



Diversity

**Director of Equal Opportunity
in Public Employment**

Annual report 2012

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Statement of compliance

Hon. C J Barnett MEd 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 2012.

A handwritten signature in black ink, reading "Michael Palermo". The signature is written in a cursive, flowing style.

Michael Palermo
Director of Equal Opportunity
in Public Employment

20 September 2012

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Director's message

As the Director of Equal Opportunity in Public Employment, I am pleased to present the *Annual report 2012* and acknowledge the ongoing commitment of public sector agencies and authorities, local government authorities and public universities to Part IX of the *Equal Opportunity Act 1984* (the EO Act).



Promoting diversity is a key workforce initiative for a contemporary public sector. In view of that, it gives me great pleasure to report that a number of public sector agencies and authorities have built upon their equal employment opportunity management plan and integrated the legislative requirements of the EO Act into a single workforce plan. This new planning approach supports equal employment opportunity as a mainstream workforce issue.

To meet current and future workforce challenges, all sectors need to support women to achieve senior leadership roles, build on employment opportunities for Indigenous Australians, capitalise on the mutual benefits of employing people with a disability, value people from culturally diverse backgrounds, appreciate the experience of mature workers, and engage with the next generation entering the public sector.

In my role, I am responding to identified priorities by developing diversity products and the implementation of strategies such as the *Aboriginal Employment Strategy 2011–2015*, and introducing initiatives focusing on youth and disability employment.

I take this opportunity to thank all public sector agencies and authorities, local government authorities, and public universities for their contribution and commitment to the diversity agenda. I also thank the Public Sector Commissioner, Mr Mal Wauchope, for his ongoing support, and my team for their expertise and commitment to enhancing diversity.

I look forward to continue working with stakeholders to increase the representation of all diversity groups in public employment.

A handwritten signature in black ink that reads "Michael Palermo".

Michael Palermo
Director of Equal Opportunity
in Public Employment

Legislative framework

The Director of Equal Opportunity in Public Employment (DEOPE) is a statutory officer appointed by the Western Australian Governor to perform the functions outlined in Part IX of the EO Act. The DEOPE reports annually to the minister responsible for public sector management.

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

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

The objects of Part IX of the EO Act are to:

- eliminate and ensure the absence of discrimination in employment in public authorities¹ on grounds covered by the EO Act
- promote equal employment opportunity for all persons in public authorities.

The EO Act positions equal employment opportunity (EEO) management 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 EO Act provide for a shared accountability between the DEOPE and chief executive officers of public authorities in achieving these outcomes.

¹Public authorities refers to all public sector agencies and authorities (including the utilities), local government authorities and public universities.

Role of the DEOPE

The statutory role of the DEOPE is to:

- advise and assist public authorities to develop EEO management plans
- evaluate the effectiveness of EEO management plans in achieving the objects of Part IX of the EO Act
- monitor and report to the minister on the operation and effectiveness of EEO management plans
- undertake investigations into matters regarding the development and implementation of EEO management plans.

Responsibilities of public authorities

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

EEO management plan preparation and implementation

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

Effective and compliant EEO management 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 EEO management plan
- f. strategies to evaluate the policies and programs referred to in point (a)
- g. a process to review and amend the EEO management plan
- 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 EO Act. This may be through an independent EEO management 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 EO Act. All EEO management plans should work toward achieving three high-level outcomes.

1. The organisation values EEO and diversity while promoting a work environment free from all forms of harassment.
2. Workplaces are free from employment practices that are biased, discriminate unlawfully against actual 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 EO Act outlines public authorities' requirement to report annually to the DEOPE, in concurrence with the implementation date of their EEO management plan.

Regular monitoring and evaluation enables authorities to assess whether the EEO management plans strategies are appropriate, achievable and effective in meeting the objects of Part IX of the EO 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 promotes equal opportunity, inclusion, and freedom from discrimination in all work environments.

The DEOPE's mission, and the vision, is guided by the role set out in s.143 of the EO Act.

Key services and activities

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

See Appendix 1 for the *Director of Equal Opportunity in Public Employment Strategic Plan 2012–2014*.

The DEOPE and the Public Sector Commission

The DEOPE is located with the Public Sector Commission (the Commission). There is a synergy between EEO, diversity and workforce planning. The DEOPE works with the Commission towards achieving common objectives associated with supporting quality practices in EEO, diversity and workforce planning to ensure the workforce is representative of the Western Australian community.

Clients and cross-government partnerships

The DEOPE works with:

- local government authorities
- public sector agencies and authorities (including government trading enterprises and regulatory authorities)
- public universities.

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

- Aboriginal Employment Strategy governance group
- Equal Opportunity Commission Substantive Equality program
- WA CALD across government network
- Ministerial advisory committee on women in local government.

Resources and corporate governance

The Commission 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 in the *Public Sector Commission Annual report 2011/12*, under 'Service 5: Equal employment opportunity advice and evaluation of equity and diversity in public employment' and the financial statements.

Contribution to State Government goals

The DEOPE is committed to a number of key activities and contributing to the government goal of providing 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 of this report.

Activities and achievements

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 2011/12 the DEOPE provided advice and assistance to public authorities on the design of workforce strategies to meet diversity outcomes.

The consultancy service provided public authorities assistance in:

- developing EEO management plans
- developing guidelines, planning and evaluation tools
- evaluating plans
- improving diversity data collection methods
- meeting compliance requirements.

In the reporting period 2011/12, consultancy services were provided to 126 public sector agencies, 140 local government authorities and four public universities to meet statutory requirements, as well as to develop agency-specific diversity strategies.

Advice and assistance on EEO management plans

Advice and assistance were provided to 33 public sector agencies and authorities, 140 local government authorities and four public universities to develop new EEO management plans. Evaluations were undertaken to determine the effectiveness of the EEO management plans in achieving the objects of Part IX of the EO Act.

Public sector agencies and authorities, local government authorities and public universities maintained 100 per cent compliance with s.145 of the EO Act. The DEOPE was satisfied with the preparation and implementation of EEO management plans in the public sector and did not undertake any investigations under s.147 of the EO Act.

During the reporting period, the DEOPE supported the implementation of the *Public Sector Commissioner's Circular 2011-02: Workforce Planning and Diversity in the Public Sector*. This circular encouraged public sector agencies to integrate the requirements of s.145(2) of the EO Act and workforce initiatives into a single integrated workforce and diversity plan. In the 2011/12 reporting period 40 per cent of public sector agencies and authorities developed an integrated workforce and diversity plan.

Workforce and diversity planning tools

In collaboration with the Commission, the DEOPE continued to develop new tools and templates to assist public authorities develop and implement integrated workforce and diversity plans. A key focus was to ensure that information and resources were widely available and accessible to public authorities.

See Appendix 2 – new resources, tools and templates.

Diversity forums

To promote leading practice in equal opportunity in public employment the DEOPE hosted two diversity forums. The diversity forums showcased good practice strategies and personal journeys, focusing on equity and diversity in the public sector. The forums were attended by representatives from public sector agencies and authorities, local government authorities and public universities.

Aboriginal employment

A diversity forum was held in October 2011. It promoted the Commission's *Aboriginal Employment Strategy 2011–2015* for the Western Australian public sector. The DEOPE is a member of the governance group responsible for championing and overseeing the implementation of the strategy. The DEOPE hosted the forum for human resource practitioners to adopt the strategy and related initiatives designed to improve employment outcomes for Aboriginal people across the sector.

The strategy contributes to the Council of Australian Government's Reform agenda to halve the gap in employment outcomes between Aboriginal and non-Aboriginal Australians within one decade. The Western Australian public sector aims to increase Aboriginal employment in the sector to 3.2 per cent by 2015.



The strategy encompasses a range of initiatives for the public sector that focus on:

- attracting Aboriginal people to work in the public sector
- being accountable
- building capability and careers
- creating culturally inclusive workplaces
- fostering Aboriginal leaders.

The DEOPE contributes to a number of initiatives linked to the themes from the strategy including:

- Chief executive officer forum to progress employment opportunities and secondments through the Jawun Indigenous Corporate Partnerships program
- program for supervisors of Aboriginal trainees and leadership development scholarships for emerging leaders
- traineeship program for young Aboriginal people
- workshops on cultural issues to inform the development of cultural awareness guidelines.

Work at optimising opportunities for Indigenous Australians has progressed. The DEOPE will continue to take a lead role in implementing the initiatives in the strategy.

A conversation on women in leadership

In March 2012, the DEOPE hosted the International Women's Day event *Diversity Forum: A Conversation on Women in Leadership*.

The forum was facilitated by former Australian Broadcasting Corporation television newsreader Ms Deborah Kennedy, with 130 audience members participating in a panel conversation.

The DEOPE talked about the progress of achieving gender equity in leadership roles, discussing workplace flexibility, part-time arrangements, working from home opportunities and work/life balance.



From left: Ms Joanne Abbiss, Chief Executive Officer, Serpentine-Jarrahdale Shire, Ms Susan Hunt, Chief Executive Officer, Zoological Parks Authority, Mr Mal Wauchope, Public Sector Commissioner.

The Public Sector Commissioner, Mr Mal Wauchope, shared his perspective on the leadership and management qualities he looks for in chief executive officers, including the criteria for the Senior Executive Service. Commissioner Wauchope also spoke about the development of the public sector landscape over the past two decades.

Ms Susan Hunt, Chief Executive Officer, Zoological Parks Authority, spoke about being the CEO of an agency with a high representation of women in leadership roles.

Ms Joanne Abbiss, Chief Executive Officer, Serpentine-Jarrahdale Shire, shared her journey to becoming a CEO in local government. Ms Abbiss discussed managing a professional career and family responsibilities.

Presentations

The DEOPE delivered a range of presentations throughout 2011/12, which included:

- 'Public sector women in management', Department of Mines and Petroleum, July 2011
- 'Graduate future leaders program, module one: Raising your diversity', March 2012
- 'Foundations of government human resources, module two: Diversity in the public sector', April 2012.

Diversity networks

The DEOPE participated in a number of activities in order to stay informed about developments taking place in the diversity arena. For example; the DEOPE attended:

- Skills Australia and Industry Skills Councils joint conference: Putting skills at the heart of the economy
- Informa: The 8th Indigenous Recruitment and Training Summit
- The Australian Network on Disability conference: Raising the Bar 2012
- Department of Indigenous Affairs: Indigenous Workforce Development and Employment Forum 2012—Leading Practice in the Public Sector.

Reporting

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

Workforce analysis and comparative application data

The DEOPE in collaboration with the Commission, 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 to improve individual agency response rates to a voluntary diversity questionnaire. Data collected in July 2012 provided a fifth year of directly comparable data since the WACA was introduced.

Employee perception survey

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

In 2011/12, 19 938 online employee surveys were distributed to 11 public authorities. The response rate was 24 per cent, as 4 784 surveys were returned. Refer to Appendix 3 – participating public authorities in the Employee perception survey 2011/12 for a list of public authorities that participated. Feedback was provided to the CEO of each participating public authority. Results from the 2011/12 survey appear in the Employee perception survey results section on p. 55.

Annual agency survey

The DEOPE included a selection of questions in the Commission Annual agency survey 2012. Full survey results are captured in Commission's *State of the Sector Report 2011/12*, to be released in November 2012 to monitor how agencies ensure equity and diversity initiatives are included in bullying and harassment policies.

How does your agency compare?

The DEOPE provided the *How does your agency compare?* reports to public sector agencies and authorities with more than 100 employees. *How does your university compare?* was a similar report prepared and distributed to the four public universities.

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

The reports help public authorities with EEO management and workforce planning.



Key initiatives for 2012/13

In 2012/13, the DEOPE will continue (as per s.143 of the EO Act) to advise and assist public authorities on how to achieve equal employment opportunity and diversity objectives. The DEOPE will also evaluate and report on the progress of public authorities' fulfilment of responsibilities under Part IX of the EO Act.

Key initiatives include:

- continuing to improve the quality of diversity data as part of the annual reporting process under s.146 of the EO Act, and monitoring and reporting diversity outcomes
- continuing to work with public authorities and key stakeholders to improve the workforce participation of under-represented diversity groups
- further expanding the promotion of diversity to regional Western Australia
- monitoring the progress and implementation of the Commission's *Aboriginal Employment Strategy 2011–2015* for the Western Australian public sector, as a member of the Aboriginal Employment Strategy governance group
- providing quality advice and assistance to public sector agencies and authorities, local government authorities and public universities to further enhance EEO management planning in public employment
- sharing information and promoting leading practice in equity and diversity in the public sector through diversity forums and workshops
- working with the Disability Services Commission and other stakeholders to establish a Disability Employment in the WA Public Sector Reference group to develop a disability employment strategy.

Workforce diversity – demographics

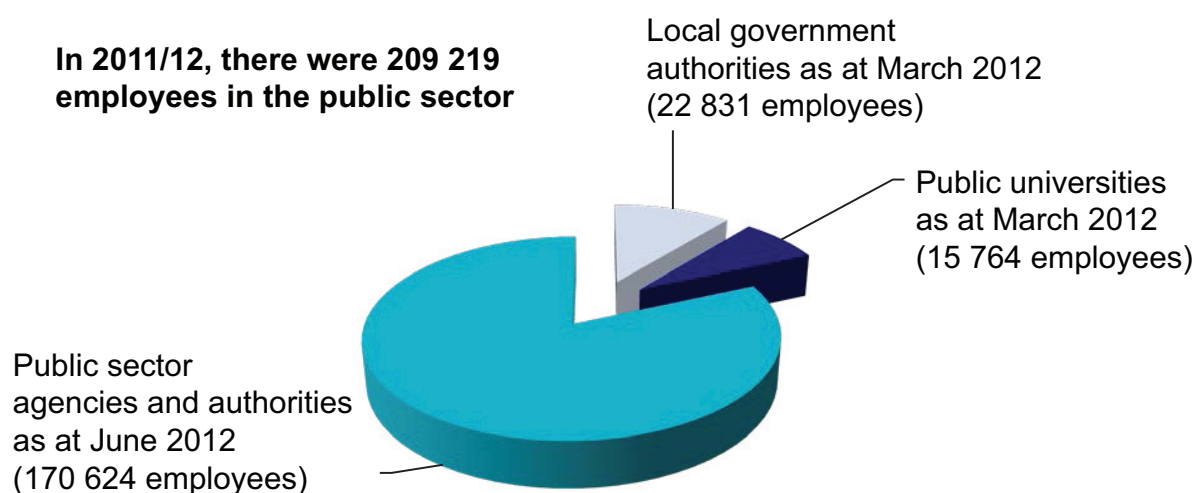
Data collection

The DEOPE analyses demographic data on the representation and distribution of employees from diversity groups at all levels of public employment. The demographic data allows the DEOPE to assess the effectiveness of workforce and diversity plans in public authorities. In 2011/12, the DEOPE received annual demographic data from:

- 126 public sector agencies and authorities (collected through WACA as at 30 June 2012)
- 140 local government authorities (collected as at 31 March 2012)
- four public universities (collected as at 31 March 2012).

For a list of all public authorities that reported during 2011/12 refer to Appendix 4 – public sector agencies and authorities, local government authorities and public universities reported during 2011/12.

The chart below provides a breakdown of public authorities and employees in 2011/12.



For complete workforce demographic data for public sector agencies and authorities, local government authorities and public universities, refer to Appendix 5 – public sector agencies and authorities workforce demographics, Appendix 6 – local government authorities workforce demographics and Appendix 7 – public universities workforce demographics.

For reporting purposes, diversity groups include:

- Indigenous Australians
- people with a disability
- people from culturally diverse backgrounds
- women in management
- 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 agency diversity survey. Diversity surveying is managed by public authorities (including public sector agencies, local government authorities and public universities).

Distribution

Equity is determined by the distribution of each diversity group at all 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. An equity index more than 100 indicates the diversity group is concentrated at the higher salary ranges.

Employment type

Employment type describes the employment status of employees, across diversity groups in public sector agencies and authorities, local government authorities and public universities. Employment types include:

- permanent
- fixed-term
- full-time
- part-time
- other (incorporating casual and sessional employees as well as trainees).

For a full description of employment type and how representation and distribution are measured, refer to Appendix 8 – glossary and definitions of this report.

Workforce diversity – women

This section details representation and distribution data for women in public employment, women in management and the employment status of women compared with men.

‘Women in management’ refers to the representation of women in the top three management tiers, which including the senior executive service (SES). The management tiers link to decision-making responsibility and not salary. Refer to Appendix 8 – glossary and definitions for further information.

Employment status describes the rates of part-time and full-time work for women and men, as well as the proportion of permanent and fixed-term staff by gender.

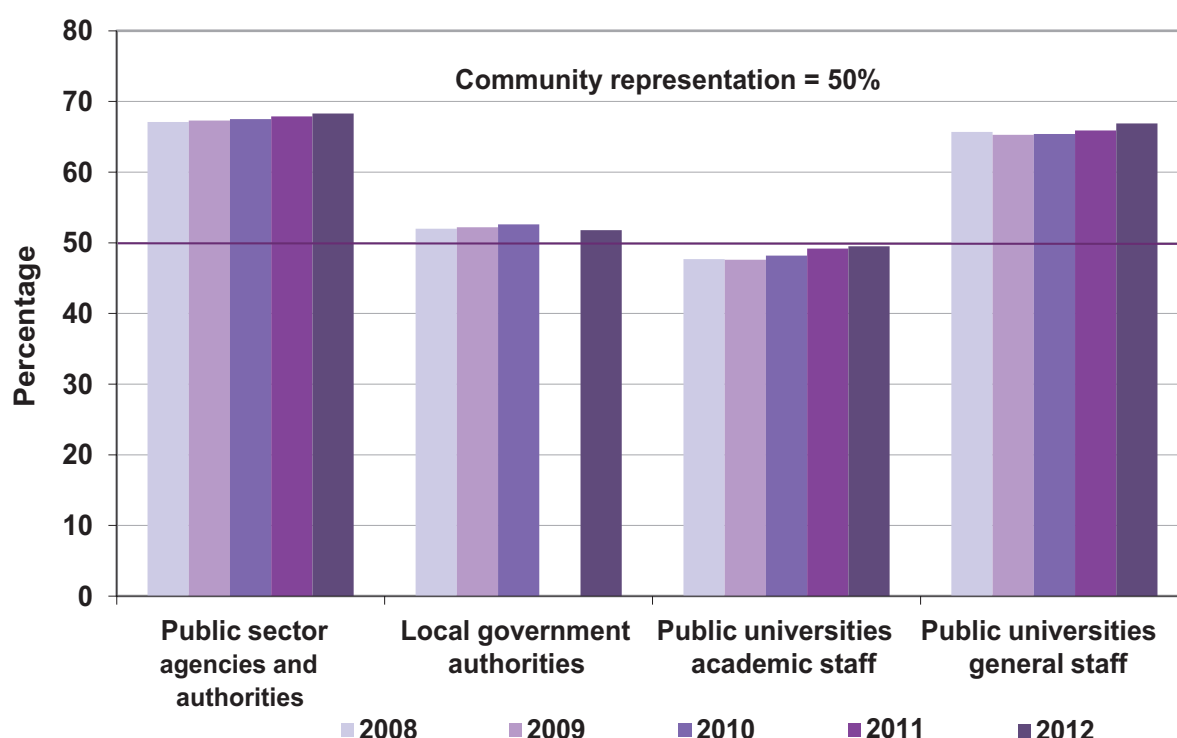
Representation

As at 30 June 2012, women represented 68.3 per cent of employees in public sector agencies and authorities, remaining relatively unchanged from 2011, when women represented 67.9 per cent of the workforce.

The representation of women in local government authorities (indoor and outdoor workers combined) declined from 52.6 per cent in 2010 to 51.8 per cent in 2012.

In public universities, the percentage of female academic staff remained relatively unchanged from 49.2 per cent in 2011 to 49.5 per cent in 2012. The representation of female general staff increased slightly to 66.9 per cent in 2012, from 65.9 per cent in 2011.

Representation of women in public authorities: 2008–2012



Note: In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

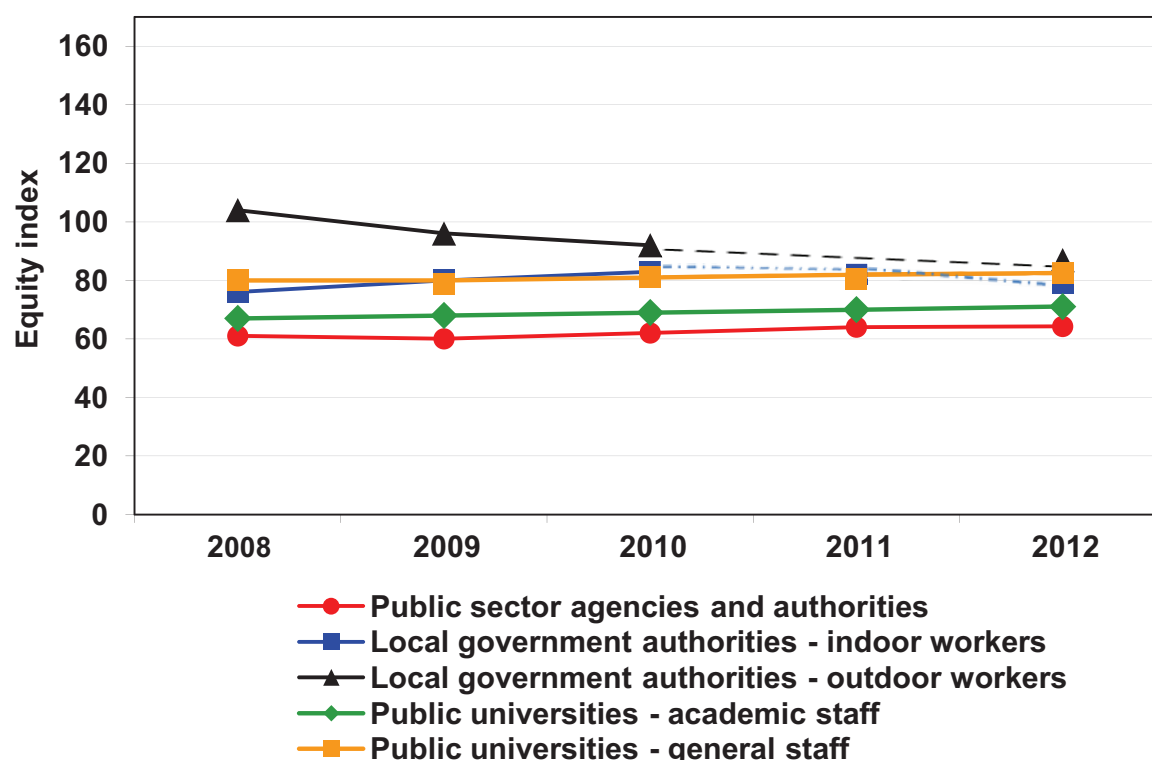
Distribution

The equity index for women in public sector agencies and authorities has increased marginally each year for the past five years, up from 61 in 2008, to 64 in 2012.

The equity index for female local government indoor workers decreased from 83 in 2010, to 79 in 2012. The equity index for female local government outdoor workers staff decreased from 92 in 2010, to 86 in 2012.

In public universities, the equity index for female academics increased slightly from 70 in 2011, to 71 in 2012. The equity index for female general staff remains unchanged at 82 in 2012.

Equity index for women in public authorities: 2008–2012



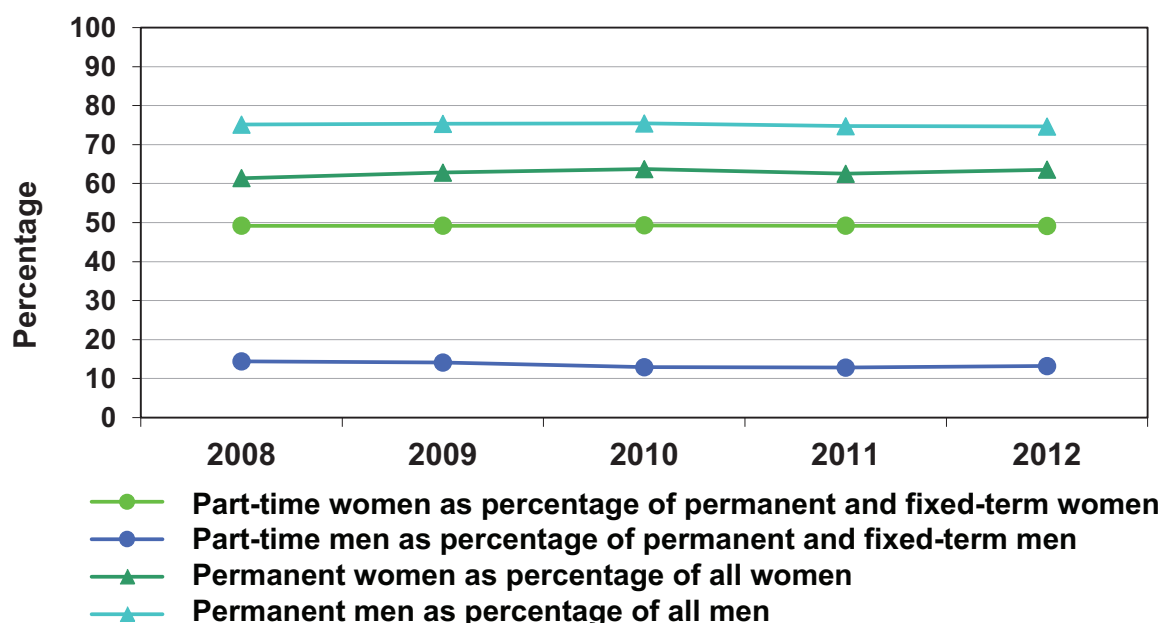
Note: In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

Employment type – public sector agencies and authorities

Employment statistics show that as at 30 June 2012, women represented 63.3 per cent of all full-time equivalent (FTE) positions in public sector agencies and authorities.

