigenous Australian local government indoor workers increased from 62 in 2009 to 65 in 2010. For outdoor workers it also increased from 91 in 2009 to 93 in 2010. (Note that the salary range for outdoor workers stops at level 6.)

In public universities, the equity index for Indigenous Australian academics remains unchanged at 76 in 2011. For general staff however, the equity index has increased from 53 in 2010 to 56 in 2011.

Equity index for Indigenous Australians in public authorities from 2007-2011

Workforce diversity IA
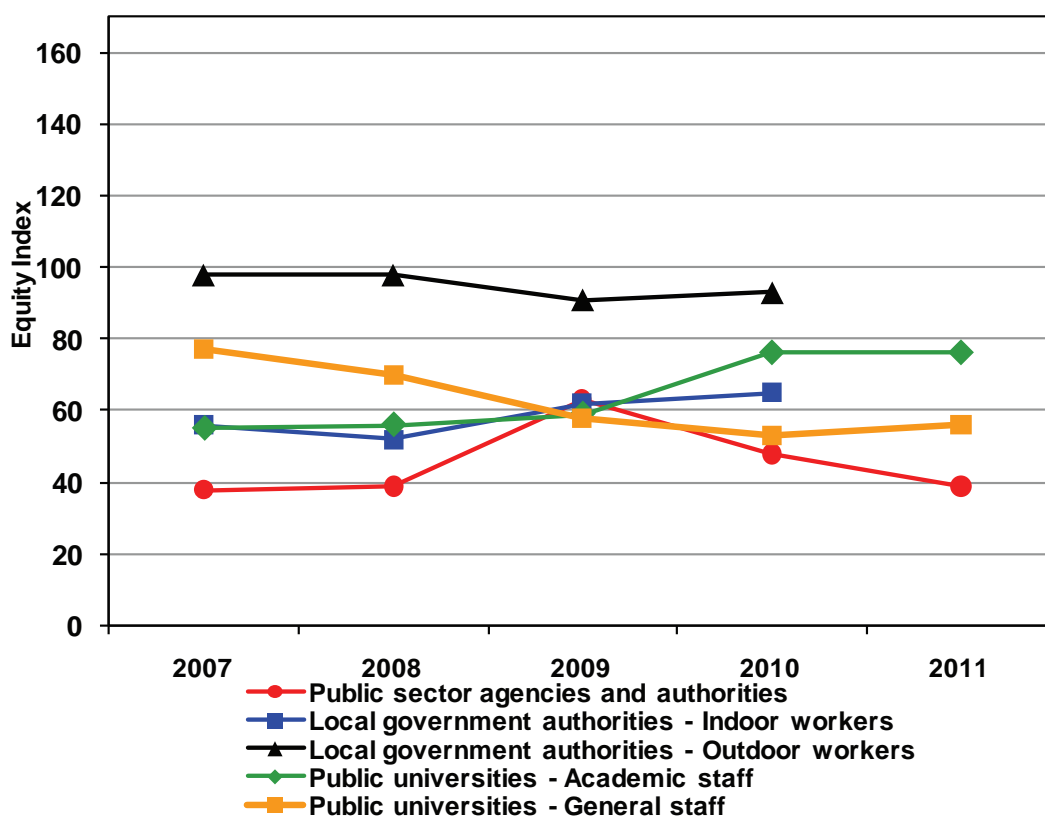
Employment type

For public sector agencies and authorities in 2011, permanency rates for Indigenous Australians are 74.4% compared to 66.4% for all employees.

Indigenous Australians are slightly less likely to work part-time when compared to all employees, with 27.6% of permanent and fixed term Indigenous Australians in public sector agencies and authorities working part-time in 2011, compared to 30.2% for all employees.

In local government authorities in 2010, Indigenous Australians were more likely to be permanent (76.3%) when compared with all employees (66.4%).

Indigenous Australians were less likely to work part-time in local government, with 10.6% of permanent and fixed term Indigenous Australians being employed part-time in 2010, compared to 15.2% for all employees.

In public universities, Indigenous Australians are more likely to be permanent (40.7%) when compared to all employees (35.0%) in 2011.

Indigenous Australians are also more likely to be part-time in public universities, with 24.3% of permanent and fixed term Indigenous Australians working part-time in 2011, compared to 15.7% of all employees in 2011. Indigenous Australians are less likely to be in 'other' employment types (15.7%) when compared to all employees (40.3%) in public universities.

Employment type	Public sector agencies and authorities		Local government authorities		Public universities	
	Indigenous Australians	All employees	Indigenous Australians	All employees	Indigenous Australians	All employees
Permanent employees	74.4%	66.4%	76.3%	66.4%	40.7%	35.0%
Fixed term employees	13.2%	15.7%	4.6%	6.2%	43.6%	24.6%
Full time employees	60.0%	51.9%	70.3%	57.4%	60.0%	43.9%
Part-time employees	27.6%	30.2%	10.6%	15.2%	24.3%	15.7%
Other employment types (includes casuals and trainees)	12.4%	17.9%	19.0%	27.4%	15.7%	40.3%

Notes: (1) 'Indigenous Australians' refers to individuals who identify themselves as such and have responded to the DEOPE recommended voluntary diversity survey.

(2) Indigenous Australians are included in the 'All employees' category.

Public sector agencies and authorities: Distribution across salary ranges

The number of Indigenous Australians in public sector agencies and authorities at salary ranges 7 to 10 has increased from 103 in 2010 to 110 in 2011. Overall, there is still a high concentration of this diversity group at lower salary ranges.

In 2011, of all Indigenous Australians in public sector agencies and authorities, 4.3% are at salary ranges 7 to 10 and 0.4% at salary ranges 9 to 10. This compares to 10.9% and 3.6%, respectively, for all employees. The representation of Indigenous Australians in salary ranges 9 and 10 has decreased from 1.0% in 2005 to 0.5% in 2008, and further down to 0.4% in 2011.

Distribution of Indigenous Australians across salary ranges in public sector agencies and authorities in 2011

All employees:
- 3.6
- 7.3
- 43.8
- 45.2

Indigenous Australians:
- 0.4
- 3.9
- 30.0
- 65.7

Legend:
- % Ranges 9 to 10
- % Ranges 7 to 8
- % Ranges 4 to 6
- % Ranges 1 to 3

Representation of Indigenous Australians in salary ranges 9 and 10 is the lowest it has been in a decade. This is of significant concern given that staff in these salary ranges are considered a pool for future appointments to the SES.

Public sector agencies and authorities – Indigenous Australians in salary ranges 9-10 from 2001-2011
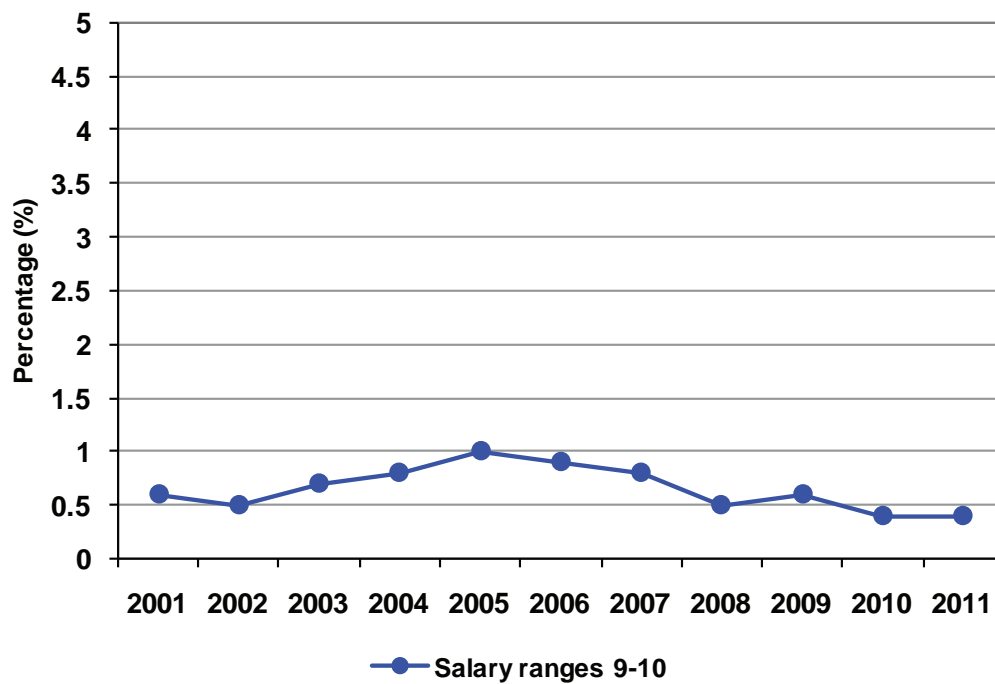
Workforce diversity -
People from culturally diverse backgrounds

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

Estimates from the ABS 2006 Census indicated the proportion of Western Australia's population from a culturally diverse background aged 15 to 64 years was 16.4% (ABS 2006).

Representation

The representation of people from culturally diverse backgrounds in public sector agencies and authorities has remained constant at 11.9% (11,545 employees) in 2011.

For local government indoor workers the percentage representation of people from culturally diverse backgrounds increased from 13.4% (917 employees) in 2009 to 14.6% (1,259 employees) in 2010. Representation of outdoor workers from culturally diverse backgrounds decreased from 13.8% (386 employees) in 2009 to 11.4% (400 employees) in 2010.

In public universities, the percentage of academic staff from culturally diverse backgrounds increased from 22.8% (1,221 employees) in 2010 to 25.4% (1,296 employees) in 2011. The proportion of general staff from culturally diverse backgrounds increased slightly from 18.8% (1,239 employees) in 2010 to 19.9% (1,316 employees) in 2011.

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

Representation of people from culturally diverse backgrounds in public authorities from 2007-2011

Workforce diversity PCDB
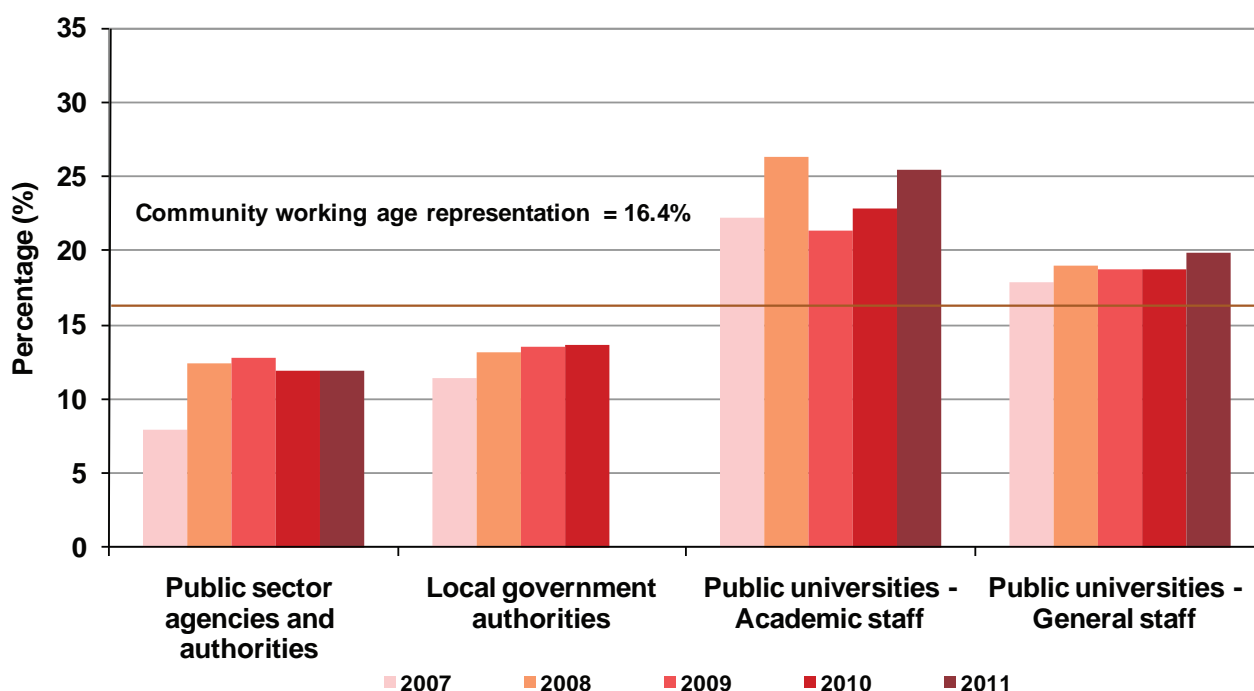
Distribution

The equity index for people from culturally diverse backgrounds in public sector agencies and authorities increased from 129 in 2010 to 134 in 2011.

The equity index for people from culturally diverse backgrounds employed in local government authorities as indoor workers decreased slightly from 110 in 2009 to 108 in 2010, though still indicating a good distribution. For outdoor workers it increased very slightly to 103 in 2010, up from 102 in 2009. (Note that the salary range for outdoor workers stops at level 6.)

In public universities, the equity index for academic staff from culturally diverse backgrounds increased slightly from 86 in 2010 to 88 in 2011. The equity index for general staff from culturally diverse backgrounds decreased slightly from 93 in 2010 to 92 in 2011.

Equity index for people from culturally diverse backgrounds in public authorities from 2007-2011
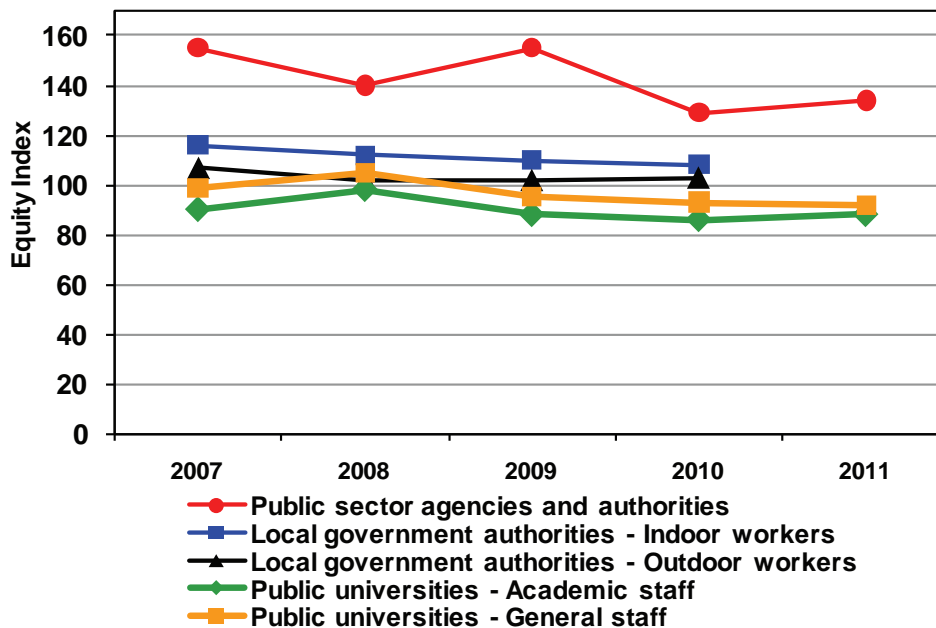
Employment type

For public sector agencies and authorities in 2011, permanency rates for people from culturally diverse backgrounds are 74.9% compared to 66.4% for all employees.

People from culturally diverse backgrounds are slightly less likely to work part-time when compared to all employees, with 27.1% of permanent and fixed term people from culturally diverse backgrounds in public sector agencies and authorities working part-time in 2011, compared to 30.2% for all employees.

In local government authorities in 2010, people from culturally diverse backgrounds were more likely to be permanent (76.0%) when compared with all employees (66.4%).

People from culturally diverse backgrounds were slightly more likely to work part-time in local government, with 16.4% of permanent and fixed term people from culturally diverse backgrounds[3] being employed part-time in 2010, compared to 15.2% for all employees.

In public universities, people from culturally diverse backgrounds are more likely to be permanent (58.7%) when compared to all employees (35.0%) in 2011.

People from culturally diverse backgrounds are more likely to work part-time when compared to all employees in public universities, with 25.4% of permanent and fixed term people from culturally diverse backgrounds working part-time in 2011, compared to 15.7% of all employees. People from culturally diverse backgrounds are less likely to be in 'other' employment types (16.8%) when compared to all employees (40.3%) in public universities.

Employment type	Public sector agencies and authorities		Local government authorities		Public universities	
	People from culturally diverse backgrounds	All employees	People from culturally diverse backgrounds	All employees	People from culturally diverse backgrounds	All employees
Permanent employees	74.9%	66.4%	76.0%	66.4%	48.1%	35.0%
Fixed term employees	13.0%	15.7%	6.5%	6.2%	35.1%	24.6%
Full time employees	60.8%	51.9%	66.1%	57.4%	68.0%	43.9%
Part-time employees	27.1%	30.2%	16.4%	15.2%	15.2%	15.7%
Other employment types (includes casuals and trainees)	12.2%	17.9%	17.6%	27.4%	16.8%	40.3%

Notes: (1) 'People from culturally diverse backgrounds' refers to individuals who identify themselves as such and have responded to the DEOPE recommended voluntary diversity survey.

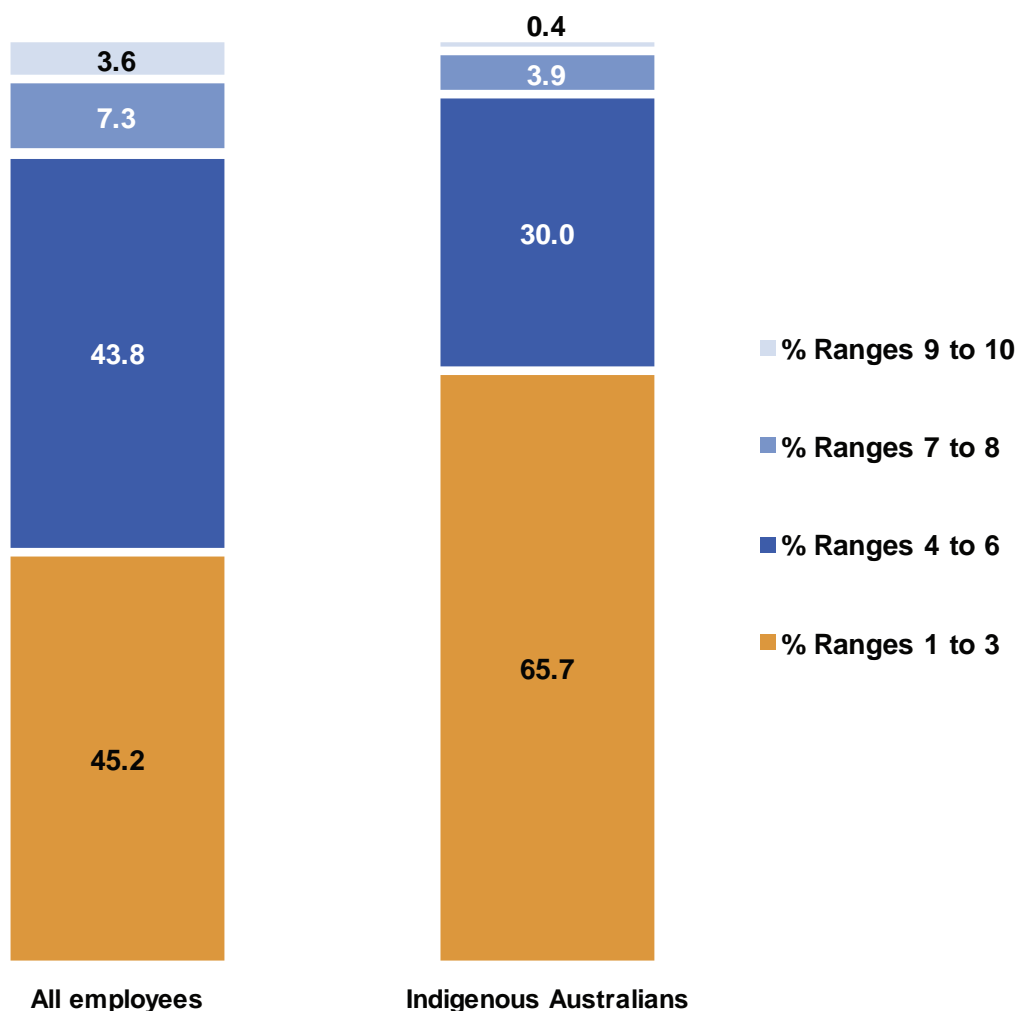(2) People from culturally diverse backgrounds are included in the 'All employees' category.

