



Health

Nepean Blue Mountains
Local Health District

Equal Employment Opportunity Annual Report 2014-15

5 Parliamentary Annual Report Tables

5a. Trends in the Representation of EEO Groups

EEO Group	Benchmark/Target	2013	2014	2015
Women	50%	76.6%	76.1%	76.7%
Aboriginal People and Torres Strait Islanders	2.6%	1.4%	1.3%	1.1%
People whose First Language Spoken as a Child was not English	19.0%	17.7%	19.5%	16.0%
People with a Disability	N/A	2.8%	2.7%	2.0%
People with a Disability Requiring Work-Related Adjustment	1.5%	0.3%	0.4%	0.3%

5b. Trends in the Distribution of EEO Groups

EEO Group	Benchmark/Target	2013	2014	2015
Women	100	88	88	92
Aboriginal People and Torres Strait Islanders	100	75	76	78
People whose First Language Spoken as a Child was not English	100	111	112	103
People with a Disability	100	102	102	100
People with a Disability Requiring Work-Related Adjustment	100	N/A	N/A	N/A

Note 1: A Distribution Index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO 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 EEO group is less concentrated at lower salary levels.

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