

ISLHD EEO Reporting June 2016

Workforce Diversity Activities for 2015/2016

Endorsement and implementation of the Workforce Diversity Framework

The Workforce Diversity Framework developed and endorsed in 2016 identifies strategies for improving the overall goal of optimising workforce diversity to better represent our broader community. This is being achieved through the focus areas of recruitment, retention and recognition of people from a diverse backgrounds across the District. The Workforce Diversity Framework identifies the need to develop further strategies to support the overall goal of optimising workforce diversity. These strategies include:

- Indigenous Employment Strategy
- Disability Employment Strategy
- Diversity action Plan (including strategies to include people from a Culturally and Linguistically Diverse background, and other diversity groups)

The strategies outlined within the Workforce Diversity Framework will be developed and implemented over term of the Framework with the first identified priority area of Aboriginal Employment being developed over the 2016-2017 term.

The Workforce Diversity Framework can be found at:
http://islnweb/human_resources/diversity_and_inclusion/

Development and implementation of the Illawarra Shoalhaven Local Health Districts (ISLHD) Aboriginal Employment Strategy

The development of ISLHD's Aboriginal Employment Strategy is a key priority of ISLHD's Workforce Diversity Strategy. The Aboriginal Employment Strategy will provide directions for improving employment outcomes within the LHD for Aboriginal People.

In-line with ISLHD Workforce Diversity Framework the Aboriginal Employment Strategy is centred around three focus areas of Recruitment, Retention and Recognition. To support these three focus area the Aboriginal Employment Strategy will look to address this through:

- Recruitment
 - Development of school based traineeships
 - Transitional traineeship (traineeship to full time employment)
 - Targeting/ identifying positions
 - Improving attraction processes
- Retention
 - Development and Implementation of an Aboriginal Mentoring Program
 - Promotion of employee participation in the NAIDOC week
 - Ensuring the effective use of the Personal Effectiveness and Development (PED) system
- Recognition
 - Development, implementation and promotion of the OCHRE award throughout the LHD

- Develop an Aboriginal Brand for the LHD to enhance ISLHD's profile within the Aboriginal Community

It is anticipated that this strategy will be launched early in 2017.

Inclusion of Respecting the Difference (RTD) into Corporate Orientation

The inclusion of the RTD training into corporate orientation ensures all new staff to the LHD undertake the RTD training as part of their induction, thus starting with the health district with an improved cultural understanding of the Aboriginal Community.

This introduction was identified within two local reviews completed, one for Respecting the Difference and the delivery of the program and the other being a review into the corporate orientation program with both recommending that RTD be included as an added benefit for awareness and understanding.

ISLHD Equal Employment Opportunity Data (as at September 2016)

Source: Public Service Commission

5 Parliamentary Annual Report Tables

5a. Trends in the Representation of Workforce Diversity Groups

Workforce Diversity Group	Benchmark/Target	2014	2015	2016
Women	50%	77.4%	77.1%	77.3%
Aboriginal People and Torres Strait Islanders	2.6%	2.0%	2.3%	2.2%
People whose First Language Spoken as a Child was not English	19.0%	13.9%	16.0%	18.0%
People with a Disability	N/A	2.1%	2.0%	1.8%
People with a Disability Requiring Work-Related Adjustment	1.5%	0.6%	0.5%	0.5%

5b. Trends in the Distribution of Workforce Diversity Groups

Workforce Diversity Group	Benchmark/Target	2014	2015	2016
Women	100	90	91	89
Aboriginal People and Torres Strait Islanders	100	86	87	88
People whose First Language Spoken as a Child was not English	100	115	111	107
People with a Disability	100	93	96	95
People with a Disability Requiring Work-Related Adjustment	100	102	107	105

Note 1: A Distribution Index of 100 indicates that the centre of the distribution of the Workforce Diversity group across salary levels is equivalent to that of other staff. Values less than 100 mean that the Workforce Diversity group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the Workforce Diversity group is less concentrated at lower salary levels.

Note 2: The Distribution Index is not calculated where Workforce Diversity group or non-Workforce Diversity group numbers are less than 20.

4. Workforce Diversity Actual and Estimated Staff Numbers (Non-casual Headcount at Census Date) 2016

Remuneration Level of Substantive Position	Total Staff (Men, Women & Unspecified)	Actual				Estimated				
		Respondents	Men	Women	Unspecified Gender	Aboriginal & Torres Strait Islanders	People from Racial, Ethnic, Ethno-Religious Minority Groups	People whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Work-related Adjustment
\$0 - \$44,683	29	24	2	27	0	2.4	0.0	1.2	0.0	0.0
\$44,683 - \$58,867	1,883	1,647	441	1,442	0	50.3	104.0	317.8	49.2	9.1
\$58,867 - \$65,608	492	466	83	409	0	19.0	20.1	65.5	4.2	2.1
\$65,608 - \$83,022	1,687	1,520	259	1,428	0	25.5	169.8	317.4	18.9	5.5
\$83,022 - \$107,362	1,177	1,080	235	942	0	26.2	116.6	164.6	18.5	6.5
\$107,362 - \$134,202	438	397	150	288	0	3.3	62.9	110.3	7.7	2.2
\$134,202 > (SES)	7	5	2	5	0	0.0	0.0	0.0	0.0	0.0
\$134,202 > (Non SES)	269	215	184	85	0	2.5	76.3	100.1	7.5	2.5
Total	5,982	5,354	1,356	4,626	0					

Note 1: Estimated figures are calculated on the basis of the number of employees that have responded "yes" to the Workforce Diversity category as a proportion of the total number of employees who have responded to the Workforce Diversity (EEO) survey, multiplied by the total amount of employees in the salary band i.e. Estimated People with a Disability from salary band 1 = (Actual number of People with a Disability in salary band 1/Total number of respondents from salary band 1)* Total number of Staff in salary band 1.

Note 2: Estimated figures are only calculated for those agencies with a response rate of greater than 65%. For those agencies with response rates less than 65%, actual figures are used to calculate the representation and distribution of these groups.

Note 3: Respondents are classified as employees who have provided an answer for any of the Workforce Diversity questions, whether they have chosen to withdraw their response or not i.e. all employees who do not have "missing" as their response.

Note 4: Separated employees are excluded in the above table.

Note 5: Unspecified gender includes unknown, withdrawn, or indeterminate/intersex recorded values.