

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:	9 December 2016

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 current attributes. The new skills gained from this enhance their abilities to pursue promotion opportunities. • A cohort of domestic services staff will commence in January 2017 a Certificate III in Cleaning Operations. This successful initiative has been provided by the organisation to further enhance the skills of existing staff who have previously had the following barriers to contend with: <ul style="list-style-type: none"> ➤ Income ➤ Language or literacy issues ➤ Employment status
<p>2. Aboriginal Employment Strategy</p>	<ul style="list-style-type: none"> • Aboriginal workforce strategies and tools have been developed to enable SESLHD to continue with necessary activity to support Good Health, Great Jobs Aboriginal Workforce Strategy Action Plan. • 27% of SESLHD staff have completed face-to-face Respecting the Difference Aboriginal Cultural Awareness Training and this compares with 16% in December 2015 –

	<p>yielding an increase of 11% in 12 months.</p> <ul style="list-style-type: none"> • Strengthening the promotion of the Aboriginal Nursing and Midwifery Cadetship program. • Strengthening the promotion of the streamlined process to target positions for Aboriginal recruitment. • Strengthen the uptake of Aboriginal traineeships and training opportunities to further up skill our Aboriginal workforce. • Strengthen the promotion of the Aboriginal specific Employee Assistance Program.
3. Mature Workers	<ul style="list-style-type: none"> • Planning is under way to review opportunities for targeted projects reflecting the demographics of the SESLHD employee population in relation to the Mature Age Workforce. Projects will include the provision of 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"> • Disability Recruitment pilot has commenced at Royal Hospital for Women – the pilot will look at targeting positions for disability recruitment and working with Disability Employment Services to provide support to the employee and the manager • Disability Recruitment portal has been developed and is located on the Workforce Services intranet site and has been communicated to all managers • Disability Recruitment is encouraged via advertisements including a clause advising SESLHD welcomes applicants with disabilities • Workforce Advisory Services in 2017 will be developing relationships with Disability Employment Services • In 2017 information around disability recruitment will be included on the SESLHD internet site • SESLHD is becoming an alumni member with National Disability Recruitment Coordinator
5. Workers with Caring responsibilities	<ul style="list-style-type: none"> • As part of the SESLHD Supporting staff who are Working Carers Project, an implementation plan has been developed. The SESLHD Wellness Strategy includes supporting staff who are carers. At St George Hospital several short information sessions have been held for staff who are carers, culminating in a half day workshop and celebration for staff who are carers during Carers Week.
6. Multicultural Nursing staff	<ul style="list-style-type: none"> • Developed an additional five hour Overseas Qualified Nurse (OQN) orientation program, to be delivered by Nurse Educator weekly upon the staff member's commencement at The Sutherland Hospital (five x 1 hour sessions including Introduction to Australian healthcare system, Clinical Skills, Core Values and Team Work, Assertiveness and Communication Skills, Debriefing). • Developed a two hour training program delivered to Clinical Nurse Educators specifically targeted to working with OQNs.

	<p>This includes Cultural Competency training, setting expectations, reinforcement of common nursing practices, understanding culturally different nursing practices, using a second language in the workplace, addressing conflict.</p> <ul style="list-style-type: none"> • Developed Cultural Awareness training sessions for all Sutherland Hospital nursing staff for delivery on a six monthly basis. • The program is directed at nursing staff who are directly recruited from overseas and are arriving to work in Australia for the first time as a Registered Nurse. In 2016 due to changes in staff requirements we did not employ anyone directly from overseas so we have not had the need for the additional Orientation components. • The first of the sessions for CNEs is expected to be delivered in 2017 and the six monthly Cultural Awareness sessions for Nursing Staff will also recommence in 2017. • The final phase of the project will involve development of a webpage on SESLHD / Sutherland Hospital website for overseas qualified nurses with information on the local area (Sutherland Shire) including services, accommodation, schools, etc as well as the development and production of a DVD demonstrating the routine practices of a nurse working in the Australian healthcare system “A day in the life of an Australian nurse”.
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b. Trends in the representation of Equal Employment Opportunity groups

% of total staff							
EEO Group	Benchmark or target%	2011	2012	2013	2014	2015	2016
Women	50	75.4	75	74.4	74.8	74.1	74.9
Aboriginal people and Torres Strait Islanders	2.6	1.00	1.00	1.00	1.00	0.70	1.01
People whose first language was not English	19	23.8	18.2	25.5	25.4	20.7	21.9
People with a disability	N/A	1.4	1	1.3	1.2	0.8	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

Notes

1. 2010/2011 data is for SESLHD which at that time still included Sydney Children's Hospital (Randwick) (SCH) and Clinical Excellence Commission (CEC)
2. 2011-2015 data is for SESLHD which no longer includes, SCH CEC or ISLHD

c. Trends in the Distribution of EEO Groups

Distribution Index							
EEO Group	Benchmark or target	2011	2012	2013	2014	2015	2016
Women	100	95	94	95	96	97	96
Aboriginal people and Torres Strait Islanders	100	74	79	80	78	80	87
People whose first language was not English	100	96	94	95	95	95	98
People with a disability	100	94	94	100	100	98	94
People with a disability requiring work-related adjustments	100	N/A	100	113	N/A	N/A	108