

GOVERNMENT DEPARTMENTS AND AGENCIES — EMPLOYEE ACHIEVEMENT TARGETS

2839. Hon Sally Talbot to the Parliamentary Secretary representing the Minister for Water

In relation to all Agencies that fall under the Minister's responsibility, will the Minister provide information on the following —

- (1) What are the targets for the following areas —
 - (a) women in management;
 - (b) equity index for women;
 - (c) people from culturally diverse backgrounds;
 - (d) Indigenous Australians;
 - (e) people with disabilities; and
 - (f) youth?
- (2) What has been achieved for each of these areas —
 - (a) women in management;
 - (b) equity index for women;
 - (c) people from culturally diverse backgrounds;
 - (d) Indigenous Australians;
 - (e) people with disabilities; and
 - (f) youth?

Hon HELEN MORTON replied:

Department of Water advises:

- (1)
 - (a) 22.2%
 - (b) 70.0%
 - (c) 10.0%
 - (d) 1.0%
 - (e) 1.0%
 - (f) 5.8%
- (2) (a)-(f) Please refer to Legislative Council Question on Notice 2817.

Water Corporation advises:

- (1)
 - (a) Tier 1 = No target.
Tier 2 = 28.6%.
Tier 3 = 17%.
 - (b) No Equity Index targets for women but outcomes recorded.
 - (c) 12.8%
 - (d) 2.4%
 - (e) 3.4%
 - (f) 5.5%
- (2) (a)-(f) Please refer to Legislative Council Question on Notice 2817.

Aqwest advises:

- (1) (a)-(f) No targets have been set by Aqwest.
- (2) (a)-(f) Please refer to Legislative Council Question on Notice 2817.

Note:

As an agency of 50 staff or less Aqwest is not required by the Office of Equal Employment Opportunity (OEEO) to set and report on the above equity and diversity targets. However in accordance with OEEO requirements for agencies with 50 staff or less Aqwest has completed its EEO management plan for 2010-11. The plan sets out EEO outcomes to be achieved during the period including identifying

existing strategies in place, proposed strategies for development and strategies that will be subject to further review for the following 3 outcomes:

#1. The organisation values EEO and diversity and the work environment is free from sexual and racial harassment

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

#3. Employment programs and practices recognise and include strategies for EEO groups to achieve workforce diversity.

The 2011 plan will be submitted to the OEE0 by 31 December 2010.

Busselton Water Board advises:

- (1) (a)-(f) No targets have been set by the Busselton Water Board .
- (2) (a)-(f) Please refer to Legislative Council Question on Notice 2817.

Note:

As an agency of 50 staff or less the Busselton Water Board is not required by the Office of Equal Employment Opportunity (OEE0) to set and report on the above equity and diversity targets. However in accordance with OEE0 requirements for agencies with 50 staff or less the Busselton Water Board has completed its EEO management plan for 2010-11. The plan sets out EEO outcomes to be achieved during the period including identifying existing strategies in place, proposed strategies for development and strategies that will be subject to further review for the following 3 outcomes:

#1. The organisation values EEO and diversity and the work environment is free from sexual and racial harassment

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

#3. Employment programs and practices recognise and include strategies for EEO groups to achieve workforce diversity.

The 2011 plan has been submitted and endorsed by OEE0.