

Appendix 9: Public sector agencies and public universities – Composite equity index, equity index and representation by diversity group for 2008-09

Public sector agencies and public universities with more than 100 staff.

Note: The equity index is not reliable when calculated for diversity groups with less than 10 individuals. This calculation has been provided but should be interpreted with caution.

Number of employees and composite equity index

Agency name	Number of employees	Composite equity index
Botanic Gardens and Parks Authority	157	70
Central TAFE	1,711	98
Central West College of TAFE	356	79
Challenger TAFE	1,180	83
Chemistry Centre (WA)	119	73
Corruption and Crime Commission	163	52
Country High School Hostels Authority	154	76
Curriculum Council	170	87
CY O'Connor College of TAFE	265	99
Department for Child Protection	2,250	109
Department for Communities	273	101
Department for Planning and Infrastructure	2,062	76
Department of Agriculture and Food	1,694	73
Department of Commerce	1,053	90
Department of Corrective Services	4,465	95
Department of Culture and the Arts	870	85
Department of Education and Training	54,233	116
Department of Environment and Conservation	2,414	73
Department of Fisheries	490	63
Department of Health	43,258	105
Department of Housing	1,140	88
Department of Indigenous Affairs	159	123
Department of Local Government and Regional Development	161	54
Department of Mines and Petroleum	767	79
Department of Racing, Gaming and Liquor	124	100
Department of Sport and Recreation	298	86
Department of State Development	173	66
Department of the Attorney General	1,912	95
Department of the Premier and Cabinet	927	83
Department of Treasury and Finance	1,689	84
Department of Water	650	104
Disability Services Commission	2,004	102
Esperance Port Authority	108	68
Fire and Emergency Services Authority of WA	1,345	60
Forest Products Commission	375	42

Agency name	Number of employees	Composite equity index
Fremantle Port Authority	320	96
Gold Corporation	259	71
Government Employees Superannuation Board	257	66
Great Southern TAFE	488	105
Horizon Power	347	126
Insurance Commission of WA	362	68
Kimberley College of TAFE	172	85
Landgate	995	132
Legal Aid WA	315	158
Lotterywest (Lotteries Commission of WA)	201	70
Main Roads WA	1,078	58
Metropolitan Cemeteries Board	140	70
Office of the Auditor General	116	88
Office of the Director of Public Prosecutions	267	71
Pilbara TAFE	327	86
Public Sector Commission	113	96
Public Transport Authority	1,381	59
Racing and Wagering Western Australia	509	49
Rottneest Island Authority	155	52
South West Regional College of TAFE	778	78
Swan TAFE	1,929	75
Synergy	440	68
Verve Energy	594	96
WA Police Service	8,427	64
Water Corporation	2,928	68
West Coast College of TAFE	680	116
Western Australian Land Authority	190	77
Western Australian Sports Centre Trust	917	105
Western Australian Tourism Commission	169	72
Western Power	2,818	71
WorkCover WA	150	76
Zoological Parks Authority	242	111

University		Number of employees	Composite equity index
Curtin University of Technology	ACA	2,361	82
Curtin University of Technology	HEWS	2,539	93
Edith Cowan University	ACA	1,123	100
Edith Cowan University	HEWS	1,275	102
Murdoch University	ACA	1,106	78
Murdoch University	HEWS	1,183	79
University of Western Australia	ACA	3,083	87
University of Western Australia	HEWS	4,246	91

Note: Data used to calculate the equity index and percent representation is as supplied by individual agencies through HR MOIR as at 30 June 2009. Only agencies with more than 100 employees are included in the table.

(H) = Agency name as at 30 June 2009.

