

Workforce Diversity

South Eastern Sydney Local Health District values the diversity of its employees and is committed to the implementation of practices and processes in employment that ensure fairness and equity.

1. Details of Reporting Organisation

Requirement	Details
Name of Reporting Organisation	South Eastern Sydney Local Health District (SESLHD)
Contact Name and Title:	Joy Hiley
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Content endorsed and approved by:	Gerry Marr, Chief Executive SESLHD
Date:	8 December 2017

2. Equal Employment Opportunities

a. Initiatives

<p>1. New Entrant Worker Traineeships and other government supported VET qualifications</p>	<ul style="list-style-type: none"> The traineeship program continues to provide staff with the opportunity to gain new skills and expand on their current attributes. The new skills gained from this enhance their abilities to pursue promotion opportunities.
<p>2. Aboriginal Employment Strategy</p>	<ul style="list-style-type: none"> Aboriginal workforce strategies and tools are in the process of being reviewed with the aim of them being relaunched in August 2018, this will enable SESLHD to continue with necessary activity to support The Good Health, Great Jobs Aboriginal Workforce Strategy Action Plan. The review will address: <ul style="list-style-type: none"> Promotion of the Aboriginal Nursing and Midwifery cadetship program. Streamlining the process of targeted positions for Aboriginal recruitment. Building further on the uptake of Aboriginal traineeships and training opportunities to further up skill our Aboriginal workforce. Develop the Aboriginal specific employee assistance program As of December 2017, 31 % of SESLHD staff have completed face-to-face Respecting the Difference Aboriginal Cultural

	Awareness Training and this compares with 26% in December 2016 – yielding an increase of 5% in 12 months
3. Mature Workers	<ul style="list-style-type: none"> • SESLHD provides resources and support tools on topics including: retirement planning, knowledge management and sharing, mentoring, and health and wellbeing
4. People with Disabilities	<ul style="list-style-type: none"> • A disability recruitment pilot has commenced at Royal Hospital for Women – the pilot targeted positions for disability recruitment and working with Disability Employment Services to provide support to the employee and the manager. This will be launched across SESLHD in 2018 • Disability recruitment is encouraged via advertisements including a clause advising SESLHD welcomes applicants with disabilities • Human Resources Advisory Services have developed relationships with Disability Employment Services to create partnerships and ensure SESLHD is accessible for those with a disability
5. Workers with Caring responsibilities	<ul style="list-style-type: none"> • The working with carers project is in the process of reviewing its progress to date. Developing a working with caring responsibility strategy to support those with caring responsibilities • The working with caring responsibility forum takes place in St George Hospital, run by the Diversity Health Team with support of the carers program
6. Multicultural Nursing staff	<ul style="list-style-type: none"> • During 2017 an overseas qualified nurse (OQN) orientation program was delivered by the Nurse Educator weekly upon a staff member's commencement at The Sutherland Hospital (five x 1 hour sessions including introduction to the Australian healthcare system, clinical skills, core values and team work, assertiveness and communication skills and debriefing) • OQN's received additional training from Clinical Nurse Educators. This includes cultural competency training, setting expectations, reinforcement of common nursing practices, understanding culturally different nursing practices, using a second language in the workplace and addressing conflict

b. Trends in the representation of Equal Employment Opportunity groups

% of total staff							
EEO Group	Benchmark or target%	2012	2013	2014	2015	2016	2017
Female Employees	50	75	74.4	74.8	74.1	74.9	74.4
Aboriginal people and Torres Strait Islanders	2.6	1.00	1.00	1.00	0.70	1.01	0.9
People whose first language was not English	19	18.2	25.5	25.4	20.7	21.9	23.6
People with a disability	N/A	1	1.3	1.2	0.8	0.9	0.9
People with a disability requiring work-related adjustments	1.3% (2012) 1.5% (2013) 1.2% (2014)	0.2	0.2	0.2	0.2	0.2	0.2

c. Trends in the Distribution of EEO Groups

Distribution Index							
EEO Group	Benchmark or target	2012	2013	2014	2015	2016	2017
Female Employees	100	94	95	96	97	96	96
Aboriginal people and Torres Strait Islanders	100	79	80	78	80	87	77
People whose first language was not English	100	94	95	95	95	98	94
People with a disability	100	94	100	100	98	94	97
People with a disability requiring work-related adjustments	100	100	113	N/A	N/A	108	104