Employment statistics also show that women (63.3 per cent) are less likely to be in permanent compared with men (74.6 per cent). Women are also more likely to work part-time, with 49.1 per cent of permanent and fixed-term women employed in public sector agencies and authorities working part-time in 2012, compared to 13.2 per cent of men.

Public sector agencies and authorities: part-time and permanent women compared with men from 2008–2012

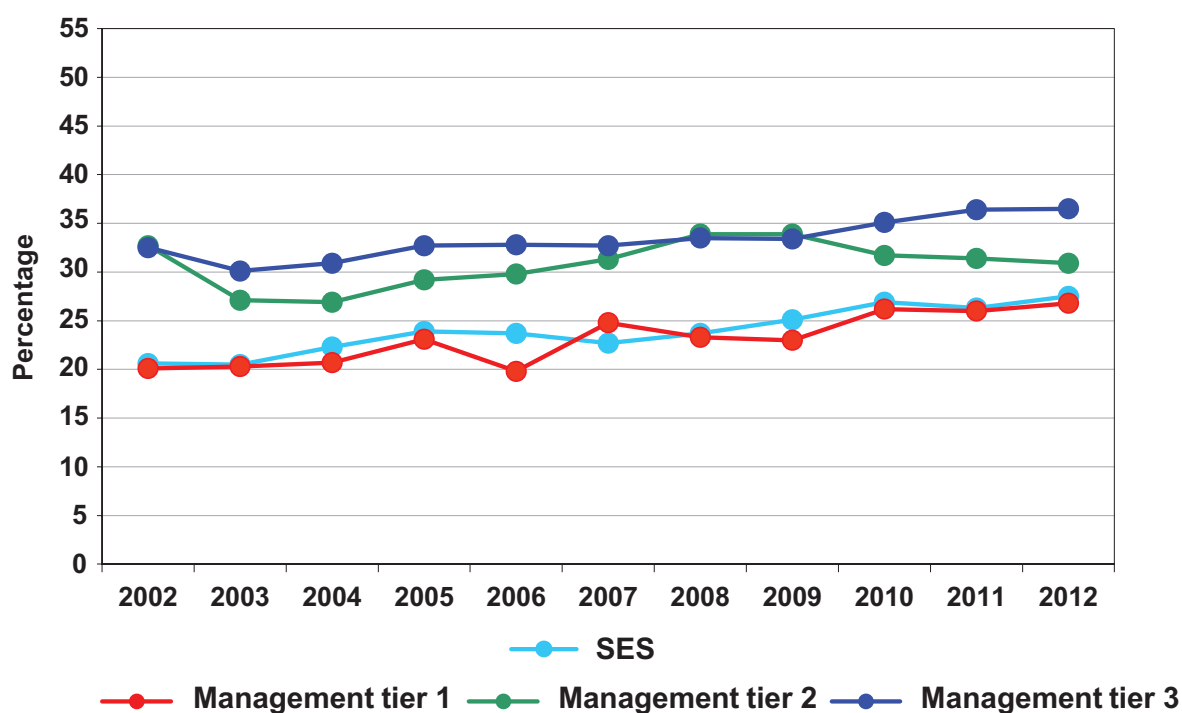


Women in management – public sector agencies and authorities

As at 30 June 2012, women held 27.5 per cent of SES positions in public sector agencies and authorities. Women represented 27.4 per cent of tier 1 management (CEOs), which has increased from 26 per cent in 2011. This equates to an increase from 32 positions in 2011 to 34 positions in 2012.

The number and representation of women in tier 2 management positions in public sector agencies and authorities decreased slightly from 215 (31.4 per cent) in 2011 to 203 (30.9 per cent) in 2012. For tier 3 management positions, the number of women increased from 633 (36.4 per cent) in 2011 to 678 (36.5 per cent) in 2012. The representation of women in management tiers 2 and 3 combined, remains unchanged at 35 per cent in 2012.

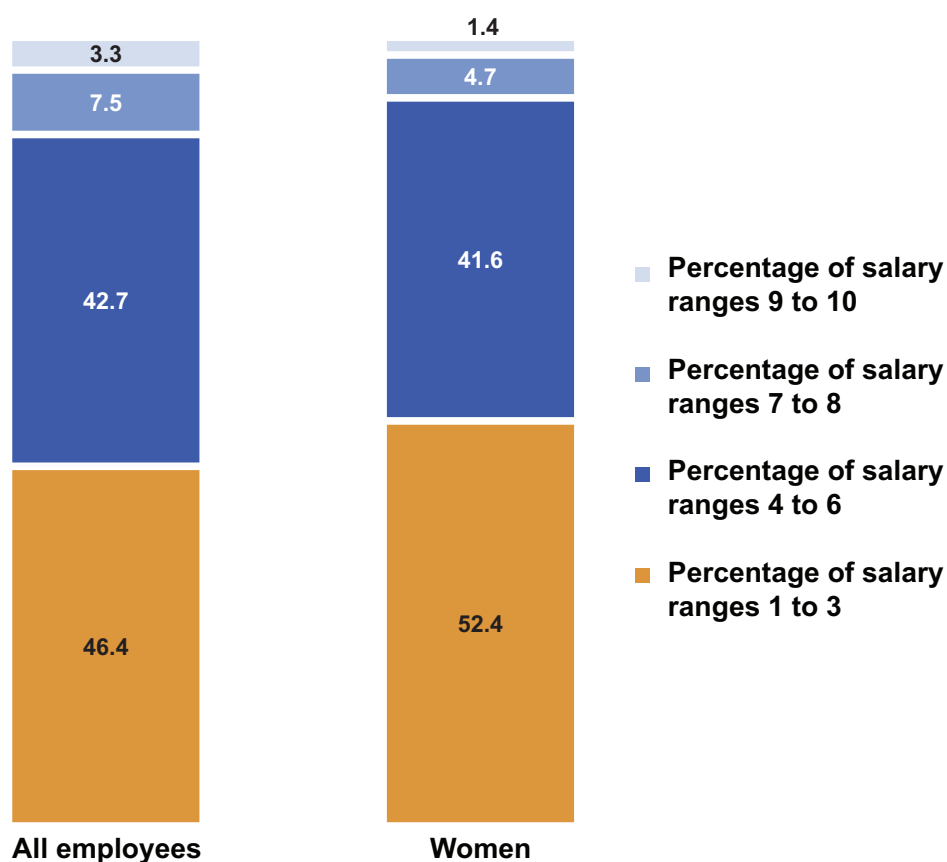
Public sector agencies and authorities: women in management tiers and senior executive service



Distribution across salary ranges – public sector agencies and authorities

As at 30 June 2012, 6.1 per cent of all women in public sector agencies and authorities were in salary ranges 7 to 10 (refer to Appendix 8 – glossary and definitions) compared with 10.8 per cent for all employees. The number of women in salary ranges 4 to 6 was 41.6 per cent compared with 42.7 per cent for all employees. The percentage of women in salary ranges 1 to 3 (52.4 per cent) is 6.0 per cent higher than for all employees (46.4 per cent).

Distribution of women across salary ranges in public sector agencies and authorities in 2012



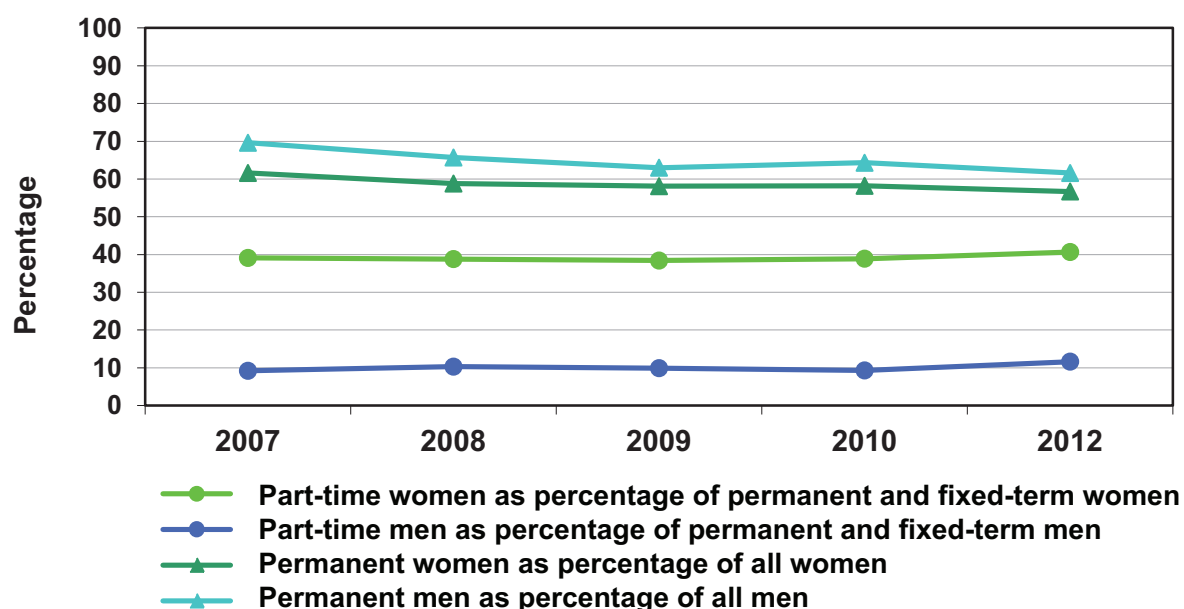
Employment type – local government authorities

Employment statistics show that as at 30 June 2012, female local government indoor workers represented 60.4 per cent of all FTEs in local government authorities, while female local government outdoor workers represented 12.7 per cent of all FTEs.

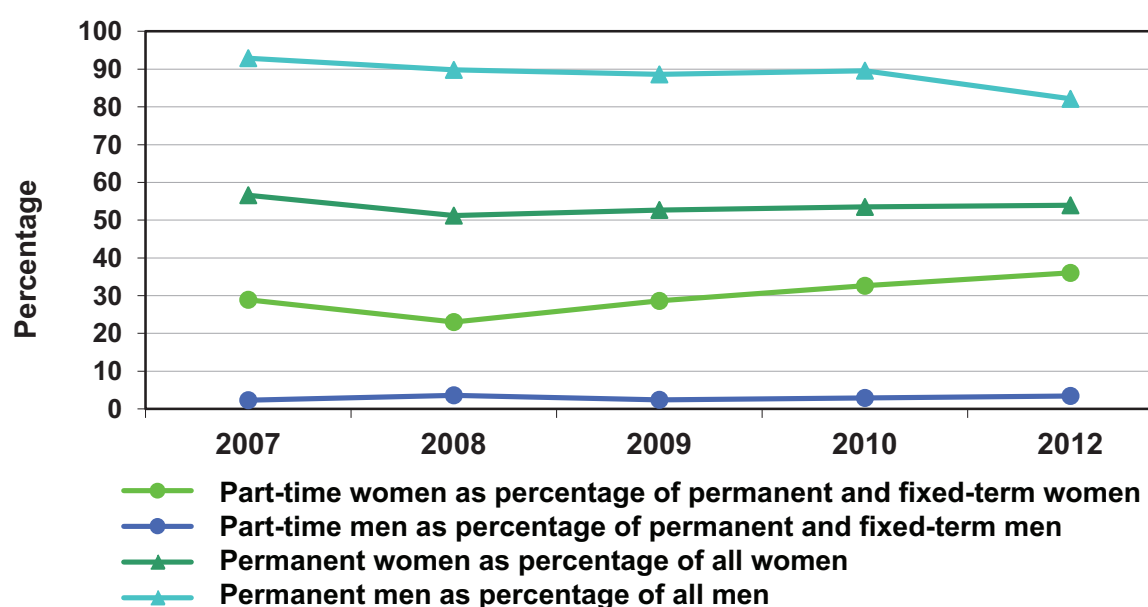
Women are less likely to be permanent than men in local government. For local government indoor workers as at 30 June 2012, permanency rates for women were 56.7 per cent compared with 61.6 per cent for men. Similarly for outdoor workers, permanency rates for women were 53.9 per cent compared with 82.1 per cent for men.

Women are also more likely to work part-time, with 40.7 per cent of permanent and fixed-term female local government indoor workers being part-time in 2012, compared with 11.6 per cent of male indoor workers. Similarly, 36 per cent of permanent and fixed-term female outdoor workers were part-time in 2012, compared with 3.4 per cent of male indoor workers.

Local government authorities: part-time and permanent female indoor workers compared with male indoor workers from 2007–2012



Local government authorities: part-time and permanent female outdoor workers compared with male outdoor workers from 2007–2012

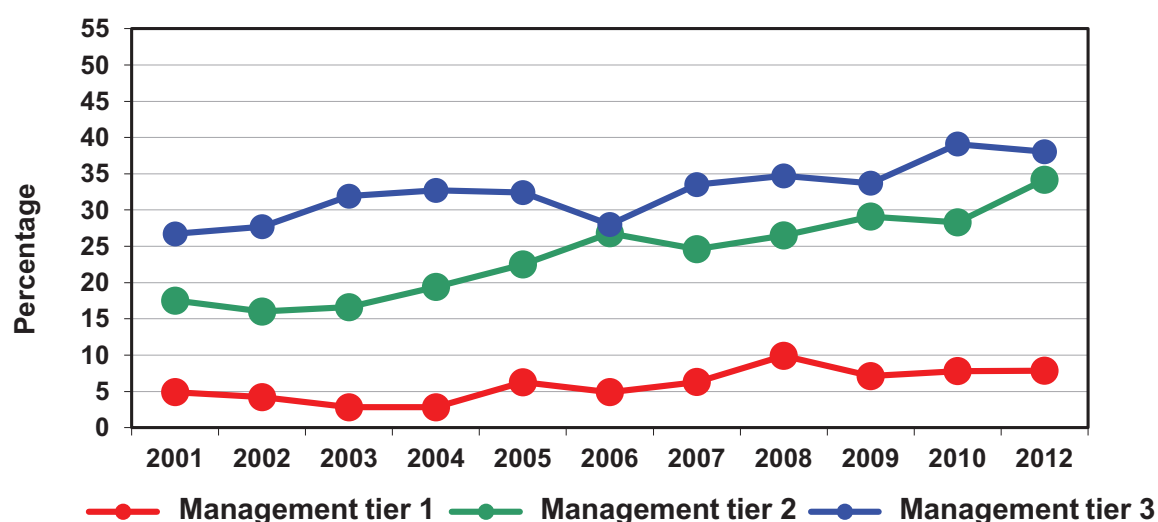


Note: In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

Women in management – local government authorities

Women represented only 7.9 per cent of tier 1 management (CEOs) in local government authorities in 2012. The representation of women indoor workers in tier 2 management positions (corporate executive level) increased from 28.3 per cent in 2010 to 34.2 per cent in 2012. However, the representation of women indoor workers in tier 3 management positions decreased from 39.1 per cent in 2010 to 38 per cent in 2012.

Local government authorities: women in management tiers



Note: In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

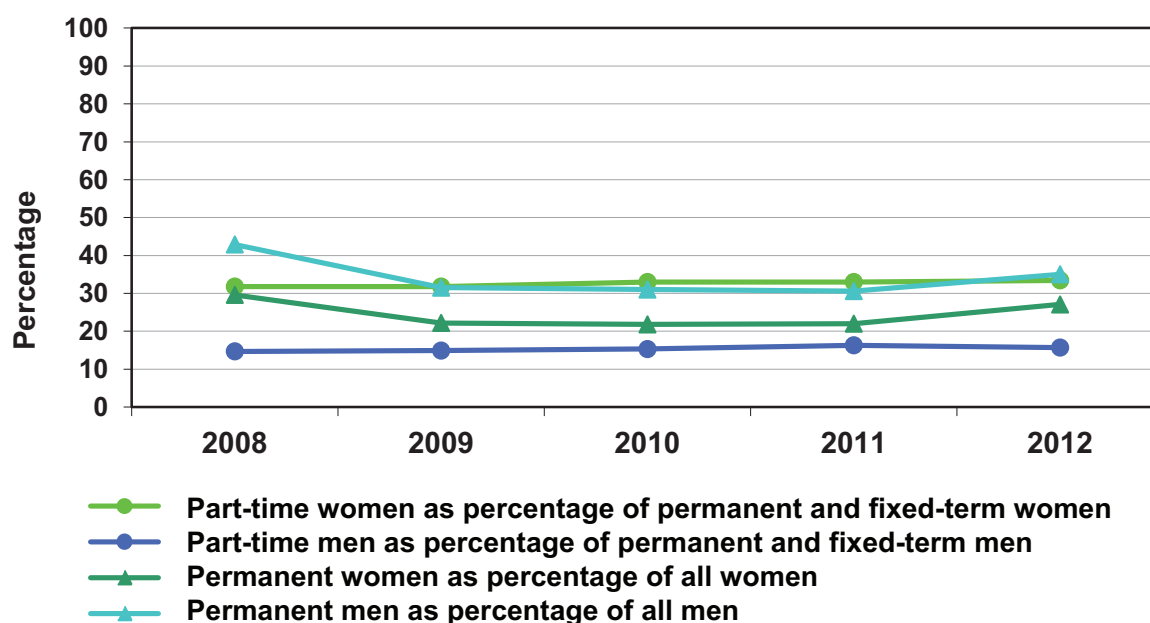
Employment type – public universities

As at 30 June 2012, female academics represented 46.1 per cent of all academic full-time FTEs, while female general staff represented 64.4 per cent of all FTEs.

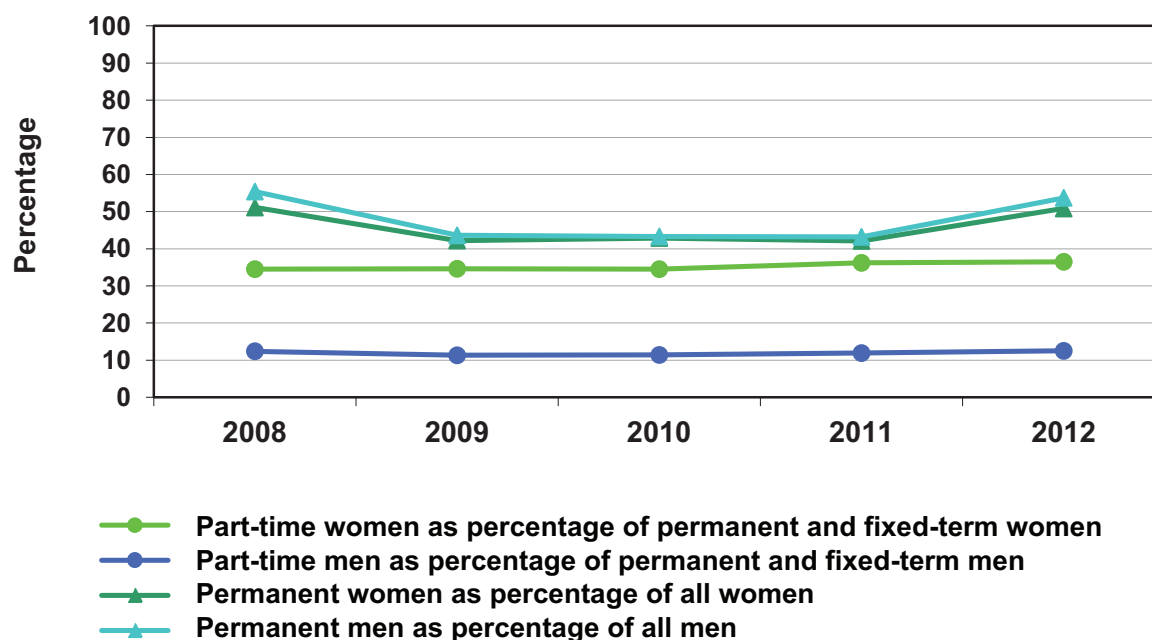
Women were less likely to be permanent academics (27.1 per cent) than men (35 per cent). For general staff, permanency rates for women (50.8 per cent) were closer to those for men (53.7 per cent).

Women were also more likely to work part-time, with 33.4 per cent of permanent and fixed-term female academics being part-time in 2012, compared with 15.7 per cent of male academics. Similarly, 36.5 per cent of permanent and fixed-term female general staff were part-time in 2012, compared with 12.5 per cent of male general staff.

Public universities: part-time and permanent female academic staff compared with male academic staff from 2008–2012



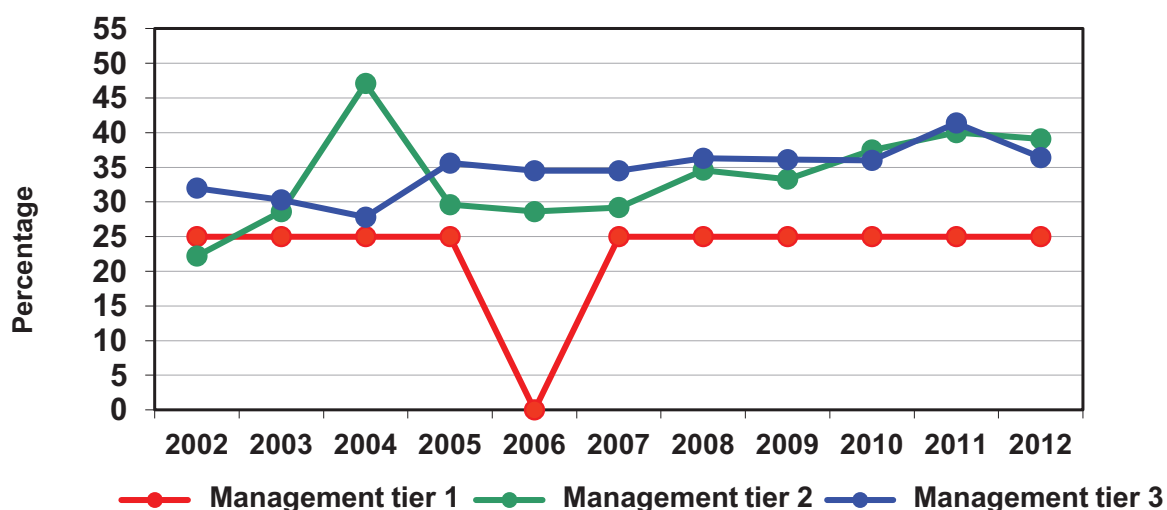
Public universities: part-time and permanent female general staff with male general staff from 2008–2012



Women in management – public universities

The overall representation of women in management tiers in the four Western Australian public universities (academics and general staff combined) has increased in 2012. There is one woman (25 per cent) occupying a tier 1 management position. Tier 2 management representation decreased slightly from 40 per cent in 2011 to 39.1 per cent in 2012. Tier 3 representation decreased from 41.4 per cent to 36.4 per cent in 2012.

Public universities: women in management tiers



Workforce diversity – Indigenous Australians

Indigenous Australians are people of Aboriginal and Torres Strait Islander descent who identify and are accepted as such by the community in which they live. Estimates from the Australian Bureau of Statistics (ABS) 2011 ABS Census data indicated that 3.1 per cent of Western Australia's population was Indigenous, with Indigenous Australians representing 2.8 per cent of those of the working age population (15–64).

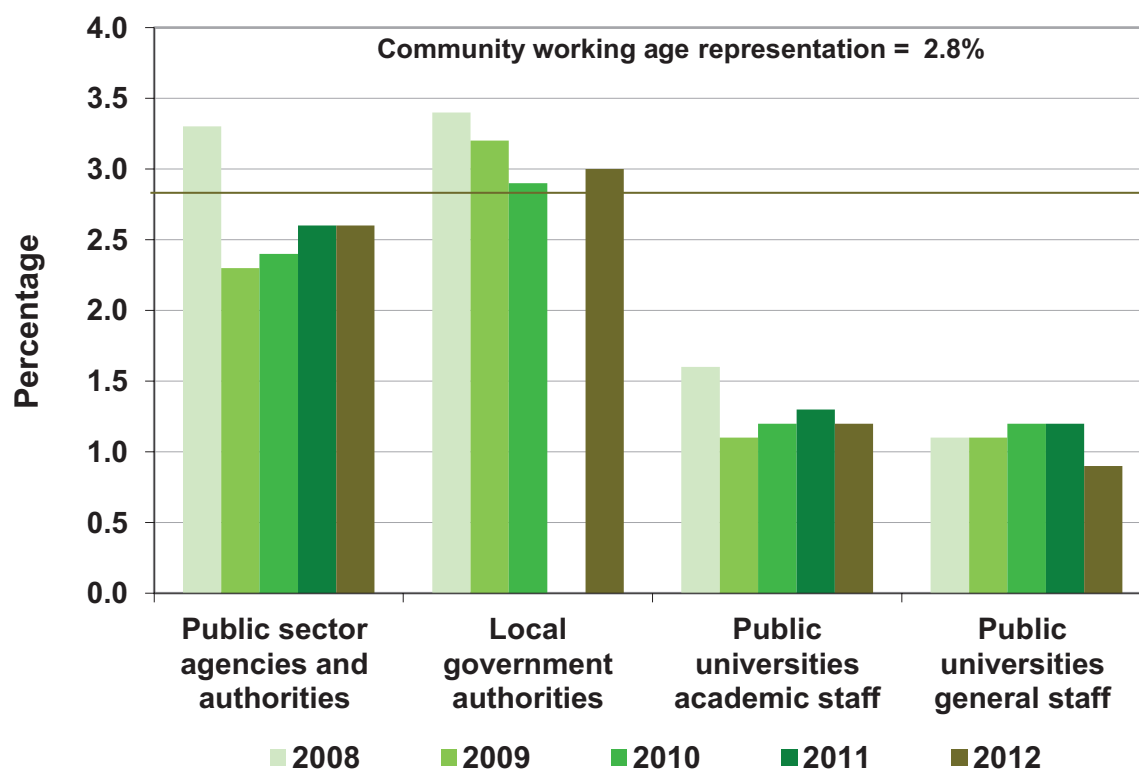
Representation

As at 30 June 2012, the representation of Indigenous Australians employed in public sector agencies and authorities is 2.6 per cent which remained the same as 2011. The percentage of Indigenous Australians did not change in the public sector, but there has been an increase in the number employed in the sector from 2 533 employees in 2011 to 2 749 employees in 2012. The figure reflects an overall increase in the number of employees who identify as being an Indigenous Australian. The representation is lower than the representation of working age Indigenous Australians in the community (2.8 per cent) according to ABS data from 2011.

