



WA HEALTH

EQUITY AND DIVERSITY PLAN 2007 to 2009

(1 January 2007 to 31 December 2009)

(Revised August 2007)



Dr Neale Fong
Director General
WA Health

23 / 08 / 2007
Endorsed



Introduction

WA Health's Equity and Diversity Plan 2007-2009 provides a strategic framework for achieving equity and diversity outcomes. The Equity and Diversity Plan aligns with WA Health's Strategic and Operational plans, and aims to achieve an equitable and diverse workforce which is representative of the Western Australian community at all levels of employment, and enables employees to combine work and family responsibilities.

The Plan was developed by the Equity and Diversity Working Group which represents all of WA Health. This group will monitor implementation and progress towards achievement of strategies contained within the Plan.

The Director General and State Health Executive Forum are committed to meeting equity and diversity compliance requirements and for achieving WA Health's objectives.

Director General's Message

WA Health's workforce is the foundation of the delivery of best practice health care. I am committed to providing and promoting a healthy and supportive working environment, which inspires staff and enables participation in the delivery of quality, timely health care and improves job satisfaction.

I support WA Health's Equity and Diversity Plan and the principles of developing an equitable and diverse workforce and a working environment free of harassment and discrimination where all employees are treated with fairness and respect.

WA Health values its employees and strives to provide policies and practices that enable them to achieve work life balance and improve employee performance and morale.

I expect all managers and staff to commit to achieving the objectives contained within the Equity and Diversity Plan. Through this commitment, WA Health will achieve greater workforce diversity and inspire positive cultural change across our workforce. This will ultimately have a positive effect on our customer service and success of a healthy WA.

Additional Information

The Strategic Intent for WA Health 2005-2010 outlines our key intentions and commitments for the next five years to deliver a Healthy WA.

Our Purpose:

Our purpose is to ensure healthier, longer and better lives for all Western Australians.

Our Vision:

Our vision is to improve and protect the health of Western Australians by providing a safe, high quality, accountable and sustainable health care system. We recognise that this care is achieved through an integrated approach to all the components of our health system.

We will be successful in delivering a healthy WA through our six strategic directions:



- Healthy Workforce
- Healthy Hospitals (and health services and infrastructure)
- Healthy Partnerships
- Healthy Communities
- Healthy Resources and
- Healthy Leadership

Revision of the Plan:

The WA Health Equity and Diversity Plan operates from 1 January 2007 until 31 December 2009. The Plan is a living document and during this period it may be revised or amended to reflect changes that impact on the Plan, including revision of existing strategies or inclusion of additional strategies or initiatives.

Any recommendations to revise the existing Plan will be submitted by the WA Health Equity and Diversity Working Group to the State Health Executive Forum for consideration and approval.

Work will commence six months prior to the Plan's end date, to review the Plan, with a view to developing a new Plan for a further period of three years.

Attachments:

- Strategic Intent for WA Health 2005-2010
- Healthy Workforce Strategic Framework 2006 - 2016
- WA Health Operational Plan 2006-07



Equity and Diversity Targets

Workforce Participation Objectives (Representation)

	2007		2008		2009	
	Sector	Agency	Sector	Agency	Sector	Agency
Women in Tier 2 and 3 combined	38%	38%	41%	40%	44%	44%
People from Diverse backgrounds	10.5%	13.6%	11.75%	13.6%	13%	13.6%
Indigenous Australians	2.8%	2.8%	3%	3%	3.2%	3.2%
People with Disabilities	3.6%	3.6%	3.6%	3.6%	3.7%	3.7%
Youth	7%	7%	7.5%	7.5%	8%	8%

Workforce Distribution Objectives (Equity Index)

Women - EI	70%	75%	74%	77%	78%	80%
People from Diverse backgrounds - EI	100%	100%	100%	100%	100%	100%
Indigenous Australians - EI	39%	42%	42%	43%	45%	45%
People with Disabilities - EI	100%	80%	100%	90%	100%	100%

OUTCOME 1

The organisational culture values diversity and the work environment is free from racial and sexual harassment

