

Equal Employment Opportunities – Annual Report Requirements H12/69671

1. Details of Reporting Organisation

Requirement	Details
Name of Reporting Organisation	Northern NSW Local Health District
Contact Name and Title:	Katie Willey Manager Workforce Change and Sustainability Service
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Content endorsed and approved by:	Chris Crawford, Chief Executive
Date:	10 October 2012

2. Equal Employment Opportunities

a. Initiatives

List up to 10 initiatives undertaken in 2011-12	<p>The Northern New South Wales Local Hospital District is in the process of finalising the internal structure for the Workforce Change and Sustainability Service. In rolling out this structure in September 2012 the Local Hospital District finalised the recruitment of the Manager, Culture Development and Equity. This key position will assist the LHD through specialist guidance, advice and advocacy in coordinating the development of a planned approach to EEO. Key priority areas for 2013 will be:</p> <ul style="list-style-type: none"> • Reviewing the status of EEO data collection for the NNSW LHD • Assessing the viability of previous strategies designed to support improvement in EEO representation and requirements • Assessing any shortfalls in EEO representation and requirements within the NNSW LHD • Assisting relevant stakeholders in developing sustainable strategies designed to address any shortfalls in EEO representation and requirements within the NNSW LHD <p>It is envisaged that the appointment of the Manager, Culture Development and Equity will lead to the identification of key priority areas that will enable the NNSW LHD to focus on developing a sound foundation for the advancement of the organisations EEO representation and requirements over the next couple of years.</p>
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b. Trends in the representation of Equal Employment Opportunity groups

% of total staff					
EEO Group	Benchmark or target	2009	2010	2011	2012
Women	50%	N/A*	N/A*	75.8%	75.8%
Aboriginal people and Torres Strait Islanders	2.6%	N/A*	N/A*	2.3%	3.0%
People whose first language was not English	19.0%	N/A*	N/A*	3.7%	4.2%
People with a disability	N/A	N/A*	N/A*	3.8%	3.5%
People with a disability requiring work-related adjustments	1.3% (2012) 1.5% (2013)	N/A*	N/A*	1.0%	0.9%

c. Trends in the Distribution of EEO Groups

Distribution Index					
EEO Group	Benchmark or target	2009	2010	2011	2012
Women	100	N/A*	N/A*	96	93
Aboriginal people and Torres Strait Islanders	100	N/A*	N/A*	72	86
People whose first language was not English	100	N/A*	N/A*	115	115
People with a disability	100	N/A*	N/A*	104	106
People with a disability requiring work-related adjustments	100	N/A*	N/A*	109	114

*2009 and 2010 relate to the former North Coast Area Health Service.