Workforce
diversity
PCDB

Public sector agencies and authorities: Distribution across salary ranges

People from culturally diverse backgrounds are well represented at senior levels. The number of people from culturally diverse backgrounds in public sector agencies and authorities at salary ranges 7 to 10 has increased from 1,471 in 2010 to 1,763 in 2011.

Distribution of people from culturally diverse backgrounds across salary ranges in public sector agencies and authorities in 2011

	All employees	**People from culturally diverse backgrounds**
% Ranges 9 to 10	3.6	5.6
% Ranges 7 to 8	7.3	9.7
% Ranges 4 to 6	43.8	41.4
% Ranges 1 to 3	45.2	43.3

In 2011, of all people from culturally diverse backgrounds in public sector agencies and authorities, 15.3% are at salary ranges 7 to 10 and 5.6% at salary ranges 9 to 10. This compares to 10.9% and 3.6%, respectively, for all employees.

Public sector agencies and authorities – people from culturally diverse backgrounds in salary ranges 9-10 from 2001-2011

The community benchmark figure of 2.6% is based on ABS 2009 data for people with a moderate core activity restriction aged between 15 and 64 years in Western Australia.

Note: The DEOPE definition and the community benchmark definition differ slightly. See *Appendix 8: Glossary and definitions* (p. 90) for the full DEOPE definition of people with a disability.

Representation

The representation of people with a disability in public sector agencies and authorities has increased from 2.8% (2,490 employees) in 2010 to 3.4% (3,221 employees) in 2011.

For local government indoor workers the representation of people with a disability decreased slightly to 1.8% (154 employees) in 2010, from 1.9% in 2009. The percentage of local government outdoor workers with a disability decreased from 4.5% (126 employees) in 2009 to 3.3% (115 employees) in 2010.

In public universities, the percentage of academic staff with a disability increased from 1.4% (77 employees) in 2010 to 1.9% (96 employees) in 2011. The proportion of general staff with a disability also increased slightly from 1.5% (102 employees) in 2010 to 1.7% (113 employees) in 2011.

Representation of people with a disability in public authorities from 2007-2011
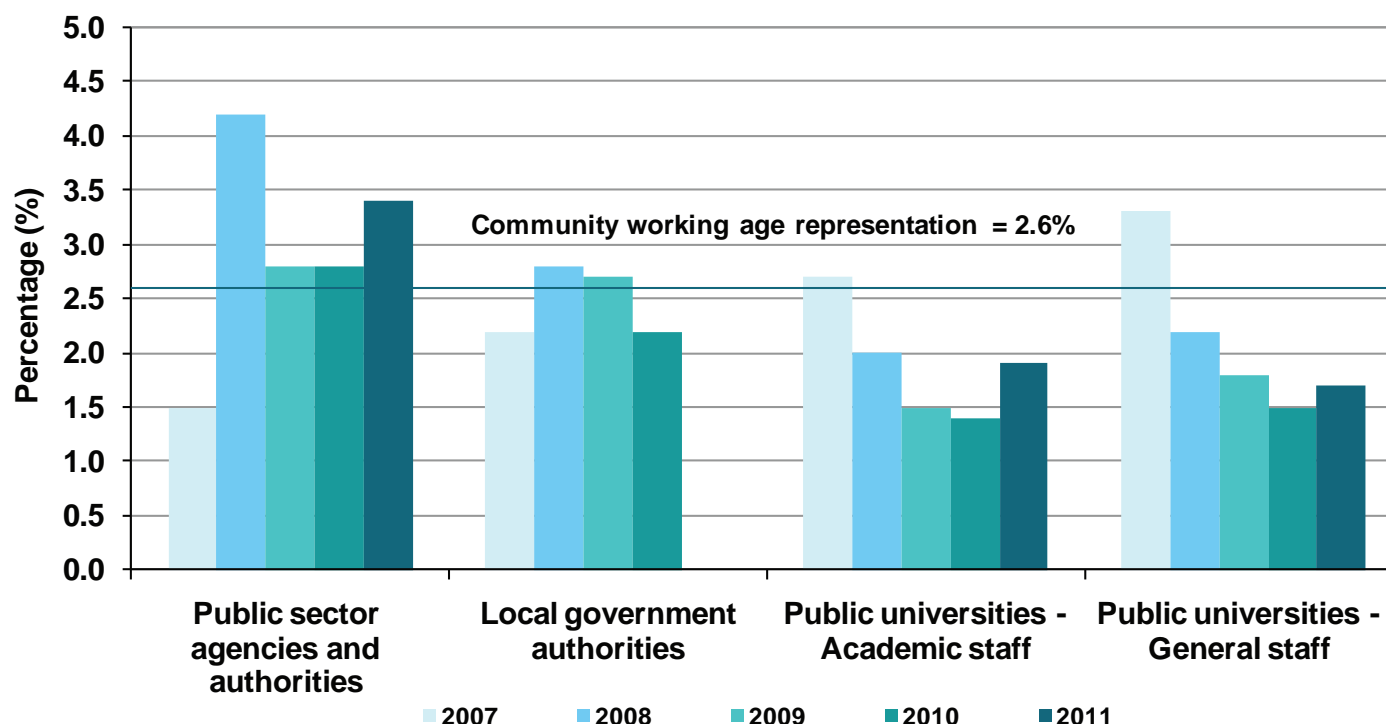
Distribution

The equity index for people with a disability in public sector agencies and authorities has decreased from 112 in 2010 to 101 in 2011. Despite a drop, this indicates that there is good distribution for this diversity group in public sector agencies and authorities.

The equity index for local government indoor workers with a disability decreased from 77 in 2009 to 74 in 2010. The equity index for outdoor workers with a disability however increased from 84 in 2009 to 91 in 2010.

In public universities, the equity index for academic staff with a disability decreased from 108 in 2010 to 104 in 2011, though still indicating a good distribution. The equity index for general staff increased from 72 in 2010 to 77 in 2011.

Equity index for people with a disability in public authorities from 2007-2011
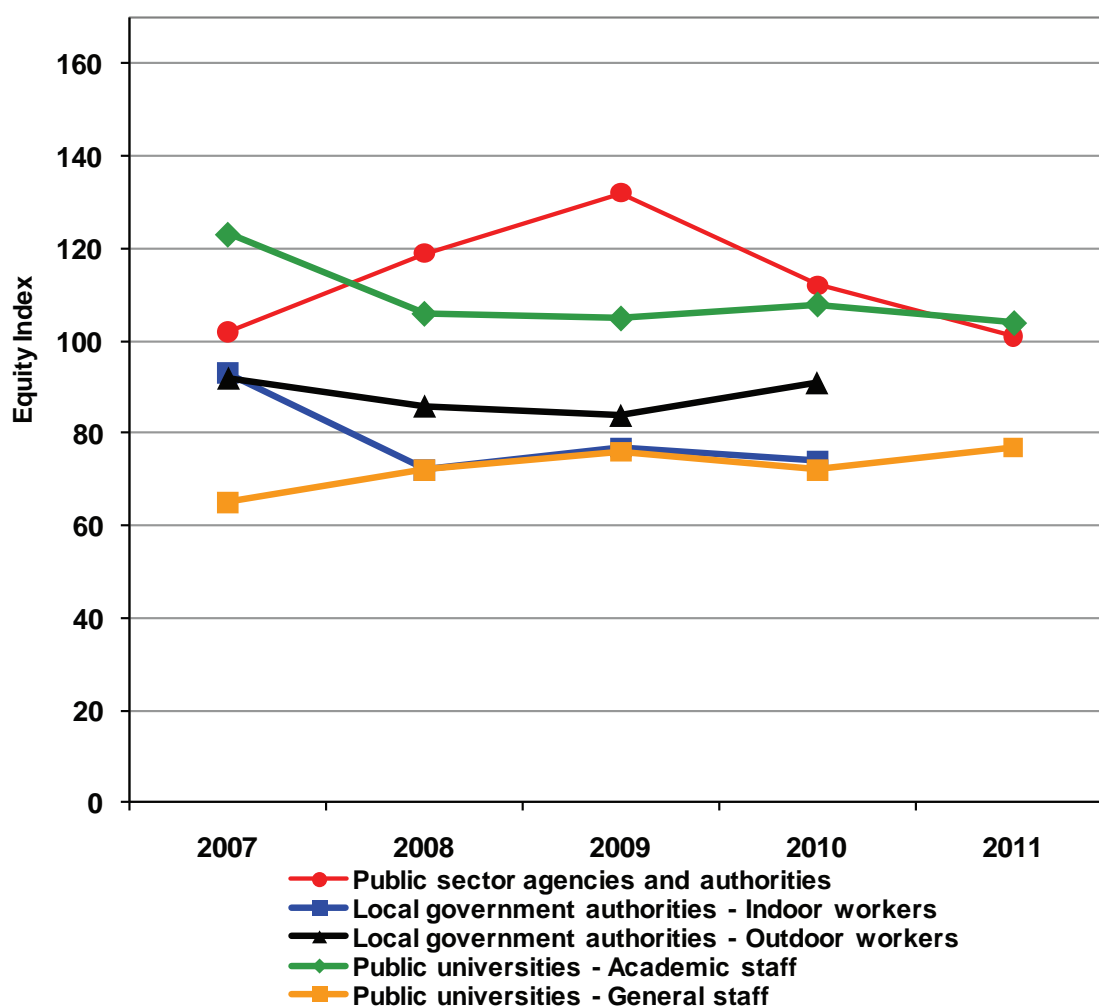
Legend:
- Public sector agencies and authorities
- Local government authorities - Indoor workers
- Local government authorities - Outdoor workers
- Public universities - Academic staff
- Public universities - General staff

Employment type

For public sector agencies and authorities in 2011, permanency rates for people with a disability are 74.3% compared to 66.4% for all employees.

People with a disability are slightly less likely to work part-time when compared to all employees, with 27.7% of permanent and fixed term people with a disability in public sector agencies and authorities working part-time in 2011, compared to 30.2% for all employees.

In local government authorities in 2010, people with a disability were more likely to be permanent (72.1%) when compared with all employees (66.4%).

People with a disability were approximately twice as likely to work part-time in local government, with 31.3% of permanent and fixed term people with a disability being employed part-time in 2010, compared to 15.2% for all employees.

In public universities, people with a disability are more likely to be permanent (48.1%) when compared to all employees (35.0%) in 2011.

People with a disability are more likely to work part-time compared to all employees in public universities in 2011, with 25.4% of permanent and fixed term people with a disability working part-time compared to 15.7% of all employees. People with a disability are less likely to be in 'other' employment types (16.7%) when compared to all employees (40.3%) in public universities.

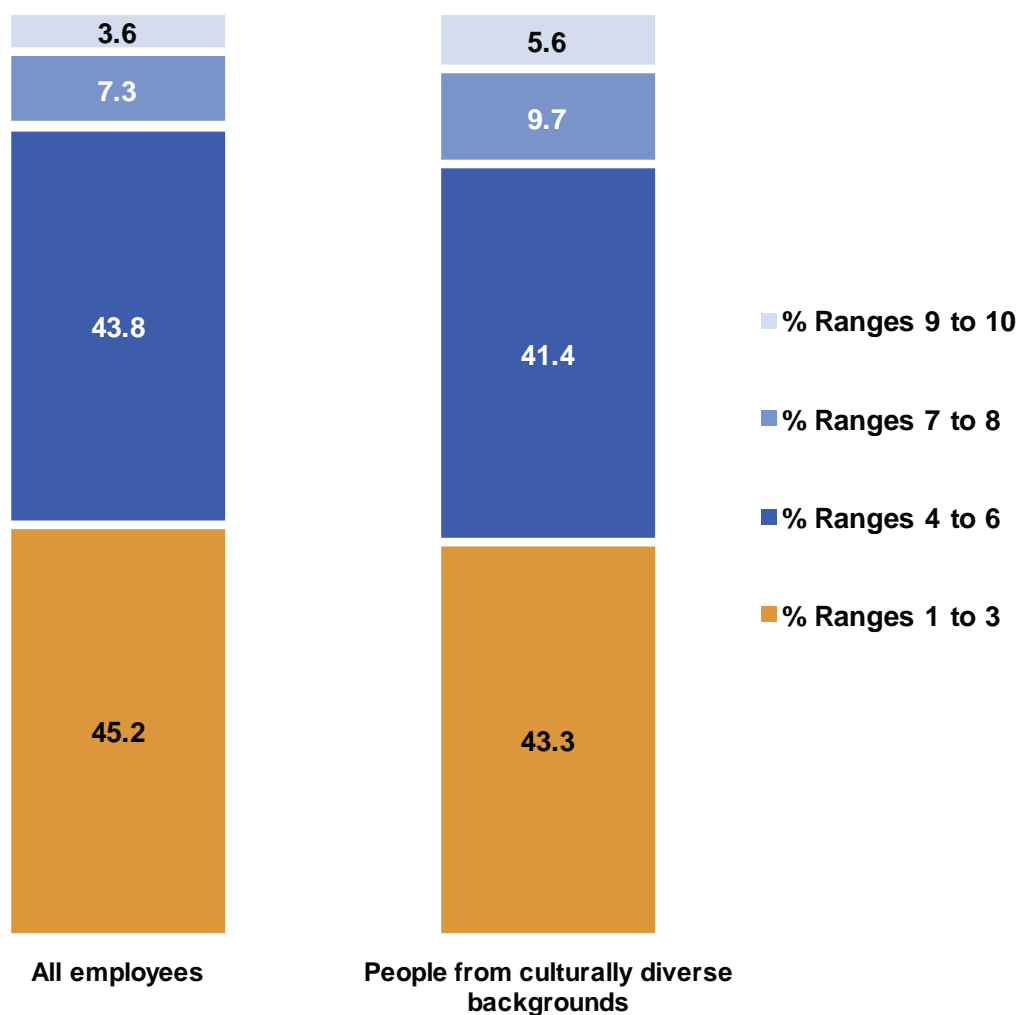| Employment type	Public sector agencies and authorities		Local government authorities		Public universities	
	People with a disability	All employees	People with a disability	All employees	People with a disability	All employees
Permanent employees	74.3%	66.4%	72.1%	66.4%	58.4%	35.0%
Fixed term employees	13.2%	15.7%	12.7%	6.2%	24.9%	24.6%
Full time employees	59.8%	51.9%	53.5%	57.4%	57.9%	43.9%
Part-time employees	27.7%	30.2%	31.3%	15.2%	25.4%	15.7%
Other employment types (includes casuals and trainees)	12.4%	17.9%	15.2%	27.4%	16.7%	40.3%

Notes: (1) 'People with a disability' refers to individuals who identify themselves as such and have responded to the DEOPE recommended voluntary diversity survey.

(2) People with a disability are included in the 'All employees' category.

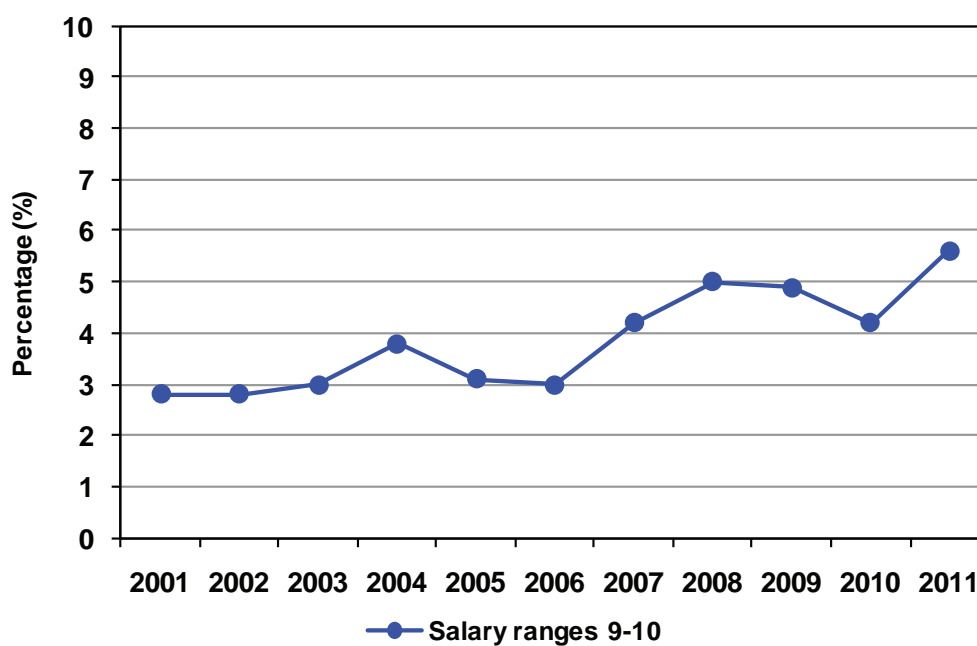## Public sector agencies and authorities: Distribution across salary ranges

The number of people with a disability in public sector agencies and authorities at salary ranges 7 to 10 has increased from 344 in 2010 to 426 in 2011.

In 2011, of all people with a disability in public sector agencies and authorities, 13.2% are at salary ranges 7 to 10 and 3.0% at salary ranges 9 to 10. This compares to 10.9% and 3.6%, respectively, for all employees.

Distribution of people with a disability across salary ranges in public sector agencies and authorities in 2011

	All employees	People with a disability
% Ranges 9 to 10	3.6	3.0
% Ranges 7 to 8	7.3	10.2
% Ranges 4 to 6	43.8	37.0
% Ranges 1 to 3	45.2	49.7
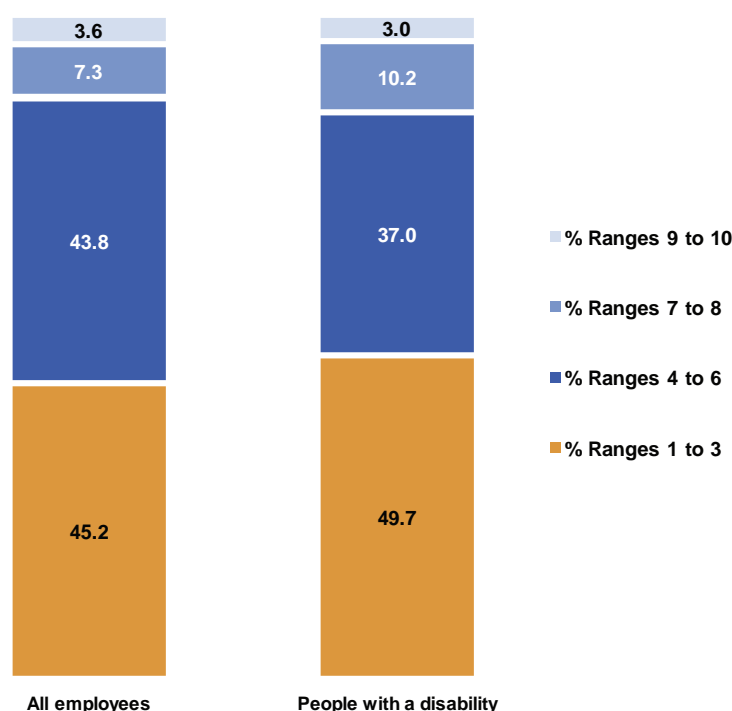
The representation of people with a disability in salary ranges 9 and 10 has generally moved in an upward trend over the last 10 years (3.0% in 2011, compared to 1.7% in 2005).