In local government authorities, the representation of Indigenous Australian outdoor workers in 2012 was 6.1 per cent (230 employees) remaining above representative levels in the community. Representation of Indigenous Australian indoor workers remains low at 1.8 per cent (172 employees).

In 2012 the percentage of Indigenous Australian public university academics remains unchanged at 1.2 per cent (75 employees). Representation of Indigenous Australian general staff in public universities decreased from 1.2 per cent (76 employees) in 2011 to 0.9 per cent (65 employees) in 2012.

Representation of Indigenous Australians in public authorities: 2008–2012



Note: The data for this diversity group relies upon self-nomination. It is therefore possible that the results underestimate the true percentages. In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

Distribution

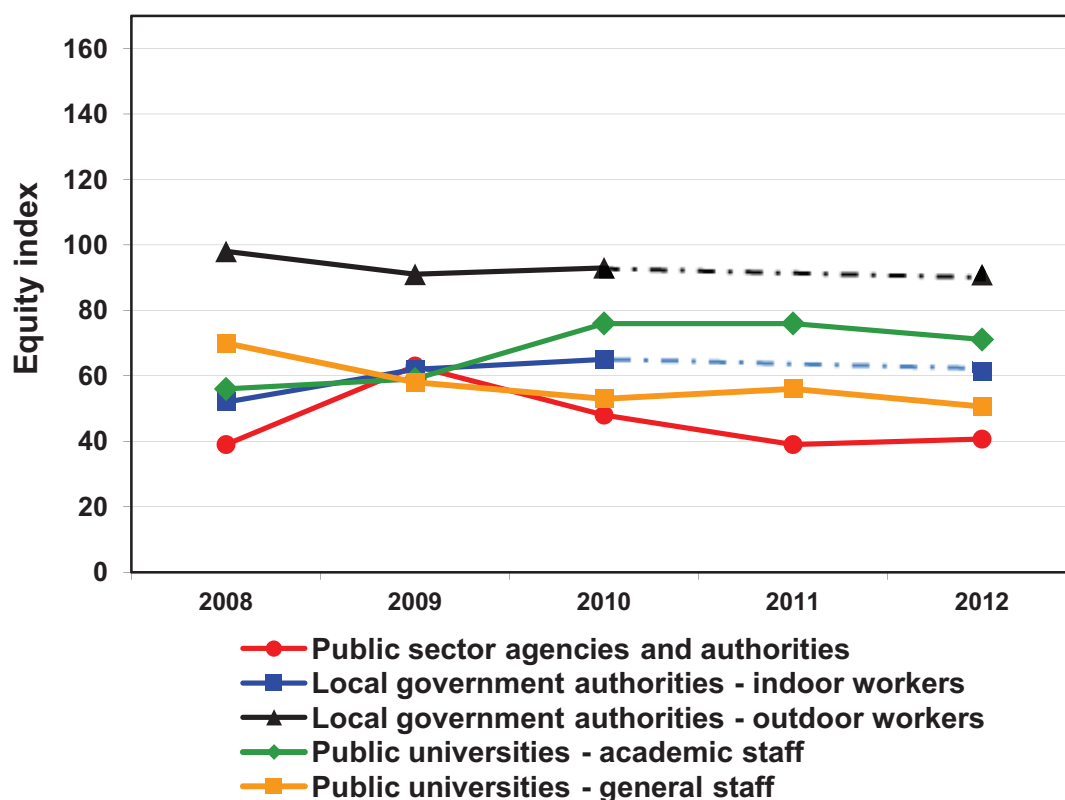
The low workforce representation of Indigenous Australians in public authorities means that small changes in distribution can cause large fluctuations in equity index scores.

The equity index for Indigenous Australians in public sector agencies and authorities has increased from 39 in 2011 to 40 in 2012 and remains below the ideal equity index of 100.

The equity index for Indigenous Australian local government indoor workers decreased from 65 in 2010 to 61 in 2012. For outdoor workers, the equity index score also decreased from 93 in 2010 to 91 in 2012. The salary range for outdoor workers stops at level 6.

The equity index for Indigenous Australian university academics decreased from 76 in 2011 to 71 in 2012. Similarly for Indigenous Australian university general staff, the equity index decreased from 56 in 2011 to 51 in 2012.

Equity index for Indigenous Australians in public authorities: 2008–2012



Note: In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

Employment type

For public sector agencies and authorities in 2012, permanency rates for Indigenous Australians are 70.5 per cent compared to 67.1 per cent for all employees.

Indigenous Australians are slightly more likely to work full-time when compared to all employees, with 55.8 per cent of permanent and fixed-term Indigenous Australians in public sector agencies and authorities working full-time in 2012, compared to 51.9 per cent for all employees.

In local government authorities in 2012, Indigenous Australians were less likely to work part-time, with 11.4 per cent of permanent and fixed-term Indigenous Australians being employed part-time in 2012, compared to 16.1 per cent for all employees.

In public universities, Indigenous Australians are less likely to be permanent (39.3 per cent) when compared to all employees (42.1 per cent) in 2012.

Indigenous Australians are also more likely to be part-time in public universities, with 21.4 per cent of permanent and fixed-term Indigenous Australians working part-time in 2012, compared to 18.7 per cent of all employees in 2012. Indigenous Australians are less likely to be in 'other' employment types (25 per cent) when compared to all employees (29.7 per cent) in public universities.

	Public sector agencies and authorities		Local government authorities		Public universities	
Employment type	IA	All employees	IA	All employees	IA	All employees
Permanent employees	70.5%	67.1%	64.9%	63.5%	39.3%	42.1%
Fixed-term employees	16.7%	15.4%	5.7%	7.2%	35.7%	28.2%
Full-time employees	55.8%	51.9%	59.2%	54.6%	53.6%	51.6%
Part-time employees	31.4%	30.6%	11.4%	16.1%	21.4%	18.7%
Other employment types (includes casual employees and trainees)	12.8%	17.5%	29.4%	29.3%	25.0%	29.7%

Note: Indigenous Australians (IA) refers to individuals who identify themselves as such and have responded to the voluntary diversity survey. Indigenous Australians are included in the 'All employees' category.

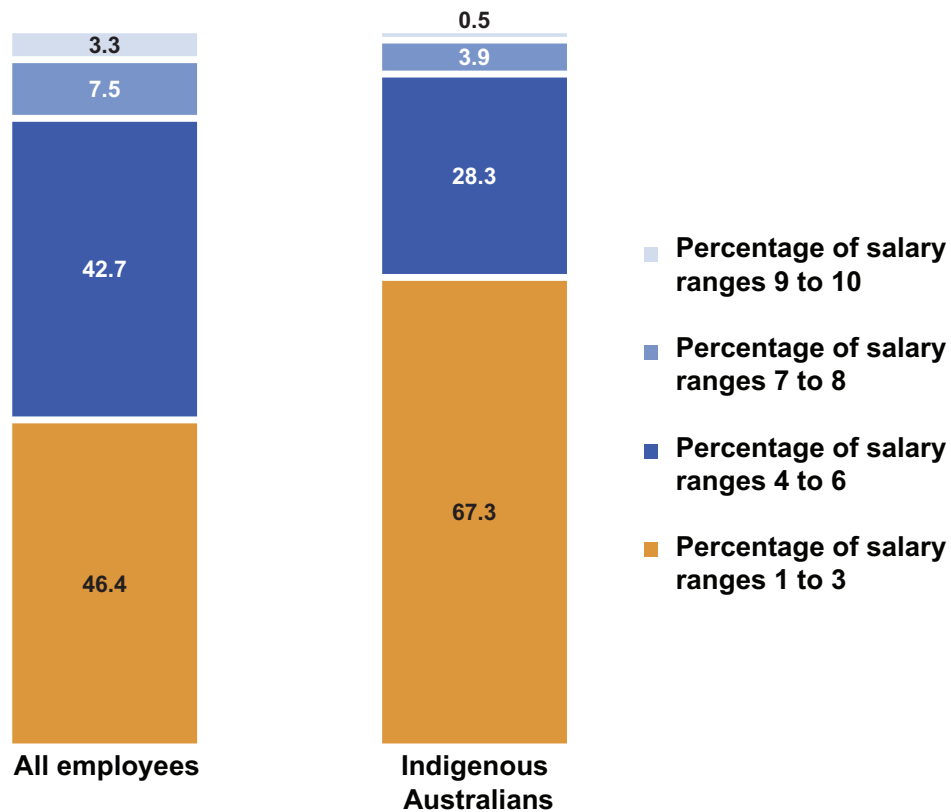
Distribution across salary ranges – public sector agencies and authorities

The number of Indigenous Australians in public sector agencies and authorities at salary ranges 7 to 10 has increased from 110 in 2011 to 129 in 2012. Overall, there is still a high concentration of this diversity group at lower salary ranges.

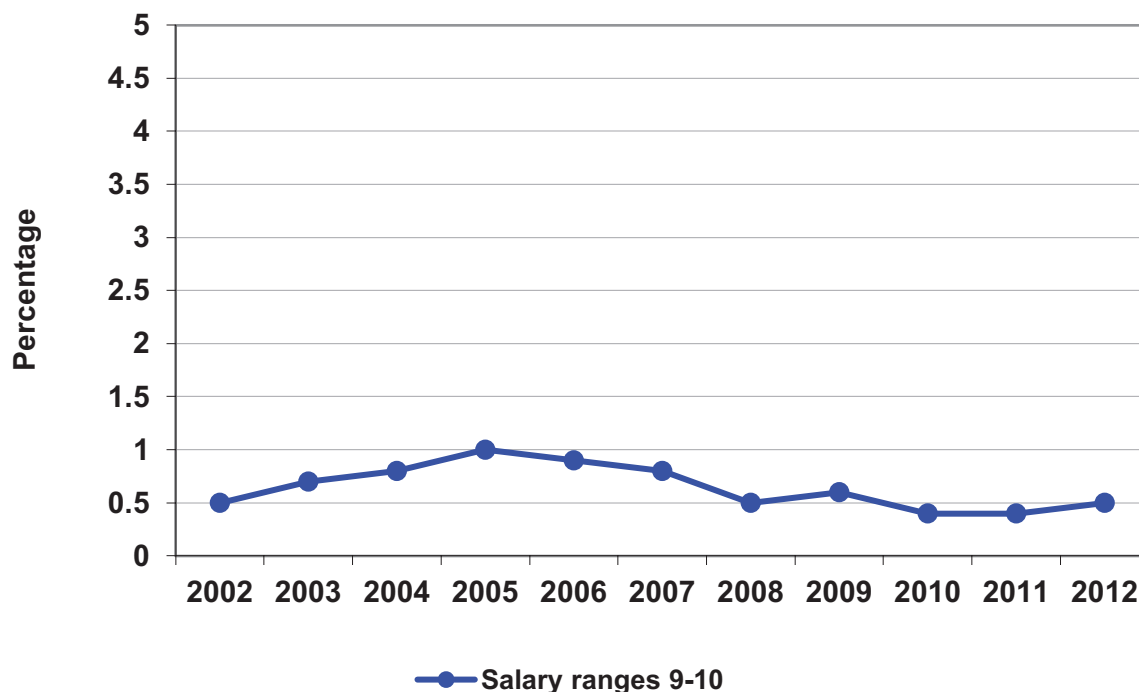
In 2012, of all Indigenous Australians in public sector agencies and authorities, 4.4 per cent are at salary ranges 7 to 10 and 0.5 per cent at salary ranges 9 to 10. This compares with 10.8 per cent and 3.3 per cent, respectively, for all employees. The representation of Indigenous Australians in salary ranges 9 and 10 has increased slightly from 0.4 per cent in 2011 to 0.5 per cent in 2012.

Representation of Indigenous Australians in salary ranges 9 and 10 is still very low. This is of significant concern given that staff in these salary ranges are considered a pool for future appointments to the SES, as well as mentors and role models for Indigenous employees new to the public sector.

Distribution of Indigenous Australians across salary ranges in public sector agencies and authorities in 2012



Public sector agencies and authorities: Indigenous Australians in salary ranges 9–10 from 2002–2012



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 (for example, Australia, United Kingdom, Ireland, New Zealand, South Africa, Canada and United States of America).

Estimates from the ABS for 2011 indicate the proportion of Western Australia's population from a culturally diverse background is 14.0 per cent.

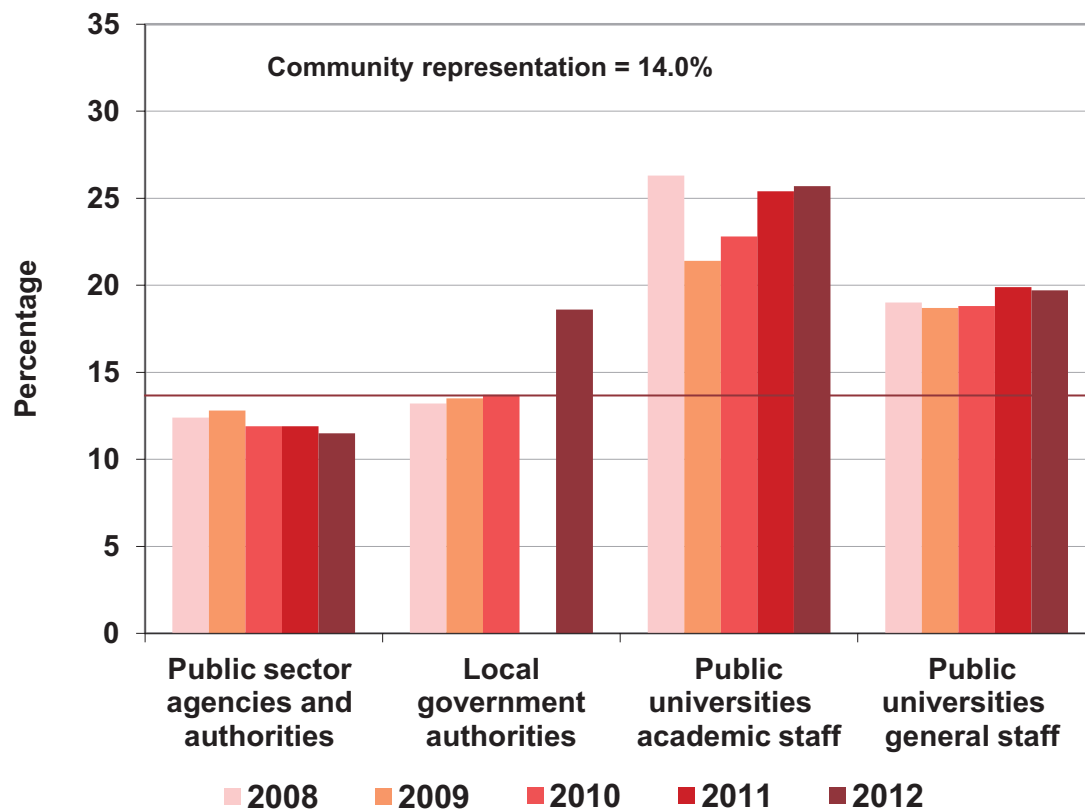
Representation

The representation of people from culturally diverse backgrounds in public sector agencies and authorities has dropped from 11.9 per cent (11 545 employees) in 2011 to 11.5 per cent (12 112 employees) in 2012.

For local government indoor workers the representation of people from culturally diverse backgrounds increased from 14.6 per cent (1 259 employees) in 2010 to 19.6 per cent (1 904 employees) in 2012. Representation of outdoor workers from culturally diverse backgrounds also increased from 11.4 per cent (400 employees) in 2010 to 16 per cent (603 employees) in 2012.

The percentage of academic staff in public universities from culturally diverse backgrounds remained relatively unchanged at 25.7 per cent (1 544 employees) in 2012 compared with 25.4 per cent (1 296 employees) in 2011. The proportion of university general staff from culturally diverse backgrounds also remained relatively unchanged at 19.7 per cent (1 401) in 2012 compared with 19.9 per cent (1 316 employees) in 2011.

Representation of people from culturally diverse backgrounds in public authorities: 2008–2012



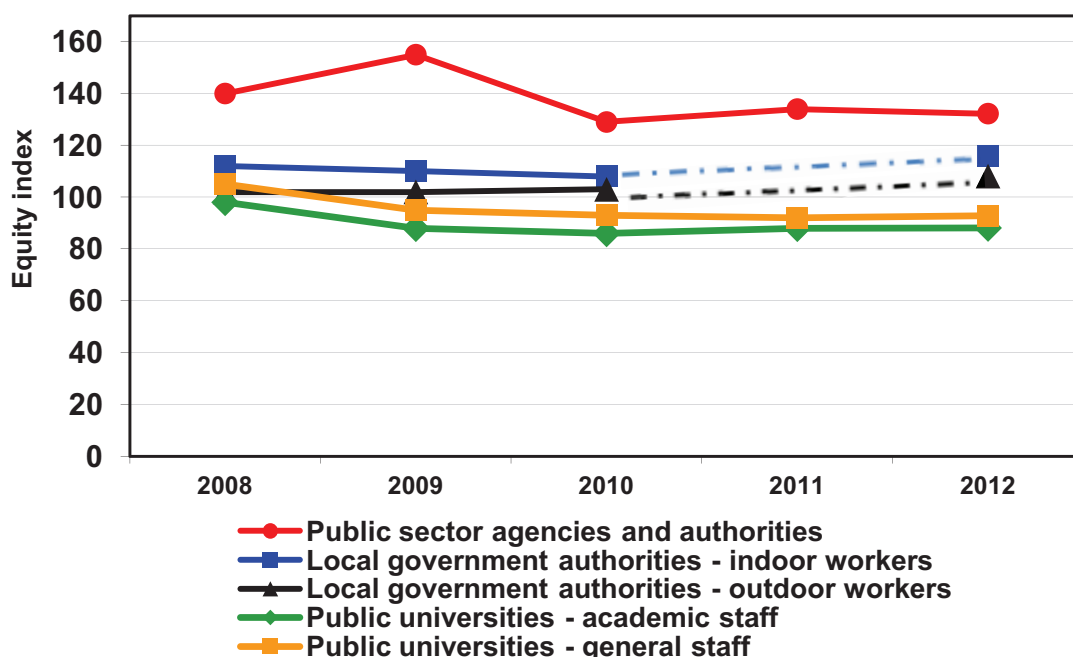
Distribution

The equity index for people from culturally diverse backgrounds in public sector agencies and authorities decreased from 134 in 2011 to 128 in 2012.

The equity index for people from culturally diverse backgrounds employed in local government authorities as indoor workers increased from 108 in 2010 to 116 in 2012. For outdoor workers the equity index increased to 108 in 2012 from 103 in 2010. The salary range for outdoor workers stops at level 6.

In public universities, the equity index for academic staff from culturally diverse backgrounds remained unchanged at 88 in 2012. The equity index for general staff from culturally diverse backgrounds increased slightly from 92 in 2011 to 93 in 2012.

Equity index for people from culturally diverse backgrounds in public authorities: 2008–2012



Note: In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

Employment type

For public sector agencies and authorities in 2012, permanency rates for people from culturally diverse backgrounds are 73.6 per cent compared with 67.1 per cent for all employees.

People from culturally diverse backgrounds are slightly less likely to work part-time when compared with all employees, with 23 per cent of permanent and fixed-term people from culturally diverse backgrounds working part-time compared with 30.6 per cent for all employees.

In local government authorities in 2012, people from culturally diverse backgrounds were more likely to be permanent (71.2 per cent) when compared with all employees (63.5 per cent).

People from culturally diverse backgrounds are more likely to work full-time in local government, with 63.5 per cent of permanent and fixed-term people from culturally diverse backgrounds being employed full-time in 2012, compared with 54.6 per cent for all employees.

In public universities, people from culturally diverse backgrounds are slightly more likely to be permanent (45.4 per cent) when compared with all employees (42.1 per cent).

People from culturally diverse backgrounds are less likely to work part-time when compared with all employees in public universities, with 15.3 per cent of permanent and fixed-term people from culturally diverse backgrounds working part-time in 2012, as compared to 18.7 per cent of all employees. People from culturally diverse backgrounds are less likely to be in 'other' employment types (21.4 per cent) when compared to all employees (29.7 per cent) in public universities.

Employment type	Public sector agencies and authorities		Local government authorities		Public universities	
	CDB	All employees	CDB	All employees	CDB	All employees
Permanent employees	73.6%	67.1%	71.2%	63.5%	45.4%	42.1%
Fixed-term employees	12.7%	15.4%	8.2%	7.2%	33.2%	28.2%
Full-time employees	63.3%	51.9%	63.5%	54.6%	63.3%	51.6%
Part-time employees	23.0%	30.6%	16.0%	16.1%	15.3%	18.7%
Other employment types (includes casual employees and trainees)	13.7%	17.5%	20.5%	29.3%	21.4%	29.7%

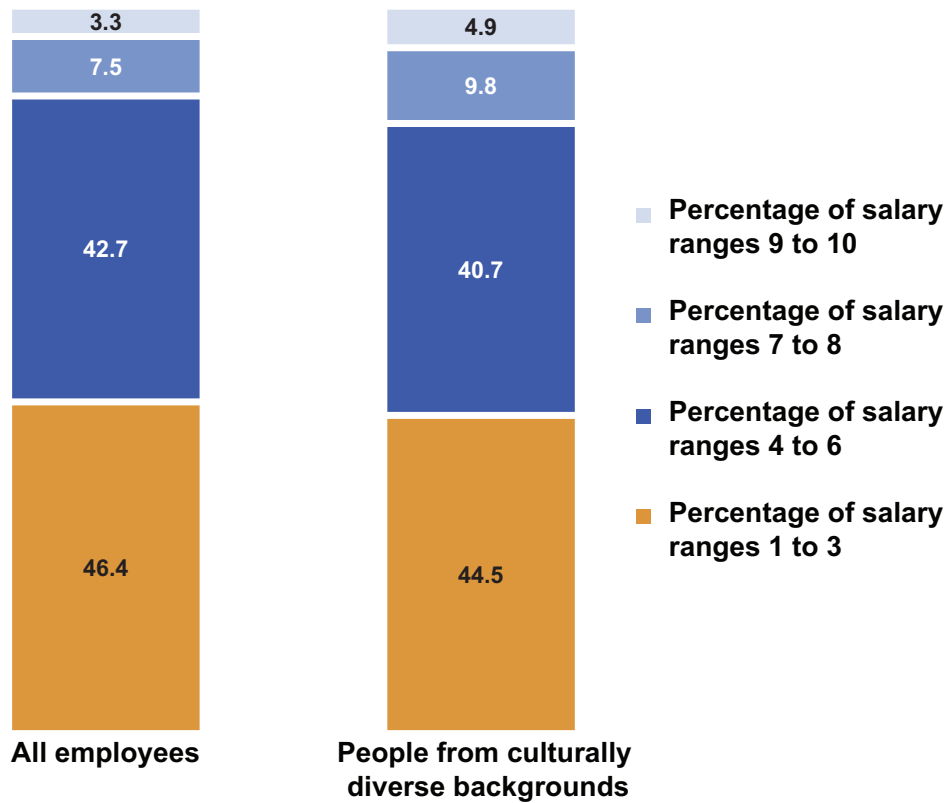
Note: People from culturally diverse backgrounds (CDB) refers to individuals who identify themselves as such and have responded to the voluntary diversity survey. People from culturally diverse backgrounds are included in the 'All employees' category.

Distribution across salary ranges – public sector agencies and authorities

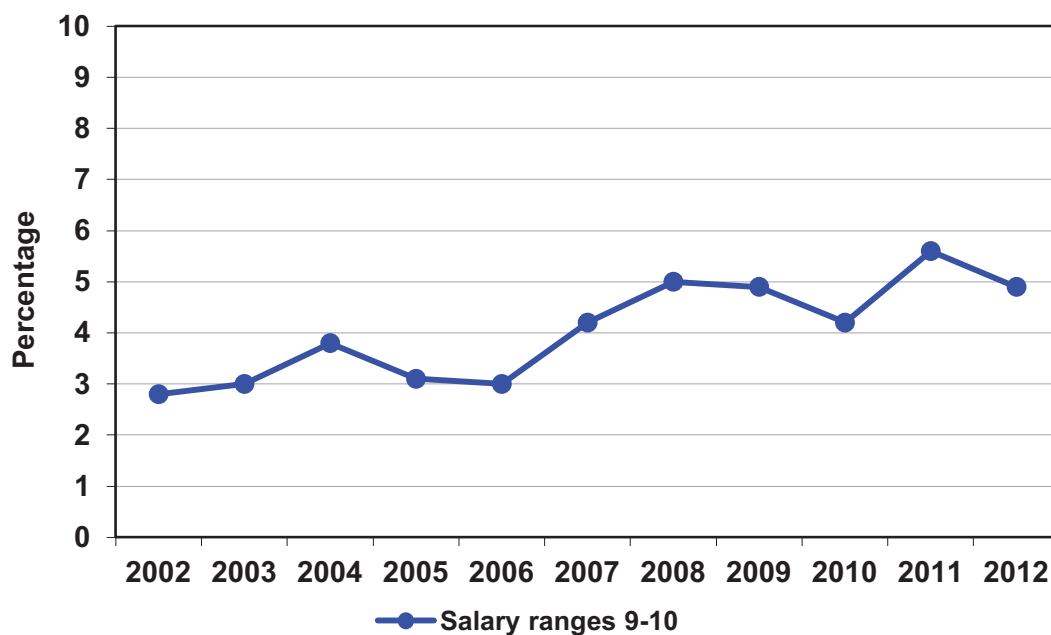
People from culturally diverse backgrounds are well represented at senior levels. The number of people from culturally diverse backgrounds in public sector agencies and authorities at salary ranges 7 to 10 increased from 1 763 in 2011 to 1 857 in 2012.

