

## EMPLOYEE PERCEPTIONS ABOUT WORKPLACE FLEXIBILITY

The Employee Perception Survey instrument used to evaluate staff perceptions includes questions that gauge perceptions about access to flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements). In line with previous years, results for 2008-09 indicate that there is still significant concern that taking up flexible work options may limit career prospects.

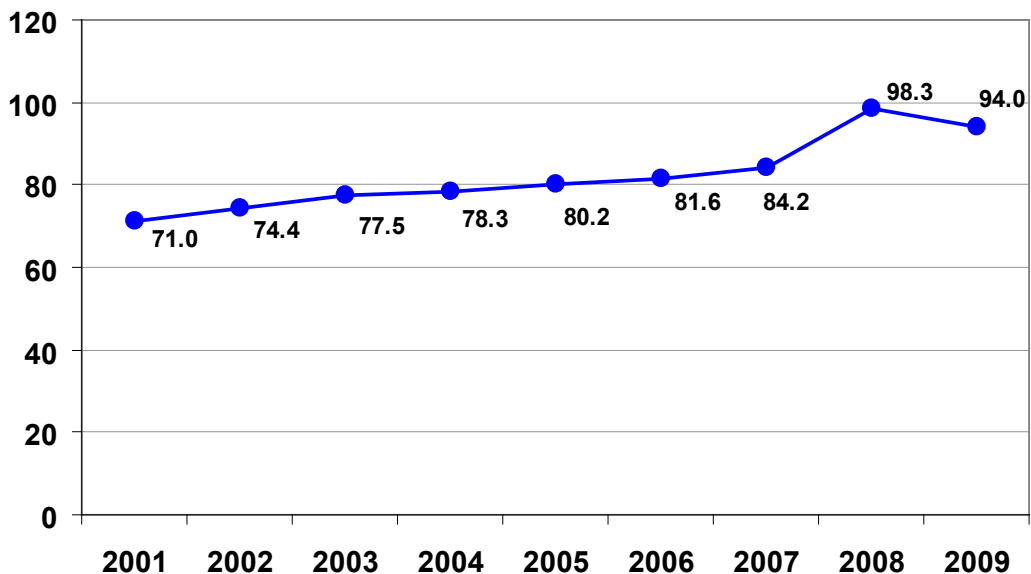
- 72% of respondents agreed that their agency's workplace culture supports people to achieve a suitable work/life balance.
- 36% of respondents believed that taking up flexible work options and leave arrangements would limit career prospects.
- 73% of respondents indicated that their agency's policies support the use of flexible work options and leave arrangements and provide relevant information to staff.
- 75% of respondents perceived managers supported the use of flexible work options and leave arrangements and accommodated the needs of employees.

Refer to Appendix 8 for Employee Perception Survey results for 2008-09.

# COMPOSITE EQUITY INDEX FOR 2008-09

In 2005-06, a single equity measure called the Composite Equity Index (CEI) was developed and reported for the first time. The CEI combines data on the representation and distribution of each of the four main diversity groups - women, Indigenous Australians, people from culturally diverse backgrounds and people with disabilities. The index measures the extent to which members of the diversity group are found at the lower classification levels. An ideal CEI is deemed to be 100. It is based on participation objectives set out in the *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* and that each group is evenly distributed across salary levels. Under-participation of any group, or clustering of a diversity group in lower salary levels, will result in a score below 100. Over-representation, or clustering in the higher classification bands, may result in a score above 100. The CEI allows agencies to benchmark themselves against other similar public sector agencies as well as the public sector as a whole (see Appendix 9). The CEI for the Western Australian public sector continued to increase from 71 in 2001, until reaching a high of 98.3 in 2008. It has dropped to 94 in 2009.

**Composite Equity Index for the public sector: 2001-2009**



*Note: The CEI has been calculated using the 2009 diversity objectives set out in EDP 2. They are: 13% for people from culturally diverse backgrounds; 3.2% for Indigenous Australians and 3.7% for people with disabilities.*