Public sector agencies and authorities – people with a disability in salary ranges 9-10 from 2001-2011
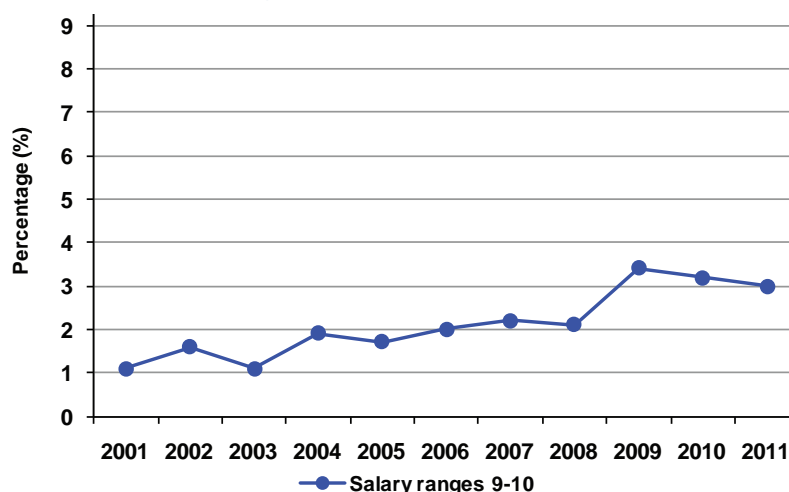
Salary ranges 9-10

Workforce diversity - Youth and mature workers

The following data relates to youth (<25 years) and mature workers (45 years and over) in public employment. For these groups, equity of distribution is not evaluated as salary ranges correlate closely with experience and age.

Representation of youth

The representation of youth in public sector agencies and authorities remained steady at 6.2% (10,355 employees) in 2011.

In local government authorities, youth representation (indoor and outdoor workers combined) increased slightly to 13.7% in 2010 from 13.4% in 2009.

Representation of youth in public universities (academic and general staff combined) has increased from 5.5% in 2010 to 7.0% in 2011.

Representation of youth in public authorities from 2007-2011
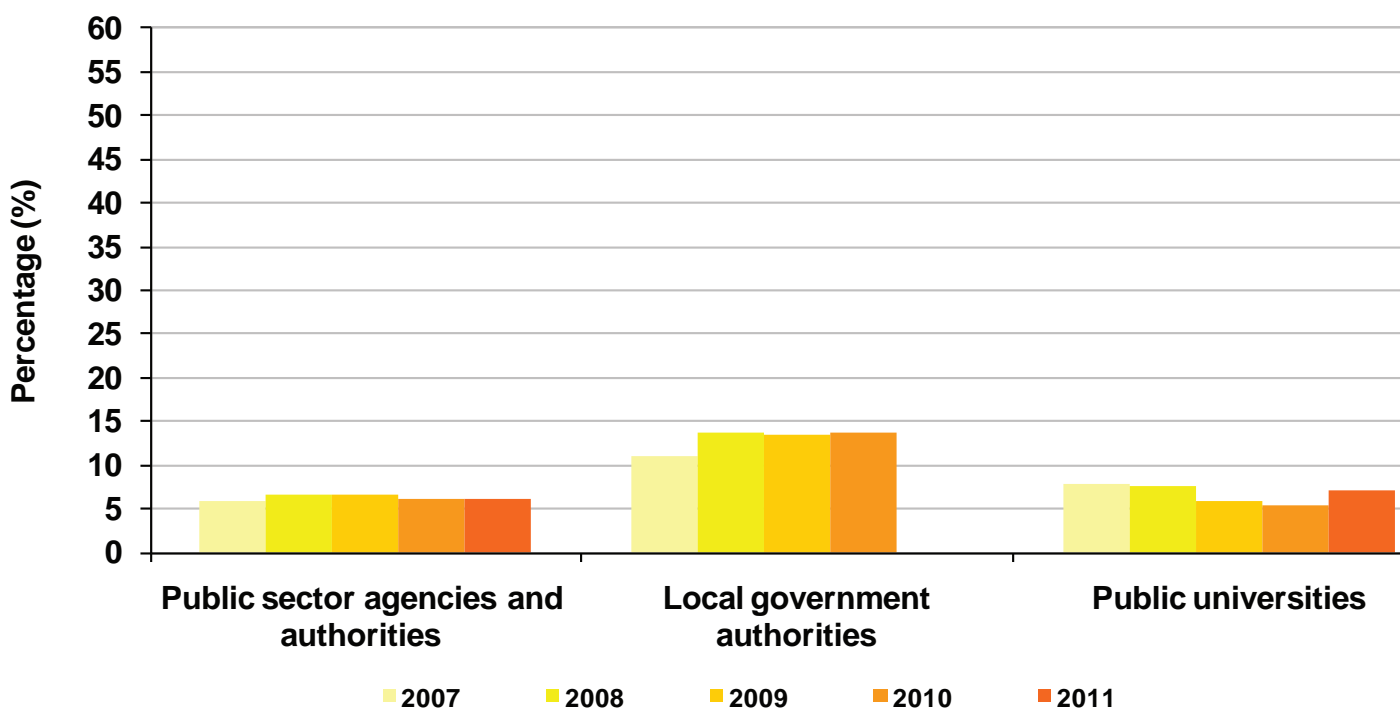
Employment type - Youth

For public sector agencies and authorities in 2011, permanency rates for youth are approximately half of those compared to all employees, at 31.1% for youth compared with 66.4% for all employees.

Youth are less likely to work part-time when compared to all employees, with 20.2% of permanent and fixed term youth in public sector agencies and authorities working part-time in 2011, compared to 30.2% for all employees. Youth are more likely to be employed in 'other' employment types (including trainees), at a rate of 34.5% compared to 17.9% for all employees in public sector agencies and authorities.

Employment type	Public sector agencies and authorities	
	Youth	All employees
Permanent employees	31.1%	66.4%
Fixed term employees	34.3%	15.7%
Full time employees	45.2%	51.9%
Part-time employees	20.2%	30.2%
Other employment types (includes casuals and trainees)	34.5%	17.9%

Notes: (1) These figures do not include Schedule 1 agency data.

(2) Data on employment type was not collected for local government authorities or public universities and hence is not included here.

(3) Youth are included in the 'All employees' category.

Representation of mature workers

Mature workers are over-represented in public employment compared to the community overall. An increase in turnover in public authorities is likely to occur in the next decade as this large employment cohort approaches retirement. To mitigate this effect, many authorities are developing strategies to retain mature workers through part-time and flexible work options. This will assist in the transfer of corporate knowledge and skills to the younger workforce.

In 2011, mature workers in public sector agencies and authorities represent 50.1% (83,502 employees) of the workforce, up slightly from 49.9% (80,535 employees) in 2010.

Representation of mature workers in local government authorities (indoor and outdoor workers combined) increased from 40.8% in 2009 to 43.4% in 2010.

In public universities, representation of mature workers (academic and general staff combined) increased to 39.1% in 2011 from 35.9% in 2010.

Representation of mature workers in public authorities from 2007-2011
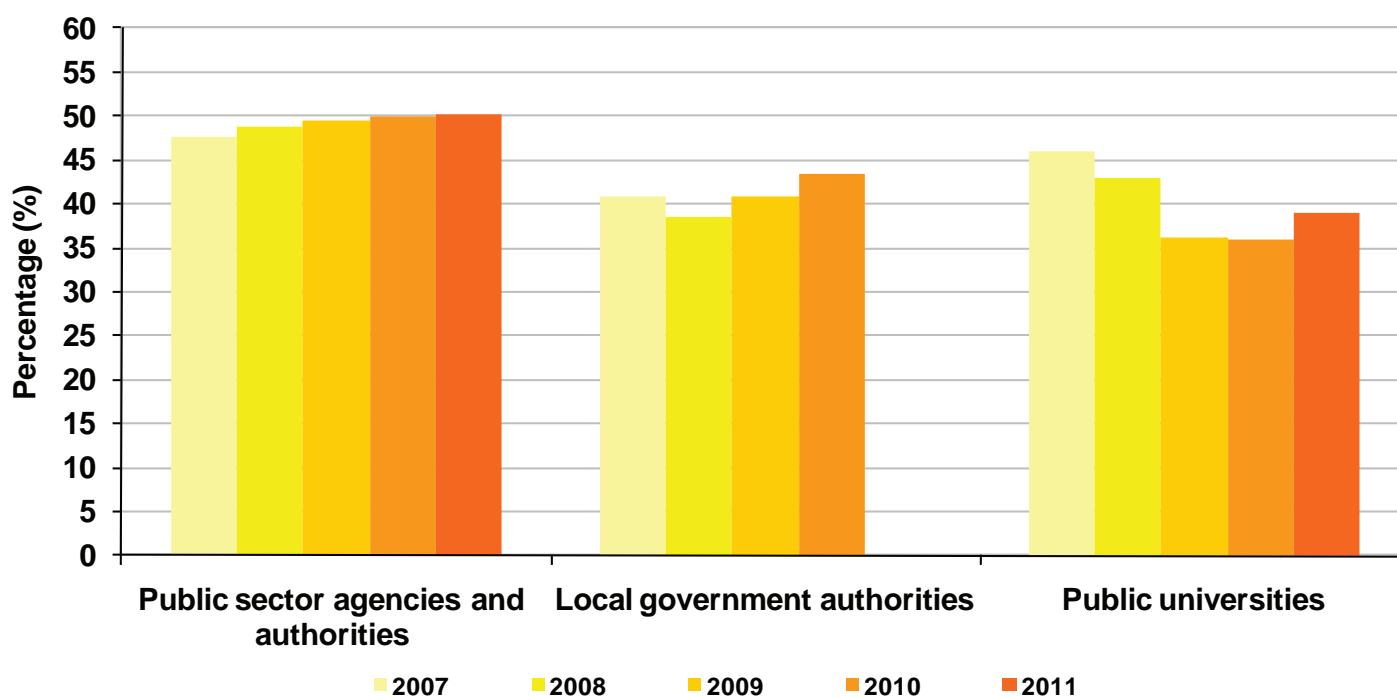
Employment type - Mature workers

For public sector agencies and authorities in 2011, permanency rates for mature workers are 72.6% compared to 66.4% for all employees.

Mature workers are slightly more likely to work part-time when compared to all employees, with 32.5% of permanent and fixed term mature workers in public sector agencies and authorities working part-time in 2011, compared to 30.2% for all employees. Mature workers are employed in 'other' employment types in similar rates to all employees (17.0%) compared to all employees (17.9%) in public sector agencies and authorities.

Employment type	Public sector agencies and authorities	
	Mature workers	All employees
Permanent employees	72.6%	66.4%
Fixed term employees	10.4%	15.7%
Full time employees	50.5%	51.9%
Part-time employees	32.5%	30.2%
Other employment types (includes casuals and trainees)	17.0%	17.9%

Notes: (1) These figures do not include Schedule 1 agency data.

(2) Data on employment type was not collected for local government authorities or public universities and hence is not included here.

(3) Mature workers are included in the 'All employees' category.

Workforce diversity - Snapshot

This section provides a snapshot of the workforce representation (%) and distribution (equity index) for diversity groups in public authorities from the current reporting period, compared with the previous four years.

The data presented is based on public authority yearly reports to the DEOPE. The data for Indigenous Australians, people from culturally diverse backgrounds and people with a disability relies on self nomination and therefore it is possible that these results may underestimate the true number.

Representation in public sector agencies and authorities 2007–2011

Diversity group	Representation (%)				
	2007	2008	2009	2010	2011
Women in management					
Senior executive service	22.7	23.7	25.1	26.9	26.2
Tier 1	24.8	23.3	23.0	26.2	26.0
Tier 2	31.3	33.9	33.9	31.7	31.4
Tier 3	32.7	33.5	33.4	35.1	36.4
Indigenous Australians	2.3	3.3	2.3	2.4	2.6
People from culturally diverse backgrounds	7.9	12.4	12.8	11.9	11.9
People with a disability	1.5	4.2	2.8	2.8	3.4
Youth	5.9	6.6	6.6	6.2	6.2
Mature workers	47.6	48.8	49.4	49.9	50.1

Note: Data for 2007 to 2009 may be different in the 2011 report compared to previous years due to one or more agencies updating their historical data.

Distribution in public sector agencies and authorities 2007–2011

Diversity group	Distribution (Equity index)				
	2007	2008	2009	2010	2011
Women	56	61	60	62	64
Indigenous Australians	38	39	63	48	39
People from culturally diverse backgrounds	155	140	155	129	134
People with a disability	102	119	132	112	101

Representation in local government authorities 2006–2010

Diversity group		Representation (%)				
		2006	2007	2008	2009	2010
Women in management	Tier 1 – Indoor workers	5.6	6.3	9.9	7.1	7.8
	Tier 1 – Outdoor workers	n/a	n/a	n/a	n/a	n/a
	Tier 2 – Indoor workers	26.1	24.6	26.4	29.1	28.3
	Tier 2 – Outdoor workers	0	0	14.0	1.9	13.4
	Tier 3 – Indoor workers	28.5	33.5	34.5	33.7	39.1
	Tier 3 – Outdoor workers	1.2	2.9	9.1	3.8	11.5
Indigenous Australians	Indoor workers	1.2	1.3	1.5	1.6	1.4
	Outdoor workers	5.6	6.2	7.9	7.1	6.4
People from culturally diverse backgrounds	Indoor workers	9.6	11.0	13.4	13.4	14.6
	Outdoor workers	8.6	12.2	12.6	13.8	11.4
People with a disability	Indoor workers	1.6	1.6	2.1	1.9	1.8
	Outdoor workers	2.9	3.7	4.4	4.5	3.3
Youth	Indoor workers	12.6	12.3	16.1	15.3	15.0
	Outdoor workers	8.0	7.8	7.5	8.7	10.1
Mature workers	Indoor workers	36.1	35.8	33.8	37.1	38.7
	Outdoor workers	48.9	54.2	51.4	50.3	56.6

Distribution in local government authorities 2006–2010

Diversity group		Distribution (Equity index)				
		2006	2007	2008	2009	2010
Women	Indoor workers	65	69	76	80	83
	Outdoor workers	101	101	104	96	92
Indigenous Australians	Indoor workers	36	56	52	62	65
	Outdoor workers	94	98	98	91	93
People from culturally diverse backgrounds	Indoor workers	112	116	112	110	108
	Outdoor workers	101	107	102	102	103
People with a disability	Indoor workers	109	93	72	77	74
	Outdoor workers	90	92	86	84	91

Representation in public universities 2007–2011

Diversity group		Representation (%)				
		2007	2008	2009	2010	2011
Women in management (Academic and general staff combined)	Tier 1	25.0	25.0	25.0	25.0	25.0
	Tier 2	29.2	34.6	33.3	37.5	40.0
	Tier 3	34.5	36.3	36.1	36.0	41.4
Indigenous Australians	Academic staff	1.1	1.6	1.1	1.2	1.3
	General staff	1.2	1.1	1.1	1.2	1.2
People from culturally diverse backgrounds	Academic staff	22.2	23.2	21.4	22.8	25.4
	General staff	17.9	16.4	18.7	18.8	19.9
People with a disability	Academic staff	2.7	2.0	1.5	1.4	1.9
	General staff	3.3	2.2	1.8	1.5	1.7
Youth	Academic staff	3.9	3.7	2.2	2.4	4.1
	General staff	10.9	10.9	8.8	8.1	9.6
Mature workers	Academic staff	51.5	50.1	41.7	42.0	46.1
	General staff	41.7	37.5	31.4	30.9	33.1

Distribution in public universities 2007–2011

Diversity group		Distribution (Equity index)				
		2007	2008	2009	2010	2011
Women	Academic staff	65	67	68	69	70
	General staff	79	80	80	81	82
Indigenous Australians	Academic staff	55	56	59	76	76
	General staff	77	70	58	53	56
People from culturally diverse backgrounds	Academic staff	90	98	88	86	88
	General staff	99	105	95	93	92
People with a disability	Academic staff	123	106	105	108	104
	General staff	65	72	76	72	77

Workforce diversity - Composite equity index

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 a disability.

The CEI measures the extent to which members of those diversity groups are distributed across the salary levels. An ideal CEI is 100. Under-participation of any one group, or clustering of a diversity group in lower salary ranges will result in a CEI less than 100. Over-representation or clustering of a diversity group in higher salary ranges will result in a CEI greater than 100.

In 2011, the CEI for Western Australian public sector agencies and authorities has increased to 94.6, up from 93.3 in 2010.

Composite equity index for public sector agencies and authorities from 2007-2011
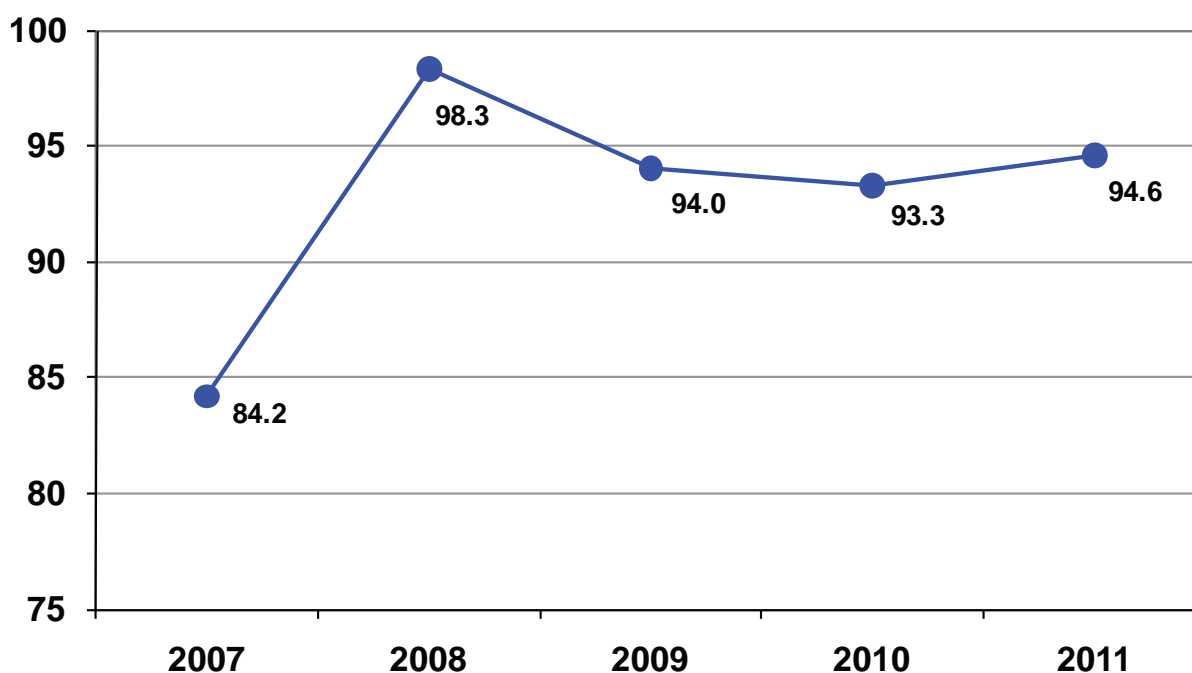
Note: The CEI has been calculated using the 2009 diversity objectives set out in EDP2. These are 3.2% for Indigenous Australians, 13% for people from culturally diverse backgrounds and 3.7% for people with a disability.