In 2012, of all people from culturally diverse backgrounds in public sector agencies and authorities, 14.7 per cent are at salary ranges 7 to 10 and 4.9 per cent at salary ranges 9 to 10. This compares to 10.8 per cent and 3.3 per cent, respectively, for all employees. Given that this group is considered a pool for future appointments to the SES, it is important that efforts are directed at maintaining representation of people from culturally diverse backgrounds in these salary ranges.

Distribution of people from culturally diverse backgrounds across salary ranges in public sector agencies and authorities in 2012



Public sector agencies and authorities: people from culturally diverse backgrounds in salary ranges 9–10 from 2002–2012



Workforce diversity – people with a disability

The ABS's 2011 Census data indicates that 4.0 per cent of the Western Australian population between 15 to 64 years of age, has a moderate core activity restriction.

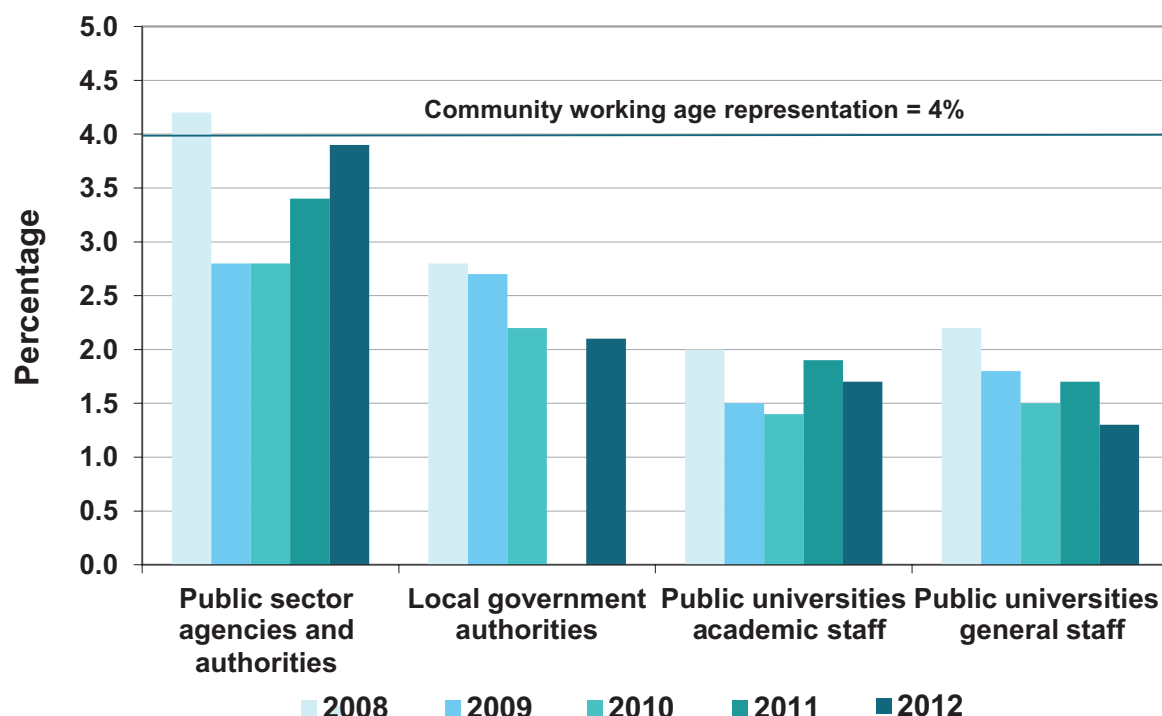
Representation

The representation of people with a disability in public sector agencies and authorities has increased from 3.4 per cent (3 221 employees) in 2011, to 3.9 per cent (4 003 employees) in 2012, which is above community representation.

For local government indoor workers, the representation of people with a disability remains steady at 1.7 per cent (160 employees) in 2012. The percentage of local government outdoor workers with a disability is 3.1 per cent (116 employees) in 2012, down from 3.3 per cent (115 employees) in 2010.

The percentage of academic staff in public universities with a disability decreased slightly from 1.9 per cent (96 employees) in 2011, to 1.7 per cent (103 employees) in 2012. The proportion of university general staff with a disability also decreased from 1.7 per cent (113 employees) in 2011 to 1.3 per cent (96 employees) in 2012.

Representation of people with a disability in public authorities: 2008–2012



Note: In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

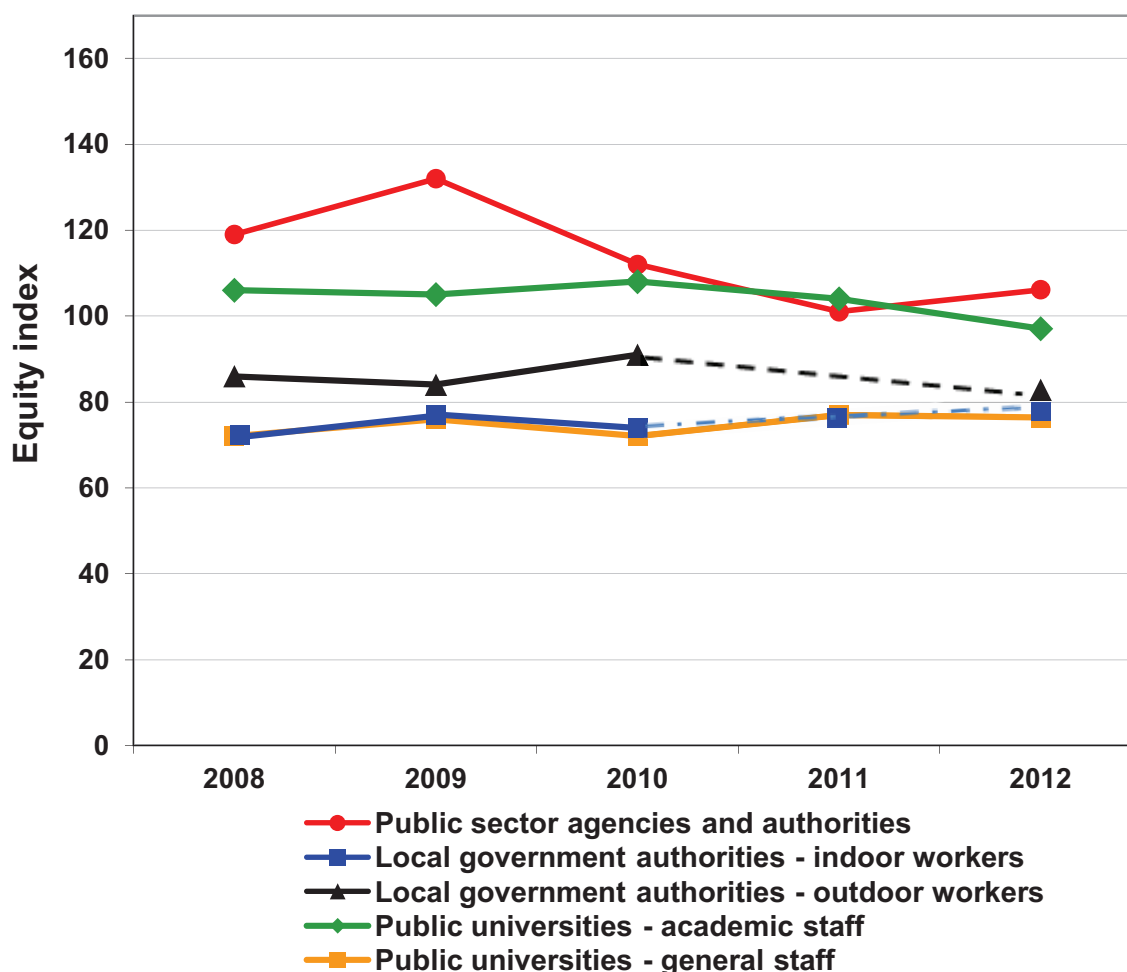
Distribution

The equity index for people with a disability in public sector agencies and authorities increased from 101 in 2011 to 111 in 2012. This figure indicates that there is a good distribution for this diversity group in public sector agencies and authorities. This is also supported by the increase in people with a disability in salary levels 7 to 10.

The equity index for local government indoor workers with a disability increased from 74 in 2010 to 77 in 2012. The equity index for outdoor workers with a disability decreased from 91 in 2010 to 83 in 2012.

In 2012 the equity index for public universities academic staff has decreased to 97. In 2011 the equity index was 104. The equity index for general staff decreased slightly from 77 in 2011 to 76 in 2012. It has remained relatively unchanged for five years.

Equity index for people with a disability in public authorities: 2008–2012



Note: In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

Employment type

For public sector agencies and authorities in 2012, permanency rates for people with a disability are 63.4 per cent as compared with 67.1 per cent for all employees.

People with a disability are slightly less likely to work part-time when compared to all employees, with 28.2 per cent of permanent and fixed-term people with a disability in public sector agencies and authorities working part-time in 2012, compared with 30.6 per cent for all employees.

In local government authorities in 2012, people with a disability are more likely to be permanent (74.3 per cent) when compared to all employees (63.5 per cent).

People with a disability are approximately twice as likely to work part-time in local government, with 28.6 per cent of permanent and fixed-term people with a disability employed part-time in 2012, compared to 15.2 per cent for all employees.

In public universities, people with a disability are more likely to be permanent (57.3 per cent) when compared to all employees (42.1 per cent) in 2012.

People with a disability are more likely to work part-time compared to all employees in public universities in 2012, with 28.1 per cent of permanent and fixed-term people with a disability working part-time compared to 18.7 per cent of all employees. People with a disability are less likely to be in 'other' employment types (16.1 per cent) when compared with all employees (29.7 per cent) in public universities.

Employment type	Public sector agencies and authorities		Local government authorities		Public universities	
	PWD	All employees	PWD	All employees	PWD	All employees
Permanent employees	63.4%	67.1%	74.3%	63.5%	57.3%	42.1%
Fixed-term employees	20.4%	15.4%	13.0%	7.2%	26.6%	28.2%
Full-time employees	55.5%	51.9%	58.7%	54.6%	55.8%	51.6%
Part-time employees	28.2%	30.6%	28.6%	16.1%	28.1%	18.7%
Other employment types (includes casual employees and trainees)	16.2%	17.5%	12.7%	29.3%	16.1%	29.7%

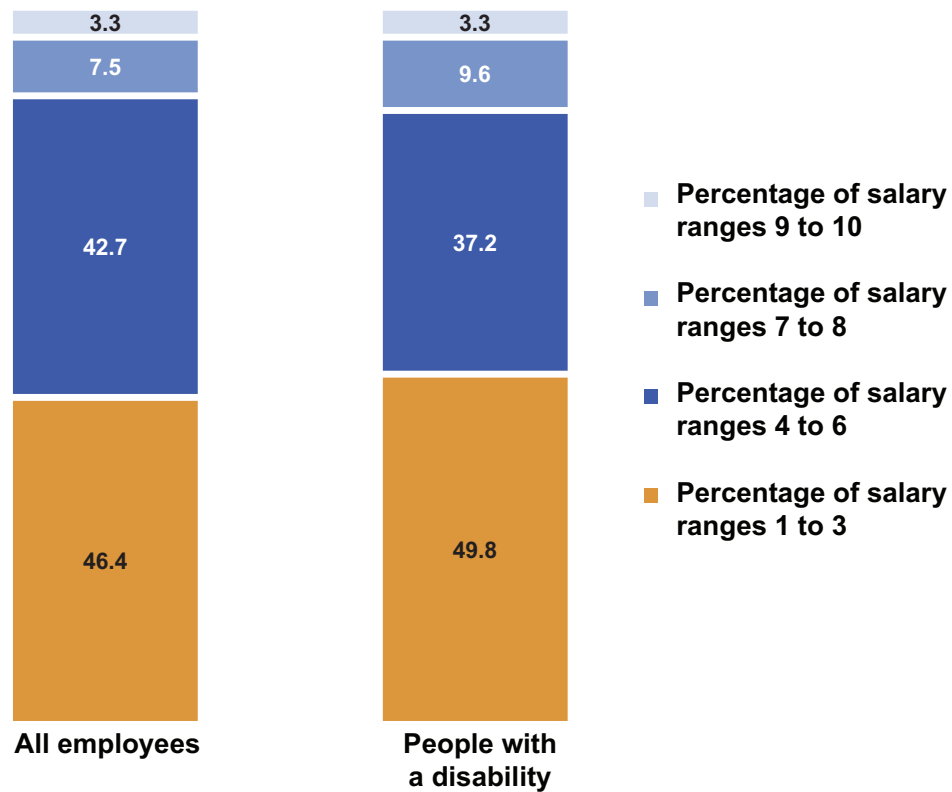
Note: People with a disability (PWD) refers to individuals who identify themselves as such and have responded to the voluntary diversity survey. People with a disability are included in the 'All employees' category.

Distribution across salary ranges – public sector agencies and authorities

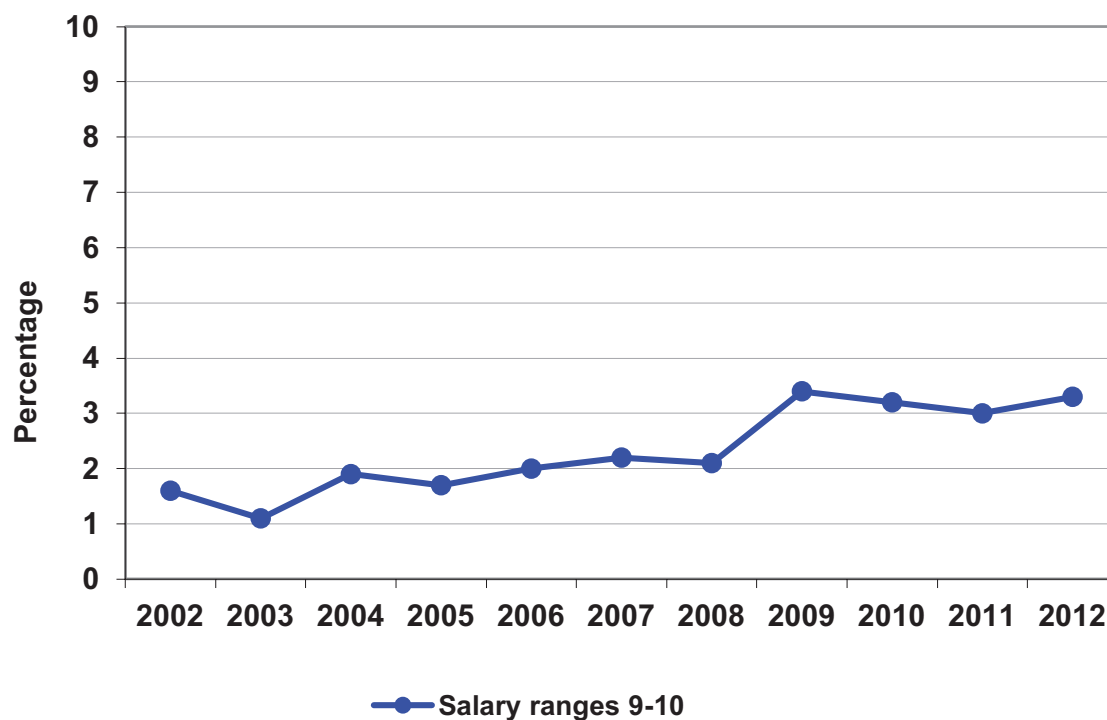
The number of people with a disability in public sector agencies and authorities at salary ranges 7 to 10 increased from 426 in 2011 to 576 in 2012.

In 2012, of all people with a disability in public sector agencies and authorities, 12.9 per cent are at salary ranges 7 to 10 and 3.3 per cent at salary ranges 9 to 10. This compares with 10.8 per cent and 3.3 per cent, respectively, for all employees. The representation of people with a disability in salary ranges 9 to 10 has generally shown an upward trend over the past 10 years (3.3 per cent in 2012 compared with 1.1 per cent in 2002).

Distribution of people with a disability across salary ranges in public sector agencies and authorities in 2012



Public sector agencies and authorities: people with a disability in salary ranges 9–10 from 2002–2012



Workforce diversity – youth and mature workers

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

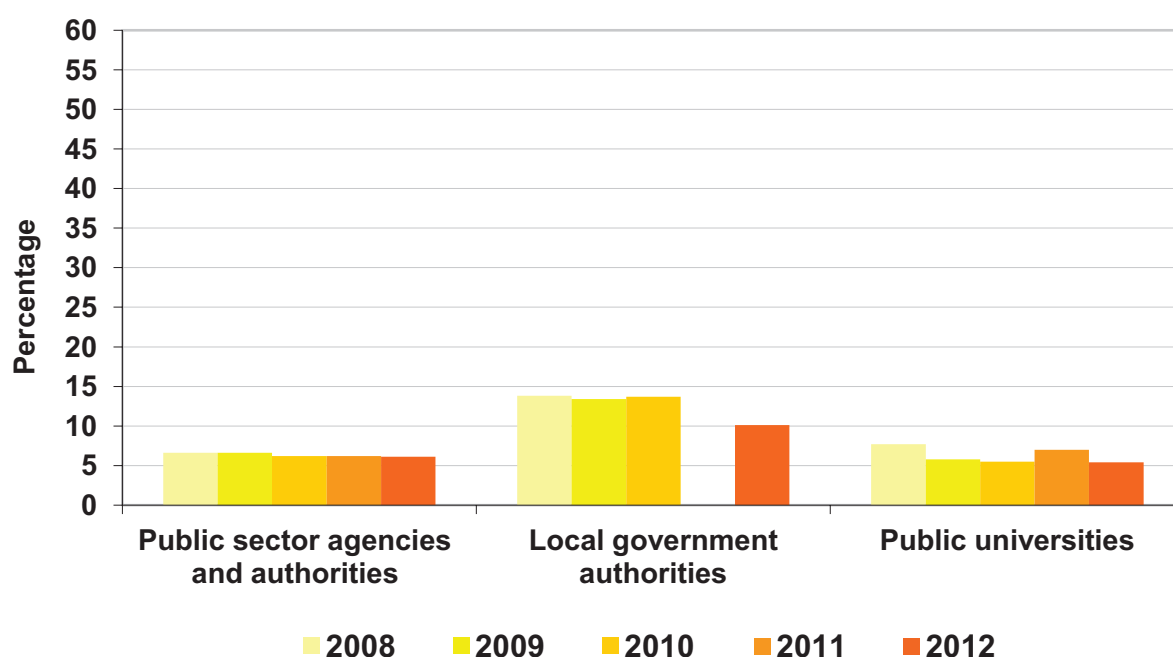
Representation of youth

The representation of youth in public sector agencies and authorities decreased slightly from 6.2 per cent (10 355 employees) in 2011 to 6.1 per cent (10 323 employees) in 2012.

In local government authorities, youth representation (indoor and outdoor workers combined) decreased from 13.7 per cent in 2010 to 10.1 per cent in 2012.

Representation of youth in public universities (academic and general staff combined) has decreased from 7 per cent in 2011 to 5.4 per cent in 2012.

Representation of youth in public authorities: 2008–2012



Note: In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

Employment type – youth

For public sector agencies and authorities in 2012, permanency rates for youth are approximately half of those compared with all employees, at 31.1 per cent for youth compared with 65.7 per cent for all employees.

Youth are less likely to work part-time when compared to all employees, with 20 per cent of permanent and fixed-term youth in public sector agencies and authorities working part-time in 2012, compared to 31.8 per cent for all employees. Youth are more likely to be employed in 'other' employment types (including trainees), at a rate of 35.4 per cent compared with 18.3 per cent for all employees in public sector agencies and authorities.

Public sector agencies and authorities		
Employment type	Youth	All employees
Permanent employees	31.1%	65.7%
Fixed-term employees	33.5%	16.0%
Full-time employees	44.7%	49.8%
Part-time employees	20.0%	31.8%
Other employment types (includes casual employees and trainees)	35.4%	18.3%

Note: These figures do not include seven Schedule 1 agency data. Data on employment type was not collected for local government authorities or public universities and hence is not included. These figures are based on a different sample set from normal Public Sector Commission reports, and unique only to the DEOPE Annual report.

Representation of mature workers

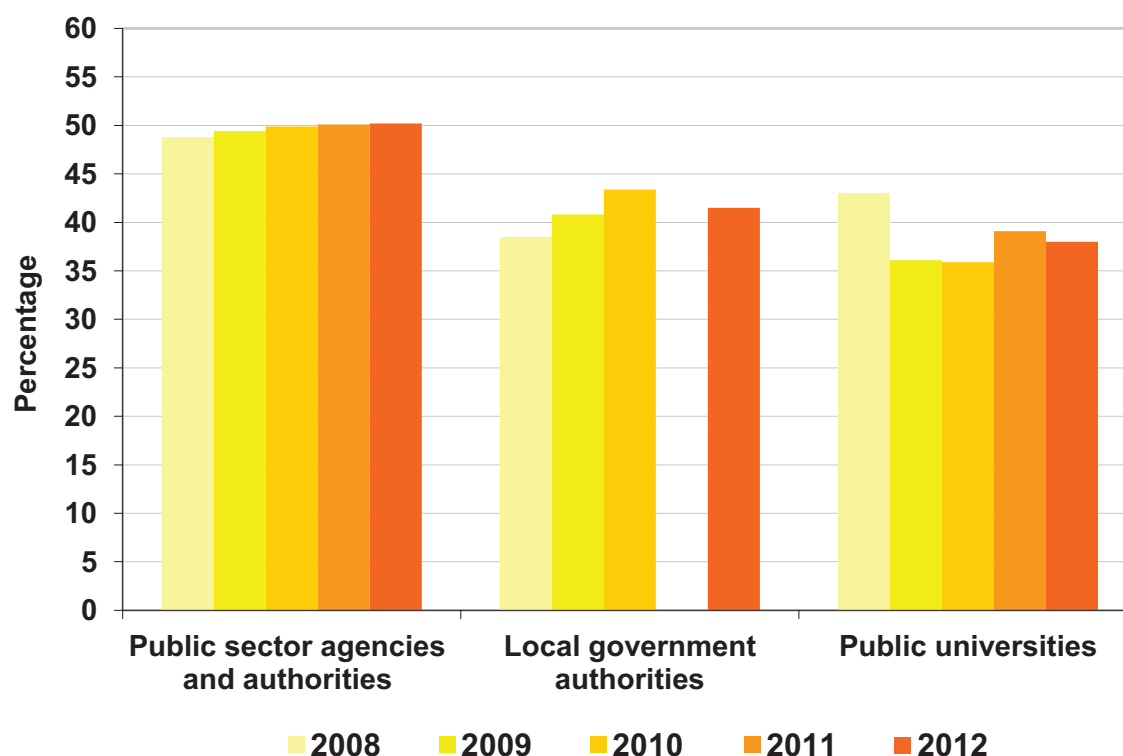
Mature workers are over-represented in public employment compared with the community overall. An increase of turnover in public authorities is likely to occur in the next decade as this large employment cohort approaches retirement. To mitigate this effect, many authorities are developing strategies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

As at 30 June 2012, mature workers in public sector agencies and authorities represented 50.2 per cent (85 585) of the workforce, up slightly from 50.1 per cent (83 502 employees) in 2011.

Representation of mature workers in local government authorities (indoor and outdoor combined) decreased from 43.4 per cent in 2010 to 41.5 per cent in 2012.

In public universities, representation of mature academic staff decreased from 46.1 per cent in 2011 to 39.3 per cent in 2012. However, the representation of mature general staff has increased from 33.1 per cent in 2011 to 37 per cent in 2012.

Representation of mature workers in public authorities: 2008–2012



Employment type – mature

For public sector agencies and authorities in 2012, permanency rates for mature workers are 61.4 per cent compared with 65.7 per cent for all employees.

Mature workers closely align with the wider public sector in terms of full-time and part-time employment rates, with 50.1 per cent of mature workers employed full-time, compared with 49.8 per cent of all employees and 32 per cent of mature workers employed part-time as compared with 31.8 per cent of all employees.

Public sector agencies and authorities		
Employment type	Mature	All employees
Permanent employees	61.4%	65.7%
Fixed-term employees	20.6%	16.0%
Full-time employees	50.1%	49.8%
Part-time employees	32.0%	31.8%
Other employment types (includes casuals and trainees)	18.0%	18.3%

Note: These figures do not include Schedule 1 agency data. Data on employment type was not collected for local government authorities or public universities and is not included. Mature workers are included in the 'All employees' category.

Workforce diversity – snapshot

This section provides a snapshot of the workforce representation as a percentage and distribution (equity index) of diversity groups in public authorities from 2011/12, 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. Therefore, it is possible that these results may underestimate the true number.