Equity index and representation by diversity group

Public sector agencies and public universities with more than 100 staff

Agency name	Equity Index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Botanic Gardens and Parks Authority	78.8	18.1	60.6	2.3	49.7%	1.1%	20.8%	1.9%
Central TAFE	93.1	191.9	64.4	53.9	60.8%	1.0%	19.3%	2.8%
Central West College of TAFE	72.9	133.8	47.9	59.0	63.2%	4.5%	4.8%	1.4%
Challenger TAFE	85.0	36.4	74.0	78.5	54.4%	1.3%	13.7%	2.6%
Chemistry Centre (WA)	44.8	23.9	62.0	165.6	42.9%	0.8%	21.0%	2.5%
Corruption and Crime Commission	64.8	0.0	113.2	50.5	41.1%	0.0%	7.4%	0.6%
Country High School Hostels Authority	62.9	5.0	218.1	5.0	68.8%	2.7%	6.5%	0.7%
Curriculum Council	69.9	15.9	119.6	202.2	70.0%	1.3%	8.8%	1.3%
CY O'Connor College of TAFE	48.9	16.2	324.2	24.4	64.2%	8.8%	7.5%	3.1%
Department for Child Protection	82.9	46.6	113.5	101.7	79.3%	9.7%	11.2%	1.6%
Department for Communities	83.0	62.7	101.7	25.1	90.5%	9.6%	7.4%	1.4%
Department for Planning and Infrastructure	59.7	21.2	95.3	49.3	53.6%	0.8%	15.8%	3.3%
Department of Agriculture and Food	53.0	20.0	80.3	97.8	41.8%	2.0%	15.9%	2.8%
Department of Commerce	67.5	104.7	109.1	97.4	55.3%	1.3%	9.7%	5.1%
Department of Corrective Services	96.5	65.4	144.0	55.2	47.3%	8.0%	9.8%	1.1%
Department of Culture and the Arts	81.0	49.2	72.3	46.9	66.8%	1.6%	14.8%	1.6%
Department of Education and Training	69.8	205.5	219.2	178.5	81.9%	2.4%	6.7%	2.1%
Department of Environment and Conservation	59.4	13.6	139.0	97.0	46.0%	4.5%	6.2%	1.0%
Department of Fisheries	43.0	83.1	78.7	92.7	41.6%	1.0%	5.8%	2.9%
Department of Health	69.2	31.7	130.1	170.0	77.4%	0.9%	16.1%	4.9%
Department of Housing	56.7	68.3	104.6	49.0	60.0%	10.2%	9.6%	1.3%
Department of Indigenous Affairs	85.3	66.3	76.5	91.0	61.6%	32.7%	13.2%	3.1%

Agency name	Equity Index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Department of Local Government and Regional Development	63.7	0.0	0.0	164.7	57.1%	0.0%	0.0%	30.0%
Department of Mines and Petroleum	55.1	114.8	103.8	86.5	43.7%	0.3%	17.4%	2.8%
Department of Racing, Gaming and Liquor	51.0	38.2	75.3	684.3	52.4%	0.8%	18.7%	4.2%
Department of Sport and Recreation	56.3	115.5	144.7	98.5	52.0%	2.8%	8.3%	2.1%
Department of State Development	68.2	0.0	79.7	68.0	50.3%	0.0%	18.5%	1.8%
Department of the Attorney General	66.9	96.1	69.9	112.5	67.8%	4.8%	12.4%	2.5%
Department of the Premier and Cabinet	69.9	122.8	55.9	36.8	66.6%	0.7%	11.9%	4.1%
Department of Treasury and Finance	69.5	83.1	84.3	146.0	48.8%	0.7%	19.7%	0.9%
Department of Water	68.9	102.4	71.6	113.0	48.6%	0.9%	9.8%	30.0%
Disability Services Commission	87.9	128.4	83.5	67.6	68.3%	0.9%	18.5%	4.0%
Esperance Port Authority	102.2	55.3	192.5	29.4	8.3%	2.3%	5.7%	5.7%
Fire and Emergency Services Authority of WA	96.5	105.6	85.9	93.4	14.6%	0.2%	7.0%	1.6%
Forest Products Commission	23.0	2.0	119.4	0.0	44.8%	1.1%	10.9%	0.0%
Fremantle Port Authority	93.1	32.7	131.3	364.2	21.3%	0.5%	12.1%	13.6%
Gold Corporation	57.4	8.0	65.1	1.7	48.3%	2.0%	33.2%	1.2%
Government Employees Superannuation Board	82.1	17.8	94.2	0.0	58.0%	0.4%	20.2%	0.0%
Great Southern TAFE	83.3	40.9	283.4	73.6	62.9%	4.3%	5.7%	2.9%
Horizon Power	66.4	51.7	96.2	159.5	28.0%	2.3%	103.4%	5.1%
Insurance Commission of WA	46.1	9.1	79.0	60.6	51.9%	0.3%	15.5%	3.7%
Kimberley College of TAFE	69.3	46.7	86.7	20.9	60.5%	12.2%	7.0%	1.8%
Landgate	68.3	32.9	62.0	60.5	44.4%	1.0%	17.5%	100.0%
Legal Aid WA	73.7	83.5	67.3	87.2	80.3%	1.6%	12.0%	100.0%
Lotterywest (Lotteries Commission of WA)	77.0	15.6	68.9	29.3	58.2%	0.5%	11.9%	2.0%
Main Roads WA	51.2	23.9	103.1	65.9	26.2%	0.9%	10.3%	2.2%
Metropolitan Cemeteries Board	98.1	3.2	259.5	3.2	34.3%	2.1%	5.7%	0.7%

