

Appendix 2 Workforce diversity groups

Number of actual staff in different workforce diversity groups	2013–2014	2014–2015	2015–2016
Men	263	277	284
Women	731	769	832
Aboriginal people	45	48	57
People from racial, ethnic, ethno-religious minority groups	157	165	178
People whose first language is not English	65	80	104
People with a disability	35	36	54
People with a disability requiring a work-related adjustment	14	16	14
Total	994	1,046	1,116

Parliamentary annual report tables

Table 1: Trends in the representation of workforce diversity groups

Workforce diversity Group	% Total staff			
	Benchmark or target (%)	2014	2015	2016
Women	50	74.0	73.5	74.5
Aboriginal people and Torres Strait Islanders	2.6	5.7	4.6	5.1
People whose first language spoken as a child was not English	19.0	6.3	7.6	15.9
People with a disability	N/A	5.1	3.4	4.8
People with a disability requiring a work-related adjustment	1.5	1.7	1.5	1.2

Table 2: Trends in the distribution of workforce diversity groups

Workforce diversity Group	Distribution index			
	Benchmark or target (%)	2014	2015	2016
Women	100	89	90	89
Aboriginal people and Torres Strait Islanders	100	86	86	84
People whose first language spoken as a child was not English	100	96	95	94
People with a disability	100	102	104	104
People with a disability requiring a work-related adjustment	100	N/A	N/A	N/A

NOTES

Staff numbers as at 30 June 2016.

Excludes casual staff.

A Distribution Index of 100 indicates that the centre of the distribution of the EEO groups across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.

The Distribution Index is not calculated where Workforce Diverse group or non-Workforce Diverse group numbers are less than 20.