Representation in public sector agencies and authorities: 2008–2012

Diversity group	Representation (%)				
	2008	2009	2010	2011	2012
Women in management					
Senior executive service	23.7	25.1	26.9	26.3	27.5
Tier 1	23.3	23.0	26.2	26.0	27.4
Tier 2	33.9	33.9	31.8	31.4	30.9
Tier 3	33.5	33.4	35.2	36.4	36.5
Indigenous Australians	3.3	2.3	2.4	2.6	2.6
People from culturally diverse backgrounds	12.4	12.8	11.9	11.9	11.5
People with a disability	4.2	2.8	2.8	3.4	3.9
Youth	6.6	6.6	6.2	6.2	6.0
Mature workers	48.8	49.4	49.9	50.1	50.2

Note: Data for 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more agencies updating their historical data.

Distribution in public sector agencies and authorities: 2008–2012

Diversity group	Distribution (equity index)				
	2008	2009	2010	2011	2012
Women	61	60	62	64	64
Indigenous Australians	39	63	48	39	40
People from culturally diverse backgrounds	140	155	129	144	132
People with a disability	119	132	112	101	106

Representation in local government authorities: 2007–2012

Diversity group		Representation* (%)				
		2007	2008	2009	2010	2012
Women in management	Tier 1 – indoor workers	6.3	9.9	7.1	7.8	7.9
	Tier 1 – outdoor workers	n/a	n/a	n/a	n/a	n/a
	Tier 2 – indoor workers	24.6	26.4	29.1	28.3	34.2
	Tier 2 – outdoor workers	0	14.0	1.9	13.4	6.9
	Tier 3 – indoor workers	33.5	34.5	33.7	39.1	38.0
	Tier 3 – outdoor workers	2.9	9.1	3.8	11.5	9.3
Indigenous Australians	Indoor workers	1.3	1.5	1.6	1.4	1.8
	Outdoor workers	6.2	7.9	7.1	6.4	6.1
People from culturally diverse backgrounds	Indoor workers	11.0	13.4	13.4	14.6	19.6
	Outdoor workers	12.2	12.6	13.8	11.4	16.0
People with a disability	Indoor workers	1.6	2.1	1.9	1.8	1.7
	Outdoor workers	3.7	4.4	4.5	3.3	3.1
Youth	Indoor workers	12.3	16.1	15.3	15.0	11.4
	Outdoor workers	7.8	7.5	8.7	10.1	6.4
Mature workers	Indoor workers	35.8	33.8	37.1	38.7	37.2
	Outdoor workers	54.2	51.4	50.3	56.6	53.3

Note: *In 2012, the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

Distribution in local government authorities: 2007–2012

Diversity group		Distribution* (equity index)				
		2007	2008	2009	2010	2012
Women in management	Indoor workers	69	76	80	83	79
	Outdoor workers	101	104	96	92	87
Indigenous Australians	Indoor workers	56	52	62	65	61
	Outdoor workers	98	98	91	93	91
People from culturally diverse backgrounds	Indoor workers	116	112	110	108	116
	Outdoor workers	107	102	102	103	108
People with a disability	Indoor workers	93	72	77	74	77
	Outdoor workers	92	86	84	91	83

Note: *In 2012, the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public sector agencies and authorities and public universities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

Representation in public universities: 2008–2012

Diversity group		Representation (%)				
		2008	2009	2010	2011	2012
Women in management (academic and general staff)	Tier 1	25.0	25.0	25.0	25.0	25.0
	Tier 2	34.6	33.3	37.5	40.0	39.1
	Tier 3	36.3	36.1	36.0	41.4	36.4
Indigenous Australians	Academic staff	1.6	1.1	1.2	1.3	1.2
	General staff	1.1	1.1	1.2	1.2	0.9
People from culturally diverse backgrounds	Academic staff	23.2	21.4	22.8	25.4	25.7
	General staff	16.4	18.7	18.8	19.9	19.7
People with a disability	Academic staff	2.0	1.5	1.4	1.9	1.7
	General staff	2.2	1.8	1.5	1.7	1.3
Youth	Academic staff	3.7	2.2	2.4	4.1	2.4
	General staff	10.9	8.8	8.1	9.6	8.0
Mature workers	Academic staff	50.1	41.7	42.0	46.1	39.3
	General staff	37.5	31.4	30.9	33.1	37.0

Distribution in public universities: 2008–2012

Diversity group		Distribution (equity index)				
		2008	2009	2010	2011	2012
Women	Academic staff	67	68	69	70	71
	General staff	80	80	81	82	83
Indigenous Australians	Academic staff	56	59	76	76	71
	General staff	70	58	53	56	51
People from culturally diverse backgrounds	Academic staff	98	88	86	88	88
	General staff	105	95	93	92	93
People with a disability	Academic staff	106	105	108	104	97
	General staff	72	76	72	77	76

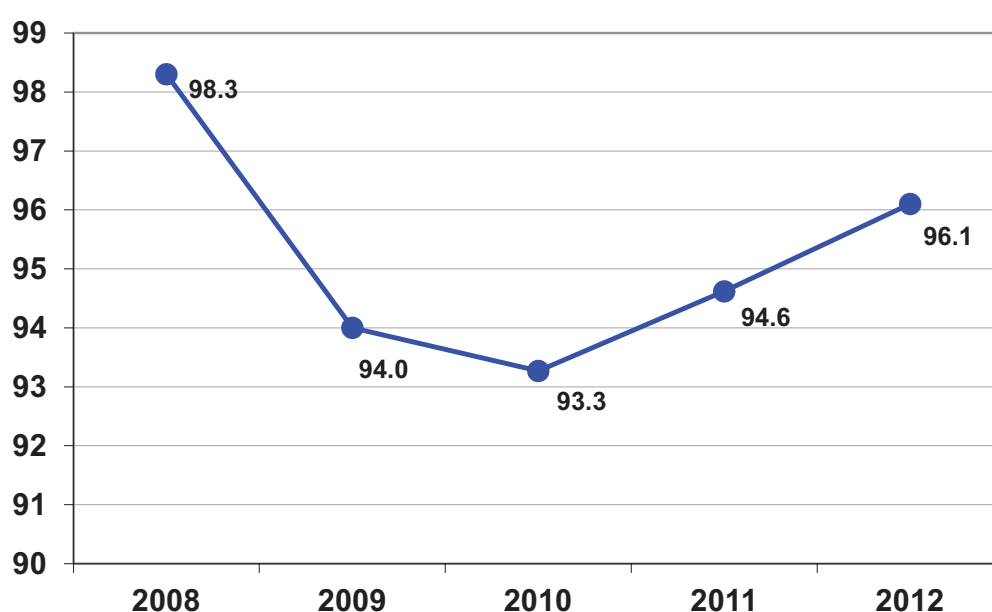
Workforce diversity – composite equity index

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; Indigenous Australians, people from culturally diverse backgrounds, people with a disability and women.

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

In 2012, the CEI for Western Australian public sector agencies and authorities has increased to 96.1, up from 94.6 in 2011. Refer to Appendix 9 – public sector agencies and authorities – composite equity index, equity index and representation by diversity group for 2011/12, and Appendix 10 – public universities – composite equity index, equity index and representation by diversity group for 2011/12.

Composite equity index for public sector agencies and authorities: 2008–2012



Note: The CEI has been calculated using the 2011 diversity objectives set out in *Equity and Diversity Plan for the Public Sector Workforce 2006-2010*. These objectives are 14 per cent for people from culturally diverse backgrounds, 3.2 per cent for Indigenous Australians and 3.5 per cent for people with a disability.

Employee perception survey results

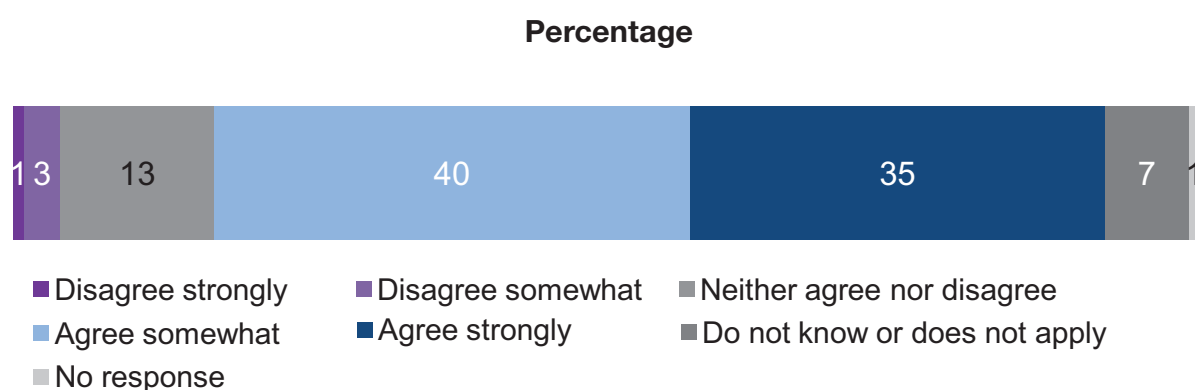
The Employee perception survey is part of an annual survey program conducted by the Commission. The survey results can assist public sector agencies and authorities with planning and awareness raising. A range of diversity related questions are included. See p. 17 of this report for further information. Refer to Appendix 11 – Employee perception survey results for 2011/12, for a full breakdown of the responses.

Employee perceptions about the treatment of employees from diversity groups

Results from surveys conducted in 2011/12 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 for each question.

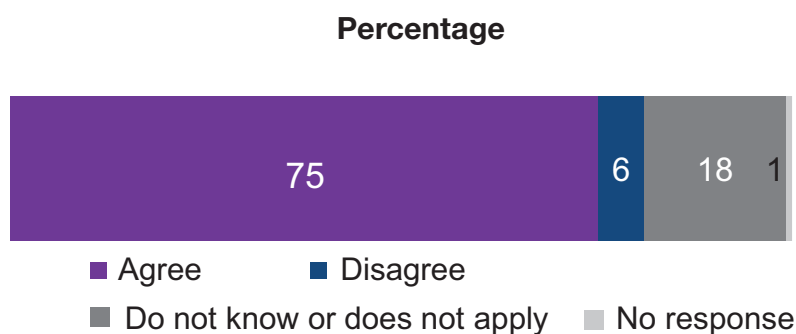
Question 1: your agency is committed to creating a diverse workforce

Seventy-five per cent of employees agree their agency is committed to creating a diverse workforce.



Question 2: has your agency supported you in feeling confident in working with people from diversity groups

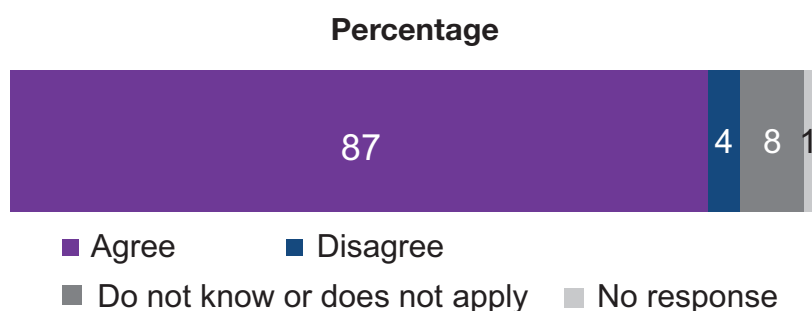
Seventy-five per cent of employees agree their agency supports them to feel confident with working with people from different diversity groups.



Question 3: your workplace culture is equally welcoming of people from all diversity groups

Eighty-seven per cent of employees agree their workplace culture is equally welcoming of people from all diversity groups. Four per cent of employees indicate the opposite (304 employees in total).

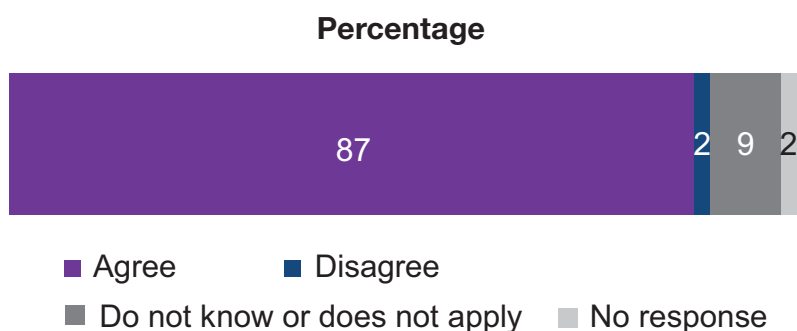
Of those employees who perceive their workplace culture is not equally welcoming, 39 per cent feel people from culturally diverse backgrounds are not equally welcomed, followed by Indigenous Australians (17 per cent), people with a disability (26 per cent) and then other diversity groups (18 per cent).



Question 4: your immediate supervisor treats employees from all diversity groups in the workplace with equal respect

Eighty-seven per cent of employees indicate supervisors treat employees from all diversity groups in the workplace with equal respect. Two per cent of employees indicate the opposite (130 employees in total).

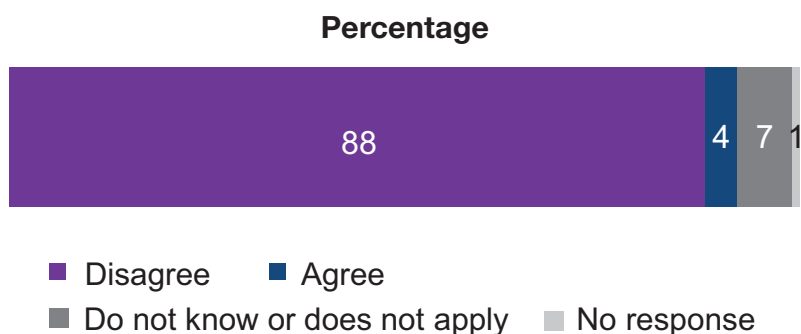
Of those employees who perceive supervisors do not treat employees from all diversity groups with equal respect, 34 per cent feel people from culturally diverse backgrounds are not treated with equal respect, followed by people with a disability (15 per cent), Indigenous Australians (23 per cent) and then other diversity groups (28 per cent).



Question 5: your co-workers treat employees from all diversity groups in the workplace with equal respect

Eighty-eight per cent of employees indicate their co-workers treat employees from all diversity groups in the workplace with equal respect. Four per cent of employees indicate the opposite (309 employees in total).

Of those employees who perceive co-workers do not treat other employees with equal respect, 45 per cent feel people from culturally diverse backgrounds are treated with equal respect, followed by Indigenous Australians (29 per cent), people with a disability (11 per cent) and then other diversity groups (15 per cent).

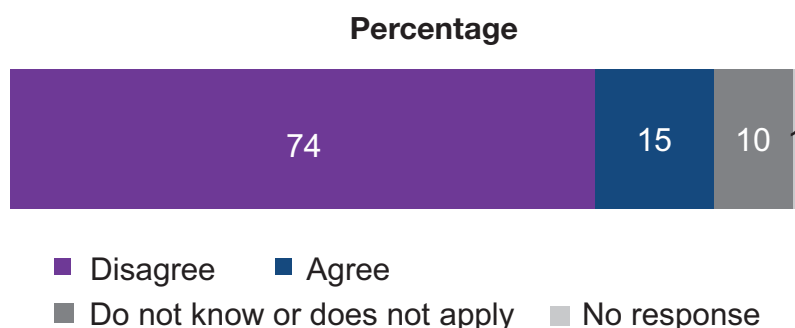


Employee perceptions about unwelcome behaviour

Employee perceptions about the occurrence and acceptance of unwelcome behaviour in the workplace are generally positive.

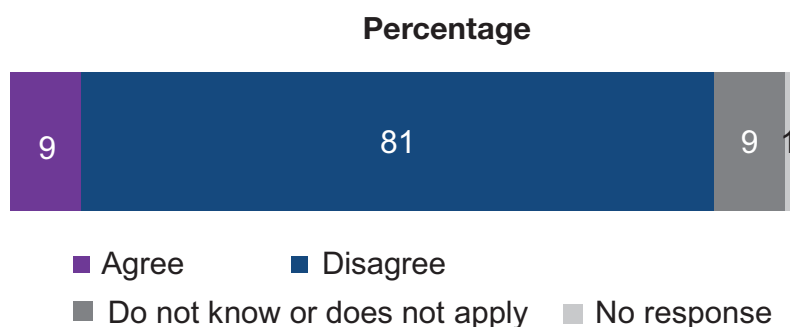
Question 6: staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in their workplace

Seventy-four per cent of employees do 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. Fifteen per cent of employees feel that it is acceptable behaviour (731 employees in total).



Question 7: staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in your workplace

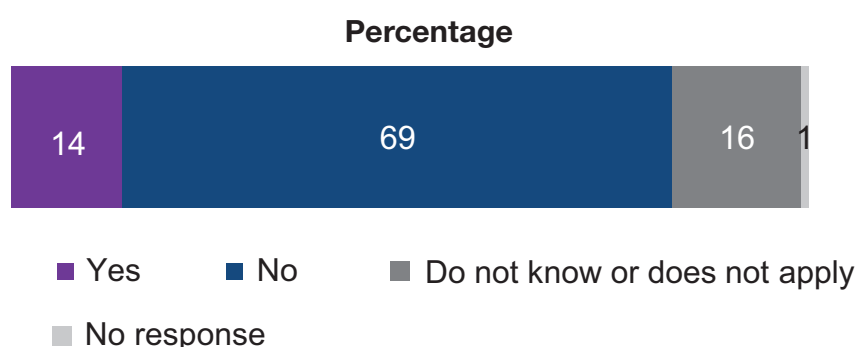
Eighty-one per cent of employees do not believe that staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in their workplace. Approximately nine per cent of employees believe it is acceptable behaviour (613 employees in total).



Question 8: staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status occurs in your workplace

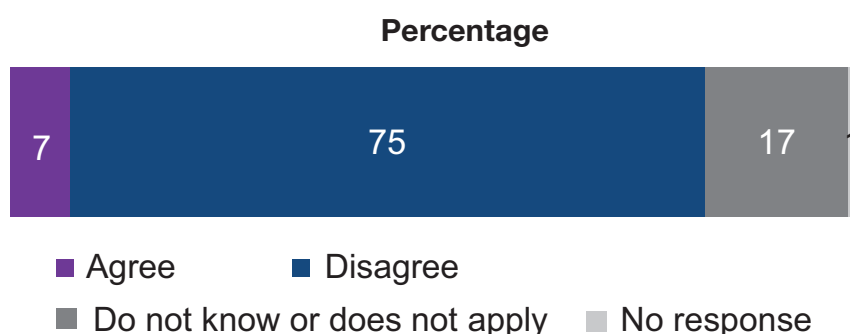
Sixty-nine per cent of employees do not feel staff made unwelcome comments, jokes or remarks based on a person's gender or diversity group status in their workplace. Fourteen per cent of employees indicate the opposite (702 employees in total).

Of the employees who perceive there was an occurrence of unwelcome comments, jokes or remarks, 39 per cent of employees believe unwelcome comments, jokes or remarks were made about people from culturally diverse backgrounds, followed by Indigenous Australians (28 per cent), people with a disability (12 per cent) and other diversity groups (21 per cent).



Question 9: unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in your workplace

Seventy-five per cent of employees do not believe that unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in their workplace. Approximately seven per cent of staff indicate that unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in their workplace (390 employees in total).

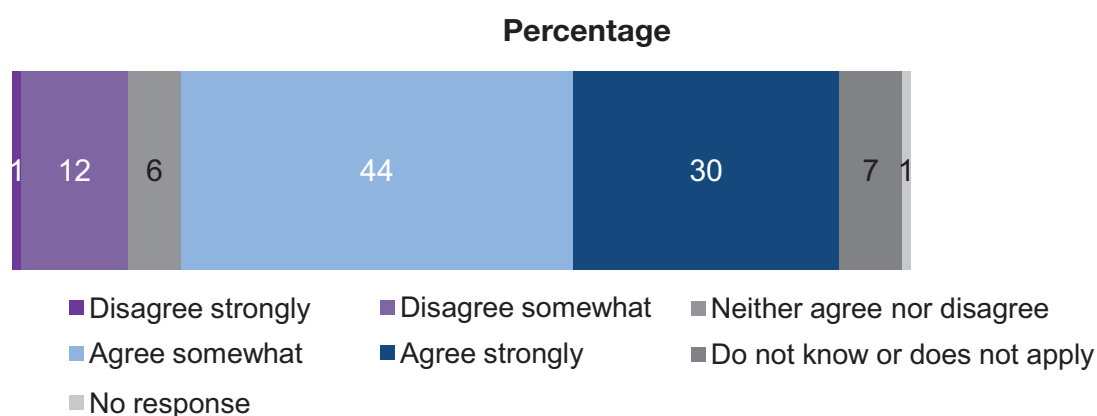


Employee perceptions about unwelcome behaviour

The Employee perception survey also asked questions about access to flexible work options and leave arrangements (for example, flexible start and finish times, part-time work and purchased leave). Results for 2011/12 are slightly higher than previous years, indicating that the majority of employees feel their workplace supports flexible work options and leave arrangements.

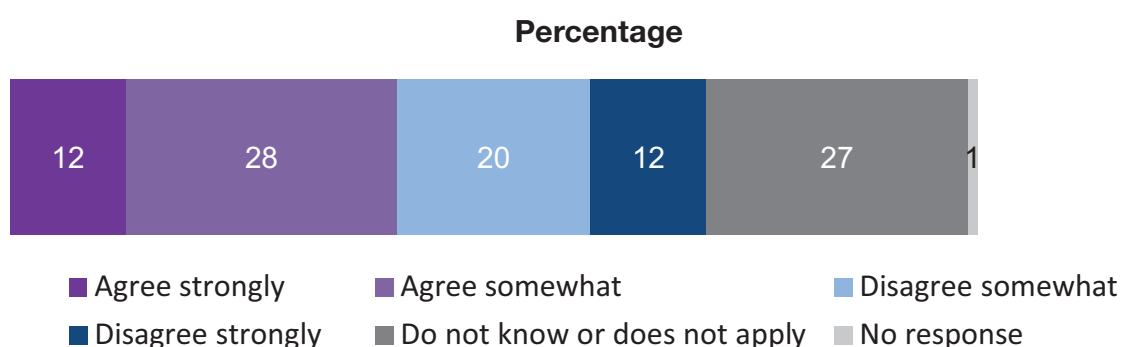
Question 10: your workplace culture supports people to achieve a suitable work/life balance

Seventy-four per cent of employees agree their agency's workplace culture supports staff to achieve a work/life balance.



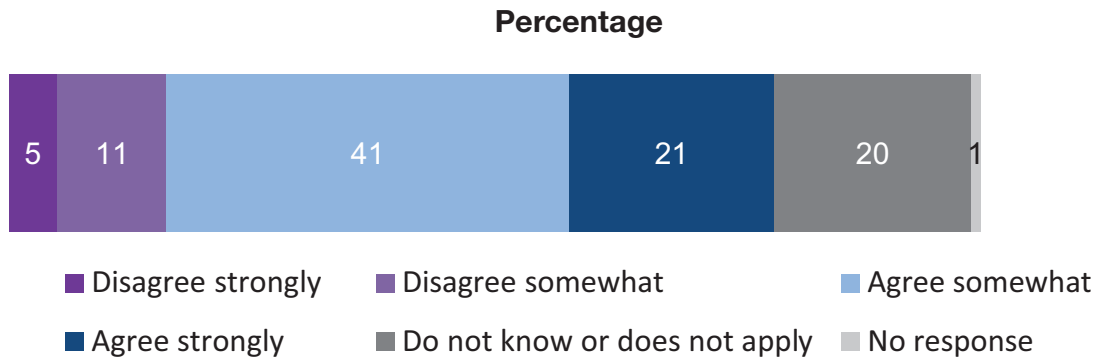
Question 11: taking up flexible work options and leave arrangements

Forty per cent of employees agree that taking up flexible work options and leave arrangements would limit their career prospects.



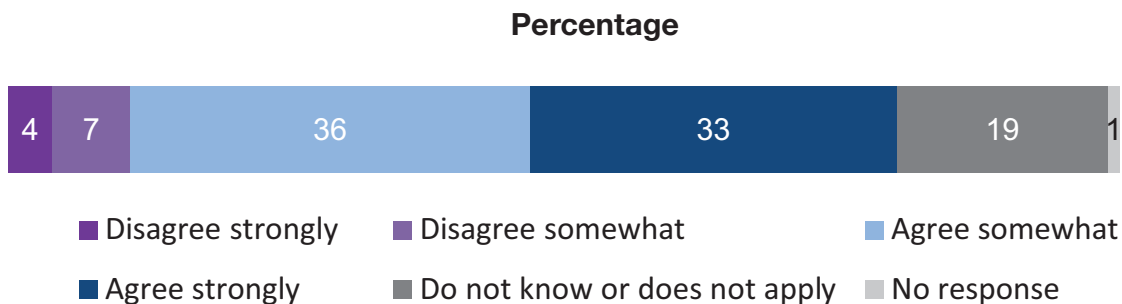
Question 12: your agency's policies support the use of flexible work options and leave arrangements

Sixty-two per cent of employees indicate their agency's policies support the use of flexible work options and leave arrangements and provide relevant information to staff.



Question 13: your immediate supervisor supports the use of flexible work options and leave arrangements

Sixty-nine per cent of employees agree that supervisors support the use of flexible work options and leave arrangements and accommodate the needs of employees.



2012 Annual agency survey results

To monitor how agencies ensure equity and diversity initiatives are included in anti-bullying and harassment policies and through specific training, the DEOPE included a selection of questions in the Commission's Annual agency survey 2012. The results to the questions are presented below.