Employee Perception Survey results

The Employee Perception Survey forms part of an annual survey program conducted by PSC. A range of diversity related questions are included. See p.11 of this report for further information and refer to Appendix 9 for a full breakdown of the responses to the following questions.

Employee perceptions about the treatment of employees from diversity groups

Results from surveys conducted in 2010-11 indicate public sector employee perceptions regarding the treatment of employees from different diversity groups in the workplace are generally positive. The following bar charts provide a breakdown of the results by question.

Q: Your agency is committed to creating a diverse workforce (e.g. gender, age, cultural background, disability and Indigenous status)

69% of employees agreed their agency is committed to creating a diverse workforce.

| 2 | 4 | 11 | 34 | 35 | 4 | 11 |

Percentage

- ■ Disagree strongly
- ■ Disagree somewhat
- ■ Neither agree nor disagree
- ■ Agree somewhat
- ■ Agree strongly
- ■ Don't know or doesn't apply
- ■ No response
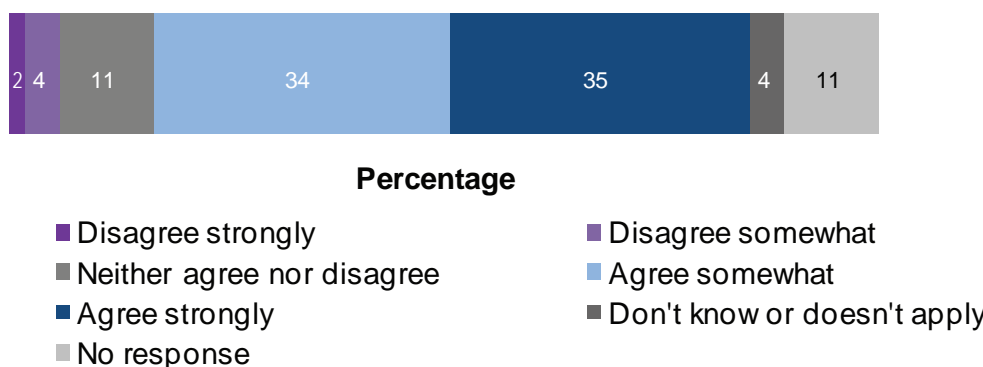
Q: Has your agency supported you in feeling confident in working with people from different diversity groups? (e.g. people from culturally diverse backgrounds, people with a disability, Indigenous Australians and other diversity groups)

57% of employees agreed their agency supports them in feeling confident in working with people from different diversity groups.
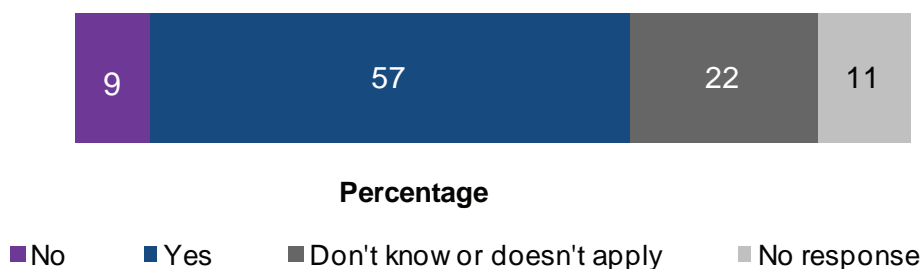
| 9 | 57 | 22 | 11 |

Percentage

- ■ No
- ■ Yes
- ■ Don't know or doesn't apply
- ■ No response

Q: Your workplace culture is equally welcoming of people from all diversity groups (e.g. people from culturally diverse backgrounds, people with a disability, Indigenous Australians and other diversity groups)

76% of employees indicated their workplace culture is equally welcoming of people from all diversity groups, while 4% of employees indicated the opposite (266 employees in total).

Of those employees who perceived their workplace culture was not equally welcoming, 36% felt people from culturally diverse backgrounds were not equally welcomed, followed by Indigenous Australians (26%), people with a disability (22%) and other various diversity groups (16%).
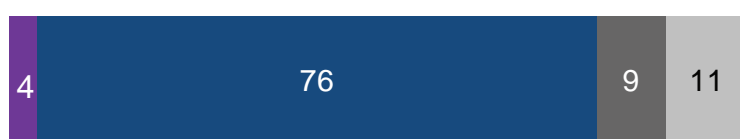
4	76	9	11

Percentage

■ No ■ Yes ■ Don't know or doesn't apply ■ No response

Q: Your immediate supervisor treats employees from all diversity groups in the workplace with equal respect

75% of employees indicated supervisors treat employees from all diversity groups in the workplace with equal respect, while 3% of employees indicated the opposite (194 employees in total).

Of those employees who perceived supervisors did not treat employees from all diversity groups with equal respect, 37% felt people from culturally diverse backgrounds were not treated with equal respect, followed by people with a disability (19%), Indigenous Australians (18%) and other various diversity groups (26%).

3	75	10	12
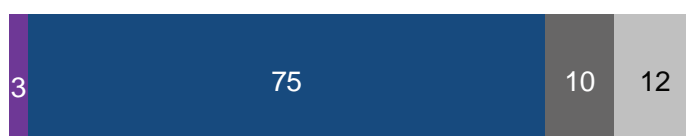
Percentage

■ No ■ Yes ■ Don't know or doesn't apply ■ No response

Q: Your co-workers treat employees from all diversity groups in the workplace with equal respect

74% of employees indicated their co-workers treat employees from all diversity groups in the workplace with equal respect, while 5% of employees indicated the opposite (368 employees in total).

Of those employees who perceived 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 (29%), people with a disability (14%) and other various diversity groups (14%).

5	74	9	12
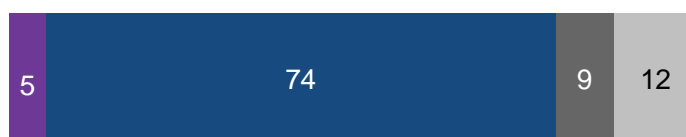
Percentage

■ No   ■ Yes   ■ Don't know or doesn't apply   ■ No response

Employee perceptions about unwelcome behaviour

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

Q: Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in your 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 is acceptable behaviour in their workplace. Nine percent of employees however felt that it is acceptable behaviour (646 employees in total).
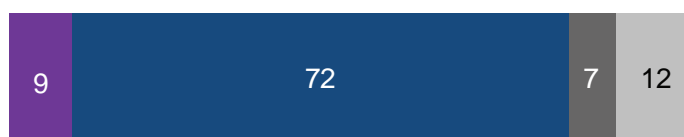
9	72	7	12

Percentage

■ Yes   ■ No   ■ Don't know or doesn't apply   ■ No response

Q: Staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in your workplace

74% 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 5% of employees believed it is acceptable behaviour (355 employees in total).
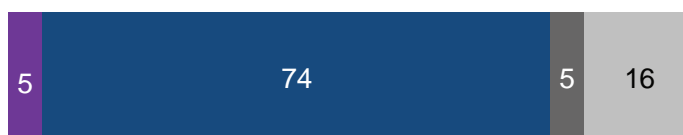
5	74	5	16

Percentage

■ Yes ■ No ■ Don't know or doesn't apply ■ No response

Q: Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status occurs in your workplace

69% of employees did not feel staff made unwelcome comments, jokes or remarks based on a person's gender or diversity group status in their workplace, while 9% of employees did (620 employees in total).

Of those employees who perceived the occurrence of unwelcome comments, jokes or remarks, 39% of employees believed unwelcome comments, jokes or remarks were made about people from culturally diverse backgrounds, followed by Indigenous Australians (25%), people with a disability (10%), and other various diversity groups (26%).

9	69	11	11
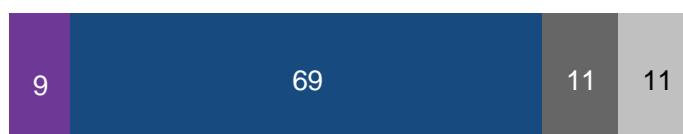
Percentage

■ Yes ■ No ■ Don't know or doesn't apply ■ No response

Q: Unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in your workplace

71% of employees did not believe unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurred in their workplace. Approximately 3% of staff indicated that unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurred in their workplace (228 employees in total).

3	71	13	13

Percentage

■ Yes　■ No　■ Don't know or doesn't apply　■ No response

Employee perceptions about workplace flexibility

The Employee Perception Survey also asked questions about access to flexible work options and leave arrangements (e.g. flexible start and finish times, part-time work and purchased leave arrangements). Results for 2010-11 are similar to previous years and demonstrate the majority of employees feel their workplace supports flexible arrangements.

Q: Your workplace culture supports people to achieve a suitable work/life balance

58% of respondents agreed their agency's workplace culture supports people to achieve a work/life balance.

8	11	10	33	25	1	11

Percentage

■ Disagree strongly　　　　　　■ Disagree somewhat
■ Neither agree nor disagree　　■ Agree somewhat
■ Agree strongly　　　　　　　　■ Don't know or doesn't apply
■ No response

Q: Taking up flexible work options and leave arrangements (e.g. flexible start and finish times, part-time work, purchased leave arrangements) would limit your career in your agency

37% of respondents agreed that taking up flexible work options and leave arrangements would limit their career prospects.

13	24	22	16	14	11

Percentage

- Agree strongly
- Agree somewhat
- Disagree somewhat
- Disagree strongly
- Don't know or doesn't apply
- No response
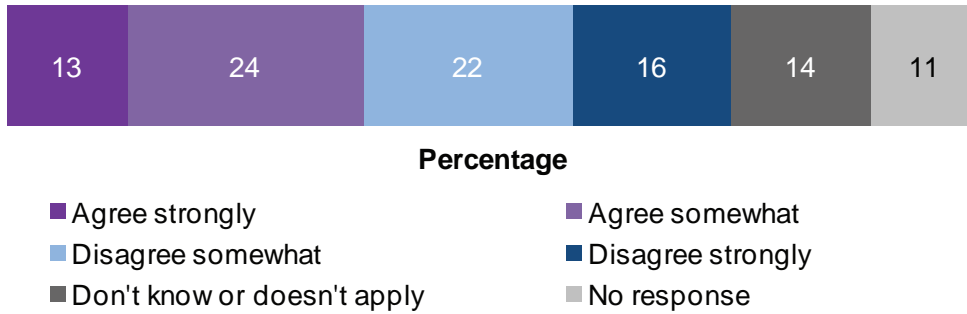
Q: Your agency's policies support the use of flexible work options and leave arrangements (e.g. flexible start and finish times, part-time work, purchased leave arrangements) and provide relevant information to staff

58% of respondents indicated their agency's policies support the use of flexible work options and leave arrangements and provide relevant information to staff.

8	11	36	22	11	11

Percentage

- Disagree strongly
- Disagree somewhat
- Agree somewhat
- Agree strongly
- Dont know or doesn't apply
- No response
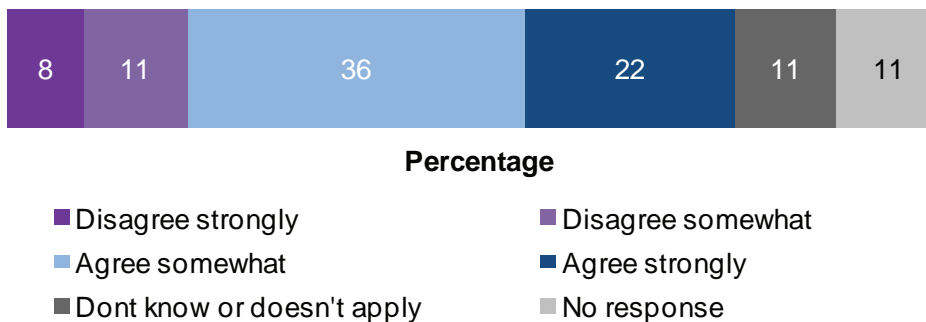
Q: Your immediate supervisor supports the use of flexible work options and leave arrangements (e.g. flexible start and finish times, part-time work, purchased leave arrangements) and accommodates the needs of employees

61% of respondents agreed that supervisors support the use of flexible work options and leave arrangements and accommodate the needs of employees.

7	9	30	31	12	11

Percentage

- Disagree strongly
- Disagree somewhat
- Agree somewhat
- Agree strongly
- Don't know or doesn't apply
- No response
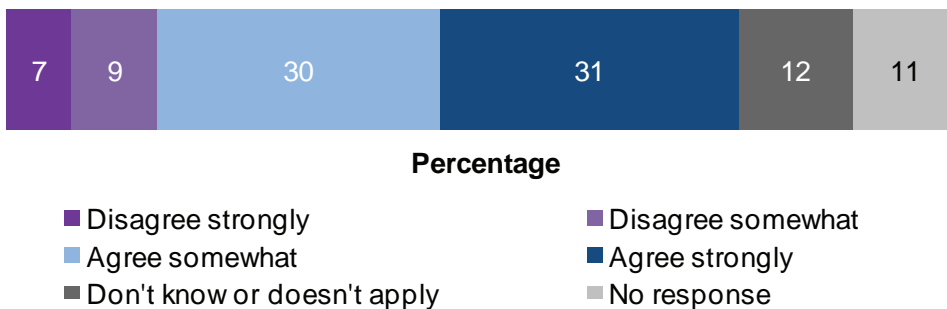
Employee engagement – analysis by diversity group

A range of questions relating to 'employee engagement' were also included in the Employee Perception Survey. These questions covered 'satisfaction with the employer', 'satisfaction with the job', 'pride in working in the Western Australian public sector', and 'respect from supervisors and colleagues'. Responses to these questions are reported in the tables below.

Employee Perception Survey question	Response category	Male	Female
In relation to your current job, how satisfied are you with your agency as an employer?	Very satisfied/ satisfied	39.5% *	48.3% *
In relation to your current job, how satisfied are you with the job overall?	Very satisfied/ satisfied	54.0% *	63.5% *
I am proud to work in the Western Australian public sector	Agree strongly/ agree somewhat	53.4% *	59.0% *
You are treated with respect by your immediate supervisor	Always	59.6% *	63.9% *
You are treated with respect by other employees in your agency	Always	41.1%	43.2%

Employee Perception Survey question	Response category	Indigenous Australians	Non-Indigenous Australians
In relation to your current job, how satisfied are you with your agency as an employer?	Very satisfied/ satisfied	56.9% *	45.6% *
In relation to your current job, how satisfied are you with the job overall?	Very satisfied/ satisfied	64.2%	60.7%
I am proud to work in the Western Australian public sector	Agree strongly/ agree somewhat	72.5% *	57.1% *
You are treated with respect by your immediate supervisor	Always	63.3%	62.8%
You are treated with respect by other employees in your agency	Always	44.0%	42.7%

Employee Perception Survey question	Response category	People from an ethnic minority	People not from an ethnic minority
In relation to your current job, how satisfied are you with your agency as an employer?	Very satisfied/ satisfied	40.9%	46.1%
In relation to your current job, how satisfied are you with the job overall?	Very satisfied/ satisfied	55.0% *	61.0% *
I am proud to work in the Western Australian public sector	Agree strongly/ agree somewhat	54.1%	57.6%
You are treated with respect by your immediate supervisor	Always	63.8%	62.9%
You are treated with respect by other employees in your agency	Always	42.8%	42.8%

Employee Perception Survey question	Response category	People with a disability	People without a disability
In relation to your current job, how satisfied are you with your agency as an employer?	Very satisfied/ satisfied	43.3%	45.9%
In relation to your current job, how satisfied are you with the job overall?	Very satisfied/ satisfied	56.3%	60.9%
I am proud to work in the Western Australian public sector	Agree strongly/ agree somewhat	53.6%	57.5%
You are treated with respect by your immediate supervisor	Always	53.6% *	63.2% *
You are treated with respect by other employees in your agency	Always	36.1% *	42.9% *

Employee Perception Survey question	Response category	Youth	Mature workers
In relation to your current job, how satisfied are you with your agency as an employer?	Very satisfied/ satisfied	59.3%	52.3%
In relation to your current job, how satisfied are you with the job overall?	Very satisfied/ satisfied	70.6%	73.5%
I am proud to work in the Western Australian public sector	Agree strongly/ agree somewhat	72.0%	68.3%
You are treated with respect by your immediate supervisor	Always	58.9%	62.5%
You are treated with respect by other employees in your agency	Always	35.5% *	45.5% *

Note: Statistically significant differences between groups are reported using an asterisk symbol (*). A statistically significant difference means there is statistical evidence of a difference between the comparison groups. Comparisons reported are significantly different based on two-sided tests with significance level 0.05. Tests are adjusted for all pair wise comparisons using the Bonferroni correction.

The responses indicate that differences in perceptions were evident across the diversity groups. Some of these differences are discussed below.

Satisfaction with the agency as an employer

In relation to the question on 'satisfaction with an employee's agency as an employer', Indigenous Australians were more likely to be satisfied than non-Indigenous Australians (56.9% positive responses compared to 45.6%).

Satisfaction with job overall

In relation to the question on 'job satisfaction', the majority of employees from all diversity groups indicated they were satisfied with their job (positive responses ranged from 55.0% to 73.5%).

Proud to work in the Western Australian public sector

Indigenous Australian employees indicated they were more proud than non-Indigenous Australian employees to work in the Western Australian public sector (72.5% compared to 57.1% positive responses). Responses were also highly positive for youth (72.0%) and mature workers (68.3%).

Treated with respect by immediate supervisor

Employees responding 'always' to being treated with respect ranged from 53.6% for youth to 63.8% for employees from an ethnic background.

Employees with a disability were less likely to 'always' be treated with respect by their immediate supervisor (53.6%) when compared to employees without a disability (63.2%).

Treated with respect by other employees in agency

Employees responding 'always' to being treated with respect by other employees in their agency ranged from 35.5% for youth to 44% for Indigenous Australian employees.

Employees with a disability were less likely to 'always' be treated with respect by other employees in their agency (36.1%) when compared to employees without a disability (42.9%).

Annual Agency Survey 2011 results

To monitor how agencies ensure equity and diversity initiatives are included in bullying and/or harassment policies and through specific training, the DEOPE included a selection of questions in the *PSC Annual Agency Survey 2011*. The results for these questions are presented below.

Equity and diversity training

During 2010-11, 9.0% (14,939) of employees in public sector agencies and authorities participated in specific training in equity and diversity awareness. Of these, 13.6% (2,026) were senior managers, managers or supervisors. This training was spread across agencies of all sizes and represents good coverage of public sector agencies and authorities. Training participation has increased from 4.5% (7,248 employees) in 2009-10.

Bullying and/or harassment training

In 2010-11, 13.4% (22,300) of employees participated in specific anti-bullying and/or harassment training. Of these, 8.1% (1,808) were senior managers, managers or supervisors.

Minimising bullying and/or harassment

In response to the question on how public sector agencies work towards minimising the risk of bullying and/or harassment in the workplace, the results indicated that:

- most small (80%), medium (82%) and large (89%) public sector agencies have specific policies developed and implemented. For very small agencies, 55% have policies in place

- most small (87%), medium (85%) and large (83%) agencies have clear processes established for dealing with allegations of bullying and/or harassment. This was less likely for very small agencies, with 59% having procedures in place

- most large (89%) public sector agencies monitor and review policies and processes to ensure they are being applied appropriately. Medium (67%), small (65%), and very small (23%) agencies were less likely to monitor and review bullying and/or harassment policies and procedures, and

- the overall trend was that smaller agencies were less likely to have advanced policies and systems in place to monitor, review and report bullying and harassment, compared to larger agencies.

Note: In the above text, 'large' agencies have 1001 employees or greater, 'medium' agencies have between 201 and 1000 employees, 'small' agencies have between 21 and 200 employees, and 'very small' agencies have 20 employees or less.