<p>Strategy 1.1:</p> <p>Priority:</p> <p>Objective of this strategy:</p> <p>Measures of success:</p>	<p>Ensure a transparent accountability and governance framework for EEO and Diversity</p> <p>High</p> <p>The Director General and State Health Executive Forum are responsible for, and show visible commitment to, the principles of equity and diversity.</p> <p>Managers and employees are made aware of their responsibility for supporting the principles of equity and diversity in the workplace.</p> <p>An Equity and Diversity Plan is developed that is applicable to all of WA Health and provides the strategic framework for achieving EEO and diversity outcomes.</p> <p>Employee Climate Surveys are undertaken. The results are analysed and the information used in planning strategies to address issues raised by employees in order to improve the organisational culture and working environment.</p>			
INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
<p>Equity and Diversity accountabilities are identified and measured</p>	<p>The equity and diversity responsibilities of the State Health Executive Forum (SHEF) are identified in their individual job descriptions and performance agreements.</p>	<p>Director General</p>	<p>31 Dec 2007</p>	<p>100% of JDF's and Performance Agreements identify E&D responsibilities</p>
	<p>Performance of SHEF members is assessed as part of a regular performance development process.</p>	<p>Director General</p>	<p>30 June 2008</p>	<p>All SHEF members are assessed against their Performance Agreements</p>

Equity and diversity outcomes are measured	Area Health Services effectively implement equity and diversity outcomes in accordance with WA Health's Equity & Diversity Plan.	Area Chief Executive (or equivalent)	31 Dec 2009	All initiatives within this Plan are completed
	A reporting framework is developed to monitor implementation and progress towards achievement of equity and diversity outcomes across WA Health.	Equity and Diversity Working Group	31 Dec 2007	Framework Developed
	The Director General and State Health Executive Forum are briefed regularly on progress and achievement of equity and diversity outcomes.	Healthy Workforce Committee	Regular and ongoing	Regular reports are provided to the Director General and SHEF A register of all briefings is held centrally
Recruitment strategy incorporates equity and diversity management responsibilities	All supervisory and management positions include as an essential criteria "Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery."	Director HR Health Corporate Network	Completed Ongoing for new positions	100% of supervisory and management position JDF's include this essential criteria
Performance planning and development incorporates equity and diversity accountabilities	Equity and diversity accountabilities are included in the Performance Development Policy and Practices for all staff in supervisory positions.	Healthy Workforce Committee	30 June 2008	All Performance Development Policies and Practices include E&D responsibilities
WA Health Equity and Diversity Working Group	WA Health Equity and Diversity Working Group plans and monitors equity and diversity outcomes and champions EEO strategies.	Equity & Diversity Working Group	Ongoing	E&D Plan Developed Annual reporting of achievements

Work Life Balance Committee	The Work Life Balance Committee progresses its Action Plan to implement work life balance and family friendly strategies.	Work Life Balance Committee/Coordinator	Ongoing	Strategies contained within the WLB Action Plan are implemented
Communicate and implement the WA Health Equity and Diversity Plan	The Equity and Diversity Plan is communicated to all employees through various forums, including direct communication from the Director General outlining the Department's commitment to achieving equity and diversity outcomes and the responsibility of all employees in regards to equity and diversity.	Director General	31 Dec 2007	E&D Plan disseminated
	New employees are made aware of the Equity and Diversity Plan through the Employee Induction Program.	Area Chief Executive (or equivalent)	30 June 2008	Standard WA Health E&D Induction Package developed and implemented
	Provide regular updates to staff to keep them informed of work life balance and equity and diversity, via global emails, newsletters etc.	Work Life Balance Coordinator and Equity & Diversity Working Group	Regular and ongoing	Regular updates provided to staff A register of all updates is held centrally
Adequately resource the Equity and Diversity Plan	A budget for equity and diversity is established.	Director General	31 Dec 2007	Budget established

Strategy 1.2:	Integrate EEO and diversity into business planning processes
Priority:	High
Objective of this strategy:	EEO and diversity principles are incorporated into WA Health's core values.
Measures of success:	EEO and diversity principles are incorporated into WA Health's Strategic, Operational and Human Resource Management Plans.

INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Relate the Equity and Diversity Plan to other corporate plans	Equity and Diversity values and outcomes are incorporated into strategic, operational and human resource management plans and these plans support the achievement of equity and diversity outcomes.	State Health Executive Forum	30 June 2008	Strategic, Operational and HR Plans incorporate E&D values and outcomes

Strategy 1.3: Structures, policies and procedures are in place to ensure the workplace is free of harassment

Priority: High

Objective of this strategy: WA Health is a workplace free of harassment where all employees are treated with fairness, respect and dignity.

Measures of success: Harassment policy is updated and circulated to all employees.
 Managers and employees attend workplace bullying and harassment education programs.
 Harassment complaints are recorded and reported consistently across WA Health. All complaints are addressed in accordance with WA Health Policy.

INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Raise awareness amongst managers and employees of what constitutes bullying and harassment in the workplace	Conduct workplace bullying and harassment education programs.	Area Chief Executive (or equivalent)	30 June 2008	Targets set in the WA Health Operational Plan are achieved
	Encourage all staff to attend education programs.	Area Chief Executive (or equivalent)	30 June 2008	Targets set in the WA Health Operational Plan are achieved
	Review and update induction program to incorporate information on equal opportunity, bullying and harassment.	Area Chief Executive (or equivalent)	30 June 2008	Standard WA Health E&D Induction Package developed and implemented
Update harassment policy to ensure it is consistent with current legislation	Review and update harassment policy.	Healthy Workforce Committee	31 Dec 2007	Policy updated
	Make all staff aware of new harassment policy via global email, intranet and newsletters.	Healthy Workforce Committee	31 Jan 2008	Policy available on website and disseminated to all staff

Review code of conduct	Establish a working group across WA Health to review and update the WA Health Code of Conduct.	Director Workforce	31 Dec 2007	Working Group established and New Code developed
	Amend Code of Conduct to make explicit reference to expectations on staff in relation to harassment and other unacceptable behaviours.	Director Workforce	31 Dec 2007	New Code incorporates expectations on staff in relation to harassment and other unacceptable behaviours
	Make all staff aware of the revised Code of Conduct and the expectations on staff in relation to harassment and other unacceptable behaviours.	Director Workforce	30 June 2008	New Code available on website and disseminated to all staff
Promote Grievance/Contact Officer and Peer Support networks	Review existing Contact/Grievance Officer and Peer Support Networks in existence across WA Health.	Area Chief Executive (or equivalent)	31 Dec 2007	Review of existing networks undertaken
	Promote networks to all employees and encourage staff to raise issues and concerns through this avenue.	Area Chief Executive (or equivalent)	30 June 2008	Networks promoted to staff
	Provide ongoing training and support to Contact/Grievance and Peer Support Officers to support them in their roles.	Area Chief Executive (or equivalent)	Ongoing	Contact/Grievance Officers trained

Strategy 1.4:	Inclusive values and a 'diversity friendly' culture are actively promoted throughout the organization
Priority:	Medium
Objective of this strategy:	Promote a workplace environment that values all employees and recognises and celebrates diversity and culture.
Measures of success:	<p>Work Life Balance Committee and Equity and Diversity Working Group meet and promote opportunities for EEO and Work Life Balance.</p> <p>Equal opportunity complaints are recorded and reported consistently across WA Health. All complaints are addressed in accordance with WA Health Policy.</p> <p>Diversity and cultural awareness events and programs are conducted across WA Health.</p>

INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Actively promote an inclusive and diversity friendly culture throughout WA Health	Encourage implementation of programs, events and functions that raise awareness of, and celebrate, diversity and culture. Examples include cross cultural awareness raising sessions, work life balance programs etc.	Area Chief Executive (or equivalent)	Ongoing	<p>Programs are implemented</p> <p>Employee Climate Survey Results indicate improvements in culture throughout WA Health</p>
Work Life Balance Network across WA Health	The Work Life Balance Network is promoted across WA Health to all employees.	Work Life Balance Coordinator	Ongoing	Work Life Balance Survey Results indicate increased awareness of the WLB Network

Outcome 2

Workplaces are free from employment practices that are biased or discriminate unlawfully against employees or potential employees

<p>Strategy 2.1:</p> <p>Priority:</p> <p>Objective of this strategy:</p> <p>Measures of success:</p>	<p>Assess human resource management policies and practices for both direct and indirect bias and if necessary revise approach to eliminate bias</p> <p>Medium</p> <p>Fair and equitable policies and practices for employees and potential employees</p> <p>Reduction in the number of grievance complaints and complaints lodged under the Public Sector Standards in Human Resource Management.</p> <p>Improved compliance for completion of diversity survey.</p>			
INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Selection panel training and quality control	Review and update selection panel training to incorporate equity and diversity principles and selection methodologies for recruiting a diverse workforce.	Healthy Workforce Committee Director HR HCN	30 June 2008	Principles are developed and incorporated in all training
	Put in place systems to ensure all panels comprise staff with relevant training.	Healthy Workforce Committee Director HR HCN	31 Dec 2008	System developed and in place at all health entities
Establish and maintain accurate and up to date information on the EO group status	Develop and implement new diversity survey across WA Health.	Healthy Workforce Committee	30 June 2007	Survey developed and implemented
	Consider strategies to encourage all staff to complete the survey.	Healthy Workforce Committee	30 June 2008	Demonstrated increase in survey return rate