Equity and diversity training

During 2011/12, 5.3 per cent of employees (8 986) in public sector agencies and authorities participated in specific training on equity and diversity awareness. Training was spread across agencies of all sizes. It represents a good coverage of public sector agencies and authorities. Training participation has decreased from 9 per cent (14 939 employees) in 2010/11. Since 2009/10, 31 173 employees have completed equity and diversity training.

Anti-bullying and harassment training

In 2011/12, 12.6 per cent (21 495) of employees participated in specific anti-bullying and harassment training.

Minimising bullying and harassment

In response to a question regarding how public sector agencies work towards minimising the risk of bullying and harassment in the workplace, results indicate that:

- Most small (73 per cent), medium (79 per cent) and large (89 per cent) public sector agencies have developed and implemented specific policies. Fifty-five per cent of very small agencies have policies in place.
- Most small (77 per cent), medium (83 per cent) and large (84 per cent) agencies have clear processes established for dealing with allegations of bullying and harassment. Sixty-five per cent of very small agencies have procedures in place.
- Very small (20 per cent), small (38 per cent) and medium (31 per cent) agencies have low rates of senior manager training on how to respond to allegations of bullying and harassment. Large agencies (58 per cent) have a higher rate of manager training.

Note: In the above text, 'large' agencies have 1 001 employees or more, 'medium' agencies have between 201 and 1 000 employees, 'small' agencies have between 21 and 200 employees, and 'very small' agencies have 20 employees or less.

Appendix 1 – *Director of Equal Opportunity in Public Employment Strategic Plan 2012–2014*

Key result area one: build and support quality practices in equity and diversity management

Legislative function and strategic objective

- Advise and assist authorities in relation to EEO management plans, including the development of guidelines to assist authorities in preparing EEO management plans.
- Evaluate the effectiveness of EEO management plans in achieving the objects of Part IX of the EO Act.

Strategies

- 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:
 - Indigenous Australians
 - people from culturally diverse backgrounds
 - people with a disability
 - women in management
 - youth.
- Maintain and develop a range of targeted information services, products and resources.

Key result area two: high quality, accurate and timely reporting

Legislative function and strategic objective

- Make reports and recommendations to the minister regarding the operation of EEO management plans.
- Make reports and recommendations to the minister as the DEOPE deems appropriate.

Strategies

- Undertake annual EEO data collection and reporting.
- Prepare and deliver *How does your agency compare?* and *How does your university compare?*
- Prepare and deliver DEOPE Annual reports.
- Undertake audits and investigations where and when appropriate in accordance with s.147 of the EO Act.
- Provide equity focus to Commission reports as required.
- Contribute to and support the implementation of cross sector workforce data collection and reporting initiatives.
- Provide advice and assistance with EEO reporting from Human Resource Minimum Obligatory Information Requirement to WACA.

Key result area three: performance partnering

Legislative function and strategic objective

- Consult with persons or peak bodies who are concerned with any or all of the objects of the EO Act.

Strategies

- 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 four: effective staff, systems and processes

Legislative function and strategic objective

- To ensure internal coherence and accountability in planning, decision-making, operations, evaluation and reporting.

Strategies

- Establish, develop and maintain a diverse, effective and appropriately skilled workforce capability team.

Appendix 2 – new resources, tools and templates

Workforce and diversity planning – a guide for agencies

Outlines how to integrate EEO management planning with workforce planning.

A roadmap to developing a workforce plan

A series of video workshop presentations that provide regional agencies with practical advice for developing an integrated plan that incorporates the requirements of ss.145(2)(a)–(h) of the EO Act.

Diversity surveying

A reference brochure for agencies relating to diversity data collection, with tips for maximising response rates.

Public sector good practice examples

A suite of website links for sharing good practice resources in workforce planning and diversity from across the public sector.

Workforce planning toolkit

A range of workforce and diversity planning tools which can be customised to meet the unique needs of public authorities.

Appendix 3 – participating public authorities in the Employee perception survey 2011/12

Agency	Total surveys distributed	Total surveys returned	Response rate
Parliamentary Commissioner for Administrative Investigations (Ombudsman)	60	44	73.0%
South West Institute of Technology	496	141	28.0%
Legal Practice Board	47	36	77.0%
Commissioner for Children for Young People	17	12	71.0%
Department of Education – South Metropolitan	14 104	2 766	20.0%
Challenger Institute of Technology	1 038	324	31.0%
Rottneest Island Authority	154	83	54.0%
Fire and Emergency Services Authority of Western Australia	1442	524	36.0%
Department of Education – Kimberley	925	186	20.0%
Office of the Auditor General	111	51	46.0%
Department of Finance	1 544	617	39.0%
Overall Response	19 938	4 784	24.0%

Appendix 4 – public sector agencies and authorities, local government authorities and public universities reported during 2011/12

Public sector agencies and authorities as at 30 June 2012

Western Australian public sector agencies and authorities with data 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	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
ChemCentre (WA)	Commissioner for Equal Opportunity	Construction Industry Training Board
Corruption and Crime Commission	Country High School Hostels Authority	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 Finance	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	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

Public sector agencies and authorities as at 30 June 2012

Western Australian public sector agencies and authorities with data aggregated in this report are listed below:

Department of Water	Disability Services Commission	Drug and Alcohol Office
Durack Institute of Technology	Economic Regulation Authority	Electoral Offices
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
Great Southern Development Commission	Great Southern Institute of Technology	Health and Disability Services Complaints Office (formerly Office of Health Review)
Heritage Council of Western Australia	Independent Market Operator	Insurance Commission of Western Australia
Keep Australia Beautiful Council (WA)	Kimberley Development Commission	Kimberley Training Institute
Law Reform Commission of Western Australia	Legal Aid Commission of Western Australia	Legal Practice Board
Lotteries Commission (Lotterywest)	Main Roads WA	Mental Health Commission
Metropolitan Cemeteries Board	Metropolitan Redevelopment Authority	Mid West Development Commission
Minerals and Energy Research Institute of Western Australia	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

Public sector agencies and authorities as at 30 June 2012

Western Australian public sector agencies and authorities with data aggregated in this report are listed below:

Perth Market Authority	Pilbara Development Commission	Pilbara Institute
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	Salaries and Allowances Tribunal
School Curriculum and Standards Authority	Small Business Development Corporation	South West Development Commission
South West Institute of Technology	Swan River Trust	The National Trust of Australia (WA)
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 Institute of Sport
Western Australian Land Authority (LandCorp)	Western Australian Land Information Authority (Landgate)	Western Australian Meat Industry Authority
Western Australian Sports Centre Trust (VenuesWest)	Western Australian Tourism Commission	Western Australian Treasury Corporation
Wheatbelt Development Commission	WorkCover Western Australia Authority	Zoological Parks Authority

Independent agencies reported by larger agency under their EEO management plan

For the purposes of reporting on equity and diversity in the public sector, staff within some agencies fall under the EEO management plan of a larger agency. This means that individual agency data from the following agencies has been amalgamated with that of the larger agency:

- Office of the Public Advocate is reported with Department of the Attorney General
- Public Trustee's Office is reported with the Department of the Attorney General
- State Supply Commission is reported with Department of Finance.

Agencies removed in 2011/12

- Office of Energy merged with the Public Utilities Office within the Department of Finance.

New agencies in 2011/12

- Armadale Redevelopment Authority, East Perth Redevelopment Authority, Midland Redevelopment Authority and Subiaco Redevelopment Authority merged and are now known as the Metropolitan Redevelopment Authority.
- Department of Treasury and Finance separated and are now two different authorities; the Department of Treasury and the Department of Finance.

Local government authorities as at 31 March 2012

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

Local government authorities as at 31 March 2012

Shire of Broomehill-Tambellup	Shire of Leonora	Shire of Wyalkatchem
Shire of Bruce Rock	Shire of Manjimup	Shire of Wyndham-East Kimberley
Shire of Busselton	Shire of Meekatharra	Shire of Yalgoo
Shire of Capel	Shire of Menzies	Shire of Yilgarn
Shire of Carnamah	Shire of Merredin	Shire of York
Shire of Carnarvon	Shire of Mingenew	Town of Bassendean
Shire of Chapman Valley	Shire of Moora	Town of Cambridge
Shire of Chittering	Shire of Morawa	Town of Claremont
Shire of Christmas Island	Shire of Mount Magnet	Town of Cottesloe
Shire of Cocos (Keeling) Islands	Shire of Mount Marshall	Town of East Fremantle
Shire of Collie	Shire of Mukinbudin	Town of Kwinana
Shire of Coolgardie	Shire of Mundaring	Town of Mosman Park
Shire of Coorow	Shire of Murchison	Town of Narrogin
Shire of Corrigin	Shire of Murray	Town of Port Hedland
Shire of Cranbrook	Shire of Nannup	Town of Victoria Park
Shire of Cuballing	Shire of Narembeen	

Public universities as at 31 March 2012

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

Appendix 5 – public sector agencies and authorities workforce demographics

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

Representation of women and men 2008–2012					
	2008	2009	2010	2011	2012
No. of employees	153 582	159 033	161 483	166 741	170 624
No. of women	103 034	106 972	108 960	113 252	116 569
No. of men	50 548	52 061	52 523	53 489	54 055
Women as % of all employees	67.1%	67.3%	67.5%	67.9%	68.3%
Estimated women FTEs as % of all estimated FTEs	62.0%	62.2%	62.3%	62.8%	63.3%
No. of youth (under 25 years of age)	10 153	10 499	10 029	10 355	10 323
Youth as % of total employees	6.6%	6.6%	6.2%	6.2%	6.1%
No. of mature workers (45 years of age and over)	75 021	78 560	80 535	83 502	85 585
Mature workers as % of total employees	48.8%	49.4%	49.9%	50.1%	50.2%
Note: Estimated FTEs are calculated by counting each full-time employee as one FTE and each part-time and casual person as a 0.5 FTE. Data from 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more agencies updating their historical data.					

Women and men in public sector agencies and authorities

Employment type – women and men 2008–2012					
	2008	2009	2010	2011	2012
Permanent women	63 230	67 149	69 445	70 795	74 089
Permanent women as % of all women	61.4%	62.8%	63.7%	62.5%	63.6%
Permanent men	37 942	39 206	39 604	39 938	40 329
Permanent men as % of all men	75.1%	75.3%	75.4%	74.7%	74.6%
Part-time women	40 155	42 099	43 130	44 484	45 920
Part-time women as % of permanent and fixed-term women	49.2%	49.2%	49.3%	49.2%	49.1%
Part-time men	6 365	6 423	5 939	5 951	6 230
Part-time men as % of permanent and fixed-term men	14.4%	14.1%	12.9%	12.8%	13.2%

Women in management in public sector agencies and authorities

Distribution of women 2008–2012					
	2008	2009	2010	2011	2012
Equity index for women	61	60	62	64	64
Women as % salary ranges 7–10	33.7%	32.9%	36.0%	37.4%	37.9%
Women as % salary ranges 9–10	26.4%	26.6%	26.0%	27.5%	27.8%

Note: The equity index is a measure of compression at the lower salary ranges of the public sector. An index of 100 indicates no compression. Data from 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more agencies updating their historical data.

Women in the SES 2008–2012					
	2008	2009	2010	2011	2012
People in the SES	384	382	412	433	477
Women in the SES	139	96	111	114	131
Women as % SES	36.2%	25.1%	26.9%	26.3%	27.5%

Women in management in public sector agencies and authorities

Women in the management tiers 2008–2012					
	2008	2009	2010	2011	2012
Total in tier 1	120	122	126	123	123
Women in tier 1	28	28	33	32	33
Women as % tier 1	23.3%	23%	26.2%	26.0%	26.8%
Total in tier 2	620	643	686	685	658
Women in tier 2	210	218	218	215	203
Women as % tier 2	33.9%	33.9%	31.8%	31.4%	30.9%
Total in tier 3	1 725	1 720	1 706	1 822	1 859
Women in tier 3	578	575	601	663	678
Women as % tier 3	33.5%	33.4%	35.2%	36.4%	36.5%

Note: The number of CEOs may not match the number of agencies where one CEO is managing two organisations. The Botanic Gardens Parks Authority has an acting CEO while also including the current CEO who is assisting the Fire and Emergency Services Authority of Western Australia at present, this will also affect the results. Two other government agencies currently do not have a CEO, the board handle the decision-making process.

Indigenous Australians in public sector agencies and authorities

Representation of Indigenous Australians 2008–2012					
	2008	2009	2010	2011	2012
Employees surveyed	75 153	78 353	88 729	96 892	104 818
Employees surveyed as % total	48.9%	49.3%	54.9%	58.1%	61.4%
Indigenous Australians	2 496	1 775	2 127	2 533	2 769
Indigenous Australians as % employees surveyed	3.3%	2.3%	2.4%	2.6%	2.6%
Permanent employees as % total	65.9%	66.9%	67.5%	66.4%	67.1%
Permanent Indigenous Australians as % all Indigenous Australians	67.5%	69.4%	71.3%	70.7%	70.7%

Note: The data on Indigenous Australians relies on self-nomination. It is therefore possible that these results may underestimate the true number. Data from 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more agencies updating their historical data.

Indigenous Australians in public sector agencies and authorities

Distribution of Indigenous Australians 2008–2012					
	2008	2009	2010	2011	2012
Equity index for Indigenous Australians	39	63	48	39	40
No. of Indigenous Australians in salary ranges 7–10	114	93	103	110	122
All employees as % salary ranges 7–10	10.2%	9.1%	10.4%	10.9%	10.8%
Indigenous Australians as % in salary ranges 7–10	4.6%	5.2%	4.8%	4.3%	4.4%
No. of Indigenous Australians in salary ranges 9–10	13	10	9	11	14
All employees as % salary ranges 9–10	3.4%	3.2%	3.1%	3.6%	3.3%
Indigenous Australians as % in salary ranges 9–10	0.5%	0.6%	0.4%	0.4%	0.5%

Note: The equity index is a measure of compression at the lower salary ranges of the public sector. An index of 100 indicates no compression. Data from 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more agencies updating their historical data.

Indigenous Australians in the SES 2008–2012					
	2008	2009	2010	2011	2012
Indigenous Australians in the SES	4	4	3	3	2
Indigenous Australians as % SES	1.0%	1.0%	0.7%	0.7%	0.4%

People from culturally diverse backgrounds in public sector agencies and authorities

Representation of people from culturally diverse backgrounds 2008–2012					
	2008	2009	2010	2011	2012
Employees surveyed	74 578	78 712	89 020	97 362	105 130
Employees surveyed as % total	48.6%	49.5%	55.1%	58.4%	61.6%
People from culturally diverse backgrounds	9 227	10 113	10 629	11 545	12 112
People from culturally diverse backgrounds as % employees surveyed	12.4%	12.8%	11.9%	11.9%	11.5%
Permanent employees as % total	65.9%	66.9%	67.5%	66.4%	67.1%
Permanent people from culturally diverse backgrounds as % all people from culturally diverse backgrounds	72.0%	73.5%	73.8%	73.1%	73.6%
Note: The data on people from culturally diverse backgrounds relies on self-nomination. It is therefore possible that these results may underestimate the true number. Data from 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more agencies updating their historical data.					

People from culturally diverse backgrounds in public sector agencies and authorities

Distribution of people from culturally diverse backgrounds 2008–2012					
	2008	2009	2010	2011	2012
Equity index for people from culturally diverse backgrounds	140	155	129	134	132
No. of people from culturally diverse backgrounds in salary ranges 7–10	1 387	1 481	1 471	1 763	1 790
All employees salary as % ranges 7–10	10.2%	9.1%	10.4%	10.9%	10.8%
People from culturally diverse backgrounds as % in salary 7–10	15.2%	14.6%	13.9%	15.3%	14.8%
No. of people from culturally diverse backgrounds in salary ranges 9–10	470	499	441	648	599
All employees as % salary ranges 9–10	3.4%	3.2%	3.1%	3.6%	3.3%
People from culturally diverse backgrounds as % in salary ranges 9–10	5.1%	4.9%	4.2%	5.6%	4.9%

Note: The equity index is a measure of compression at the lower salary ranges of the public sector. An index of 100 indicates no compression. Data from 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more agencies updating their historical data.

People from culturally diverse backgrounds in the SES 2008–2012					
	2008	2009	2010	2011	2012
Indigenous Australians in the SES	30	26	27	26	30
Indigenous Australians as % SES	7.8%	6.8%	6.6%	6.0%	6.3%

People with a disability in public sector agencies and authorities

Representation of people with a disability 2008–2012					
	2008	2009	2010	2011	2012
Employees surveyed	73 048	75 142	87 805	95 548	103 209
Employees surveyed as % total	47.6%	47.2%	54.4%	57.3%	60.5%
People with a disability	3 058	2 077	2 490	3 221	4 004
People with a disability as % employees surveyed	4.2%	2.8%	2.8%	3.4%	3.9%
Permanent employees as % total	65.9%	66.9%	67.5%	66.4%	67.1%
Permanent people with a disability as % all people with a disability	81.9%	77.1%	73.1%	68.5%	63.4%
Note: The data on people with a disability relies on self-nomination. It is therefore possible that these results may underestimate the true number. Data for 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more agencies updating their historical data.					

People with a disability in public sector agencies and authorities

Distribution of people with a disability 2008–2012					
	2008	2009	2010	2011	2012
Equity index for people with a disability	119	132	112	101	106
No. of people with a disability in salary ranges 7–10	400	278	344	426	519
All employees as % salary ranges 7–10	10.2%	9.1%	10.4%	10.9%	10.8%
People with a disability as % in salary ranges 7–10	13.1%	13.4%	13.8%	13.2%	13.0%
No. of people with a disability in salary ranges 9–10	64	70	79	97	134
All employees as % salary ranges 9–10	3.4%	3.2%	3.1%	3.6%	3.3%
People with a disability as % in salary ranges 9–10	2.1%	3.4%	3.2%	3.0%	3.3%

Note: The equity index is a measure of compression at the lower salary ranges of the public sector. An index of 100 indicates no compression. Data for 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more agencies updating their historical data.

People with a disability in the SES 2008–2012					
	2008	2009	2010	2011	2012
People with a disability in the SES	17	7	6	10	12
People with a disability as % SES	4.4%	1.8%	1.5%	2.3%	2.5%

Appendix 6 – local government authorities workforce demographics

In 2012 the reporting dates for local government authorities data changed from December to March in order to better match data reporting timeframes for public universities and public sector agencies and authorities. The change in reporting timeframes has resulted in an absence of local government data for the 2011 reporting year.

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

Representation of women, men, youth and mature workers 2007–2012										
	2007		2008		2009		2010		2012	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
No. of employees	12 153	4 612	13 447	4 912	14 437	5 583	15 575	5 521	16 791	6 040
No. of women	7 858	632	8 767	774	9 426	1 016	10 177	912	10 842	979
No. of men	4 295	3 980	4 680	4 138	5 011	4 567	5 398	4 609	5 949	5 061
Women as % of all employees	64.7%	13.7%	65.2%	15.8%	65.3%	18.2%	65.3%	16.5%	64.6%	16.2%
Estimated women FTEs as % of all estimated FTEs	60.0%	10.5%	60.9%	12.3%	61.3%	14.1%	61.1%	12.6%	60.4%	12.7%
No. of youth (under 25 years of age)	1 490	358	2 162	369	2 204	485	2 331	555	1 916	386
Youth as % of total employees	12.3%	7.8%	16.1%	7.5%	15.3%	8.7%	15.0%	10.1%	11.4%	6.4%
No. of mature workers (45 years of age and over)	4 348	2 498	4 544	2 523	5 363	2 811	6 034	3 126	6 251	3 222
Mature workers as % of total employees	35.8%	54.2%	33.8%	51.4%	37.1%	50.3%	38.7%	56.6%	37.2%	53.3%

Note: Estimated FTEs are calculated by counting each full-time person as one FTE and each part-time and casual person as a 0.5 FTE. Data from 2008 to 2010 may be different in the 2012 report compared to previous years due to one or more agencies updating their historical data.

Women and men in local government authorities

Employment type – women and men 2007–2012	2007		2008		2009		2010		2012	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Permanent women	4 840	358	5 152	396	5 476	535	5 921	488	6 148	528
Permanent women as % of all women	61.6%	56.6%	58.8%	51.2%	58.1%	52.7%	58.2%	53.5%	56.7%	53.9%
Permanent men	2 991	3 698	3 073	3 715	3 156	4 045	3 472	4 130	3 664	4 157
Permanent men as % of all men	69.6%	92.9%	65.7%	89.8%	63.0%	88.6%	64.3%	89.6%	61.6%	82.1%
Part-time women	2 110	112	2 205	96	2 345	162	2 559	169	2 819	201
Part-time women as % of permanent and fixed-term women	39.1%	28.9%	38.8%	23.0%	38.4%	28.6%	38.9%	32.6%	40.7%	36.0%
Part-time men	317	87	366	139	362	99	371	122	509	147
Part-time men as % of permanent and fixed-term men	9.2%	2.3%	10.3%	3.6%	9.9%	2.4%	9.3%	2.9%	11.6%	3.4%

Women in management in local government authorities

Distribution of women 2007–2012										
	2007		2008		2009		2010		2012	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for women	69	101	76	104	80	96	83	92	79	87
Women as % salary ranges 7–10	36.5%	6.5%	41.9%	8.1%	44.8%	10.0%	46.7%	9.0%	44.7%	9.4%
Women as % salary ranges 9–10	27.8%	6.0%	31.5%	7.5%	36.1%	9.8%	38.0%	9.5%	40.9%	8.1%
The equity index is a measure of compression at the lower salary ranges of the public sector. An index of 100 indicates no compression.										

Women in management tiers 2007–2012										
	2007		2008		2009		2010		2012	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Total in tier 1	144		141		141		141		140	
Women in tier 1	9		14		10		11		11	
Women as % tier 1	6.3%		9.9%		7.1%		7.8%		7.9%	
Total in tier 2	422	52	424	57	422	54	473	82	436	72
Women in tier 2	104	0	112	8	123	1	134	11	149	5
Women as % tier 2	24.6%	0.0%	26.4%	14.0%	29.1%	1.9%	28.3%	13.4%	34.2%	6.9%
Total in tier 3	597	104	632	88	694	78	723	157	723	194
Women in tier 3	200	3	218	8	234	3	283	18	275	18
Women as % tier 3	33.5%	2.9%	34.5%	9.1%	33.7%	3.8%	39.1%	11.5%	38.0%	9.3%

Indigenous Australians in local government authorities

Representation of Indigenous Australians 2007–2012

	2007		2008		2009		2010		2012	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	6 674	2 624	6 360	2 572	6 852	2 796	8 617	3 513	9 694	3 758
Employees surveyed as % of Total	54.9%	56.9%	47.3%	52.4%	47.5%	50.1%	55.3%	63.6%	57.7%	62.2%
Indigenous Australians	87	163	95	204	113	198	121	226	172	230
Indigenous Australians as % of employees surveyed	1.3%	6.2%	1.5%	7.9%	1.6%	7.1%	1.4%	6.4%	1.8%	6.1%

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

Indigenous Australians in local government authorities

Distribution of Indigenous Australians 2007–2012										
	2007		2008		2009		2010		2012	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for Indigenous Australians	56	98	52	98	62	91	65	93	61	91
No. of Indigenous Australians in salary ranges 7–10	10	140	10	153	21	154	20	138	21	127
All employees as % salary ranges 7–10	30.2%	86.7%	36.8%	88.0%	41.1%	83.1%	44.7%	79.1%	38.5%	76.7%
Indigenous Australians as % in salary ranges 7–10	14.5%	91.5%	14.1%	89.0%	25.6%	87.5%	21.3%	73.8%	19.8%	71.3%
No. Indigenous Australians in salary ranges 9–10	4	60	1	80	9	88	9	90	12	42
All employees as % salary ranges 9–10	16.3%	38.9%	19.6%	39.7%	23.0%	46.9%	25.5%	43.7%	21.7%	27.0%
Indigenous Australians as % in salary ranges 9–10	5.8%	39.2%	1.4%	46.5%	11.0%	50.0%	9.6%	48.1%	11.3%	23.6%
Note: The equity index is a measure of compression at the lower salary ranges of the public sector. An index of 100 indicates no compression.										

People from culturally diverse backgrounds in local government authorities

Representation of people from culturally diverse backgrounds 2007–2012										
	2007		2008		2009		2010		2012	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	6 674	2 624	6 360	2 572	6 852	2 796	8 617	3 513	9 694	3 758
Employees surveyed as % of total	54.9%	56.9%	47.3%	52.4%	47.5%	50.1%	55.3%	63.6%	57.7%	62.2%
People from culturally diverse backgrounds	737	321	851	323	917	386	1 259	400	1 904	603
People from culturally diverse backgrounds as % of employees surveyed	11.0%	12.2%	13.4%	12.6%	13.4%	13.8%	14.6%	11.4%	19.6%	16.0%
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.										

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.

People from culturally diverse backgrounds in local government authorities

Distribution of people from culturally diverse backgrounds 2007–2012								
	2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for people from culturally diverse backgrounds	116	107	112	102	110	102	108	103
No. of people from culturally diverse backgrounds in Salary ranges 7–10	235	269	273	233	333	272	524	276
All employees as % salary ranges 7–10	30.2%	86.7%	36.8%	88.0%	41.1%	83.1%	44.7%	79.1%
People from culturally diverse backgrounds as % in salary ranges 7–10	34.4%	87.3%	38.2%	79.8%	42.7%	73.9%	50.6%	83.4%
No. of people from culturally diverse backgrounds in salary ranges 9–10	122	165	160	103	194	170	332	185
All employees as % salary ranges 9–10	16.3%	38.9%	19.6%	39.7%	23.0%	46.9%	25.5%	43.7%
People from culturally diverse backgrounds as % in salary ranges 9–10	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 of the public sector. An index of 100 indicates no compression.								