Appendices

Appendix 1: Office of Equal Employment Opportunity Interim Strategic Plan 2010 – 2011

Key result area	Legislative Function / Strategic Objective	Strategies

Key Result Area 1
 	
Build and support quality practices in equity and diversity management
	Advise and assist authorities in relation to EEO management plans, including the development of guidelines to assist authorities in preparing EEO management plans
	
	Evaluate the effectiveness of management plans in achieving the objects of Part IX
		• Develop and implement a program of EEO management plan evaluation and improvement tools for public authorities
		
		• Implement EEO planning support programs for local government authorities
		
		• Develop specific strategies to support the development and implementation of EEO management plans to assist with the representation of:
		  º women in management
		  º people with a disability
		  º Indigenous Australians
		  º people from culturally diverse backgrounds, and
		  º youth.
		
		• Maintain and develop a range of targeted information services, products and resources

Key Result Area 2
 	
High quality, accurate, and timely reporting
	Make reports and recommendations to the Minister as to the operation of EEO management plans
	
	Make reports and recommendations to the Minister as to such matters as the DEOPE thinks appropriate
		• Undertake annual EEO data collection and reporting:
		  º Sector Progress Reports
		  º Prepare and deliver *How Does Your Agency Compare?*
		
		• Prepare and deliver DEOPE Annual Reports
		
		• Undertake audits and/or investigations where and when appropriate (s147 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
		
		• Provide advice and assistance in the second year of the transition of EEO reporting from MOIR to WACA

Key result area	Legislative Function / Strategic Objective	Strategies
Key Result Area 3 Performance partnering	Consult with persons or peak bodies who are concerned with any or all of the objects of the EO Act.	• Maintain, build and facilitate performance partnerships that foster cross sector leadership in equity and diversity management • Support targeted initiatives that provide leverage for the objects of the EO Act across the sector and in large agencies
Key Result Area 4 Effective staff, systems and processes	To ensure internal coherence and accountability in planning, decision making, operations, evaluation and reporting	• Develop an accountability framework that defines roles/responsibilities and articulates decision-making mechanisms • Establish, develop and maintain a diverse, effective and appropriately skilled Office of EEO team

Note: The DEOPE joined the Public Sector Commission on 1 December 2010.

Appendix 2: New resources, tools and templates

- **Workforce Planning Model** which outlines four phases to develop a Workforce Plan or integrated Workforce and Diversity Plan.

- **Workforce Planning and Diversity Assessment Tool** which enables agencies to assess the requirements of ss.145(2)(a)-(h) of the Act and key components of workforce planning.

- **Workforce and Diversity Action Plan Template (for agencies with ≥100 employees)** designed to allow public authorities to document workforce and diversity initiatives they need to progress throughout the life of their integrated Plan.

- **Workforce and Diversity Action Plan Template (for agencies with <100 employees)** which is a checklist designed to assist smaller agencies to meet the requirements of ss.145(2)(a)-(h) of the Act and their workforce needs.

- **Workforce Dashboard Template: Quarterly Report to CEO** which is a succinct and visual reporting structure that captures the status of key workforce and diversity indicators for CEOs and executive management.

- **An agency guide to sections 50(d) and 51 of the Act**

Appendix 3: Participating public authorities in the Employee Perception Survey 2010-11

Agency	Total surveys distributed	Total surveys returned	Response rate
North Metropolitan Education Regional Office	12,605	2,435	19.3%
Edith Cowan University	3,344	1,070	32.0%
Department for Child Protection	2,424	755	31.1%
Department of Transport	1,438	692	48.1%
Department of Culture and the Arts	1,048	348	33.2%
Dental Health Services	818	328	40.1%
Department of Planning	861	297	34.5%
WA Country Health Service - Goldfields	533	231	43.3%
West Coast Institute of Training	553	135	24.4%
Office of the Director of Public Prosecutions	259	109	42.1%
Drug and Alcohol Office	231	103	44.6%
Zoological Parks Authority	247	86	34.8%
Department of State Development	167	72	43.1%
Country High School Hostels Authority	160	64	40.0%
Department of Local Government	125	58	46.4%
Public Sector Commission	103	58	56.3%
Small Business Development Corporation	53	35	66.0%
Aqwest (Bunbury Water Board)	35	31	88.6%
Western Australian College of Teaching	41	28	68.3%
Office of the Public Sector Standards Commissioner	28	23	82.1%
Wheatbelt Development Commission	18	10	55.6%
Total	25,091	6,968	27.8%

Note: Overall response rate is a weighted average.

Appendix 4: Public sector agencies and authorities, local government authorities and public universities reported during 2010-11

| Public sector agencies and authorities as at 30 June 2011 |||

The Western Australian public sector agencies and authorities whose data is aggregated in this report are listed below.

Albany Port Authority	Animal Resources Authority	Architects Board of Western Australia
Botanic Gardens and Parks Authority	Broome Port Authority	Builders' Registration Board of Western Australia and Painters' Registration Board
Building and Construction Industry Training Board	Bunbury Port Authority	Bunbury Water Board (Aqwest)
Burswood Park Board	Busselton Water Board	C.Y. O'Connor Institute
Central Institute of Technology	Challenger Institute of Technology	Chemistry Centre (WA)
Commissioner for Equal Opportunity	Commissioner of Main Roads	Corruption and Crime Commission
Country High School Hostels Authority	Curriculum Council	Dampier Port Authority
Department for Child Protection	Department for Communities	Department of Agriculture and Food
Department of Commerce	Department of Corrective Services	Department of Culture and the Arts
Department of Education	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	Department of Mines and Petroleum
Department of Planning	Department of Racing, Gaming and Liquor	Department of Regional Development and Lands

Public sector agencies and authorities as at 30 June 2011		
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 Training and Workforce Development
Department of Transport	Department of Treasury and Finance	Department of Water
Disability Services Commission	Drug and Alcohol Office	Durack Institute of Technology
East Perth Redevelopment Authority and Subiaco Redevelopment Authority	Economic Regulation Authority	Electricity Generation Corporation (Verve Energy)
Electricity Networks Corporation (Western Power)	Electricity Retail Corporation (Synergy)	Esperance Port Authority
Fire and Emergency Services Authority of Western Australia	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 Institute of Technology	Heritage Council of Western Australia	Independent Market Operator
Insurance Commission of Western Australia	Kimberley Development Commission	Kimberley TAFE
Law Reform Commission of Western Australia	Legal Aid Commission of Western Australia	Legal Practice Board
Lotteries Commission (Lotterywest)	Mental Health Commission	Metropolitan Cemeteries Board
Mid West Development Commission	Midland Redevelopment Authority	Minerals and Energy Research Institute of Western Australia

Appendix 4

Office of Energy	Office of Health Review	Office of the Auditor General
Office of the Commissioner for Children and Young People	Office of the Director of Public Prosecutions	Office of the Environmental Protection Authority
Office of the Information Commissioner	Office of the Inspector of Custodial Services	Parliamentary Commissioner for Administrative Investigations (Ombudsman)
Peel Development Commission	Perth Market Authority	Pilbara Development Commission
Pilbara TAFE	Polytechnic West	Port Hedland Port Authority
Potato Marketing Corporation of Western Australia	Public Sector Commission	Public Transport Authority of Western Australia
Racing and Wagering WA	Regional Power Corporation (Horizon Power)	Rottnest Island Authority
Small Business Development Corporation	South West Development Commission	South West Institute of Technology
The National Trust of Australia (WA)	VenuesWest	Veterinary Surgeons' Board
Water Corporation	West Coast Institute of Training	Western Australia Police
Western Australian College of Teaching	Western Australian Electoral Commission	Western Australian Greyhound Racing Association
Western Australian Health Promotion Foundation (Healthway)	Western Australian Land Authority (LandCorp)	Western Australian Land Information Authority (Landgate)
Western Australian Meat Industry Authority	Western Australian Tourism Commission	Western Australian Treasury Corporation
Wheatbelt Development Commission	WorkCover Western Australia Authority	Zoological Parks Authority

Independent agencies reported by larger agency

For the purposes of reporting on equity and diversity in the public sector, some individual agency data has been amalgamated with that of the larger agency:

- Keep Australia Beautiful Council and Swan River Trust reported with Department of Environment and Conservation

- Drug and Alcohol Office reported with Department of Health

- Office of the Public Advocate and Public Trustee's Office reported with Department of the Attorney General

- Electoral Officers reported with Department of the Premier and Cabinet

- State Supply Commission reported with Department of Treasury and Finance, and

- Salaries and Allowances Tribunal reported with Public Sector Commission.

Agencies removed in 2010-11

- Hairdressers Registration Board of Western Australia (abolished on 1 November 2010)

- Nurses and Midwives Board of Western Australia (abolished on 17 October 2010)

- Office of the Public Sector Standards Commissioner (merged with the Public Sector Commission on 1 December 2010)

- Pharmaceutical Council of Western Australia (abolished on 17 October 2010)

New agencies in 2010-11

- Office of the Environmental Protection Authority (split from Department of Environment and Conservation)

Appendix 4

Local government authorities as at 30 November 2010		
City of Albany	Shire of Busselton	Shire of Harvey
City of Armadale	Shire of Capel	Shire of Irwin
City of Bayswater	Shire of Carnamah	Shire of Jerramungup
City of Belmont	Shire of Carnarvon	Shire of Kalamunda
City of Bunbury	Shire of Chapman Valley	Shire of Katanning
City of Canning	Shire of Chittering	Shire of Kellerberrin
City of Cockburn	Shire of Christmas Island	Shire of Kent
City of Fremantle	Shire of Cocos (Keeling) Islands	Shire of Kojonup
City of Geraldton-Greenough	Shire of Collie	Shire of Kondinin
City of Gosnells	Shire of Coolgardie	Shire of Koorda
City of Joondalup	Shire of Coorow	Shire of Kulin
City of Kalgoorlie-Boulder	Shire of Corrigin	Shire of Lake Grace
City of Mandurah	Shire of Cranbrook	Shire of Laverton
City of Melville	Shire of Cuballing	Shire of Leonora
City of Nedlands	Shire of Cue	Shire of Manjimup
City of Perth	Shire of Cunderdin	Shire of Meekatharra
City of Rockingham	Shire of Dalwallinu	Shire of Menzies
City of South Perth	Shire of Dandaragan	Shire of Merredin
City of Stirling	Shire of Dardanup	Shire of Mingenew
City of Subiaco	Shire of Denmark	Shire of Moora
City of Swan	Shire of Derby-West Kimberley	Shire of Morawa
City of Wanneroo	Shire of Donnybrook-Balingup	Shire of Mount Magnet
Shire of Ashburton	Shire of Dowerin	Shire of Mount Marshall
Shire of Augusta-Margaret River	Shire of Dumbleyung	Shire of Mukinbudin
Shire of Beverley	Shire of Dundas	Shire of Mullewa
Shire of Boddington	Shire of East Pilbara	Shire of Mundaring
Shire of Boyup Brook	Shire of Esperance	Shire of Murchison
Shire of Bridgetown-Greenbushes	Shire of Exmouth	Shire of Murray
Shire of Brookton	Shire of Gingin	Shire of Nannup
Shire of Broome	Shire of Gnowangerup	Shire of Narembeen
Shire of Broomehill-Tambellup	Shire of Goomalling	Shire of Narrogin
Shire of Bruce Rock	Shire of Halls Creek	Shire of Ngaanyatjarruka

Local government authorities as at 30 November 2010		
Shire of Northam	Shire of Toodyay	Shire of Wyndham-East Kimberley
Shire of Northampton	Shire of Trayning	Shire of Yalgoo
Shire of Nungarin	Shire of Upper Gascoyne	Shire of Yilgarn
Shire of Peppermint Grove	Shire of Victoria Plains	Shire of York
Shire of Perenjori	Shire of Wagin	Town of Bassendean
Shire of Pingelly	Shire of Wandering	Town of Cambridge
Shire of Plantagenet	Shire of Waroona	Town of Claremont
Shire of Quairading	Shire of West Arthur	Town of Cottesloe
Shire of Ravensthorpe	Shire of Westonia	Town of East Fremantle
Shire of Roebourne	Shire of Wickepin	Town of Kwinana
Shire of Sandstone	Shire of Williams	Town of Mosman Park
Shire of Serpentine-Jarrahdale	Shire of Wiluna	Town of Narrogin
Shire of Shark Bay	Shire of Wongan-Ballidu	Town of Port Hedland
Shire of Tammin	Shire of Woodanilling	Town of Victoria Park
Shire of Three Springs	Shire of Wyalkatchem	Town of Vincent

Public universities as at 31 March 2011
Curtin University of Technology
Edith Cowan University
Murdoch University
University of Western Australia

Appendix 4

Appendix 5: Public sector agencies and authorities' workforce demographics

Women, men, youth and mature workers in public sector agencies and authorities

Representation of women, men, youth and mature workers 2007-2011					
	2007	2008	2009	2010	2011
Number of employees	131 742	153 582	159 033	161 483	166 741
Number of women	85 450	103 034	106 972	108 960	113 252
Number of men	46 292	50 548	52 061	52 523	53 489
Women as % of all employees	64.9%	67.1%	67.3%	67.5%	67.9%
Estimated women FTEs as % of all estimated FTEs	60.2%	62.0%	62.2%	62.3%	62.8%
Number of youth (<25 yrs)	7 777	10 153	10 499	10 029	10 355
Youth as % of total employees	5.9%	6.6%	6.6%	6.2%	6.2%
Number of mature workers (≥45 yrs)	62 682	75 021	78 560	80 535	83 502
Mature workers as % of total employees	47.6%	48.8%	49.4%	49.9%	50.1%

Notes: (1) Estimated FTEs are calculated by counting each full time person as one FTE and each part-time and casual person as 0.5 FTEs.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more agencies updating their historical data.

Employment type - women and men 2007-2011					
	2007	2008	2009	2010	2011
Permanent women	59 004	63 230	67 149	69 445	70 795
Permanent women as % of all women	69.1%	61.4%	62.8%	63.7%	62.5%
Permanent men	36 633	37 942	39 206	39 604	39 938
Permanent men as % of all men	79.1%	75.1%	75.3%	75.4%	74.7%
Part-time women	32 193	40 155	42 099	43 130	44 484
Part-time women as % of permanent and fixed term women	42.9%	49.2%	49.2%	49.3%	49.2%
Part-time men	3 805	6 365	6 423	5 939	5 951
Part-time men as % of permanent and fixed term men	9.0%	14.4%	14.1%	12.9%	12.8%

Appendix 5

Women in management in public sector agencies and authorities

Distribution of women 2007-2011					
	2007	2008	2009	2010	2011
Equity index for women	56	61	60	62	64
Women as % salary ranges 7-10	29.7%	33.7%	32.9%	36.0%	37.4%
Women as % salary ranges 9-10	23.3%	26.4%	26.6%	26.0%	27.5%

Notes: (1) The equity index is a measure of compression at the lower salary ranges. An index of 100 indicates no compression.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more agencies updating their historical data.

Women in the management tiers 2007-2011					
	2007	2008	2009	2010	2011
Total in tier 1	121	120	122	126	123
Women in tier 1	30	28	28	33	32
Women as % tier 1	24.8%	23.3%	23.0%	26.2%	26.0%
Total in tier 2	565	620	643	682	678
Women in tier 2	177	210	218	216	213
Women as % tier 2	31.3%	33.9%	33.9%	31.7%	31.4%
Total in tier 3	1 647	1 725	1 720	1 700	1 822
Women in tier 3	539	578	575	596	663
Women as % tier 3	32.7%	33.5%	33.4%	35.1%	36.4%

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

Women in the senior executive service (SES) 2007-2011					
	2007	2008	2009	2010	2011
People in the SES	375	375	382	412	433
Women in the SES	85	89	96	111	114
Women as % SES	22.7%	23.7%	25.1%	26.9%	26.3%

Indigenous Australians in public sector agencies and authorities

Representation of Indigenous Australians 2007-2011	2007	2008	2009	2010	2011
Employees surveyed	99 465	75 153	78 353	88 729	96 892
Employees surveyed as % total	75.5%	48.9%	49.3%	54.9%	58.1%
Indigenous Australians	2 277	2 496	1 775	2 127	2 533
Indigenous Australians as % employees surveyed	2.3%	3.3%	2.3%	2.4%	2.6%
Permanent employees as % total	72.6%	65.9%	66.9%	67.5%	66.4%
Permanent Indigenous Australians as % all Indigenous Australians	67.5%	67.5%	69.4%	71.3%	70.7%

Notes: (1) The data on Indigenous Australians relies on self nomination. It is therefore possible that these results may underestimate the true number.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more agencies updating their historical data.

Distribution of Indigenous Australians 2007-2011	2007	2008	2009	2010	2011
Equity index for Indigenous Australians	38	39	63	48	39
No. Indigenous Australians in salary ranges 7-10	79	114	93	103	110
% All employees in salary ranges 7-10	9.1%	10.2%	9.1%	10.4%	10.9%
% Indigenous Australians in salary ranges 7-10	3.7%	4.6%	5.2%	4.8%	4.3%
No. Indigenous Australians in salary ranges 9-10	18	13	10	9	11
% All employees in salary ranges 9-10	2.7%	3.4%	3.2%	3.1%	3.6%
% Indigenous Australians in salary ranges 9-10	0.8%	0.5%	0.6%	0.4%	0.4%

Notes: (1) The equity index is a measure of compression at the lower salary ranges. An index of 100 indicates no compression.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more agencies updating their historical data.

Indigenous Australians in the senior executive service (SES) 2007-2011	2007	2008	2009	2010	2011
Indigenous Australians in the SES	6	N/A	4	3	3
Indigenous Australians as % SES	1.5%	N/A	1.0%	0.7%	0.7%

People from culturally diverse backgrounds in public sector agencies and authorities

Representation of people from culturally diverse backgrounds 2007-2011					
	2007	2008	2009	2010	2011
Employees surveyed	99 215	74 578	78 712	89 020	97 362
Employees surveyed as % total	75.3%	48.6%	49.5%	55.1%	58.4%
People from culturally diverse backgrounds	7 832	9 227	10 113	10 629	11 545
People from culturally diverse backgrounds as % employees surveyed	7.9%	12.4%	12.8%	11.9%	11.9%
Permanent employees as % total	72.6%	65.9%	66.9%	67.5%	66.4%
Permanent people from culturally diverse backgrounds as % all people from culturally diverse backgrounds	74.9%	72.0%	73.5%	73.8%	73.1%

Notes: (1) The data on people from culturally diverse backgrounds relies on self nomination. It is therefore possible that these results may underestimate the true number.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more agencies updating their historical data.

Distribution of people from culturally diverse backgrounds 2007-2011					
	2007	2008	2009	2010	2011
Equity index for people from culturally diverse backgrounds	155	140	155	129	134
No. people from culturally diverse backgrounds in salary ranges 7-10	1 003	1 387	1 481	1 471	1 763
% All employees in salary ranges 7-10	9.1%	10.2%	9.1%	10.4%	10.9%
% People from culturally diverse backgrounds in salary ranges 7-10	14.3%	15.2%	14.6%	13.9%	15.3%
No. people from culturally diverse backgrounds in salary ranges 9-10	294	470	499	441	648
% All employees in salary ranges 9-10	2.7%	3.4%	3.2%	3.1%	3.6%
% People from culturally diverse backgrounds in salary ranges 9-10	4.2%	5.1%	4.9%	4.2%	5.6%

Notes: (1) The equity index is a measure of compression at the lower salary ranges. An index of 100 indicates no compression.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more agencies updating their historical data.

