



Nepean Blue Mountains Local Health District **Equal Employment Opportunities** Annual Report 2012-13

Employment Opportunities

a. Please provide updated reporting for the 'Employment Opportunities Initiatives' for 2012-13.

<p>Briefly list up to 10 initiatives undertaken in 2012-13</p>	<ul style="list-style-type: none">• Employment of Aboriginal Workforce Officer• NBMLHD Disability Committee • NBMLHD Disability Action Plan (in development) • Respecting the difference – Aboriginal Cultural Training • On-site child care service at Nepean Hospital• NBMLHD Flexible Work Practices policy• Bi-monthly NBMLHD Aboriginal Networking meetings (first meeting scheduled for 24 Oct 13)• Investigating the possibility of introducing a culturally sensitive external counselling for Aboriginal staff members
--	--

b. Trends in the representation of Equal Employment Opportunity groups

EEO Group	% of total staff					
	Benchmark or target	2009	2010	2011	2012	2013
Women	50%	N/A	N/A	78.0%	77.0%	76.6%
Aboriginal people and Torres Strait Islanders	2.6%	N/A	N/A	0.9%	1.2%	1.4%
People whose first language was not English	19.0%	N/A	N/A	17.1%	17.5%	17.7%
People with a disability	N/A	N/A	N/A	3.8%	3.1%	2.8%
People with a disability requiring work-related adjustments	1.3% (2012) 1.5% (2013)	N/A	N/A	0.5%	0.4%	0.3%

c. Trends in the Distribution of EEO Groups

EEO Group	Benchmark or target	Distribution Index				
		2009	2010	2011	2012	2013
Women	100	N/A	N/A	87	88	88
Aboriginal people and Torres Strait Islanders	100	N/A	N/A	82	84	75
People whose first language was not English	100	N/A	N/A	112	110	111
People with a disability	100	N/A	N/A	102	104	102
People with a disability requiring work-related adjustments	100	N/A	N/A	N/A	N/A	N/A