



EEO Survey

During 2001-2002, the Commission continued to survey all new staff as well as the Commission’s panel of casual interpreters and translators to collect EEO statistics.

The following table of EEO statistical data by salary level was compiled from the EEO survey data on 20 June 2002 when the Commission employed 95 full-time and part-time staff. During the review period, 79 staff responded to the survey, a response rate of 84%.

LEVEL	TOTAL STAFF	as % of total staff	RESPONDENTS	as % of total staff	MEN	as % of total staff	WOMEN	as % of total staff	ABORIGINAL OR TORRES STRAIT ISLANDERS PEOPLE	as % of total staff
<\$28710	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
\$28711 - \$37708	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
\$37709 - \$42156	11	11.58%	10	10.53%	3	3.16%	8	8.42%	0	0.00%
\$42157 - \$53345	46	48.42%	36	37.89%	13	13.68%	33	34.74%	0	0.00%
\$53346 - \$68985	24	25.26%	21	22.11%	12	12.63%	12	12.63%	0	0.00%
\$68986 - \$86231	10	10.53%	8	8.42%	6	6.32%	4	4.21%	0	0.00%
>\$86231 (non SES)	3	3.16%	3	3.16%	1	1.05%	2	2.11%	0	0.00%
>\$86231 (SES)	1	1.05%	1	1.05%	1	1.05%	0	0.00%	0	0.00%
Total	95	100%	79	83.16%	36	37.89%	59	62.11%	0	0.00%

LEVEL	PEOPLE FROM RACIAL, ETHNIC, ETHNO-RELIGIOUS MINORITY GROUPS	as % of total staff	PEOPLE WHOSE LANGUAGE FIRST SPOKEN AS A CHILD WAS NOT ENGLISH	as % of total staff	PEOPLE WITH A DISABILITY	as % of total staff	PEOPLE WITH DISABILITY RELATING TO WORK	as % of total staff
<\$28710	0	0.00%	0	0.00%	0	0.00%	0	0.00%
\$28711 - \$37708	0	0.00%	0	0.00%	0	0.00%	0	0.00%
\$37709 - \$42156	9	9.47%	8	8.42%	2	2.11%	0	0.00%
\$42157 - \$53345	20	21.05%	29	30.53%	3	3.16%	0	0.00%
\$53346 - \$68985	10	10.53%	10	10.53%	1	1.05%	0	0.00%
\$68986 - \$86231	7	7.37%	6	6.32%	0	0.00%	0	0.00%
>\$86231 (non SES)	2	2.11%	1	1.05%	1	1.05%	0	0.00%
>\$86231 (SES)	1	1.05%	1	1.05%	0	0.00%	0	0.00%
Total	49	51.58%	55	57.89%	7	7.37%	0	0.00%

STAFFING PROFILE BY DIVISION

Location	Full-time				Part-time				Casual				Head count				Effective full				Time Establishment			
	03	02	01	00	03	02	01	00	03	02	01	00	03	02	01	00	03	02	01	00	03	02	01	00
Year																								
Executive (Includes Chair)		2	2	2	0	0	0	0	0	0	0	0	2	2	2	2	2	2	2	2	2	2	2	2
Human Resources*	3	3	14	11	0	0	0	0	0	0	0	0	3	3	14	11	3	3	14	11	4	4	14	14
Financial Services*	9	10																						
Information & Management Services	15	16	14	13	2	1	1	1	0	0	0	0	17	17	15	14	16.1	16.4	14	13	30	30	26	21
Community Relations Service	17	14	15	21	2	2	1	3	0	0	0	0	19	16	16	24	18	15.2	15	23	21	19	19	22
Language Services	27	28	28	26	2	1	0	0	8	6	0	0	29	29	28	26	28	28.5	28	26	29	29	29	29
APIT**	0	0	0	0	0	0	0	0	549	535	541	537	549	535	541	537	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
TOTALS	71	73	73	73	6	4	2	4	557	541	541	537	619	602	616	614	67.1	65.1	73.8	75	86	84	90	88

* The former Corporate Services Division has been split into Human Resources and Financial Services Divisions.

** Active Panel of Interpreters and Translators.

During the year, the Commission did not employ or engage the services of an executive officer at or above level five. The Chief Executive Officer held the executive position.

SUBGROUPS AS A PERCENTAGE OF STAFF IN EACH EMPLOYMENT LEVEL

Employment status	Total staff numbers	Staff response to EEO data survey	Men	Women	Aboriginal people and/or 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 workplace adjustment
Permanent									
Full-time	60	92.00%	38.00%	62.00%	0.00%	58.00%	67.00%	11.00%	0.00%
Part-time	4	100.00%	0.00%	100.00%	0.00%	25.00%	75.00%	0.00%	0.00%
Temporary									
Full-time	27	63.00%	41.00%	59.00%	0.00%	76.00%	41.00%	6.00%	0.00%
Part-time	3	67.00%	33.00%	67.00%	0.00%	100.00%	100.00%	0.00%	0.00%
Contract									
SES	1	100.00%	100.00%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%
Subgroup total	95	83.00%	38.00%	62.00%	0.00%	64.00%	70.00%	9.00%	0.00%

Statistics are based on voluntary responses to staff surveys