Agency name	Equity Index				% Representation			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Office of the Auditor General	61.7	7.5	57.1	53.2	58.6%	0.9%	38.8%	4.3%
Office of the Director of Public Prosecutions	86.4	53.5	114.2	0.0	61.4%	1.3%	12.7%	0.0%
Pilbara TAFE	57.7	52.2	29.4	112.5	66.1%	8.0%	11.0%	3.2%
Public Sector Commission	84.5	0.0	84.2	117.8	61.9%	0.0%	15.7%	3.7%
Public Transport Authority	75.7	18.8	89.6	53.1	21.7%	0.9%	16.2%	0.6%
Racing and Wagering Western Australia	38.1	8.0	235.2	0.0	45.0%	0.4%	5.7%	0.0%
Rottneest Island Authority	65.2	2.2	18.3	16.6	54.2%	0.8%	8.4%	1.7%
South West Regional College of TAFE	73.4	45.8	76.3	45.9	64.9%	2.4%	6.0%	2.4%
Swan TAFE	60.7	64.1	36.5	83.3	54.5%	1.5%	17.5%	1.6%
Synergy	74.4	0.0	87.3	19.5	63.4%	0.0%	21.1%	0.9%
Verve Energy	108.7	117.6	102.8	104.6	12.5%	0.6%	49.9%	3.6%
WA Police Service	53.1	53.1	89.1	100.1	32.2%	1.8%	6.6%	2.5%
Water Corporation	65.9	35.5	116.8	107.4	29.1%	1.3%	11.3%	1.5%
West Coast College of TAFE	60.8	1246.2	44.4	73.9	70.7%	0.6%	20.1%	1.9%
Western Australian Land Authority	78.2	45.7	110.6	50.6	51.6%	1.1%	8.4%	2.1%
Western Australian Sports Centre Trust	82.2	3.8	73.3	1240.6	61.8%	0.1%	14.1%	0.9%
Western Australian Tourism Commission	74.5	40.4	43.8	14.0	66.9%	4.3%	9.6%	0.6%
Western Power	71.5	51.4	107.9	78.5	18.7%	0.7%	24.9%	1.7%
WorkCover WA	74.8	39.0	56.4	13.6	60.0%	0.8%	13.4%	4.7%
Zoological Parks Authority	112.5	5.8	106.6	421.7	65.7%	1.7%	7.4%	6.6%