People from culturally diverse backgrounds in the senior executive service (SES) 2007-2011					
	2007	2008	2009	2010	2011
People from culturally diverse backgrounds in the SES	16	N/A	26	27	26
People from culturally diverse backgrounds as % of SES	4.1%	N/A	6.8%	6.6%	6.0%

Appendix 5

People with a disability in public sector agencies and authorities

Representation of people with a disability 2007-2011					
	2007	2008	2009	2010	2011
Employees surveyed	99 460	73 048	75 142	87 515	95 548
Employees surveyed as % total	75.5%	47.6%	47.2%	54.2%	57.3%
People with a disability	1 504	3 058	2 077	2 490	3 221
People with a disability as % employees surveyed	1.5%	4.2%	2.8%	2.8%	3.4%
Permanent employees as % total	72.6%	65.9%	66.9%	67.5%	66.4%
Permanent people with a disability as % all people with a disability	79.9%	81.9%	77.1%	73.1%	68.5%

Notes: (1) The data on people with a disability relies on self-nomination. It is therefore possible that these results may underestimate the true number.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more agencies updating their historical data.

Distribution of people with a disability 2007-2011					
	2007	2008	2009	2010	2011
Equity index for people with a disability	102	119	132	112	101
No. people with a disability in salary ranges 7-10	137	400	278	344	426
% All employees in salary ranges 7-10	9.1%	10.2%	9.1%	10.4%	10.9%
% People with a disability in salary ranges 7-10	9.9%	13.1%	13.4%	13.8%	13.2%
No. people with a disability in salary ranges 9-10	30	64	70	79	97
% All employees in salary ranges 9-10	2.7%	3.4%	3.2%	3.1%	3.6%
% People with a disability in salary ranges 9-10	2.2%	2.1%	3.4%	3.2%	3.0%

Notes: (1) The equity index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more agencies updating their historical data.

People with a disability in the senior executive service (SES) 2007-2011					
	2007	2008	2009	2010	2011
People with a disability in the SES	3	N/A	7	6	10
People with a disability as % SES	0.8%	N/A	1.8%	1.5%	2.3%

Appendix 5

Appendix 6: Local government authorities' workforce demographics

Women, men, youth and mature workers in local government authorities

Representation of women, men, youth and mature workers 2006-2010										
	2006		2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Number of employees	11 514	4 403	12 153	4 612	13 447	4 912	14 437	5 583	15 575	5 521
Number of women	7 217	559	7 858	632	8 767	774	9 426	1 016	10 177	912
Number of men	4 297	3 843	4 295	3 980	4 680	4 138	5 011	4 567	5 398	4 609
Women as % of all employees	62.7%	12.7%	64.7%	13.7%	65.2%	15.8%	65.3%	18.2%	65.3%	16.5%
Estimated women FTEs as % of all estimated FTEs	58.3%	9.6%	60.0%	10.5%	60.9%	12.3%	61.3%	14.1%	61.1%	12.6%
Number of youth (<25 yrs)	1 453	353	1 490	358	2 162	369	2 204	485	2 331	555
Youth as % of total employees	12.6%	8.0%	12.3%	7.8%	16.1%	7.5%	15.3%	8.7%	15.0%	10.1%
Number of mature workers (≥45 yrs)	4 162	2 153	4 348	2 498	4 544	2 523	5 363	2 811	6 034	3 126
Mature workers as % of total employees	36.1%	48.9%	35.8%	54.2%	33.8%	51.4%	37.1%	50.3%	38.7%	56.6%

Notes: (1) Estimated FTEs are calculated by counting each full time person as one FTE and each part-time and casual person as 0.5 FTEs.

(2) Data for 2006 to 2009 may be different in the 2011 report compared to previous years due to one or more local government authorities updating their historical data.

Employment type - women and men 2006-2010

	2006		2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Permanent women	4 618	302	4 840	358	5 152	396	5 476	535	5 921	488
Permanent women as % of all women	64.0%	54.0%	61.6%	56.6%	58.8%	51.2%	58.1%	52.7%	58.2%	53.5%
Permanent men	3 072	3 555	2 991	3 698	3 073	3 715	3 156	4 045	3 472	4 130
Permanent men as % of all men	71.5%	92.5%	69.6%	92.9%	65.7%	89.8%	63.0%	88.6%	64.3%	89.6%
Part-time women	1 829	87	2 110	112	2 205	96	2 345	162	2 559	169
Part-time women as % of permanent and fixed term women	36.4%	27.4%	39.1%	28.9%	38.8%	23.0%	38.4%	28.6%	38.9%	32.6%
Part-time men	285	77	317	87	366	139	362	99	371	122
Part-time men as % of permanent and fixed term men	8.3%	2.1%	9.2%	2.3%	10.3%	3.6%	9.9%	2.4%	9.3%	2.9%

Women in management in local government authorities

Distribution of women 2006-2010

	2006		2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for women	65	101	69	101	76	104	80	96	83	92
Women as % salary ranges 7-10	33.3%	5.9%	36.5%	6.5%	41.9%	8.1%	44.8%	10.0%	46.7%	9.0%
Women as % salary ranges 9-10	23.9%	6.2%	27.8%	6.0%	31.5%	7.5%	36.1%	9.8%	38.0%	9.5%

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

Women in management tiers 2006-2010

	2006		2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Total in tier 1	144		144		141		141		141	
Women in tier 1	8		9		14		10		11	
Women as % tier 1	5.6%		6.3%		9.9%		7.1%		7.8%	
Total in tier 2	399	53	422	52	424	57	422	54	473	82
Women in tier 2	104	0	104	0	112	8	123	1	134	11
Women as % tier 2	26.1%	0.0%	24.6%	0.0%	26.4%	14.0%	29.1%	1.9%	28.3%	13.4%
Total in tier 3	550	83	597	104	632	88	694	78	723	157
Women in tier 3	157	1	200	3	218	8	234	3	283	18
Women as % tier 3	28.5%	1.2%	33.5%	2.9%	34.5%	9.1%	33.7%	3.8%	39.1%	11.5%

Indigenous Australians in local government authorities

	Representation of Indigenous Australians 2006-2010									
	2006		2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	7 275	3 290	6 674	2 624	6 360	2 572	6 852	2 796	8 617	3 513
Employees surveyed as % of total	63.2%	74.7%	54.9%	56.9%	47.3%	52.4%	47.5%	50.1%	55.3%	63.6%
Indigenous Australians	85	184	87	163	95	204	113	198	121	226
Indigenous Australians as % of employees surveyed	1.2%	5.6%	1.3%	6.2%	1.5%	7.9%	1.6%	7.1%	1.4%	6.4%

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

Distribution of Indigenous Australians 2006-2010										
	2006		2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for Indigenous Australians	36	94	56	98	52	98	62	91	65	93
No. Indigenous Australians in salary ranges 7-10	3	140	10	140	10	153	21	154	20	138
% All employees in salary ranges 7-10	28.8%	86.9%	30.2%	86.7%	36.8%	88.0%	41.1%	83.1%	44.7%	79.1%
% Indigenous Australians in salary ranges 7-10	5.1%	78.2%	14.5%	91.5%	14.1%	89.0%	25.6%	87.5%	21.3%	73.8%
No. Indigenous Australians in salary ranges 9-10	1	51	4	60	1	80	9	88	9	90
% All employees in salary ranges 9-10	14.9%	38.2%	16.3%	38.9%	19.6%	39.7%	23.0%	46.9%	25.5%	43.7%
% Indigenous Australians in salary ranges 9-10	1.7%	28.5%	5.8%	39.2%	1.4%	46.5%	11.0%	50.0%	9.6%	48.1%

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

People from culturally diverse backgrounds in local government authorities

Appendix 6

	Representation of people from culturally diverse backgrounds 2006-2010									
	2006		2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	7 275	3 290	6 674	2 624	6 360	2 572	6 852	2 796	8 617	3 513
Employees surveyed as % of total	63.2%	74.7%	54.9%	56.9%	47.3%	52.4%	47.5%	50.1%	55.3%	63.6%
People from culturally diverse backgrounds	700	284	737	321	851	323	917	386	1 259	400
People from culturally diverse backgrounds as % of employees surveyed	9.6%	8.6%	11.0%	12.2%	13.4%	12.6%	13.4%	13.8%	14.6%	11.4%

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 2006-2010										
	2006		2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for people from culturally diverse backgrounds	112	101	116	107	112	102	110	102	108	103
No. people from culturally diverse backgrounds in salary ranges 7-10	201	239	235	269	273	233	333	272	524	276
% All employees in salary ranges 7-10	28.8%	86.9%	30.2%	86.7%	36.8%	88.0%	41.1%	83.1%	44.7%	79.1%
% People from culturally diverse backgrounds in salary ranges 7-10	31.1%	86.0%	34.4%	87.3%	38.2%	79.8%	42.7%	73.9%	50.6%	83.4%
No. people from culturally diverse backgrounds in salary ranges 9-10	106	122	122	165	160	103	194	170	332	185
% All employees in salary ranges 9-10	14.9%	38.2%	16.3%	38.9%	19.6%	39.7%	23.0%	46.9%	25.5%	43.7%
% People from culturally diverse backgrounds in salary ranges 9-10	16.4%	43.9%	17.9%	53.6%	22.4%	35.3%	24.9%	46.2%	32.0%	55.9%

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

People with a disability in local government authorities

	Representation of people with a disability 2006-2010									
	2006		2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	7 275	3 290	6 674	2 624	6 360	2 572	6 852	2 796	8 617	3 513
Employees surveyed as % of total	63.2%	74.7%	54.9%	56.9%	47.3%	52.4%	47.5%	50.1%	55.3%	63.6%
People with a disability	117	95	106	96	135	114	133	126	154	115
People with a disability as % of employees surveyed	1.6%	2.9%	1.6%	3.7%	2.1%	4.4%	1.9%	4.5%	1.8%	3.3%

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

	2006		2007		2008		2009		2010	
Distribution of people with a disability 2006-2010										
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for people with a disability	109	90	93	92	72	86	77	84	74	91
No. people with a disability in salary ranges 7-10	38	62	26	68	28	81	33	79	37	70
% All employees in salary ranges 7-10	28.8%	86.9%	30.2%	86.7%	36.8%	88.0%	41.1%	83.1%	44.7%	79.1%
% People with a disability in salary ranges 7-10	33.9%	66.7%	25.7%	71.6%	23.1%	73.0%	29.2%	64.8%	30.3%	65.4%
No. people with a disability in salary ranges 9-10	19	38	19	36	17	31	14	36	19	33
% All employees in salary ranges 9-10	14.9%	38.2%	16.3%	38.9%	19.6%	39.7%	23.0%	46.9%	25.5%	43.7%
% People with a disability in salary ranges 9-10	17.0%	40.9%	18.8%	37.9%	14.0%	27.9%	12.4%	29.5%	15.6%	30.8%

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

Appendix 7: Public universities' workforce demographics

Women, men youth and mature workers in public universities

Representation of women, men, youth and mature workers 2007-2011 Academics					
	2007	2008	2009	2010	2011
Number of employees	5 202	5 772	7 673	7 813	8 381
Number of women	2 346	2 752	3 649	3 769	4 127
Number of men	2 856	3 020	4 024	4 044	4 254
Women as % of all employees	45.1%	47.7%	47.6%	48.2%	49.2%
Estimated women FTEs as % of all estimated FTEs	41.6%	44.0%	44.7%	45.1%	46.1%
Number of youth (<25 yrs)	203	212	171	185	342
Youth as % of total employees	3.9%	3.7%	2.2%	2.4%	4.1%
Number of mature workers (≥45 yrs)	2 677	2 892	3 203	3 281	3 863
Mature workers as % of total employees	51.5%	50.1%	41.7%	42.0%	46.1%

Notes: (1) Estimated FTEs are calculated by counting each full time person as one FTE and each part-time and casual person as 0.5 FTEs.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more public universities updating their historical data.

Representation of women and men 2007-2011 General staff					
	2007	2008	2009	2010	2011
Number of employees	6 291	7 353	9 243	9 550	9 808
Number of women	4 145	4 834	6 040	6 244	6 463
Number of men	2 146	2 519	3 203	3 306	3 345
Women as % of all employees	65.9%	65.7%	65.3%	65.4%	65.9%
Estimated women FTEs as % of all estimated FTEs	62.8%	63.1%	63.2%	63.4%	63.8%
Number of youth (<25 yrs)	688	804	814	772	941
Youth as % of total employees	10.9%	10.9%	8.8%	8.1%	9.6%
Number of mature workers (≥45 yrs)	2 622	2 757	2 900	2 947	3 246
Mature workers as % of total employees	41.7%	37.5%	31.4%	30.9%	33.1%

Notes: (1) Estimated FTEs are calculated by counting each full time person as one FTE and each part-time and casual person as 0.5 FTEs.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more public universities updating their historical data.

Representation of women and men 2007-2011 Academic and general staff					
	2007	2008	2009	2010	2011
Total number of employees	11 493	13 125	16 916	17 363	18 189
Total number of women	6 491	7 586	9 689	10 013	10 590
Total number of men	5 002	5 539	7 227	7 350	7 599
Total women as % of all employees	56.5%	57.8%	57.3%	57.7%	58.2%

Women and men by employment type in public universities

Employment type – women and men 2007-2011 Academics					
	2007	2008	2009	2010	2011
Permanent women	791	814	810	823	909
Permanent women as % of all women	33.7%	29.6%	22.2%	21.8%	22.0%
Permanent men	1 322	1 296	1 266	1 255	1 300
Permanent men as % of all men	46.3%	42.9%	31.5%	31.0%	30.6%
Part-time women	494	547	585	643	641
Part-time women as % of permanent and fixed term women	31.6%	31.8%	31.8%	33.0%	33.0%
Part-time men	334	341	360	382	408
Part-time men as % of permanent and fixed term men	14.7%	14.7%	14.9%	15.3%	16.3%

Employment type – women and men 2007-2011 General staff					
	2007	2008	2009	2010	2011
Permanent women	2 351	2 469	2 548	2 681	2 721
Permanent women as % of all women	56.7%	51.1%	42.2%	42.9%	42.1%
Permanent men	1 394	1 396	1 395	1 431	1 445
Permanent men as % of all men	65.0%	55.4%	43.6%	43.3%	43.2%
Part-time women	1 293	1 349	1 443	1 457	1 556
Part-time women as % of permanent and fixed term women	35.1%	34.5%	34.6%	34.5%	36.2%
Part-time men	219	256	241	246	253
Part-time men as % of permanent and fixed term men	11.2%	12.4%	11.3%	11.4%	11.9%

Appendix 7

Women in management in public universities

Distribution of women 2007-2011 Academics					
	2007	2008	2009	2010	2011
Equity index for women	65	67	68	69	70
% Women in Academic Levels D-E	22.4%	23.4%	24.7%	25.7%	26.1%

Distribution of women 2007-2011 General staff					
	2007	2008	2009	2010	2011
Equity index for women	79	80	80	81	82
% Women in HEW Levels 7-11	51.5%	51.8%	53.0%	53.6%	54.8%

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

Women in management tiers 2007-2011 Academic and general staff					
	2007	2008	2009	2010	2011
Total in tier 1	4	4	4	4	4
Women in tier 1	1	1	1	1	1
Women as % of tier 1	25.0%	25.0%	25.0%	25.0%	25.0%
Total in tier 2	24	26	27	24	25
Women in tier 2	7	9	9	9	10
Women as % of tier 2	29.2%	34.6%	33.3%	37.5%	40.0%
Total in tier 3	87	102	122	125	191
Women in tier 3	30	37	44	45	79
Women as % of tier 3	34.5%	36.3%	36.1%	36.0%	41.4%

Note: Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more public universities updating their historical data.

Indigenous Australians in public universities

Representation of Indigenous Australians 2007-2011 Academics					
	2007	2008	2009	2010	2011
Employees surveyed	4 535	3 781	5 048	5 361	5 104
Employees surveyed as % of total	87.2%	65.5%	65.8%	68.6%	60.9%
Indigenous Australians	49	60	58	66	64
Indigenous Australians as % of employees surveyed	1.1%	1.6%	1.1%	1.2%	1.3%

Notes: (1) The data on Indigenous Australians relies on self nomination. It is therefore possible that these results may underestimate the true number.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more public universities updating their historical data.

Representation of Indigenous Australians 2007-2011 General staff					
	2007	2008	2009	2010	2011
Employees surveyed	5 334	5 522	6 395	6 608	6 598
Employees surveyed as % of total	84.8%	75.1%	69.2%	69.2%	67.3%
Indigenous Australians	66	62	73	78	76
Indigenous Australians as % of employees surveyed	1.2%	1.1%	1.1%	1.2%	1.2%

Note: Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more public universities updating their historical data.

Distribution of Indigenous Australians 2007-2011 Academics					
	2007	2008	2009	2010	2011
Equity index for Indigenous Australians	55	56	59	76	76
No. Indigenous Australians in Academic Levels D-E	5	6	8	11	12

Distribution of Indigenous Australians 2007-2011 General staff					
	2007	2008	2009	2010	2011
Equity index for Indigenous Australians	77	70	58	53	56
No. Indigenous Australians in HEW Levels 7-11	15	10	13	9	9

Notes: (1) The equity index is a measure of compression at the lower salary ranges. An index of 100 indicates no compression.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more public universities updating their historical data.

People from culturally diverse backgrounds in public universities

Representation of people from culturally diverse backgrounds 2007-2011 Academics					
	2007	2008	2009	2010	2011
Employees surveyed	3 692	3 781	5 048	5 361	5 104
Employees surveyed as % of total	71.0%	65.5%	65.8%	68.6%	60.9%
People from culturally diverse backgrounds	819	877	1 078	1 221	1 296
People from culturally diverse backgrounds as % of employees surveyed	22.2%	23.2%	21.4%	22.8%	25.4%

Notes: (1) The data on people from culturally diverse backgrounds relies on self nomination. It is therefore possible that these results may underestimate the true number.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more public universities updating their historical data.

Representation of people from culturally diverse backgrounds 2007-2011 General staff					
	2007	2008	2009	2010	2011
Employees surveyed	4 788	5 522	6 395	6 608	6 598
Employees surveyed as % of total	76.1%	75.1%	69.2%	69.2%	67.3%
People from culturally diverse backgrounds	855	905	1 194	1 239	1 316
People from culturally diverse backgrounds as % of employees surveyed	17.9%	16.4%	18.7%	18.8%	19.9%

Note: Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more public universities updating their historical data.

Distribution of people from culturally diverse backgrounds 2007-2011 Academics					
	2007	2008	2009	2010	2011
Equity index for people from culturally diverse backgrounds	90	98	88	86	88
No. people from culturally diverse backgrounds in Academic Levels D-E	164	182	207	219	240

Distribution of people from culturally diverse backgrounds 2007-2011 General staff					
	2007	2008	2009	2010	2011
Equity index for people from culturally diverse backgrounds	99	105	95	93	92
No. people from culturally diverse backgrounds in HEW Levels 7-11	251	273	343	343	375

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

People with a disability in public universities

Representation of people with a disability 2007-2011 Academics					
	2007	2008	2009	2010	2011
Employees surveyed	2 870	3 781	5 048	5 361	5 104
Employees surveyed as % of total	55.2%	65.5%	65.8%	68.6%	60.9%
People with a disability	77	76	74	77	96
People with a disability as % of employees surveyed	2.7%	2.0%	1.5%	1.4%	1.9%

Notes: (1) The data on people with disabilities relies on self nomination. It is therefore possible that these results may underestimate the true number.

(2) Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more public universities updating their historical data.

Representation of people with a disability 2007-2011 General staff					
	2007	2008	2009	2010	2011
Employees surveyed	3 460	5 522	6 395	6 608	6 598
Employees surveyed as % of total	55.0%	75.1%	69.2%	69.2%	67.3%
People with a disability	114	119	113	102	113
People with a disability as % of employees surveyed	3.3%	2.2%	1.8%	1.5%	1.7%

Note: Data for 2007 to 2010 may be different in the 2011 report compared to previous years due to one or more public universities updating their historical data.

