

EQUAL EMPLOYMENT OPPORTUNITY POLICY

RATIONALE

1. The State Sector Amendment Act 1989 defines the programme as “A programme that is aimed at the identification and elimination of all aspects of policies, procedures and other barriers that cause or perpetuate inequality in respect of any person or group of persons.
2. The recognition of merit as the primary criteria for:
 - Recruitment and selection;
 - Promotion and career development;
 - Training and staff development;
 - Conditions of service.
3. To recognise that some groups are currently disadvantaged in employment and require affirmative action programmes to assist them in having equal employment opportunities.
4. Four target groups are specifically identified in the State Sector Act as they are under-represented in senior positions in proportion to their part in the community:
 - Women
 - Maori people
 - Pacific Island and other ethnic minorities
 - Persons with disabilities.
5. EEO does not involve reverse discrimination. EEO quite clearly recognises membership of a target group in addition to, not rather than, competency or merit.

OBJECTIVES

1. The Board will make a commitment to EEO.
2. A senior staff person and a Board Member will have responsibility for the EEO programme.
3. Employees, union representatives and the local Maori community should be consulted on EEO issues when appropriate.
4. An employee database will be established of material relevant to EEO so that staffing changes which create imbalances can be addressed in recruitment.
5. Personnel policies and practices will be reviewed in terms of EEO.
6. Job vacancies will be open to all applicants regardless of gender, ethnicity or disability.
7. All applicants will be viewed impartially by the Appointments Committee, on the basis of merit and EEO.

8. Staff development programmes will help all staff to move towards leadership and promotion.
9. Job responsibility will be equitably shared under fair conditions of service.
10. EEO objectives will be evaluated and monitored for progress over the year.
11. The progress towards EEO will be reported to the community.