University		Equity Index				% Representation			
		Women	IA	CDB	PWD	Women	IA	CDB	PWD
Curtin University of Technology	ACA	69.8	48.5	93.4	86.1	51.3%	1.0%	17.6%	1.7%
Curtin University of Technology	HEWS	76.7	50.3	89.0	99.5	64.8%	1.3%	20.0%	2.0%
Edith Cowan University	ACA	74.4	87.6	84.3	121.0	50.5%	2.0%	24.5%	4.4%
Edith Cowan University	HEWS	79.8	64.0	108.4	75.9	67.4%	2.0%	17.3%	4.5%
Murdoch University	ACA	64.3	71.1	97.0	134.8	46.8%	0.8%	15.8%	0.5%
Murdoch University	HEWS	81.0	50.0	107.3	54.1	66.8%	0.7%	9.1%	0.6%
University of Western Australia	ACA	65.8	66.2	79.7	225.9	43.9%	1.1%	28.0%	0.4%
University of Western Australia	HEWS	87.9	84.0	104.2	54.5	64.6%	0.7%	20.3%	0.6%

Note: The number of employees in each diversity group is based on self-nomination in agency administered diversity surveys and will vary depending on diversity survey response rates.

Number of employees and total surveyed by diversity group

Public sector agencies and public universities with more than 100 staff

Agency name	Number of employees*				Total employees surveyed			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Botanic Gardens and Parks Authority	78	1	10	1	157	95	48	53
Central TAFE	1,041	17	331	43	1,711	1,709	1,711	1,546
Central West College of TAFE	225	16	17	5	356	356	356	355
Challenger TAFE	642	15	162	31	1,180	1,179	1,180	1,172
Chemistry Centre (WA)	51	1	25	3	119	119	119	119
Corruption and Crime Commission	67	0	12	1	163	163	163	163
Country High School Hostels Authority	106	4	10	1	154	147	153	147
Curriculum Council	119	2	14	2	170	159	159	159
CY O'Connor College of TAFE	170	23	20	8	265	260	265	256
Department for Child Protection	1,784	216	250	31	2,250	2,232	2,237	1,904
Department for Communities	247	26	20	3	273	271	272	210
Department for Planning and Infrastructure	1,105	13	252	52	2,062	1,596	1,596	1,596
Department of Agriculture and Food	708	31	262	44	1,694	1,579	1,652	1,563
Department of Commerce	582	10	102	38	1,053	753	1,053	747
Department of Corrective Services	2,114	260	310	32	4,465	3,230	3,154	2,993
Department of Culture and the Arts	581	10	95	10	870	634	640	629
Department of Education and Training	44,415	228	644	205	54,233	9,656	9,642	9,656
Department of Environment and Conservation	1,111	82	150	22	2,414	1,822	2,414	2,174
Department of Fisheries	204	5	28	14	490	479	484	476
Department of Health	33,488	132	2,490	762	43,258	15,460	15,460	15,460
Department of Housing	684	95	109	15	1,140	927	1,139	1,133
Department of Indigenous Affairs	98	52	21	5	159	159	159	159

Agency name	Number of employees*				Total employees surveyed			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Department of Local Government and Regional Development	92	0	0	3	161	10	10	10
Department of Mines and Petroleum	335	2	133	21	767	764	765	755
Department of Racing, Gaming and Liquor	65	1	23	5	124	122	123	120
Department of Sport and Recreation	155	7	21	5	298	246	253	233
Department of State Development	87	0	32	3	173	172	173	171
Department of the Attorney General	1,297	72	191	34	1,912	1,499	1,546	1,350
Department of the Premier and Cabinet	617	3	52	18	927	434	437	434
Department of Treasury and Finance	824	8	253	11	1,689	1,226	1,282	1,281
Department of Water	316	6	64	6	650	650	650	20
Disability Services Commission	1,368	18	287	68	2,004	1,953	1,551	1,691
Esperance Port Authority	9	2	5	5	108	88	88	88
Fire and Emergency Services Authority of WA	197	1	30	7	1,345	428	428	427
Forest Products Commission	168	4	41	0	375	373	375	207
Fremantle Port Authority	68	1	22	3	320	182	182	22
Gold Corporation	125	5	81	3	259	244	244	244
Government Employees Superannuation Board	149	1	52	0	257	257	257	257
Great Southern TAFE	307	21	28	14	488	485	488	484
Horizon Power	97	4	181	9	347	175	175	175
Insurance Commission of WA	188	1	51	12	362	334	330	323
Kimberley College of TAFE	104	21	12	3	172	172	172	170
Landgate	442	8	82	39	995	806	468	39
Legal Aid WA	253	4	32	11	315	253	266	11
Lotterywest (Lotteries Commission of WA)	117	1	24	4	201	200	201	201
Main Roads WA	282	10	111	24	1,078	1,078	1,078	1,078
Metropolitan Cemeteries Board	48	3	8	1	140	140	140	139