People with a disability in local government authorities

Representation of people with a disability 2007–2012										
	2007		2008		2009		2010		2012	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	6 674	2 624	6 360	2 572	6 852	2 796	8 617	3 513	9 694	3 758
Employees surveyed as % of total	54.9%	56.9%	47.3%	52.4%	47.5%	50.1%	55.3%	63.6%	57.7%	62.2%
People with a disability	106	96	135	114	133	126	154	115	160	116
People with a disability as % of employees surveyed	1.6%	3.7%	2.1%	4.4%	1.9%	4.5%	1.8%	3.3%	1.7%	3.1%
Note : The data on people with disability relies on self-nomination. It is therefore possible that these results may underestimate the true number.										

People with a disability in local government authorities

Distribution of people with a disability 2007–2012								
	2007		2008		2009		2010	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for people with a disability	93	92	72	86	77	84	74	91
No. of people with disability in salary ranges 7–10	26	68	28	81	33	79	37	70
All employees as % salary ranges 7–10	30.2%	86.7%	36.8%	88.0%	41.1%	83.1%	44.7%	79.1%
People with a disability as % in salary ranges 7–10	25.7%	71.6%	23.1%	73.0%	29.2%	64.8%	30.3%	65.4%
No. of people with a disability in salary ranges 9–10	19	36	17	31	14	36	19	33
All employees as % salary ranges 9–10	16.3%	38.9%	19.6%	39.7%	23.0%	46.9%	25.5%	43.7%
People with a disability as % in salary ranges 9–10	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 of the public sector. An index of 100 indicates no compression.								

Appendix 7 – public universities workforce demographics

Women, men, youth and mature workers in public universities

Academics – representation of women and men 2008–2012					
	2008	2009	2010	2011	2012
No. of employees	5 772	7 673	7 813	8 381	7 371
No. of women	2 752	3 649	3 769	4 127	3 646
No. of men	3 020	4 024	4 044	4 254	3 725
Women as % of all employees	47.7%	47.6%	48.2%	49.2%	49.5%
Estimated women FTEs as % of all estimated FTEs	44.0%	44.7%	45.1%	46.1%	46.1%
No. of youth (under 25 years of age)	212	171	185	342	180
Youth as % of total employees	3.7%	2.2%	2.4%	4.1%	2.4%
No. of mature workers (45 years of age and over)	2 892	3 203	3 281	3 863	2 895
Mature workers as % of total employees	50.1%	41.7%	42.0%	46.1%	39.3%

Note: Estimated FTEs are calculated by counting each full-time person as one FTE and each part-time and casual person as a 0.5 FTE. Data for 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more public universities updating their historical data.

Women, men, youth and mature workers in public universities

General staff – representation of women and men 2008–2012					
	2008	2009	2010	2011	2012
No. of employees	7 353	9 243	9 550	9 808	8 393
No. of women	4 834	6 040	6 244	6 463	5 617
No. of men	2 519	3 203	3 306	3 345	2 776
Women as % of all employees	65.7%	65.3%	65.4%	65.9%	66.9%
Estimated women FTEs as % of all estimated FTEs	63.1%	63.2%	63.4%	63.8%	64.4%
No. of youth (under 25 years of age)	804	814	772	941	675
Youth as % of total employees	10.9%	8.8%	8.1%	9.6%	8.0%
Number of mature aged workers (45 years of age and over)	2 757	2 900	2 947	3 246	3 103
Mature workers as % of total employees	37.5%	31.4%	30.9%	33.1%	37.0%

Note: Estimated FTEs are calculated by counting each full-time person as one FTE and each part-time and casual person as a 0.5 FTE. Data from 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more public universities updating their historical data.

Academics and general staff – representation of women and men 2008–2012					
	2008	2009	2010	2011	2012
Total no. of employees	13 125	16 916	17 363	18 189	15 764
Total no. of women	7 586	9 689	10 013	10 590	9 263
Total no. of men	5 539	7 227	7 350	7 599	6 501
Total women as % of all employees	57.8%	57.3%	57.7%	58.2%	58.8%

Women and men in public universities

Academics – women and men 2008–2012 (employment type)					
	2008	2009	2010	2011	2012
Permanent women	814	810	823	909	987
Permanent women as % of all women	29.6%	22.2%	21.8%	22.0%	27.1%
Permanent men	1 296	1 266	1 255	1 300	1 305
Permanent men as % of all men	42.9%	31.5%	31.0%	30.6%	35.0%
Part-time women	547	585	643	641	675
Part-time women as % of permanent and fixed-term women	31.8%	31.8%	33.0%	33.0%	33.4%
Part-time men	341	360	382	408	393
Part-time men as % of permanent and fixed-term men	14.7%	14.9%	15.3%	16.3%	15.7%

General staff – women and men 2008–2012 (employment type)					
	2008	2009	2010	2011	2012
Permanent women	2 469	2 548	2 681	2 721	2 856
Permanent women as % of all women	51.1%	42.2%	42.9%	42.1%	50.8%
Permanent men	1 396	1 395	1 431	1 445	1 491
Permanent men as % of all men	55.4%	43.6%	43.3%	43.2%	53.7%
Part-time women	1 349	1 443	1 457	1 556	1 611
Part-time women as % of permanent and fixed-term women	34.5%	34.6%	34.5%	36.2%	36.5%
Part-time men	256	241	246	253	268
Part-time men as % of permanent and fixed-term men	12.4%	11.3%	11.4%	11.9%	12.5%

Women in management in public universities

Academics – distribution of women 2008–2012

	2008	2009	2010	2011	2012
Equity index for women	67	68	69	70	71
Women academics as % levels D–E	23.4%	24.7%	25.7%	26.1%	28.2%

General staff – distribution of women 2008–2012

	2008	2009	2010	2011	2012
Equity index for women	80	80	81	82	83
Women as % at HEW 7–11	51.8%	53.0%	53.6%	54.8%	55.7%

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

Academics and general staff – women in management tiers 2008–2012

	2008	2009	2010	2011	2012
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	26	27	24	25	23
Women in tier 2	9	9	9	10	9
Women as % of tier 2	34.6%	33.3%	37.5%	40.0%	39.1%
Total in tier 3	102	122	125	191	132
Women in tier 3	37	44	45	79	48
Women as % of tier 3	36.3%	36.1%	36.0%	41.4%	36.4%

Note: Data from 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more public universities updating their historical data.

Indigenous Australians in public universities

Academics – representation of Indigenous Australians 2008–2012

	2008	2009	2010	2011	2012
Employees surveyed	3 781	5 048	5 361	5 104	6 016
Employees surveyed as % of total	65.5%	65.8%	68.6%	60.9%	81.6%
Indigenous Australians	60	58	66	64	75
Indigenous Australians as % of employees surveyed	1.6%	1.1%	1.2%	1.3%	1.2%

General staff – representation of Indigenous Australians 2008–2012

	2008	2009	2010	2011	2012
Employees surveyed	5 522	6 395	6 608	6 598	7 128
Employees surveyed as % of total	75.1%	69.2%	69.2%	67.3%	84.9%
Indigenous Australians	62	73	78	76	65
Indigenous Australians as % of employees surveyed	1.1%	1.1%	1.2%	1.2%	0.9%

Note: The data on Indigenous Australians relies on self-nomination. It is therefore possible that these results may underestimate the true number. Data from 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more public universities updating their historical data.

Indigenous Australians in public universities

Academics – distribution of Indigenous Australians 2008–2012

	2008	2009	2010	2011	2012
Equity index for Indigenous Australians	56	59	76	76	71
No. Indigenous Australians in academic levels D–E	6	8	11	12	11

General staff – distribution of Indigenous Australians 2008–2012

	2008	2009	2010	2011	2012
Equity index for Indigenous Australians	70	58	53	56	51
No. Indigenous Australians in HEW levels 7–11	10	13	9	9	7

Note: The equity index is a measure of compression at the lower salary ranges of the public sector. An index of 100 indicates no compression. Data for 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more public universities updating their historical data.

People from culturally diverse backgrounds in public universities

Academics – representation of people from culturally diverse backgrounds 2008–2012

	2008	2009	2010	2011	2012
Employees surveyed	3 781	5 048	5 361	5 104	6 016
Employees surveyed as % of total	65.5%	65.8%	68.6%	60.9%	81.6%
People from culturally diverse backgrounds	877	1 078	1 221	1 296	1 544
People from culturally diverse backgrounds as % of employees surveyed	23.2%	21.4%	22.8%	25.4%	25.7%

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. Data for 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more public universities updating their historical data.

People from culturally diverse backgrounds in public universities

General staff – representation of people from culturally diverse backgrounds 2008–2012

	2008	2009	2010	2011	2012
Employees surveyed	5 522	6 395	6 608	6 598	7 128
Employees surveyed as % of total	75.1%	69.2%	69.2%	67.3%	84.9%
People from culturally diverse backgrounds	905	1 194	1 239	1 316	1 401
People from culturally diverse backgrounds as % of employees surveyed	16.4%	18.7%	18.8%	19.9%	19.7%

Note: Data for 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more public universities updating their historical data.

Academics – distribution of people from culturally diverse backgrounds 2008–2012

	2008	2009	2010	2011	2012
Equity index for people from culturally diverse backgrounds	98	88	86	88	88
No. of people from culturally diverse backgrounds in academic levels D–E	182	207	219	240	256

General staff – distribution of people from culturally diverse backgrounds 2008–2012

	2008	2009	2010	2011	2012
Equity index for people from culturally diverse backgrounds	105	95	93	92	93
No. of people from culturally diverse backgrounds in HEW levels 7–11	273	343	343	375	416

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

People with a disability in public universities

Academics – representation of people with a disability 2008–2012

	2008	2009	2010	2011	2012
Employees surveyed	3 781	5 048	5 361	5 104	6 016
Employees surveyed as % of total	65.5%	65.8%	68.6%	60.9%	81.6%
People with a disability	76	74	77	96	103
People with a disability as % of employees surveyed	2.0%	1.5%	1.4%	1.9%	1.7%

General staff – representation of people with a disability 2008–2012

	2008	2009	2010	2011	2012
Employees surveyed	5 522	6 395	6 608	6 598	7 128
Employees surveyed as % of total	75.1%	69.2%	69.2%	67.3%	84.9%
People with a disability	119	113	102	113	96
People with a disability as % of employees surveyed	2.2%	1.8%	1.5%	1.7%	1.3%

Note: The data on people with a disability relies on self-nomination. It is therefore possible that these results may underestimate the true number. Data from 2008 to 2011 may be different in the 2012 report compared to previous years due to one or more public universities updating their historical data.

People with a disability in public universities

Academics – distribution of people with a disability 2008–2012

	2008	2009	2010	2011	2012
Equity index for people with a disability	106	105	108	104	97
No. of people with a disability in academic levels D–E	15	14	14	19	17

General staff – distribution of people with a disability 2008–2012

	2008	2009	2010	2011	2012
Equity index for people with a disability	72	76	72	77	76
No. of people with a disability in HEW levels 7–11	24	25	21	24	23

Note: The equity index is a measure of compression at the lower salary ranges of the public sector. 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 EO Act should be consulted. There are also definitions pertinent to demographic data collection undertaken by public sector agencies, local government authorities and public universities. For more information visit the Commission's website at www.publicsector.wa.gov.au

Annual agency survey

The Annual agency survey collects information from all public sector CEOs relating to compliance with the general principles of human resource management, the *Commissioner's instruction No.7 – Code of ethics*, agency codes of conduct, as well as 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 surveys

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

Employment status or employment type

Employment status 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.

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, an employee is 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.

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 stated in s.3 of the EO Act, equal opportunity is concerned with:

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

Equity index

The equity index is a measure of distribution. It compares the distribution of women or a diversity group in the workforce to the distribution of the workforce as a whole. If a group has a similar distribution across all ranges as the total workforce the equity index is 100. An equity index of less than 100 indicates compression of a group at the lower salary ranges. An equity index of more than 100 indicates compression of a group at the higher salary ranges.

Details of the calculation are included at the end of this appendix. The Commission has electronic calculators available for agencies 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

Management profile relates to the top three management tiers in the organisational management 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 have only two tiers of management.

Management tiers

Tier 1 management

- Directs and is responsible for the organisation, as well as 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, Executive Director and Commissioner.

Tier 2 management

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

Tier 3 management

- Is responsible to tier 2 management.
- Formulates policies and plans for their area of control.
- Manages a budget and employees.
- Is the interface between tier 2 management and lower level managers.
- Does not include professional and graduate staff. For example, engineers, medical practitioners and accountants, unless they have a primary management function.

Outdoor workers

Staff in local government authorities who generally work outdoors.

People from culturally diverse backgrounds

People born in countries other than those categorised by the Australian Bureau of Statistics as main English speaking countries, such as Australia, United Kingdom, Ireland, New Zealand, South Africa, Canada and United States of America.

People with a disability

People with an ongoing disability who have an employment restriction due to their disability that requires:

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

People with a disability – types of impairments

- Sight: employee uses braille, low vision aids or other special technology such as appropriate computers or screens. This does not include glasses or 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, telephone typewriter (TTY), Auslan interpreter or note-taker 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. For example, dyslexia, an intellectual disability or an acquired brain injury.
- Use of arms or hands: employee uses specific equipment. For example, modified keyboard, hands-free telephone or needs extra time for handling objects.
- Use of legs: employee uses aids or needs extra time for mobility. For example, the employee uses a wheelchair or crutches.
- Long-term medical, physical, mental or psychiatric condition: employee has any long-term health or medical condition which regularly restricts or limits activities. For example, employee requires regular absences due to illness or time to be provided at work for medication or treatment, or restricts some functions due to health and safety considerations.

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 that responded to the Commission recommended diversity survey. Diversity surveying is managed by public authorities.

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 voluntary data collection tools. In some organisations, 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 who have responded to the request for information, divided by the total number of employees in the organisation (including casuals and others). The response rate may be different for each diversity group if a different type of survey or data collection tool was used for each group at a different time.

Salary ranges

Data relating to salary ranges refers only to permanent employees, 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:

- base wage or salary for employees on unpaid leave
- equivalent annual rate of pay as specified in the award, enterprise or workplace agreement
- salary incremental step
- ordinary time earnings
- higher duties allowance for ordinary time hours.

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 and Government Officers General Agreement 2011* (PSGOGA 2011), where salary range 10 combines Class 1 and above.

Schedule 1 agency

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

SES

In Western Australia, the Senior Executive Service (SES) is generally composed of positions classified at level 9 or above that carry specific management or policy responsibilities. CEOs are appointed under s.45 of the PSM Act. Other SES members are appointed under s.53 and s.56 of the PSM Act.

Explanation of calculations

Calculating the equity index

The equity index has the following formula:

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

Where:

- E_{Group} is the equity index for one of the diversity groups
- a 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 to have a value of 100 for an 'ideal' distribution of a 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. 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:

Significance test:

$$\frac{10 \sqrt{E} - 100}{S}$$

A value of more than two or less than minus two 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 a 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 such situations it is important to consider the history of the index for the organisation. If 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 the relevant diversity group in the workforce. Where the representation the relevant diversity group is high, the test is not quite as accurate and gives a slight underestimate. For example, in female dominated industries or occupations. In this situation the test may show the deviation from 100 is not significant when the precise calculation would show that it is.

If people from the relevant diversity group are the majority of the workforce, and the significance test is not significant but is close to two or minus two, the test should be carried out for the minority group. For example, men in female-dominated industries. If this shows a significant difference from 100, the majority group will also be significantly different from 100.

Composite equity index

The composite equity index (CEI) is used to measure the equity outcomes achieved by public sector agencies 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 100 employees to provide a single measure of equity for each agency.

The CEI is calculated by combining equity indices for each of the four main diversity groups (women, Indigenous Australians, people from culturally diverse backgrounds and people with a disability) 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 a disability)
- 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 2010 diversity objectives set out in *Equity and Diversity Plan for the Public Sector Workforce 2006–2010* benchmarking:

- 13% for people from culturally diverse backgrounds
- 3.2% for Indigenous Australians
- 3.7% for people with a disability.

Changes to the CEI for 2006 (as compared to data published in the *DEOPE Annual report 2006*) are due to significant corrections to 2006 data provided by 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 the *Equity and Diversity Plan for the Public Sector Workforce 2006–2010*

Appendix 9 – public sector agencies and authorities – composite equity index, equity index and representation by diversity group for 2011/12

Number of employees and composite index

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

Agency name	No. of employees	Composite equity index
Botanic Gardens and Parks Authority	176	61
Central Institute of Technology	1 957	94
Challenger Institute of Technology	1 215	83
ChemCentre (WA)	124	72
Corruption and Crime Commission	166	66
Country High School Hostels Authority	175	78
School Curriculum and Standards Authority	170	87
C Y O'Connor Institute	269	88
Department for Child Protection	2 748	108
Department for Communities	264	98
Department of Agriculture and Food	1 358	76
Department of Commerce	1 057	78
Department of Corrective Services	4 662	95
Department of Culture and the Arts	826	91
Department of Education	57 810	94
Department of Environment and Conservation	2 393	81
Department of Finance	1 642	82
Department of Fisheries	510	78
Department of Health	47 073	108
Department of Housing	1 417	89
Department of Indigenous Affairs	160	114
Department of Local Government	124	108
Department of Mines and Petroleum	844	80
Department of Planning	516	66

Agency name	No. of employees	Composite equity index
Department of Racing, Gaming and Liquor	126	93
Department of Regional Development and Lands	318	77
Department of Sport and Recreation	312	87
Department of State Development	186	89
Department of the Attorney General	1 899	99
Department of the Premier and Cabinet	986	92
Department of Training and Workforce Development	703	83
Department of Transport	1 531	75
Department of Treasury	316	92
Department of Water	526	77
Disability Services Commission	2 061	98
Drug and Alcohol Office	259	131
Durack Institute of Technology	412	75
Esperance Port Authority	118	55
Fire and Emergency Services Authority of Western Australia	1 482	60
Forest Products Commission	218	44
Fremantle Port Authority	351	79
Gold Corporation	380	58
Government Employees Superannuation Board	221	65
Great Southern Institute of Technology	388	108
Regional Power Corporation (Horizon Power)	472	92
Insurance Commission of Western Australia	373	74
Kimberley Training Institute	229	93
Western Australia Land Information Authority (Landgate)	824	126
Legal Aid Commission of Western Australia	339	94
Lotteries Commission (Lotterywest)	190	73

Agency name	No. of employees	Composite equity index
Main Roads WA	1 090	59
Metropolitan Cemeteries Board	162	81
Office of the Auditor General	135	84
Office of the Director of Public Prosecutions	264	65
Environmental Protection Authority	107	61
Pilbara Institute	253	101
Polytechnic West	2 259	76
Port Hedland Port Authority	117	50
Public Sector Commission	191	96
Public Transport Authority of Western Australia	1 470	65
Racing and Wagering Western Australia	482	80
Rottneest Island Authority	149	64
South West Institute of Technology	546	85
Electricity Retail Corporation (Synergy)	429	68
Electricity Generation Corporation (Verve Energy)	595	100
Western Australian Police	8 701	64
Water Corporation	3 061	71
West Coast Institute of Training	639	72
Western Australian Land Authority (LandCorp)	228	72
Western Australian Sports Centre Trust	1 283	110
Western Australian Tourism Commission	104	57
Electricity Networks Corporation (Western Power)	3 273	73
WorkCover Western Australia Authority	152	77
Zoological Parks Authority	247	93

Equity index by diversity group

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.

Agency name	Women	Equity index		
		IA	CDB	PWD
Botanic Gardens and Parks Authority	79.87	5.79	32.55	2.51
Central Institute of Technology	90.59	128.32	58.59	66.84
Challenger Institute of Technology	83.46	60.05	60.84	93.96
ChemCentre (WA)	50.79	0.00	102.20	78.23
Corruption and Crime Commission	68.36	98.29	116.85	28.96
Country High School Hostels Authority	44.43	7.10	328.63	7.10
School Curriculum and Standards Authority	78.65	8.84	90.39	252.83
C Y O'Connor Institute	68.96	58.57	188.19	31.45
Department for Child Protection	87.49	51.04	100.37	95.33
Department for Communities	83.76	41.06	74.57	17.82
Department of Agriculture and Food	63.57	24.14	95.63	83.91
Department of Commerce	68.90	49.65	101.93	62.98
Department of Corrective Services	91.29	72.47	133.62	145.37
Department of Culture and the Arts	78.30	81.28	92.24	50.18
Department of Education	75.53	35.09	107.28	109.67
Department of Environment and Conservation	68.01	20.69	137.18	147.45
Department of Finance	76.55	43.90	91.27	70.82
Department of Fisheries	55.07	77.04	110.88	133.19
Department of Health	72.06	26.67	111.97	120.62
Department of Housing	68.34	53.41	85.58	82.78
Department of Indigenous Affairs	77.26	73.78	70.14	67.46
Department of Local Government	82.06	37.68	66.04	159.91
Department of Mines and Petroleum	62.27	25.75	89.20	73.37

Agency name	Equity index			
	Women	IA	CDB	PWD
Department of Planning	74.57	13.18	71.18	95.76
Department of Racing, Gaming and Liquor	49.55	42.63	86.73	223.53
Department of Regional Development and Lands	77.97	56.89	64.21	28.64
Department of Sport and Recreation	50.76	61.79	138.09	224.02
Department of State Development	79.35	58.01	76.50	280.22
Department of the Attorney General	68.11	38.34	91.31	47.01
Department of the Premier and Cabinet	75.16	121.47	88.35	39.00
Department of Training and Workforce Development	79.43	60.60	83.44	35.27
Department of Transport	55.52	15.51	93.09	339.46
Department of Treasury	75.61	83.81	79.85	230.19
Department of Water	81.62	168.27	89.72	37.46
Disability Services Commission	99.41	66.19	57.76	110.94
Drug and Alcohol Office	91.78	64.42	131.52	63.14
Durack Institute of Technology	75.59	27.77	80.97	27.84
Esperance Port Authority	93.59	53.33	42.78	51.82
Fire and Emergency Services Authority of Western Australia	84.82	66.38	83.25	116.07
Forest Products Commission	31.74	0.00	19.27	33.07
Fremantle Port Authority	97.12	50.66	122.19	126.99
Gold Corporation	47.31	0.00	38.55	11.68
Government Employees Superannuation Board	87.08	0.00	79.63	17.09
Great Southern Institute of Technology	89.39	78.37	282.41	89.85
Regional Power Corporation (Horizon Power)	82.91	76.36	124.36	108.91
Insurance Commission of Western Australia	50.01	0.00	69.85	93.58
Kimberley Training Institute	87.74	41.75	92.92	56.88

Agency name	Equity index			
	Women	IA	CDB	PWD
Western Australia Land Information Authority (Landgate)	70.53	36.00	69.87	62.42
Legal Aid Commission of Western Australia	79.76	41.99	79.64	75.83
Lotteries Commission (Lotterywest)	83.37	22.57	87.69	17.66
Main Roads WA	54.77	17.07	114.34	80.26
Metropolitan Cemeteries Board	114.03	3.23	376.50	3.23
Office of the Auditor General	83.88	0.00	71.65	64.92
Office of the Director of Public Prosecutions	84.94	10.91	117.35	0.00
Environmental Protection Authority	69.82	57.25	93.00	0.00
Pilbara Institute	81.48	39.98	64.24	123.01
Polytechnic West	59.54	37.53	35.91	109.78
Port Hedland Port Authority	89.84	0.00	108.09	0.00
Public Sector Commission	70.07	5.38	98.64	48.34
Public Transport Authority of Western Australia	93.64	13.45	94.71	48.91
Racing and Wagering Western Australia	32.34	53.08	399.05	87.69
Rottneest Island Authority	67.70	75.44	50.26	1.97
South West Institute of Technology	84.82	43.12	92.12	165.79
Electricity Retail Corporation (Synergy)	70.77	0.00	49.22	161.26
Electricity Generation Corporation (Verve Energy)	143.61	82.18	105.07	60.47
Western Australian Police	54.88	55.82	90.40	111.79
Water Corporation	62.49	34.98	132.55	86.57
West Coast Institute of Training	74.90	9.75	93.02	21.37
Western Australian Land Authority (LandCorp)	74.82	50.12	94.10	21.99
Western Australian Sports Centre Trust	68.58	4.00	73.89	1799.39
Western Australian Tourism Commission	75.39	32.45	44.78	0.00
Electricity Networks Corporation (Western Power)	78.00	46.64	103.75	95.43
WorkCover Western Australia Authority	61.15	11.32	56.07	31.56
Zoological Parks Authority	99.29	2.69	118.42	136.70

Representation by diversity group

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.

