

# APPENDICES

## APPENDIX 1 – PERFORMANCE 2004-05

### EEO advice and evaluation of equity and diversity in public employment

This output involves the assessment of public authority compliance with Part IX of the *Equal Opportunity Act 1984* in order to achieve a more diverse workforce within all public authorities.

**Total Cost of Service: \$1,076,000**

**Staff: 8.4 FTEs**

Accountability and Achievement Key Effectiveness Indicators	2003-04 Actual	2004-05 Budget	2004-05 Actual
<b>Accountability</b>			
Percentage of public authorities that have provided all reports as required by legislation <sup>(a) (b)</sup>	100%	100%	98%
<b>Effectiveness Indicator</b>			
Improvement in the public sector composite equity index for women, people with disabilities, Indigenous Australians and people from culturally diverse backgrounds <sup>(b) (c)</sup>	77	78	78

Notes:

- (a) Numbers are based on agency yearly reports on Equal Employment Opportunity. Public authorities that have provided all reports consist of 116 Public Sector Agencies, 144 Local Government Authorities and 4 Public Universities (Total =264).
- (b) New key effectiveness indicator developed following a review of the Office's Outcome Based Management structure. Comparable information for 2003-04 has been provided.
- (c) The composite equity index is a single measure that combines key measures of equity in public employment for women, Indigenous Australians, people from culturally diverse backgrounds and people with disabilities. The key measures of equity for each group are the variation between the workforce % and the community % and the variation in the Equity Index (a measure of the distribution of the group across all levels of the workforce). The ideal Equity Index is 100. The Composite Equity Index is based on data as at the 30 June 2004 as published in the September 2004 Annual DEOPE Report published by the Director of Equal Opportunity in Public Employment. This measure replaces the four improvement indicators in the 2003-04 Annual Report.

Performance Measures	2004-05 Target	2004-05 Actual
<b>Quantity</b>		
Public authorities assisted and reported on for PSM Act	263	264
<b>Quality</b>		
Satisfaction of agency corporate executives with feedback provided in effectiveness review (evaluation)	80%	88%
Satisfaction of training participants	80%	84%
<b>Timeliness</b>		
Timeframes between request for assistance and response	3 workdays	0.5 work days
Timeframes between receipt of annual reports and distribution of analysis	10 weeks	12 weeks
<b>Cost</b>		
Average cost per public authority	\$4,418	\$4,250