for all staff as part of workforce planning and review processes	Produce regular reports for the State Health Executive Forum on workforce data and equal opportunity groups.	Healthy Workforce Committee	31 Dec 2007	Reports produced
Review Exit Survey Process	Review current exit survey process across WA Health, in conjunction with the Work Life Balance Committee.	Work Life Balance Committee/Coordinator	30 June 2008	Review completed
	Monitor and report on a regular basis qualitative and quantitative information collected from exit processes.	Work Life Balance Committee/Coordinator	Ongoing	Regular reports produced

Strategy 2.2:	Policies actively promote diversity in order to attract diverse applicants and to retain and develop current staff from EEO Groups
Priority:	High
Objective of this strategy:	A policy framework that encourages and promotes diversity in employment and increased workforce participation by members of equal opportunity groups.
Measures of success:	Increased numbers of employees from equal opportunity groups at all levels of the workforce. Increased correlation between WA Health employee representation of equal opportunity groups in the workforce compared with that of the community.

INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Work Life Balance Policy	Promote the Work Life Balance Policy to WA Health employees. Encourage employees to access the provisions of the Work Life Balance Policy.	Healthy Workforce Committee Work Life Balance Committee/Coordinator	31 Jan 2008	Work Life Balance Survey results indicate increased awareness
Increase access to flexible work practices for all employees at all levels of the organisation	Implement training for managers on work life balance and flexible work practices, incorporating equity and diversity principles.	Healthy Workforce Committee Work Life Balance Committee/Coordinator	31 Dec 2009	All managers attend training on work life balance and flexible work practices.
	Establish a Work Life Balance Unit to support managers implement flexible work practices	Healthy Workforce Committee Work Life Balance Committee/Coordinator	31 Jan 2008	Work Life Balance Unit established Work Life Balance Positions filled
	Raise employee awareness of flexible work practices available, via the Work Life Balance website, newsletters, posters and pamphlets on employee entitlements.	Work Life Balance Committee/Coordinator	Ongoing	Work Life Balance Survey results indicate increased awareness

	Human Resource and Industrial Relations Staff trained to support managers and employees implement flexible work practices	Work Life Balance Committee/Coordinator	31 Dec 2007	Training conducted
Review recruitment and selection policies and practices to promote equity and diversity	Review policy and process to incorporate requirement that selection criteria and job description forms be reviewed prior to commencement of recruitment process to ensure they are written in plain English and do not directly or indirectly discriminate against potential applicants. Ensure advertisements for positions are written in plain English and encourage diverse applicants.	Director HR, HCN	30 June 2008	New Policy developed, endorsed and promulgated
Review and update policies related to equity and diversity	Review and update policies on equity and diversity, harassment and discrimination and flexible work practices.	Work Life Balance Committee/Coordinator	30 June 2008	New Policies developed, endorsed and promulgated
	Raise staff awareness of policies related to equity and diversity.	Healthy Workforce Committee	Ongoing	Work Life Balance Survey results indicate increased awareness
	Ensure policies are available and accessible to all staff.	Healthy Workforce Committee	Ongoing	Policies are available on the intranet and accessed by staff

OUTCOME 3

Employment programs and practices include strategies for EEO groups, to achieve workforce diversity

Strategy 3.1:		Policies and practices targeted at improving employment outcomes for women		
Priority:		Medium		
Objective of this strategy:		WA Health is a workplace that encourages and supports improved outcomes for women and where all employees are treated with fairness, respect and dignity.		
Measures of success:		Improved outcomes for women at all levels of the organization.		
INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Develop and implement policies, programs and practices to ensure women are attracted, selected, developed, promoted and retained within WA Health.	Analyse workforce data pertaining to women and develop and implement strategies as appropriate.	Healthy Workforce Committee	31 Dec 2009	Improved equity index for women
	Investigate and develop strategies to resolve pay equity in the workplace.	Healthy Workforce Committee	31 Dec 2009	Improved gender pay gap

Strategy 3.2:	Specific policies and practices targeted at improving employment outcomes for people with disabilities
Priority:	High
Objective of this strategy:	WA Health is a workplace that encourages and supports improved outcomes for people with disabilities and where all employees are treated with fairness, respect and dignity.
Measures of success:	Improved outcomes for people with disabilities at all levels of the organisation i.e. increased number of people employed who have a disability and improved equity index.

INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Develop and implement policies, programs and practices to ensure people with disabilities are attracted, selected, developed, promoted and retained within WA Health	Analyse workforce data pertaining to people with disabilities and develop and implement strategies as appropriate.	Healthy Workforce Committee	31 Dec 2008	Increased representation of PWD and improved equity index
	Establish and foster relationships with relevant agencies dedicated to improving outcomes for people with disabilities.	Healthy Workforce Committee	30 June 2008	Increased representation of PWD and improved equity index
	Develop guidelines for employing people with disabilities to foster the use of disability recruitment agencies, the people with disabilities entry-level recruitment program run through the Public Sector Management Office and other suitable work placement programs.	Healthy Workforce Committee	31 Dec 2008	Guidelines developed and promulgated Increased representation of PWD and improved equity index
	Develop and implement programs that support and encourage people with disabilities in the workplace, for example, disability awareness raising sessions for staff and establishment of supported work-team arrangements.	Healthy Workforce Committee	31 Dec 2008	Programs implemented Increased representation of PWD and improved equity index

<p>Strategy 3.3: Specific policies and practices targeted at improving employment outcomes for Aboriginal and Torres Strait Islander peoples</p> <p>Priority: High</p> <p>Objective of this strategy: WA Health is a workplace that encourages and supports improved outcomes for Indigenous Australians and where all employees are treated with fairness, respect and dignity.</p> <p>Measures of success: Improved outcomes for Indigenous Australians at all levels of the organisation i.e. increased number of Indigenous Australian employees and improved equity index.</p>				
INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Develop and implement policies, programs and practices to ensure Indigenous Australians are attracted, selected, developed, promoted and retained	Analyse workforce data pertaining to Indigenous Australians and develop and implement strategies as appropriate.	Healthy Workforce Committee	31 Dec 2008	Increased representation of ATSI and improved equity index
	Establish and foster relationships with relevant agencies dedicated to improving outcomes for Indigenous Australians.	Healthy Workforce Committee	30 June 2008	Increased representation of ATSI and improved equity index
	Develop guidelines for employing Indigenous Australians to encourage advertising, recruitment and employment practices that aim to increase workforce participation of Indigenous Australians.	Healthy Workforce Committee	31 Dec 2008	Guidelines developed and promulgated Increased representation of ATSI and improved equity index
	Develop and implement programs that support and encourage Indigenous Australians in the workplace, for example, cultural awareness raising sessions for staff and cadetships.	Healthy Workforce Committee	31 Dec 2008	Programs implemented Increased representation of ATSI and improved equity index

Strategy 3.4: Specific policies and practices targeted at improving employment outcomes for people from cultural and linguistically diverse (CALD) backgrounds

Priority: Medium

Objective of this strategy: WA Health is a workplace that encourages and supports improved outcomes for people from CALD backgrounds and where all employees are treated with fairness, respect and dignity.

Measures of success: Improved outcomes for people from CALD backgrounds at all levels of the organisation i.e. maintain level of people employed from culturally diverse backgrounds and improve equity index.

INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Develop and implement policies, programs and practices to ensure people from cultural and linguistically diverse (CALD) backgrounds are attracted, selected, developed, promoted and retained	Analyse workforce data pertaining to people from cultural and linguistically diverse (CALD) backgrounds and develop and implement strategies as appropriate.	Healthy Workforce Committee	31 Dec 2009	Increased representation of CALD and improved equity index
Make maximum use of the cultural and linguistic knowledge and skills of employees in the development and implementation of language services planning	Collect information on languages spoken by employees and consider opportunities for making use of the cultural and linguistic knowledge of employees.	Healthy Workforce Committee	31 Dec 2009	

Strategy 3.5:		Specific policies and practices targeted at improving employment outcomes for youth		
Priority:		Medium		
Objective of this strategy:		WA Health is a workplace that encourages and supports improved outcomes for youth and where all employees are treated with fairness, respect and dignity.		
Measures of success:		Improved outcomes for youth at all levels of the organisation i.e. increase number of youth employed and improved equity index.		
INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Develop and implement policies, programs and practices to ensure youth are attracted, selected, developed, promoted and retained within WA Health	Analyse workforce data pertaining to Youth and develop and implement strategies as appropriate.	Healthy Workforce Committee	31 Dec 2009	Increased representation of Youth and improved equity index
Encourage employment opportunities for young people	Develop and implement programs that support and encourage employment opportunities for young people, for example, graduate development programs and traineeships.	Healthy Workforce Committee	31 Dec 2009	Programs implemented Increased representation of Youth and improved equity index