Agency name	% Representation			
	Women	IA	CDB	PWD
Botanic Gardens and Parks Authority	52.27%	2.28%	14.85%	0.56%
Central Institute of Technology	62.49%	1.12%	19.82%	2.34%
Challenger Institute of Technology	56.79%	1.73%	13.17%	1.74%
ChemCentre (WA)	48.38%	0.00%	25.80%	4.06%
Corruption and Crime Commission	43.97%	0.60%	7.22%	0.60%
Country High School Hostels Authority	69.14%	2.32%	6.28%	0.57%
School Curriculum and Standards Authority	68.82%	0.63%	11.53%	1.27%
C Y O'Connor Institute	61.33%	4.13%	7.43%	1.13%
Department for Child Protection	80.49%	9.71%	12.25%	1.02%
Department for Communities	89.01%	7.60%	10.64%	2.67%
Department of Agriculture and Food	45.28%	2.02%	13.76%	2.42%
Department of Commerce	58.37%	0.23%	11.11%	3.10%
Department of Corrective Services	47.40%	5.49%	8.42%	1.32%
Department of Culture and the Arts	67.55%	1.61%	13.42%	2.88%
Department of Education	82.80%	3.52%	7.14%	1.94%
Department of Environment and Conservation	47.84%	3.77%	6.65%	1.70%
Department of Finance	51.27%	0.46%	21.54%	1.47%
Department of Fisheries	45.68%	1.38%	6.90%	4.41%
Department of Health	78.06%	1.82%	13.34%	10.65%
Department of Housing	62.59%	5.94%	11.07%	1.63%
Department of Indigenous Affairs	60.62%	33.33%	10.81%	2.70%
Department of Local Government	63.70%	1.14%	25.28%	9.19%
Department of Mines and Petroleum	46.20%	1.54%	19.45%	3.44%

Agency name	% Representation			
	Women	IA	CDB	PWD
Department of Planning	53.48%	0.24%	11.60%	0.24%
Department of Racing, Gaming and Liquor	50.79%	0.81%	21.13%	8.13%
Department of Regional Development and Lands	54.71%	0.65%	15.78%	2.63%
Department of Sport and Recreation	54.80%	3.19%	6.48%	2.52%
Department of State Development	54.30%	1.07%	14.51%	1.07%
Department of the Attorney General	68.03%	3.37%	10.71%	13.62%
Department of the Premier and Cabinet	66.53%	2.09%	13.09%	3.15%
Department of Training and Workforce Development	67.56%	4.03%	9.02%	0.93%
Department of Transport	56.82%	0.74%	9.86%	0.32%
Department of Treasury	50.00%	0.49%	24.87%	0.99%
Department of Water	50.19%	0.68%	10.68%	0.68%
Disability Services Commission	69.91%	0.62%	18.68%	3.52%
Drug and Alcohol Office	72.97%	3.11%	9.72%	33.07%
Durack Institute of Technology	61.65%	4.61%	6.06%	1.46%
Esperance Port Authority	13.55%	3.06%	3.09%	5.10%
Fire and Emergency Services Authority of Western Australia	14.97%	2.10%	5.46%	1.89%
Forest Products Commission	49.54%	0.00%	14.83%	2.71%
Fremantle Port Authority	22.79%	0.42%	10.77%	6.52%
Gold Corporation	44.21%	0.00%	36.14%	2.17%
Government Employees Superannuation Board	54.29%	0.00%	16.74%	1.35%
Great Southern Institute of Technology	60.56%	3.60%	5.67%	3.09%
Regional Power Corporation (Horizon Power)	30.29%	8.47%	13.77%	2.11%
Insurance Commission of Western Australia	54.95%	0.00%	17.28%	11.11%
Kimberley Training Institute	59.82%	11.81%	7.42%	1.33%
Western Australia Land Information Authority (Landgate)	45.38%	1.09%	9.86%	100.00%
Legal Aid Commission of Western Australia	81.12%	1.49%	11.01%	4.19%
Lotteries Commission (Lotterywest)	57.89%	0.52%	13.15%	1.57%

Agency name	% Representation			
	Women	IA	CDB	PWD
Main Roads WA	29.81%	0.91%	9.26%	1.46%
Metropolitan Cemeteries Board	38.88%	0.61%	8.02%	0.62%
Office of the Auditor General	58.51%	0.00%	36.29%	2.96%
Office of the Director of Public Prosecutions	63.25%	0.64%	12.25%	0.00%
Office of the Environmental Protection Authority	50.46%	1.01%	13.08%	0.00%
Pilbara Institute	64.03%	7.96%	13.83%	3.94%
Polytechnic West	54.75%	2.35%	20.06%	1.19%
Port Hedland Port Authority	41.88%	0.00%	11.21%	0.00%
Public Sector Commission	64.92%	16.44%	10.38%	2.63%
Public Transport Authority of Western Australia	22.85%	0.73%	18.78%	0.73%
Racing and Wagering Western Australia	43.56%	0.51%	8.26%	1.29%
Rottnest Island Authority	53.69%	1.57%	12.00%	0.79%
South West Institute of Technology	63.73%	1.47%	7.32%	1.29%
Electricity Retail Corporation (Synergy)	61.30%	0.00%	18.11%	0.72%
Electricity Generation Corporation (Verve Energy)	15.12%	0.57%	61.27%	1.15%
Western Australian Police	32.72%	1.55%	6.68%	2.25%
Water Corporation	31.52%	1.53%	14.01%	1.40%
West Coast Institute of Training	64.00%	0.78%	9.54%	1.98%
Western Australian Land Authority (LandCorp)	49.56%	0.88%	9.21%	2.65%
Western Australian Sports Centre Trust	60.24%	0.23%	15.21%	0.62%
Western Australian Tourism Commission	68.26%	1.47%	7.35%	0.00%
Electricity Networks Corporation (Western Power)	21.93%	0.71%	23.76%	1.36%
WorkCover Western Australia Authority	56.57%	2.70%	16.21%	5.30%
Zoological Parks Authority	68.42%	0.80%	7.69%	5.66%

Number of employees by diversity group

Agency name	No. of employees*			
	Women	IA	CDB	PWD
Botanic Gardens and Parks Authority	92	4	26	1
Central Institute of Technology	1 223	22	388	43
Challenger Institute of Technology	690	21	160	21
ChemCentre (WA)	60	0	32	5
Corruption and Crime Commission	73	1	12	1
Country High School Hostels Authority	121	4	11	1
School Curriculum and Standards Authority	117	1	18	2
C Y O'Connor Institute	165	11	20	3
Department for Child Protection	2 212	266	336	28
Department for Communities	235	20	28	7
Department of Agriculture and Food	615	26	183	31
Department of Commerce	617	2	93	26
Department of Corrective Services	2 210	219	331	52
Department of Culture and the Arts	558	12	100	21
Department of Education	47 869	945	1 912	520
Department of Environment and Conservation	1145	73	158	40
Department of Finance	842	5	234	16
Department of Fisheries	233	5	25	16
Department of Health	36 748	356	2 602	2 077
Department of Housing	887	83	155	23
Department of Indigenous Affairs	97	37	12	3
Department of Local Government	79	1	22	8
Department of Mines and Petroleum	390	13	164	29
Department of Planning	276	1	47	1
Department of Racing, Gaming and Liquor	64	1	26	10
Department of Regional Development and Lands	174	1	24	4

Agency name	No. of employees*			
	Women	IA	CDB	PWD
Department of Sport and Recreation	171	9	19	7
Department of State Development	101	2	27	2
Department of the Attorney General	1 292	58	184	234
Department of the Premier and Cabinet	656	11	71	17
Department of Training and Workforce Development	475	26	58	6
Department of Transport	870	9	120	4
Department of Treasury	158	1	50	2
Department of Water	264	3	47	3
Disability Services Commission	1 441	11	276	55
Drug and Alcohol Office	189	8	25	85
Durack Institute of Technology	254	19	25	6
Esperance Port Authority	16	3	3	5
Fire and Emergency Services Authority of Western Australia	222	12	46	11
Forest Products Commission	108	0	31	5
Fremantle Port Authority	80	1	25	3
Gold Corporation	168	0	133	8
Government Employees Superannuation Board	120	0	37	3
Great Southern Institute of Technology	235	14	22	12
Regional Power Corporation (Horizon Power)	143	40	65	10
Insurance Commission of Western Australia	205	0	61	11
Kimberley Training Institute	137	26	17	3
Western Australia Land Information Authority (Landgate)	374	9	71	26
Legal Aid Commission of Western Australia	275	5	37	14
Lotteries Commission (Lotterywest)	110	1	25	3

Agency name	No. of employees*			
	Women	IA	CDB	PWD
Main Roads WA	325	10	101	16
Metropolitan Cemeteries Board	63	1	13	1
Office of the Auditor General	79	0	49	4
Office of the Director of Public Prosecutions	167	1	19	0
Office of the Environmental Protection Authority	54	1	14	0
Pilbara Institute	162	20	35	8
Polytechnic West	1 237	53	453	24
Port Hedland Port Authority	49	0	12	0
Public Sector Commission	124	25	16	4
Public Transport Authority of Western Australia	336	10	257	10
Racing and Wagering Western Australia	210	2	32	5
Rottnest Island Authority	80	2	15	1
South West Institute of Technology	348	8	40	7
Electricity Retail Corporation (Synergy)	263	0	25	1
Electricity Generation Corporation (Verve Energy)	90	2	212	4
Western Australian Police	2 847	126	538	182
Water Corporation	965	47	429	43
West Coast Institute of Training	409	5	61	12
Western Australian Land Authority (LandCorp)	113	2	21	6
Western Australian Sports Centre Trust	773	3	195	8
Western Australian Tourism Commission	71	1	5	0
Electricity Networks Corporation (Western Power)	718	23	765	44
WorkCover Western Australia Authority	86	4	24	7
Zoological Parks Authority	169	2	19	14

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

Total employees surveyed by diversity group

Agency name	Total no. of employees surveyed			
	Women	IA	CDB	PWD
Botanic Gardens and Parks Authority	176	175	175	176
Central Institute of Technology	1 957	1 956	1 957	1 835
Challenger Institute of Technology	1 215	1 212	1 214	1 204
ChemCentre (WA)	124	123	124	123
Corruption and Crime Commission	166	166	166	166
Country High School Hostels Authority	175	172	175	173
School Curriculum and Standards Authority	170	157	156	157
C Y O'Connor Institute	269	266	269	265
Department for Child Protection	2 748	2 739	2 742	2 732
Department for Communities	264	263	263	262
Department of Agriculture and Food	1 358	1 284	1 329	1 277
Department of Commerce	1 057	837	837	837
Department of Corrective Services	4 662	3 984	3 930	3 937
Department of Culture and the Arts	826	745	745	729
Department of Education	57 810	26 804	26 751	26 804
Department of Environment and Conservation	2 393	1 936	2 374	2 343
Department of Finance	1 642	1 086	1 086	1 086
Department of Fisheries	510	362	362	362
Department of Health	47 073	19 502	19 502	19 502
Department of Housing	1 417	1 397	1 399	1 411
Department of Indigenous Affairs	160	111	111	111
Department of Local Government	124	87	87	87
Department of Mines and Petroleum	844	843	843	843
Department of Planning	516	405	405	405

Agency name	Total no. of employees surveyed			
	Women	IA	CDB	PWD
Department of Racing, Gaming and Liquor	126	123	123	123
Department of Regional Development and Lands	318	152	152	152
Department of Sport and Recreation	312	282	293	277
Department of State Development	186	186	186	186
Department of the Attorney General	1 899	1 719	1 717	1 717
Department of the Premier and Cabinet	986	524	542	538
Department of Training and Workforce Development	703	644	643	644
Department of Transport	1 531	1 216	1 216	1 216
Department of Treasury	316	201	201	201
Department of Water	526	440	440	440
Disability Services Commission	2 061	1 757	1 477	1 560
Drug and Alcohol Office	259	257	257	257
Durack Institute of Technology	412	412	412	410
Esperance Port Authority	118	98	97	98
Fire and Emergency Services Authority of Western Australia	1 482	571	841	581
Forest Products Commission	218	196	209	184
Fremantle Port Authority	351	233	232	46
Gold Corporation	380	368	368	368
Government Employees Superannuation Board	221	221	221	221
Great Southern Institute of Technology	388	388	388	388
Regional Power Corporation (Horizon Power)	472	472	472	472
Insurance Commission of Western Australia	373	353	353	99
Kimberley Training Institute	229	220	229	225
Western Australia Land Information Authority (Landgate)	824	819	720	26
Legal Aid Commission of Western Australia	339	334	336	334

Agency name	Total no. of employees surveyed			
	Women	IA	CDB	PWD
Lotteries Commission (Lotterywest)	190	190	190	190
Main Roads WA	1 090	1 090	1 090	1 090
Metropolitan Cemeteries Board	162	162	162	161
Office of the Auditor General	135	135	135	135
Office of the Director of Public Prosecutions	264	155	155	155
Office of the Environmental Protection Authority	107	99	107	106
Pilbara Institute	253	251	253	203
Polytechnic West	2 259	2 254	2 258	2 002
Port Hedland Port Authority	117	107	107	107
Public Sector Commission	191	152	154	152
Public Transport Authority of Western Australia	1 470	1 368	1 368	1 352
Racing and Wagering Western Australia	482	387	387	387
Rottnest Island Authority	149	127	125	126
South West Institute of Technology	546	544	546	542
Electricity Retail Corporation (Synergy)	429	138	138	138
Electricity Generation Corporation (Verve Energy)	595	346	346	346
Western Australian Police	8 701	8 090	8 044	8 068
Water Corporation	3 061	3 061	3 061	3 061
West Coast Institute of Training	639	638	639	604
Western Australian Land Authority (LandCorp)	228	226	228	226
Western Australian Sports Centre Trust	1 283	1 280	1 282	1 281
Western Australian Tourism Commission	104	68	68	68
Electricity Networks Corporation (Western Power)	3 273	3 219	3 219	3 219
WorkCover Western Australia Authority	152	148	148	132
Zoological Parks Authority	247	247	247	247

Representation of women in management and youth

Agency name	% Representation		
	Women in management tier 2	tier 3	Youth <25 years of age
Botanic Gardens and Parks Authority	50.0%	37.5%	12.5%
Central Institute of Technology	44.4%	60.7%	5.2%
Challenger Institute of Technology	75.0%	40.9%	4.9%
ChemCentre (WA)	0.0%	22.2%	5.6%
Corruption and Crime Commission	20.0%	0.0%	0.6%
Country High School Hostels Authority	0.0%	25.0%	4.6%
School Curriculum and Standards Authority	66.7%	50.0%	4.1%
C Y O'Connor Institute	50.0%	30.0%	6.3%
Department for Child Protection	50.0%	57.1%	6.9%
Department for Communities	60.0%	56.3%	2.7%
Department of Agriculture and Food	0.0%	23.1%	3.5%
Department of Commerce	22.2%	43.3%	6.3%
Department of Corrective Services	57.1%	57.1%	2.5%
Department of Culture and the Arts	36.4%	55.9%	7.7%
Department of Education	0.0%	37.8%	5.0%
Department of Environment and Conservation	14.3%	17.8%	5.9%

Agency name	% Representation		
	Women in management tier 2	tier 3	Youth <25 years of age
Department of Health	50.0%	46.9%	6.1%
Department of Housing	16.7%	38.5%	7.6%
Department of Indigenous Affairs	40.0%	40.9%	5.6%
Department of Local Government	37.5%	55.0%	4.0%
Department of Mines and Petroleum	14.3%	29.6%	4.3%
Department of Planning	40.0%	35.5%	3.7%
Department of Racing, Gaming and Liquor	40.0%	33.3%	6.3%
Department of Regional Development and Lands	25.0%	43.8%	9.1%
Department of Sport and Recreation	16.7%	18.8%	24.0%
Department of State Development	33.3%	40.0%	8.6%
Department of the Attorney General	20.0%	37.8%	12.2%
Department of the Premier and Cabinet	27.6%	22.2%	9.3%
Department of Training and Workforce Development	16.7%	52.9%	8.3%
Department of Transport	50.0%	15.4%	7.5%
Department of Treasury	0.0%	14.3%	5.7%

Agency name	% Representation		
	Women in management tier 2	tier 3	Youth <25 years of age
Drug and Alcohol Office	60.0%	85.0%	3.9%
Durack Institute of Technology	50.0%	35.7%	5.1%
Esperance Port Authority	20.0%	0.0%	6.8%
Fire and Emergency Services Authority of Western Australia	0.0%	20.0%	1.9%
Forest Products Commission	40.0%	20.0%	12.8%
Fremantle Port Authority	42.9%	13.0%	3.4%
Gold Corporation	37.5%	41.2%	6.6%
Government Employees Superannuation Board	0.0%	60.0%	2.7%
Great Southern Institute of Technology	50.0%	59.3%	3.6%
Regional Power Corporation (Horizon Power)	0.0%	8.0%	3.8%
Insurance Commission of Western Australia	0.0%	25.0%	6.4%
Kimberley Training Institute	33.3%	52.4%	3.1%
Western Australia Land Information Authority (Landgate)	50.0%	37.0%	3.3%
Legal Aid Commission of Western Australia	57.1%	61.5%	4.1%
Legal Aid Commission of Western Australia	57.1%	61.5%	4.1%
Lotteries Commission (Lotterywest)	57.1%	33.3%	3.7%
Main Roads WA	7.1%	8.1%	7.7%
Metropolitan Cemeteries Board	40.0%	15.4%	6.8%
Office of the Auditor General	33.3%	42.9%	10.4%

Agency name	% Representation		
	Women in management tier 2	tier 3	Youth <25 years of age
Pilbara Institute	40.0%	45.0%	7.5%
Polytechnic West	33.3%	40.0%	6.9%
Port Hedland Port Authority	20.0%	27.3%	4.3%
Public Sector Commission	57.1%	12.5%	21.5%
Public Transport Authority of Western Australia	0.0%	18.2%	3.1%
Racing and Wagering Western Australia	14.3%	15.8%	9.8%
Rottneest Island Authority	37.5%	38.5%	5.4%
South West Institute of Technology	66.7%	46.2%	3.1%
Electricity Retail Corporation (Synergy)	0.0%	26.7%	8.2%
Electricity Generation Corporation (Verve Energy)	0.0%	11.1%	6.2%
WA Police Service	0.0%	4.8%	7.5%
Water Corporation	12.5%	9.5%	4.6%
West Coast Institute of Training	40.0%	43.8%	8.6%
Western Australian Land Authority (LandCorp)	16.7%	37.5%	7.5%
Western Australian Sports Centre Trust	12.5%	50.0%	50.2%
Western Australian Tourism Commission	33.3%	63.0%	2.9%
Electricity Networks Corporation (Western Power)	0.0%	15.9%	5.8%
WorkCover Western Australia Authority	40.0%	44.4%	5.3%
Zoological Parks Authority	75.0%	38.5%	12.1%

Appendix 10 – public universities – composite equity index, equity index and representation by diversity group for 2011/12

Number of employees and composite equity index

University		No. of employees	Composite equity index
Curtin University of Technology	Academic staff	2 613	95
Curtin University of Technology	General staff	2 542	94
Edith Cowan University	Academic staff	1 334	92
Edith Cowan University	General staff	1 528	93
Murdoch University	Academic staff	861	86
Murdoch University	General staff	1 152	85
University of Western Australia	Academic staff	2 563	82
University of Western Australia	General staff	3 171	91

Equity index by diversity group

University		Women	Equity index		
			IA	CDB	PWD
Curtin University of Technology	Academic staff	69.8	56.7	87.9	71.8
Curtin University of Technology	General staff	79.5	44.4	88.0	80.5
Edith Cowan University	Academic staff	77.2	117.3	103.5	149.7
Edith Cowan University	General staff	80.4	57.5	105.6	93.2
Murdoch University	Academic staff	70.7	67.1	103.2	130.3
Murdoch University	General staff	84.8	29.9	100.7	66.3
University of Western Australia	Academic staff	70.5	93.1	82.4	96.6
University of Western Australia	General staff	88.5	90.9	90.9	53.7

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		Women	% Representation		
			IA	CDB	PWD
Curtin University of Technology	Academic staff	51.5%	1.7%	34.2%	2.3%
Curtin University of Technology	General staff	64.8%	1.1%	25.0%	1.5%
Edith Cowan University	Academic staff	55.0%	1.3%	13.7%	1.7%
Edith Cowan University	General staff	69.8%	1.3%	13.2%	2.1%
Murdoch University	Academic staff	50.8%	0.6%	13.2%	3.8%
Murdoch University	General staff	67.3%	0.9%	10.1%	2.3%
University of Western Australia	Academic staff	44.0%	0.8%	28.7%	0.2%
University of Western Australia	General staff	67.1%	0.5%	22.2%	0.4%

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

Number of employees by diversity group

University		No. of employees*			
		Women	IA	CDB	PWD
Curtin University of Technology	Academic staff	1347	39	763	51
Curtin University of Technology	General staff	1647	24	549	33
Edith Cowan University	Academic staff	734	18	183	23
Edith Cowan University	General staff	1066	20	201	32
Murdoch University	Academic staff	437	4	90	26
Murdoch University	General staff	775	8	87	20
University of Western Australia	Academic staff	1128	14	508	3
University of Western Australia	General staff	2129	13	564	11

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

Total employees surveyed by diversity group

University		Total no. employees surveyed			
		Women	IA	CDB	PWD
Curtin University of Technology	Academic staff	2613	2230	2230	2230
Curtin University of Technology	General staff	2542	2195	2195	2195
Edith Cowan University	Academic staff	1334	1334	1334	1334
Edith Cowan University	General staff	1528	1528	1528	1528
Murdoch University	Academic staff	861	680	680	680
Murdoch University	General staff	1152	862	862	862
University of Western Australia	Academic staff	2563	1772	1772	1772
University of Western Australia	General staff	3171	2543	2543	2543

Representation of women in management and the representation of youth

Agency name		% Representation		
		Women in management		Youth
		tier 2	tier 3	<25 years of age
Curtin University of Technology	Academic staff	25.0%	15.0%	6.0%
Curtin University of Technology	General staff	33.0%	47.0%	12.0%
Edith Cowan University	Academic staff	20.0%	41.0%	2.0%
Edith Cowan University	General staff	0.0%	43.0%	11.0%
Murdoch University	Academic staff	67.0%	13.0%	0.0%
Murdoch University	General staff	50.0%	41.0%	4.0%
University of Western Australia	Academic staff	50.0%	36.0%	0.0%
University of Western Australia	General staff	67.0%	0.0%	5.0%

Appendix 11 – Employee perception survey results for 2011/12

Your agency is committed to creating a diverse workforce

No response	Agree strongly	Agree somewhat	Neither agree nor disagree	Disagree somewhat	Disagree strongly	Do not know or does not apply
1.2%	34.6%	40.3%	12.9%	3.4%	1.1%	6.5%

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

No response	Agree strongly	Agree somewhat	Neither agree nor disagree	Disagree somewhat	Disagree strongly	Do not know or does not apply
1.0%	29.6%	44.1%	6.4%	12.2%	5.6%	1.2%

Taking up flexible work options and leave arrangements would limit your career in your agency

No response	Agree strongly	Agree somewhat	Disagree somewhat	Disagree strongly	Do not know or does not apply
1.2%	12.3%	27.8%	20.0%	11.6%	27.0%

Your agency's policies support the use of flexible work options and leave arrangements and provide relevant information to staff

No response	Agree strongly	Agree somewhat	Disagree somewhat	Disagree strongly	Do not know or does not apply
1.2%	21.3%	41.3%	10.7%	5.5%	21.1%

Your immediate supervisor supports the use of flexible work options and leave arrangements and accommodates the needs of employees

No response	Agree strongly	Agree somewhat	Disagree somewhat	Disagree strongly	Do not know or does not apply
1.5%	33.3%	35.7%	7.0%	3.6%	19%

Has your agency supported you in feeling confident in working with people from different diversity groups

No response	Yes	No	Do not know or no opinion
1.0%	75.5%	5.9%	17.6%

Your workplace culture is equally welcoming of people from all diversity groups^(a)

No response	Yes	No	Do not know or no opinion
1.3%	87.0%	3.9%	7.7%

Your immediate supervisor treats employees from all diversity groups in the workplace with equal respect^(b)

No response	Yes	No	Do not know or no opinion
2.2%	87.2%	2.1%	8.5%

Your co-workers treat employees from all diversity groups in the workplace with equal respect^(c)

No response	Yes	No	Do not know or no opinion
1.4%	87.8%	4.3%	6.5%

Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in your workplace

No response	Yes	No	Do not know or no opinion
1.0%	15.2%	73.7%	10.2%

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

No response	Yes	No	Do not know or no opinion
1.5%	9.0%	80.8%	8.7%

Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status occurs in your workplace^(d)

No response	Yes	No	Do not know or no opinion
1.2%	14.2%	69.2%	15.4%

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

No response	Yes	No	Do not know or no opinion
1.4%	7.2%	74.6%	16.8%

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

a. If not, people from which diversity group were not welcomed	
People from culturally diverse backgrounds	38.5%
People with a disability	17.4%
Indigenous Australians	26.0%
Other	18.1%

b. If not, people from which diversity group were not treated with equal respect by your supervisor	
People from culturally diverse backgrounds	34.6%
People with a disability	14.6%
Indigenous Australians	23.1%
Other	27.7%

c. If not, people from which diversity group were not treated with equal respect by your co-workers	
People from culturally diverse backgrounds	45.6%
People with a disability	10.7%
Indigenous Australians	29.1%
Other	14.6%

d. If yes, which diversity group were unwelcome comments, jokes or remarks made about	
People from culturally diverse backgrounds	39.2%
People with a disability	12.4%
Indigenous Australians	28.5%
Other	20.9%

Appendix 12 – abbreviations

Listed below are abbreviations and acronyms used in this report.

ABS	Australian Bureau of Statistics
EO Act	<i>Equal Opportunity Act 1984</i>
CALD	Culturally and linguistically diverse
CDB	Culturally diverse backgrounds
CEI	Composite equity index
CEO	Chief executive officer
DEOPE	Director of Equal Opportunity in Public Employment
EEO	Equal employment opportunity
EEO management plan	Equal employment opportunity management plan
FTE	Full-time equivalent
HEW	Higher education worker (general staff in public universities)
IA	Indigenous Australians
MES	Main English speaking (countries)
PSM Act	<i>Public Sector Management Act 1994</i>
PWD	People with a disability
SES	Senior Executive Service
TTY	Telephone typewriter
WACA	Workforce Analysis and Comparison Application

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