

2016-17 Workforce Diversity Report

Trends in the Representation of Workforce Diversity Groups

Workforce Diversity Group	Benchmark/Target	2015	2016	2017
Women	50%	71.9%	72.2%	71.3%
Aboriginal People and Torres Strait Islanders	3.3%	3.3%	3.5%	3.0%
People whose First Language Spoken as a Child was not English	23.2%	24.8%	25.6%	26.4%
People with a Disability	N/A	2.2%	1.9%	1.6%
People with a Disability Requiring Work-Related Adjustment	N/A	1.3%	1.0%	0.9%

Trends in the Distribution of Workforce Diversity Groups

Workforce Diversity Group	Benchmark/Target	2015	2016	2017
Women	100	89	88	89
Aboriginal People and Torres Strait Islanders	100	81	83	83
People whose First Language Spoken as a Child was not English	100	93	92	96
People with a Disability	100	101	96	103
People with a Disability Requiring Work-Related Adjustment	100	N/A	N/A	N/A

Note 1: A Distribution Index of 100 indicates that the centre of the distribution of the Workforce Diversity group across salary levels is equivalent to that of other staff. Values less than 100 mean that the Workforce Diversity 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 Workforce Diversity group is less concentrated at lower salary levels.

Note 2: The Distribution Index is not calculated where Workforce Diversity group or non-Workforce Diversity group numbers are less than 20.