Strategy 3.6:	Specific policies and practices targeted at improving employment outcomes for mature age employees
Priority:	High
Objective of this strategy:	WA Health is a workplace that encourages and supports improved outcomes for mature age employees and where all employees are treated with fairness, respect and dignity.
Measures of success:	Improved outcomes for mature age employees at all levels of the organisation i.e. improved attraction and retention of mature age employees.

INITIATIVES	TASKS REQUIRED	ACCOUNTABLE	TIMEFRAME	PERFORMANCE INDICATORS
Develop and implement policies, programs and practices to ensure mature age employees are attracted, selected, developed, promoted and retained	Analyse workforce data pertaining to mature age employees and develop and implement strategies as appropriate.	Healthy Workforce Committee	31 Dec 2008	Appropriate strategies developed and implemented
	Develop a Phased Retirement Policy.	Work Life Balance Committee/Coordinator	31 Dec 2007	New Policy developed, endorsed and promulgated
	Raise staff awareness of the Phased Retirement Policy.	Healthy Workforce Committee	Ongoing	Retirement Intentions Survey & Work Life Balance Survey results indicate increased awareness
	Ensure the Policy is available and accessible to all staff.	Healthy Workforce Committee	Ongoing	Policies are available on the intranet and accessed by staff
	Develop and implement programs that support and encourage mature age employees in the workplace, for example, phased retirement sessions, superannuation seminars.	Healthy Workforce Committee	31 Dec 2008	Programs implemented

ACCOUNTABILITIES DEFINED

State Health Executive Forum	<p>Membership:</p> <ul style="list-style-type: none"> ▪ Director General ▪ Area Chief Executive, North Metropolitan Area Health Service ▪ Area Chief Executive, South Metropolitan Area Health Service ▪ Area Chief Executive, WA Country Health Service (includes Dental Health Service) ▪ Executive Director, Child and Adolescent Health Service ▪ Executive Director, Health Policy and Clinical Reform & Chief Medical Officer ▪ Executive Director, Health System Support & Executive Director Technology ▪ Chief Finance Officer ▪ Director Mental Health Division
Area Chief Executive or Equivalent	<p>Includes:</p> <ul style="list-style-type: none"> ▪ Area Chief Executive, North Metropolitan Area Health Service ▪ Area Chief Executive, South Metropolitan Area Health Service ▪ Area Chief Executive, WA Country Health Service (includes Dental Health Service) ▪ Chief Executive, Health Corporate Network ▪ Chief Executive, PathWest ▪ Executive Director, Child and Adolescent Health Service ▪ Executive Directors, Royal Street
Healthy Workforce Committee	<p>Membership:</p> <ul style="list-style-type: none"> ▪ Chief Executive Officer, WA Country Health Service (Chair) ▪ Executive Director, Workforce, Royal Street ▪ Executive Director Workforce, North Metropolitan Area Health Service ▪ Executive Director Workforce, South Metropolitan Area Health Service ▪ Executive Director Workforce, WA Country Health Service

	<ul style="list-style-type: none"> ▪ Head of Workforce CAHS ▪ Chief Medical Officer ▪ Director Medical Workforce ▪ Chief Health Professions Officer ▪ Chief Nursing Officer ▪ Director, Office of Aboriginal Health ▪ Executive Director, Office of Mental Health ▪ Human Resource Representative, Health Corporate Network ▪ Health Finance Representative ▪ Director, Industrial Relations Service
<p>State Health Advisory Committee on Work Life Balance.... Creating Family Friendly Workplaces</p>	<p>Membership:</p> <ul style="list-style-type: none"> ▪ Independent Chairperson ▪ Community Representatives ▪ Union Representatives ▪ Health Management Representatives ▪ Government Representatives ▪ Family Friendly Network Representatives
<p>Equity and Diversity Working Group</p>	<p>Membership includes representatives from:</p> <ul style="list-style-type: none"> ▪ South Metropolitan Area Health Service ▪ North Metropolitan Area Health Service ▪ WA Country Health Service ▪ Health Corporate Network ▪ Dental Health Services ▪ PathWest ▪ Department of Health, Royal Street