Agency name	Number of employees*				Total employees surveyed			
	Women	IA	CDB	PWD	Women	IA	CDB	PWD
Office of the Auditor General	68	1	45	5	116	116	116	116
Office of the Director of Public Prosecutions	164	3	27	0	267	228	212	198
Pilbara TAFE	216	26	36	8	327	326	327	247
Public Sector Commission	70	0	13	3	113	82	83	82
Public Transport Authority	299	11	205	7	1,381	1,283	1,268	1,267
Racing and Wagering Western Australia	229	2	27	0	509	470	471	509
Rottneest Island Authority	84	1	10	2	155	125	119	118
South West Regional College of TAFE	505	19	47	18	778	776	778	761
Swan TAFE	1,051	29	337	25	1,929	1,928	1,929	1,583
Synergy	279	0	24	1	440	114	114	114
Verve Energy	74	2	180	13	594	361	361	361
WA Police Service	2,712	142	509	190	8,427	7,795	7,717	7,747
Water Corporation	852	39	330	43	2,928	2,928	2,928	2,928
West Coast College of TAFE	481	4	137	12	680	680	680	619
Western Australian Land Authority	98	2	16	4	190	189	190	189
Western Australian Sports Centre Trust	567	1	129	8	917	916	917	916
Western Australian Tourism Commission	113	7	15	1	169	164	157	169
Western Power	526	20	672	46	2,818	2,703	2,703	2,703
WorkCover WA	90	1	17	6	150	128	127	128
Zoological Parks Authority	159	4	18	16	242	242	242	242

University		Number of employees*				Total employees surveyed			
		Women	IA	CDB	PWD	Women	IA	CDB	PWD
Curtin University of Technology	ACA	1,211	23	386	37	2,361	2,197	2,197	2,197
Curtin University of Technology	HEWS	1,646	29	457	45	2,539	2,286	2,286	2,286
Edith Cowan University	ACA	567	13	156	28	1,123	638	638	638
Edith Cowan University	HEWS	859	22	193	50	1,275	1,115	1,115	1,115
Murdoch University	ACA	518	5	94	3	1,106	594	594	594
Murdoch University	HEWS	790	6	73	5	1,183	801	801	801
University of Western Australia	ACA	1,353	17	442	6	3,083	1,577	1,577	1,577
University of Western Australia	HEWS	2,745	16	471	13	4,246	2,320	2,320	2,320

Representation of women in management and youth

Public sector agencies and public universities with more than 100 staff.