Distribution of people with a disability 2007-2011 Academics					
	2007	2008	2009	2010	2011
Equity index for people with a disability	123	106	105	108	104
No. people with a disability in Academic Levels D-E	16	15	14	14	19

Distribution of people with a disability 2007-2011 General staff					
	2007	2008	2009	2010	2011
Equity index for people with a disability	65	72	76	72	77
No. people with a disability in HEW Levels 7-11	22	24	25	21	24

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

Appendix 8: Glossary and definitions

The following notes and definitions clarify some main terms relating to equal opportunity and diversity in Western Australia. Where absolute definitions are required the Act should be consulted. There are also definitions pertinent to demographic data collection undertaken by public sector agencies, local government authorities and public universities.

Annual Agency Survey

The Annual Agency Survey collects information from all public sector chief executive officers relating to compliance with the general principles of Human Resource Management, the WA Public Sector Code of Ethics, agency codes of conduct and overall agency administration and management.

Distribution

The distribution of a diversity group across salary ranges is determined using the equity index. The ideal equity index is 100. An equity index less than 100 indicates the diversity group is concentrated at the lower salary ranges, while an equity index greater than 100 indicates the group is concentrated at the higher salary ranges.

EEO

Equal employment opportunity

Employee Perception Survey

Employee Perception Surveys of employees in public sector agencies are conducted by PSC and the DEOPE and include questions relating to human resource management, ethics and equity and diversity. Analysis of the surveys is conducted by comparing responses for each agency to the public sector aggregate and providing a gender breakdown.

Employment type (also called 'employment status')

Employment type relates to whether an employee is employed on a permanent, fixed term, casual or sessional basis and whether they work 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 (contract).

- **Full time:** an employee who usually works 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:** an employee who works less than full time hours as defined above.

- **Casual:** an employee who is paid an hourly rate and receives a loading, usually in lieu of leave entitlements.

- **Trainee:** A fixed term employee who is undertaking full time or part-time structured employment based training and receives, on successful completion, a nationally recognised qualification.

- **Sessional:** an employee employed to work for session periods.

- **Other:** an employee who does not fit into any of the above groups.

Equal opportunity

As defined in section 3 of the Act, equal opportunity is concerned with:

- the elimination of discrimination on the grounds covered in the Act, and

- the promotion of recognition and acceptance within the community of the equality of all persons regardless of sex, marital status, pregnancy, family responsibility or 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 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 (ideal). An index less than 100 indicates compression of the group at the lower levels. An index greater than 100 indicates compression of the group at the higher levels.

Details of the equity index calculation are included at the end of this appendix. PSC has electronic calculators for agency use to calculate equity indices for their organisation.

Indigenous Australians

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

Indoor workers

Staff in local government authorities who are generally office based.

Management profile

Relates to the top three tiers in the organisational structure and is linked to decision-making responsibility rather than salary. A range of possible management structures exist, depending on the nature of the organisation's business. While all organisations will have tier 1 management, some smaller organisations or those with flatter structures may only have 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 Director General, Chief Executive Officer, General Manager 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 e.g. 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 e.g. engineers, medical practitioners, accountants – unless they have a primary management function.

Outdoor workers

Staff in local government authorities who generally work outdoors.

People from culturally diverse backgrounds

People born in countries other than those defined by the Australian Bureau of Statistics as 'main English speaking' (MES) countries (i.e. Australia, the United Kingdom, Ireland, New Zealand, South Africa, Canada and the United States of America).

People with a disability

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

- 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/or

- Ongoing assistance or supervision to carry out their duties.

People with a disability – types of impairment

- Sight – employee uses Braille, low vision aids or other special technology such as appropriate computers or screens (note: does not include glasses/contact lenses).

- Speech – employee uses aids such as word processors or communication boards in order to be understood or needs extra time to be understood.

- Hearing – employee uses aids such as a hearing help card or volume control telephone in order to hear, or telephone typewriter (TTY), Auslan interpreter or note-take in order to communicate.

- Learning – employee uses specific support and training to perform the job, needs more than average time to learn some parts of a job or has difficulty with reading or writing e.g. has an intellectual disability, acquired brain injury or dyslexia.

- Use of arms or hands – employee uses specific equipment e.g. modified keyboard, hands-free telephone or needs extra time for handling objects.

- Use of legs – employee uses aids or needs extra time for mobility e.g. wheelchairs or crutches.

- Long-term medical, physical, mental or psychiatric condition – employee has any long term health or medical condition which regularly restricts or limits his or her activities e.g. requires regular absences due to illness or time to be provided at work for medication or treatment, or some functions restricted 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 a disability is obtained through self-nomination using voluntary surveys or other data collection tools. In some organisations this information is not available for all employees and the number of surveyed employees is required to calculate an estimated percentage of employees in the diversity group within the organisation.

The survey response rate 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) expressed as a percentage. The response rate may be different for each diversity group if a different type of survey or data collection tool was used for each diversity group at a different time.

Salary ranges

Data relating to salary ranges refers 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 or agreement

- salary incremental step

- ordinary time earnings

- higher duties allowance for ordinary time hours

- base wage or salary for employees on unpaid leave.

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

In public sector agencies and authorities, salary ranges are based on the *Public Service General Agreement 2008* (PSGA), where salary range 10 combines Class 1 and above.

Schedule 1 agency

Refers to public sector authorities classified as Schedule 1 - Entities which are not organisations - as defined in the *Public Sector Management Act 1994* (PSM Act).

Senior executive service

In Western Australia, the senior executive service (SES) is generally comprised of positions classified at level 9 or above that carry specific management or policy responsibilities. Chief executive officers are appointed under s.45 of the PSM Act while other SES members are appointed under ss.53 and 56 of the PSM Act.

Explanation of calculations

Calculating the equity index

The equity index has the following formula:

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

Where:

- E_{Group} is the equity index for one of the diversity 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 diversity group at salary level j
- S is the total number of employees in that diversity group in the agency
- t_j is the number of employees at salary level j
- T is the total number of employees across the agency.

The index is designed so that it has a value of 100 for an 'ideal' distribution of the diversity group 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):

Significance test = $10 \dfrac{\sqrt{E} - 100}{S}$

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

Use of the significance test for small diversity group numbers

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

Use of the significance test where the diversity group is the majority

The calculation for the significance test is an estimate of a more complex test. It provides a good estimate where there is a low or medium representation of women or the diversity group in the workforce. Where the representation of women or the diversity group is high (e.g. 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 (e.g. 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 and authorities as a result of applying the principles of merit, equity and probity. The CEI uses employment data provided by agencies with more than one hundred employees to provide a single measure of equity for each agency.

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

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

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

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

- 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 *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* (EDP2): 13% for people from culturally diverse backgrounds; 3.2% for Indigenous Australians and 3.7% for people with a disability. Changes to the CEI for 2006 (as compared to data published in the 2006 DEOPE Annual Report) are due to significant corrections to 2006 data provided by the Department of Education and Training.

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 diversity groups

- S is the number of employees in that diversity group in the agency

- T is the total number of employees in the agency

- Tgt is the community representation for the diversity group as specified in EDP2.

Appendix 9: Employee Perception Survey results for 2010-11

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 (e.g. gender, age, cultural background, disability and Indigenous status)	11.0%	34.5%	33.9%	10.7%	4.1%	1.8%	3.9%
Your workplace culture supports people to achieve a suitable work/life balance	11.3%	25.2%	32.9%	10.1%	11.2%	8.0%	1.3%

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 (e.g. flexible start and finish times, part-time work, purchased leave arrangements) would limit your career in your agency	11.0%	12.5%	24.1%	21.7%	16.1%	14.5%
Your agency's policies support the use of flexible work options and leave arrangements (e.g. flexible start and finish times, part-time work, purchased leave arrangements) and provide relevant information to staff	11.1%	22.4%	36.2%	11.1%	8.2%	11.0%
Your immediate supervisor supports the use of flexible work options and leave arrangements (e.g. flexible start and finish times, part-time work, purchased leave arrangements) and accommodates the needs of employees	11.1%	31.3%	29.7%	9.0%	6.9%	11.9%

EEO and diversity	No response	Yes	No	Don't know or no opinion
Has your agency supported you in feeling confident in working with people from different diversity groups? (e.g. people from culturally diverse backgrounds, people with a disability, Indigenous Australians and other diversity groups)	11.2%	57.4%	9.1%	22.3%
Your workplace culture is equally welcoming of people from all diversity groups (e.g. people from culturally diverse backgrounds, people with a disability, Indigenous Australians and other diversity groups)[a]	11.1%	75.7%	3.8%	9.3%
Your immediate supervisor treats employees from all diversity groups in the workplace with equal respect[b]	11.8%	75.3%	2.8%	10.1%
Your co-workers treat employees from all diversity groups in the workplace with equal respect[c]	11.7%	74.3%	5.3%	8.7%
Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in your workplace	11.5%	9.3%	72.1%	7.0%
Staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in your workplace	15.9%	5.1%	74.1%	4.9%
Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status occurs in your workplace[d]	11.4%	8.9%	68.9%	10.8%
Unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in your workplace	13.2%	3.3%	71.0%	12.6%

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

EEO and diversity	People from culturally diverse backgrounds	People with a disability	Indigenous Australians	Other
a. If not, people from which diversity group were not welcomed?	35.8%	22.2%	26.2%	15.8%
b. If not, people from which diversity group were not treated with equal respect?	36.6%	19.5%	17.9%	26.0%
c. If not, people from which diversity group were not treated with equal respect?	42.6%	13.9%	29.5%	14.1%
d. If yes, about which diversity group were unwelcome comments, jokes or remarks made?	38.6%	10.4%	24.9%	26.0%

Appendix 10: Public sector agencies and authorities - composite equity index, equity index and representation by diversity group for 2010-11

Number of employees and composite equity index

Note: This and subsequent tables only include authorities with more than 100 employees.

Agency name	No. employees	Composite equity index
Botanic Gardens and Parks Authority	172	67
Central Institute of Technology WA	1,904	93
Challenger Institute of Technology WA	1,171	92
Chemistry Centre (WA)	122	69
Corruption and Crime Commission	153	58
Country High School Hostels Authority	155	70
Curriculum Council	155	76
CY O'Connor Institute	374	86
Department for Child Protection	2,578	109
Department for Communities	287	94
Department of Agriculture and Food	1,351	78
Department of Commerce	989	81
Department of Corrective Services	4,681	95
Department of Culture and the Arts	826	88
Department of Education	57,539	96
Department of Environment and Conservation	2,457	79
Department of Fisheries	489	78
Department of Health	45,035	108
Department of Housing	1,345	88
Department of Indigenous Affairs	150	110
Department of Local Government	126	71
Department of Mines and Petroleum	799	78
Department of Planning	510	53
Department of Racing, Gaming and Liquor	125	104
Department of Regional Development and Lands	264	77
Department of Sport and Recreation	310	93
Department of State Development	188	91
Department of the Attorney General	1,781	104
Department of the Premier and Cabinet	989	93
Department of Training and Workforce Development	707	85
Department of Transport	1,456	75
Department of Treasury and Finance	1,822	82

Agency name	No. employees	Composite equity index
Department of Water	599	75
Disability Services Commission	2,088	99
Durack Institute of Technology	383	79
Esperance Port Authority	111	62
Fire and Emergency Services Authority of WA	1,410	63
Forest Products Commission	200	36
Fremantle Port Authority	331	82
Gold Corporation	348	70
Government Employees Superannuation Board	237	67
Great Southern Institute of Technology	460	104
Horizon Power	383	83
Insurance Commission of WA	381	72
Kimberley TAFE	219	88
Landgate	921	70
Legal Aid WA	329	95
Lotterywest (Lotteries Commission of WA)	201	76
Main Roads WA	1,087	60
Metropolitan Cemeteries Board	153	68
Office of the Auditor General	129	83
Office of the Director of Public Prosecutions	257	56
Pilbara TAFE	286	103
Polytechnic West	2,110	80
Public Sector Commission	156	83
Public Transport Authority of WA	1,475	63
Racing and Wagering Western Australia	515	85
Rottnest Island Authority	157	60
South West Institute of Technology	460	78
Synergy	388	51
Verve Energy	622	89
WA Police	8,658	66
Water Corporation	3,015	73
West Coast Institute of Training	651	89
Western Australian Land Authority (LandCorp)	233	72
Western Australian Sports Centre Trust	1,277	108
Western Australian Tourism Commission	105	67
Western Power (Electricity Networks Corporation)	3,011	71
WorkCover WA	160	83
Zoological Parks Authority	248	98

Appendix 10

Equity index by diversity group

Agency name	Equity index			
	Women	IA	PCDB	PWD
Botanic Gardens and Parks Authority	80.4	38.7	39.3	3.0
Central Institute of Technology WA	92.4	57.5	74.9	42.5
Challenger Institute of Technology WA	87.7	106.1	63.9	115.3
Chemistry Centre (WA)	47.9	0.0	107.0	62.7
Corruption and Crime Commission	65.2	138.5	59.8	26.0
Country High School Hostels Authority	36.1	6.7	283.8	6.7
Curriculum Council	72.3	0.0	92.5	216.7
CY O'Connor Institute	56.8	24.1	130.4	100.4
Department for Child Protection	86.8	51.4	103.8	95.5
Department for Communities	80.3	52.6	82.3	17.4
Department of Agriculture and Food	62.0	31.8	105.0	104.0
Department of Commerce	69.2	57.9	94.0	84.4
Department of Corrective Services	100.8	59.6	136.5	127.0
Department of Culture and the Arts	76.9	43.2	97.8	44.9
Department of Education	73.4	30.0	115.9	115.4
Department of Environment and Conservation	63.0	15.9	134.3	100.1
Department of Fisheries	51.6	73.6	128.9	180.4
Department of Health	72.1	35.2	118.3	126.3
Department of Housing	62.8	55.6	83.7	64.8
Department of Indigenous Affairs	76.2	71.6	66.7	58.1
Department of Local Government	81.9	0.0	41.8	41.8
Department of Mines and Petroleum	60.6	46.5	95.2	77.1
Department of Planning	79.0	11.1	72.0	0.0
Department of Racing, Gaming and Liquor	56.1	35.6	82.2	451.1
Department of Regional Development and Lands	77.9	44.2	74.0	35.8
Department of Sport and Recreation	55.3	50.3	188.0	209.4
Department of State Development	84.5	25.1	69.4	284.4
Department of the Attorney General	69.1	61.9	80.8	49.1
Department of the Premier and Cabinet	68.2	130.6	102.0	44.0
Department of Training and Workforce Development	83.7	55.1	75.4	38.9
Department of Transport	55.2	21.5	91.0	311.0
Department of Treasury and Finance	73.7	35.0	88.9	98.7
Department of Water	80.2	120.6	83.8	48.2
Disability Services Commission	94.2	87.9	64.1	82.5
Durack Institute of Technology	71.2	57.8	58.2	52.4
Esperance Port Authority	69.7	35.3	123.1	97.7
Fire and Emergency Services Authority of WA	98.4	46.8	87.2	98.3
Forest Products Commission	23.4	0.0	15.1	16.9

Agency name	Equity index			
	Women	IA	PCDB	PWD
Gold Corporation	46.7	68.9	40.5	13.7
Government Employees Superannuation Board	92.4	0.0	100.2	21.7
Great Southern Institute of Technology	75.6	285.2	106.8	72.0
Horizon Power	68.2	57.1	125.2	133.8
Insurance Commission of WA	50.0	0.0	63.4	75.6
Kimberley TAFE	93.8	31.7	81.0	23.7
Landgate	74.8	34.0	68.7	58.5
Legal Aid WA	82.9	65.5	74.6	67.1
Lotterywest (Lotteries Commission of WA)	82.2	21.9	83.6	29.0
Main Roads WA	54.9	21.1	106.1	79.1
Metropolitan Cemeteries Board	120.0	3.6	181.7	3.6
Office of the Auditor General	81.5	0.0	60.6	61.5
Office of the Director of Public Prosecutions	87.3	0.0	109.7	0.0
Pilbara TAFE	69.4	51.3	63.5	147.4
Polytechnic West	62.9	51.1	33.5	141.9
Public Sector Commission	71.2	16.2	61.4	117.8
Public Transport Authority of WA	84.9	13.3	94.9	45.1
Racing and Wagering Western Australia	30.4	57.7	389.3	228.1
Rottnest Island Authority	61.2	25.5	49.8	2.0
South West Institute of Technology	79.4	30.2	74.0	104.7
Synergy	69.8	0.0	30.6	140.0
Verve Energy	138.6	59.2	106.0	10.9
WA Police	57.5	60.8	93.3	114.7
Water Corporation	63.7	32.9	209.8	101.2
West Coast Institute of Training	77.0	204.0	77.2	41.9
Western Australian Land Authority (LandCorp)	78.5	50.2	91.7	58.4
Western Australian Sports Centre Trust	88.6	3.3	69.2	1401.5
Western Australian Tourism Commission	79.9	18.6	49.7	18.6
Western Power (Electricity Networks Corporation)	75.3	50.8	104.3	83.7
WorkCover WA	70.3	8.2	75.4	22.1
Zoological Parks Authority	109.9	3.3	75.0	237.3

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.

