

Appendix 2 Workforce diversity groups

Number of actual staff in different workforce diversity groups*	2016-17	2017-18	2018-19
Men	290	309	327
Women	873	894	999
Aboriginal people	69	63	68
People from racial, ethnic, ethno-religious minority groups	206	234	227
People whose first language is not English	121	151	165
People with a disability	60	76	73
People with a disability requiring a work-related adjustment	15	16	15
Total	1,163	1,203	1,326

* Data includes casual staff

Parliamentary annual report tables

Table 1: Trends in the representation of workforce diversity groups **% Total staff**

Workforce diversity group	Benchmark or target (%)	2016-17	2017-18	2018-19
Women	50	75	74.8	75.5
Aboriginal people and Torres Strait Islanders	3.3	5.9	5.6	5.1
People whose first language spoken as a child was not English	23.2	10.4	12.5	12.5
People with a disability	5.6	5.2	6.2	5.5
People with a disability requiring a work-related adjustment	N/A	1.2	1.4	1.1

Table 2: Trends in the distribution of workforce diversity groups **Distribution index**

Workforce diversity group	Benchmark or target (%)	2016-17	2017-18	2018-19
Women	100	90	93	93
Aboriginal people and Torres Strait Islanders	100	88	88	89
People whose first language spoken as a child was not English	100	94	95	95
People with a disability	100	104	100	100
People with a disability requiring a work-related adjustment	100	N/A	N/A	N/A

Staff numbers as at 30 June 2019.

Table 1 and Table 2 data does not include 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.