Agency name	Women in management		Youth
	Tier 2	Tier 3	<25
Botanic Gardens and Parks Authority	33.3%	42.1%	11.5%
Central TAFE	66.7%	53.3%	6.1%
Central West College of TAFE	33.3%	47.1%	2.2%
Challenger TAFE	80.0%	45.0%	4.8%
Chemistry Centre (WA)	36.4%	25.0%	14.3%
Corruption and Crime Commission	20.0%	11.1%	3.7%
Country High School Hostels Authority	0.0%	27.3%	3.2%
Curriculum Council	40.0%	57.1%	5.3%
CY O'Connor College of TAFE	33.3%	42.1%	7.2%
Department for Child Protection	37.5%	61.4%	7.6%
Department for Communities	60.0%	86.7%	2.9%
Department for Planning and Infrastructure	33.3%	31.1%	9.8%
Department of Agriculture and Food	0.0%	26.7%	7.4%
Department of Commerce	22.2%	27.8%	7.9%
Department of Corrective Services	50.0%	60.9%	3.9%
Department of Culture and the Arts	54.5%	37.5%	6.2%
Department of Education and Training	50.0%	35.7%	5.0%
Department of Environment and Conservation	11.5%	20.0%	7.2%
Department of Fisheries	20.0%	18.2%	4.5%
Department of Health	35.0%	46.1%	6.6%
Department of Housing	25.0%	30.3%	7.3%
Department of Indigenous Affairs	50.0%	43.5%	2.5%
Department of Local Government and Regional Development	0.0%	40.9%	13.7%
Department of Mines and Petroleum	0.0%	26.7%	5.3%
Department of Racing, Gaming and Liquor	50.0%	25.0%	7.3%
Department of Sport and Recreation	20.0%	21.4%	27.5%
Department of State Development	33.3%	0.0%	8.1%
Department of the Attorney General	42.9%	50.0%	12.2%
Department of the Premier and Cabinet	17.9%	22.2%	11.8%
Department of Treasury and Finance	36.4%	25.7%	7.5%
Department of Water	16.7%	19.0%	5.7%
Disability Services Commission	55.6%	38.5%	5.5%
Esperance Port Authority	12.5%	6.3%	5.6%
Fire and Emergency Services Authority of WA	0.0%	27.3%	3.0%
Forest Products Commission	16.7%	4.0%	14.1%
Fremantle Port Authority	33.3%	8.7%	3.4%
Gold Corporation	28.6%	31.3%	8.9%
Government Employees Superannuation Board	50.0%	44.4%	5.1%
Great Southern TAFE	50.0%	73.7%	5.3%
Horizon Power	12.5%	20.0%	3.7%
Insurance Commission of WA	0.0%	28.6%	9.7%

Agency name	Women in management		Youth
	Tier 2	Tier 3	<25
Kimberley College of TAFE	25.0%	42.9%	5.8%
Landgate	33.3%	36.7%	7.7%
Legal Aid WA	71.4%	69.2%	5.4%
Lotterywest (Lotteries Commission of WA)	50.0%	36.4%	3.5%
Main Roads WA	18.2%	9.3%	8.4%
Metropolitan Cemeteries Board	50.0%	0.0%	12.1%
Office of the Auditor General	16.7%	33.3%	13.8%
Office of the Director of Public Prosecutions	33.3%	26.7%	14.2%
Pilbara TAFE	20.0%	63.6%	7.6%
Public Sector Commission	66.7%	55.6%	10.6%
Public Transport Authority	18.2%	21.7%	4.3%
Racing and Wagering Western Australia	16.7%	8.3%	15.7%
Rottnest Island Authority	25.0%	41.7%	9.0%
South West Regional College of TAFE	0.0%	44.4%	7.1%
Swan TAFE	33.3%	30.8%	4.3%
Synergy	50.0%	34.6%	11.4%
Verve Energy	0.0%	16.1%	6.7%
WA Police Service	40.0%	0.0%	8.1%
Water Corporation	12.5%	12.8%	6.5%
West Coast College of TAFE	0.0%	36.4%	5.3%
Western Australian Land Authority	25.0%	36.4%	5.8%
Western Australian Sports Centre Trust	47.1%	60.0%	53.5%
Western Australian Tourism Commission	57.1%	33.3%	7.7%
Western Power	12.5%	17.3%	9.4%
WorkCover WA	66.7%	36.4%	3.3%
Zoological Parks Authority	75.0%	46.7%	12.8%

University		Women in management		Youth
		Tier 2	Tier 3	<25
Curtin University of Technology	ACA	75.0%	25.0%	4.7%
Curtin University of Technology	HEWS	33.3%	42.9%	15.0%
Edith Cowan University	ACA	16.7%	24.0%	0.2%
Edith Cowan University	HEWS	50.0%	52.2%	5.5%
Murdoch University	ACA	33.3%	12.5%	4.5%
Murdoch University	HEWS	33.3%	50.0%	17.4%
University of Western Australia	ACA	0.0%	53.8%	0.2%
University of Western Australia	HEWS	50.0%	0.0%	3.7%