

DIRECTOR'S MESSAGE



As the acting Director of Equal Opportunity in Public Employment (DEOPE), I am proud to present the 2009 Annual Report. This report outlines my role and reporting requirements as well as the achievements of the Office of Equal Employment Opportunity (OEEO). It also includes detailed equity and diversity results for state government agencies, local government authorities and public universities.

I am delighted to report that there is a strong commitment in the Western Australian public sector to maintain an equitable and diverse workforce. I would like to acknowledge that all public authorities in the Western Australian public sector achieved compliance with Part IX of the *Equal Opportunity Act 1984* (EO Act).

While the strong commitment to maintain an equitable and diverse workforce in the Western Australian public sector is evident, the public sector has been faced with managing diversity in challenging economic times.

Focus areas for the OEEO during the year were women in management and youth. To increase awareness and improve outcomes, the OEEO facilitated diversity forums to showcase leading practice strategies in place in the public sector for these diversity groups.

To assist public authorities continue to improve their equity and diversity employment outcomes, the OEEO developed the *Strategies at Work* series. The new publications complement the OEEO's *Showing the Way* series and will be launched at the Diversity Forum planned for September 2009.

Other major achievements during the year included the production of the Supported Work Team DVD to assist with disability employment; streamlining the Annual Agency Survey and Employee Perception Survey; and the introduction of a consultancy framework to assist with improving service delivery to the public sector.

To support Indigenous employment, the OEEO provided input into the jurisdictional paper: *Feedback on the Public Sector Indigenous Employment National Overview*. Western Australia's contribution included an overview of employment strategies in place for Indigenous Australian's in the Western Australian public sector.

During the year, my Office was awarded with a Certificate of Appreciation by CRS Australia in recognition of the employment opportunities extended to people with disabilities through the *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* (EDP2).

Planned activities going forward into 2009-10 include continued monitoring and reporting on equal employment in the public sector, consistent with the EO Act. My office will also work closely with the Public Sector Commission to further progress and position equity and diversity in a contemporary public sector.

I would like to thank all the public authorities, key stakeholders and diversity groups for their support and commitment during the year. A special thank you and appreciation is extended to my team. Their enthusiasm, professionalism and dedication has resulted in great achievements for the OEEO and the public sector.

A handwritten signature in black ink that reads "Michael Palermo". The signature is written in a cursive, flowing style with a long, sweeping underline that extends to the right.

Michael Palermo
A/Director of Equal Opportunity
in Public Employment