Representation by diversity group

Agency name	% Representation			
	Women	IA	PCDB	PWD
Botanic Gardens and Parks Authority	50.6%	3.5%	13.5%	0.6%
Central Institute of Technology WA	62.5%	1.3%	20.5%	2.8%
Challenger Institute of Technology WA	56.3%	1.5%	15.8%	2.0%
Chemistry Centre (WA)	46.7%	0.0%	24.6%	4.1%
Corruption and Crime Commission	41.8%	0.7%	5.2%	0.7%
Country High School Hostels Authority	70.3%	2.0%	4.5%	0.7%
Curriculum Council	72.9%	0.0%	9.9%	1.3%
CY O'Connor Institute	63.9%	5.4%	7.8%	1.6%
Department for Child Protection	79.6%	9.3%	12.5%	1.2%
Department for Communities	88.9%	5.6%	9.8%	1.8%
Department of Agriculture and Food	44.1%	1.8%	13.9%	2.3%
Department of Commerce	55.7%	0.4%	11.8%	3.6%
Department of Corrective Services	46.5%	6.2%	8.4%	1.1%
Department of Culture and the Arts	67.3%	1.7%	12.9%	2.8%
Department of Education	82.5%	4.0%	7.3%	2.0%
Department of Environment and Conservation	47.5%	4.1%	6.9%	2.4%
Department of Fisheries	42.3%	1.3%	6.9%	3.4%
Department of Health	77.8%	1.0%	16.1%	8.8%
Department of Housing	63.3%	7.9%	10.1%	1.6%
Department of Indigenous Affairs	60.0%	31.8%	10.6%	2.3%
Department of Local Government	62.7%	0.0%	10.0%	10.0%
Department of Mines and Petroleum	44.8%	0.5%	18.4%	3.5%
Department of Planning	52.9%	0.2%	11.0%	0.0%
Department of Racing, Gaming and Liquor	51.2%	0.9%	23.5%	7.0%
Department of Regional Development and Lands	52.3%	0.7%	14.6%	2.8%
Department of Sport and Recreation	55.2%	4.0%	6.7%	2.3%
Department of State Development	54.8%	1.6%	16.5%	1.1%
Department of the Attorney General	67.2%	3.3%	10.9%	17.7%
Department of the Premier and Cabinet	67.5%	1.5%	11.5%	4.5%
Department of Training and Workforce Development	69.6%	3.8%	8.5%	1.5%
Department of Transport	55.9%	0.7%	10.0%	0.2%
Department of Treasury and Finance	50.5%	0.5%	21.2%	1.3%
Department of Water	50.3%	0.8%	10.4%	0.6%
Disability Services Commission	68.9%	0.7%	19.6%	3.8%
Durack Institute of Technology	62.7%	5.0%	7.0%	1.6%
Esperance Port Authority	11.7%	3.2%	4.3%	6.5%
Fire and Emergency Services Authority of WA	15.2%	2.1%	5.9%	2.5%

Agency name	% Representation			
	Women	IA	PCDB	PWD
Forest Products Commission	46.5%	0.0%	12.1%	2.0%
Gold Corporation	44.0%	0.3%	33.6%	3.0%
Government Employees Superannuation Board	54.4%	0.0%	17.3%	0.4%
Great Southern Institute of Technology	64.6%	3.5%	8.7%	3.7%
Horizon Power	28.7%	4.2%	13.4%	2.6%
Insurance Commission of WA	53.0%	0.0%	16.8%	12.5%
Kimberley TAFE	62.1%	13.8%	5.0%	1.4%
Landgate	45.8%	0.8%	8.8%	3.4%
Legal Aid WA	80.5%	2.0%	11.6%	3.0%
Lotterywest (Lotteries Commission of WA)	57.7%	0.5%	13.9%	2.0%
Main Roads WA	28.6%	0.9%	9.8%	1.8%
Metropolitan Cemeteries Board	41.2%	0.7%	5.9%	0.7%
Office of the Auditor General	58.9%	0.0%	36.4%	3.1%
Office of the Director of Public Prosecutions	59.5%	0.0%	11.8%	0.0%
Pilbara TAFE	68.2%	7.7%	14.0%	4.0%
Polytechnic West	54.1%	1.8%	20.8%	1.3%
Public Sector Commission	62.2%	1.5%	13.9%	3.0%
Public Transport Authority of WA	23.5%	0.9%	17.4%	0.8%
Racing and Wagering Western Australia	42.1%	0.4%	9.2%	1.3%
Rottnest Island Authority	50.3%	3.0%	10.9%	0.8%
South West Institute of Technology	63.9%	1.5%	6.5%	1.8%
Synergy	61.1%	0.0%	2.5%	0.8%
Verve Energy	15.4%	0.3%	58.4%	1.1%
WA Police	32.3%	1.7%	6.7%	2.1%
Water Corporation	30.1%	1.4%	8.6%	1.3%
West Coast Institute of Training	62.4%	0.9%	13.8%	2.0%
Western Australian Land Authority (LandCorp)	49.4%	0.9%	9.4%	0.9%
Western Australian Sports Centre Trust	59.8%	0.2%	13.8%	0.8%
Western Australian Tourism Commission	66.7%	1.1%	8.0%	1.1%
Western Power (Electricity Networks Corporation)	20.0%	0.6%	25.4%	1.4%
WorkCover WA	56.3%	3.2%	17.4%	5.2%
Zoological Parks Authority	69.0%	1.6%	6.9%	6.0%

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.

Appendix 10

Number of employees by diversity group

Agency name	Number of employees*			
	Women	IA	PCDB	PWD
Botanic Gardens and Parks Authority	87	6	23	1
Central Institute of Technology WA	1,190	25	390	50
Challenger Institute of Technology WA	659	18	185	23
Chemistry Centre (WA)	57	0	30	5
Corruption and Crime Commission	64	1	8	1
Country High School Hostels Authority	109	3	7	1
Curriculum Council	113	0	15	2
CY O'Connor Institute	239	20	29	6
Department for Child Protection	2,053	240	321	30
Department for Communities	255	16	28	5
Department of Agriculture and Food	596	23	183	29
Department of Commerce	551	4	106	32
Department of Corrective Services	2,175	236	316	40
Department of Culture and the Arts	556	13	96	20
Department of Education	47,460	963	1,737	490
Department of Environment and Conservation	1,168	81	169	46
Department of Fisheries	207	5	26	13
Department of Health	35,020	152	2,512	1,370
Department of Housing	851	105	135	21
Department of Indigenous Affairs	90	42	14	3
Department of Local Government	79	0	2	2
Department of Mines and Petroleum	358	4	147	28
Department of Planning	270	1	49	0
Department of Racing, Gaming and Liquor	64	1	27	8
Department of Regional Development and Lands	138	1	21	4
Department of Sport and Recreation	171	11	19	6
Department of State Development	103	3	31	2
Department of the Attorney General	1,196	52	171	279
Department of the Premier and Cabinet	668	8	63	24
Department of Training and Workforce Development	492	23	52	9
Department of Transport	814	9	132	3
Department of Treasury and Finance	920	7	271	16
Department of Water	301	4	55	3
Disability Services Commission	1,439	12	293	61
Durack Institute of Technology	240	19	27	6
Esperance Port Authority	13	3	4	6
Fire and Emergency Services Authority of WA	215	10	45	12

Agency name	Number of employees*			
	Women	IA	PCDB	PWD
Forest Products Commission	93	0	24	2
Gold Corporation	153	1	113	10
Government Employees Superannuation Board	129	0	41	1
Great Southern Institute of Technology	297	16	40	17
Horizon Power	110	16	51	10
Insurance Commission of WA	202	0	62	12
Kimberley TAFE	136	29	11	3
Landgate	422	7	81	31
Legal Aid WA	265	6	35	9
Lotterywest (Lotteries Commission of WA)	116	1	28	4
Main Roads WA	311	10	106	20
Metropolitan Cemeteries Board	63	1	9	1
Office of the Auditor General	76	0	47	4
Office of the Director of Public Prosecutions	153	0	19	0
Pilbara TAFE	195	22	40	9
Polytechnic West	1,141	39	439	24
Public Sector Commission	97	2	19	4
Public Transport Authority of WA	347	13	239	11
Racing and Wagering Western Australia	217	2	43	6
Rottnest Island Authority	79	4	14	1
South West Institute of Technology	294	7	30	8
Synergy	237	0	3	1
Verve Energy	96	1	212	4
WA Police	2,793	136	535	171
Water Corporation	907	42	260	38
West Coast Institute of Training	406	6	90	12
Western Australian Land Authority (LandCorp)	115	2	22	2
Western Australian Sports Centre Trust	764	2	176	10
Western Australian Tourism Commission	70	1	7	1
Western Power (Electricity Networks Corporation)	601	18	747	40
WorkCover WA	90	5	27	8
Zoological Parks Authority	171	4	17	15

* The number of employees in each diversity group varies depending on diversity survey response rates.

Appendix 10

Total employees surveyed by diversity group

Agency name	Total employees surveyed			
	Women	IA	PCDB	PWD
Botanic Gardens and Parks Authority	172	170	170	172
Central Institute of Technology WA	1,904	1,901	1,904	1,771
Challenger Institute of Technology WA	1,171	1,169	1,171	1,163
Chemistry Centre (WA)	122	122	122	122
Corruption and Crime Commission	153	153	153	153
Country High School Hostels Authority	155	150	155	150
Curriculum Council	155	151	151	151
CY O'Connor Institute	374	371	374	367
Department for Child Protection	2,578	2,569	2,572	2,561
Department for Communities	287	285	286	284
Department of Agriculture and Food	1,351	1,272	1,321	1,265
Department of Commerce	989	899	899	899
Department of Corrective Services	4,681	3,821	3,757	3,759
Department of Culture and the Arts	826	747	747	727
Department of Education	57,539	24,001	23,957	24,001
Department of Environment and Conservation	2,457	1,958	2,457	1,957
Department of Fisheries	489	379	379	379
Department of Health	45,035	15,651	15,651	15,651
Department of Housing	1,345	1,328	1,339	1,342
Department of Indigenous Affairs	150	132	132	132
Department of Local Government	126	20	20	20
Department of Mines and Petroleum	799	798	798	798
Department of Planning	510	447	447	447
Department of Racing, Gaming and Liquor	125	115	115	115
Department of Regional Development and Lands	264	144	144	144
Department of Sport and Recreation	310	273	284	264
Department of State Development	188	188	188	188
Department of the Attorney General	1,781	1,579	1,576	1,573
Department of the Premier and Cabinet	989	536	547	539
Department of Training and Workforce Development	707	612	610	612
Department of Transport	1,456	1,315	1,315	1,315
Department of Treasury and Finance	1,822	1,279	1,279	1,279
Department of Water	599	529	529	529
Disability Services Commission	2,088	1,803	1,492	1,603
Durack Institute of Technology	383	383	383	381
Esperance Port Authority	111	93	93	93
Fire and Emergency Services Authority of WA	1,410	484	765	489

Agency name	Total employees surveyed			
	Women	IA	PCDB	PWD
Forest Products Commission	200	178	199	101
Gold Corporation	348	336	336	336
Government Employees Superannuation Board	237	237	237	237
Great Southern Institute of Technology	460	459	460	460
Horizon Power	383	380	380	380
Insurance Commission of WA	381	369	369	96
Kimberley TAFE	219	210	219	215
Landgate	921	917	921	920
Legal Aid WA	329	297	301	304
Lotterywest (Lotteries Commission of WA)	201	201	201	201
Main Roads WA	1,087	1,087	1,087	1,087
Metropolitan Cemeteries Board	153	153	153	153
Office of the Auditor General	129	129	129	129
Office of the Director of Public Prosecutions	257	161	161	161
Pilbara TAFE	286	284	286	227
Polytechnic West	2,110	2,109	2,110	1,835
Public Sector Commission	156	136	137	134
Public Transport Authority of WA	1,475	1,382	1,371	1,363
Racing and Wagering Western Australia	515	468	468	468
Rottnest Island Authority	157	132	129	129
South West Institute of Technology	460	458	460	454
Synergy	388	118	118	118
Verve Energy	622	363	363	363
WA Police	8,658	8,025	7,970	7,996
Water Corporation	3,015	3,015	3,015	3,015
West Coast Institute of Training	651	650	651	614
Western Australian Land Authority (LandCorp)	233	231	233	231
Western Australian Sports Centre Trust	1,277	1,268	1,276	1,267
Western Australian Tourism Commission	105	88	88	88
Western Power (Electricity Networks Corporation)	3,011	2,939	2,939	2,939
WorkCover WA	160	156	155	155
Zoological Parks Authority	248	248	248	248

Appendix 10

Representation of women in management and youth

Agency name	% Representation		
	Women in management		Youth
	Tier 2	Tier 3	<25 years
Botanic Gardens and Parks Authority	66.7%	40.0%	14.5%
Central Institute of Technology WA	42.9%	62.5%	5.7%
Challenger Institute of Technology WA	80.0%	51.9%	5.0%
Chemistry Centre (WA)	0.0%	9.1%	6.6%
Corruption and Crime Commission	0.0%	25.0%	1.3%
Country High School Hostels Authority	50.0%	30.0%	5.2%
Curriculum Council	60.0%	57.1%	1.9%
CY O'Connor Institute	25.0%	50.0%	7.8%
Department for Child Protection	50.0%	58.3%	7.9%
Department for Communities	66.7%	71.4%	2.4%
Department of Agriculture and Food	14.3%	17.2%	3.1%
Department of Commerce	27.3%	38.1%	6.8%
Department of Corrective Services	25.0%	52.4%	3.1%
Department of Culture and the Arts	40.0%	50.0%	5.4%
Department of Education	0.0%	36.1%	5.2%
Department of Environment and Conservation	15.8%	25.7%	5.6%
Department of Fisheries	33.3%	12.0%	6.5%
Department of Health	34.6%	46.8%	6.2%
Department of Housing	25.0%	33.3%	8.4%
Department of Indigenous Affairs	33.3%	50.0%	3.3%
Department of Local Government	42.9%	64.7%	7.9%
Department of Mines and Petroleum	0.0%	15.0%	4.1%
Department of Planning	66.7%	45.2%	4.9%
Department of Racing, Gaming and Liquor	50.0%	41.7%	7.2%
Department of Regional Development and Lands	33.3%	33.3%	6.4%
Department of Sport and Recreation	20.0%	21.4%	23.5%
Department of State Development	80.0%	50.0%	11.7%
Department of the Attorney General	0.0%	40.0%	11.8%
Department of the Premier and Cabinet	19.4%	23.8%	9.8%
Department of Training and Workforce Development	50.0%	47.6%	7.4%
Department of Transport	100.0%	7.7%	7.7%
Department of Treasury and Finance	22.2%	27.3%	6.5%
Department of Water	20.0%	10.7%	3.3%
Disability Services Commission	72.7%	43.5%	4.4%
Durack Institute of Technology	25.0%	46.2%	4.7%
Esperance Port Authority	25.0%	0.0%	5.4%

Agency name	% Representation		
	Women in management		Youth
	Tier 2	Tier 3	<25 years
Fire and Emergency Services Authority of WA	0.0%	30.0%	1.3%
Gold Corporation	33.3%	37.5%	7.5%
Government Employees Superannuation Board	60.0%	56.3%	4.6%
Great Southern Institute of Technology	62.5%	76.2%	4.1%
Horizon Power	0.0%	17.2%	4.4%
Insurance Commission of WA	0.0%	16.7%	8.1%
Kimberley TAFE	66.7%	37.5%	5.0%
Landgate	50.0%	50.0%	4.6%
Legal Aid WA	62.5%	63.6%	4.6%
Lotterywest (Lotteries Commission of WA)	50.0%	28.6%	1.5%
Main Roads WA	6.7%	8.9%	7.3%
Metropolitan Cemeteries Board	50.0%	11.1%	8.5%
Office of the Auditor General	25.0%	30.0%	10.1%
Office of the Director of Public Prosecutions	0.0%	44.4%	6.6%
Pilbara TAFE	33.3%	54.5%	8.0%
Polytechnic West	40.0%	43.5%	5.5%
Public Sector Commission	37.5%	36.4%	8.3%
Public Transport Authority of WA	11.8%	28.6%	3.9%
Racing and Wagering Western Australia	12.5%	14.7%	15.7%
Rottnest Island Authority	28.6%	35.3%	7.6%
South West Institute of Technology	50.0%	46.2%	2.8%
Synergy	0.0%	20.0%	8.5%
Verve Energy	0.0%	20.8%	5.3%
WA Police	0.0%	5.0%	7.7%
Water Corporation	12.5%	10.5%	5.0%
West Coast Institute of Training	33.3%	44.4%	9.2%
Western Australian Land Authority (LandCorp)	20.0%	30.4%	6.0%
Western Australian Sports Centre Trust	14.3%	46.7%	50.4%
Western Australian Tourism Commission	42.9%	66.7%	3.8%
Western Power (Electricity Networks Corporation)	11.1%	23.1%	6.1%
WorkCover WA	20.0%	44.4%	6.9%
Zoological Parks Authority	100.0%	42.9%	14.5%

Appendix 11: Public universities - composite equity index, equity index and representation by diversity group for 2010-11

Number of employees and composite equity index

University name		No. employees	Composite equity index
Curtin University of Technology	Academic staff	2,623	89
Curtin University of Technology	General staff	2,539	95
Edith Cowan University	Academic staff	1,349	113
Edith Cowan University	General staff	1,417	105
Murdoch University	Academic staff	1,234	94
Murdoch University	General staff	1,365	87
University of Western Australia	Academic staff	3,175	84
University of Western Australia	General staff	4,487	89

Equity index by diversity group

University name		Equity index			
		Women	IA	PCDB	PWD
Curtin University of Technology	Academic staff	69.8	58.5	83.7	80.7
Curtin University of Technology	General staff	77.7	45.8	89.2	86.2
Edith Cowan University	Academic staff	77.1	126.6	108.5	167.1
Edith Cowan University	General staff	81.9	76.6	116.6	84.5
Murdoch University	Academic staff	68.4	192.6	96.7	112.1
Murdoch University	General staff	86.9	39.1	86.4	67.4
University of Western Australia	Academic staff	68.6	68.1	84.4	151.6
University of Western Australia	General staff	87.6	77.7	89.6	52.6

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.

Representation by diversity group

University name		% Representation			
		Women	IA	PCDB	PWD
Curtin University of Technology	Academic staff	51.3%	1.3%	26.6%	1.7%
Curtin University of Technology	General staff	63.8%	1.3%	23.9%	1.8%
Edith Cowan University	Academic staff	53.2%	2.0%	28.1%	4.6%
Edith Cowan University	General staff	69.2%	1.9%	18.4%	3.4%
Murdoch University	Academic staff	54.0%	1.2%	13.5%	3.7%
Murdoch University	General staff	67.4%	1.1%	10.9%	2.7%
University of Western Australia	Academic staff	44.0%	0.9%	27.6%	0.2%
University of Western Australia	General staff	65.5%	0.7%	20.4%	0.5%

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 by diversity group

University name		Number of employees*				
		PWD	Women	IA	PCDB	PWD
Curtin University of Technology	Academic staff	1.7%	1,345	28	564	37
Curtin University of Technology	General staff	1.8%	1,621	28	511	39
Edith Cowan University	Academic staff	4.6%	718	13	183	30
Edith Cowan University	General staff	3.4%	981	22	212	39
Murdoch University	Academic staff	3.7%	666	8	91	25
Murdoch University	General staff	2.7%	920	9	93	23
University of Western Australia	Academic staff	0.2%	1,398	15	458	4
University of Western Australia	General staff	0.5%	2,941	17	500	12

* The number of employees in each diversity group varies depending on diversity survey response rates.

Total employees surveyed by diversity group

University name		Total employees surveyed			
		Women	IA	PCDB	PWD
Curtin University of Technology	Academic staff	2,623	2,119	2,119	2,119
Curtin University of Technology	General staff	2,539	2,141	2,141	2,141
Edith Cowan University	Academic staff	1,349	651	651	651
Edith Cowan University	General staff	1,417	1,150	1,150	1,150
Murdoch University	Academic staff	1,234	674	674	674
Murdoch University	General staff	1,365	857	857	857
University of Western Australia	Academic staff	3,175	1,660	1,660	1,660
University of Western Australia	General staff	4,487	2,450	2,450	2,450

Representation of women in management and youth

University name		% Representation		
		Women in management		Youth
		Tier 2	Tier 3	<25 years
Curtin University of Technology	Academic staff	42.9%	35.5%	9.4%
Curtin University of Technology	General staff	50.0%	48.8%	20.5%
Edith Cowan University	Academic staff	16.7%	39.1%	3.1%
Edith Cowan University	General staff	0.0%	50.0%	9.0%
Murdoch University	Academic staff	50.0%	18.2%	3.6%
Murdoch University	General staff	66.7%	48.0%	8.1%
University of Western Australia	Academic staff	50.0%	41.7%	0.3%
University of Western Australia	General staff	50.0%	100.0%	4.0%

Appendix 12: Abbreviations

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

ABS	Australian Bureau of Statistics
ACA	Higher education academic staff (in public universities)
the Act	*Equal Opportunity Act 1984*
CEI	Composite Equity Index
CEO	Chief Executive Officer
DEOPE	Director of Equal Opportunity in Public Employment
EDP2	*Equity and Diversity Plan for the Public Sector Workforce 2006-2009*
EEO	Equal employment opportunity
FTE	Full time equivalent
HEW	Higher education worker (general staff in public universities)
HR MOIR	Human resource minimum obligatory information requirements
IA	Indigenous Australians
MES	main English speaking (countries)
OEEO	the Office of Equal Employment Opportunity
Plan	Equal Employment Opportunity Management Plan (also 'EEO Management Plan')
PCDB	People from culturally diverse backgrounds
PSC	Public Sector Commission
PSM Act	*Public Sector Management Act 1994*
PWD	People with a disability
SES	Senior executive service
WA	Western Australia (or Western Australian)
WACA	Workforce Analysis and Comparison Application

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