

Appendices

Diversity & Inclusion Policy Committee Terms of Reference

Role

The role of the Diversity & Inclusion Policy Committee (the committee) is to assist the Reserve Bank of Australia (the Bank) to achieve its aims relating to equity and diversity in the workplace.

Functions

The committee has the following functions:

- make recommendations to the Executive Committee on equity and diversity principles and policy
- set the priorities for and monitor the implementation of an equity and diversity program for the Bank
- monitor and report periodically to the Governor and the Executive Committee on these matters.

Membership

The committee has nine members:

- Chair – Head of Human Resources (ex officio)
- Secretary – Diversity & Inclusion Consultant, Human Resources (ex officio)
- Employee Representatives (four) – appointed by a sub-committee comprising three existing committee members via expressions of interest from employees
- Union Representative – an employee nominated by the Reserve Bank Officers' Section of the Finance Sector Union (and an alternate)

- Representative from the Accessibility Consultative Group (Chair, ex officio)
- Representative from the Diversity Contact Manager Network (Chair, ex officio).

Membership should include some representation from the various diversity groups as set out in the *Equal Employment Opportunity (Commonwealth Authorities) Act 1987*.

Membership will be for a period of three years for all positions, with the exception of ex-officio positions.

Meetings

The committee will meet three times each year.

Membership as at 30 June 2016

Chair Melissa Hope

Secretary Kylie Fuller

Employee Representative Morgan Spearritt

Employee Representative Aaron Bovis

Employee Representative Alex Heath

Employee Representative Belinda Cheung

Employee Representative Bernadette Donovan

Union Representative Jason Jux

Union Representative (alternate)

Representative of the Accessibility

Consultative Group – Chair Kylie Fuller

Representative of the Diversity Contact

Manager Network – Chair Kylie Fuller

Statistical Tables

Representation within Classification Levels^(a)

As at 30 June 2015 and 30 June 2016

Number (per cent of total employees within classification level)

Levels	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	15	16	15	16	15	16	15	16	15	16	15	16	15	16
Trainees		1 (4)	6 (25)	6 (26)			1 (4)		9 (38)	12 (52)	15 (63)	11 (48)	24 (100)	23 (100)
Cadets									5 (56)	2 (17)	4 (44)	10 (83)	9 (100)	12 (100)
Graduates	5 (7)	5 (8)	10 (13)	10 (17)				1 (2)	32 (42)	18 (30)	44 (58)	42 (70)	76 (100)	60 (100)
L1	7 (33)	2 (11)	3 (14)	3 (17)		2 (11)	2 (10)	3 (17)	11 (52)	7 (39)	10 (48)	11 (61)	21 (100)	18 (100)
L2	20 (26)	16 (25)	9 (12)	9 (14)	2 (3)		5 (7)	5 (8)	54 (71)	46 (72)	22 (29)	18 (28)	76 (100)	64 (100)
L3	46 (26)	42 (22)	22 (12)	24 (13)	2 (1)	3 (2)	6 (3)	5 (3)	113 (63)	114 (61)	67 (37)	73 (39)	180 (100)	187 (100)
L3/4	61 (29)	64 (26)	23 (11)	28 (11)			5 (2)	3 (1)	89 (42)	107 (43)	125 (58)	140 (57)	214 (100)	247 (100)
L4	119 (36)	143 (36)	40 (12)	47 (12)			8 (2)	8 (2)	106 (32)	124 (31)	229 (68)	275 (69)	335 (100)	399 (100)
L5	42 (22)	44 (22)	27 (14)	24 (12)			4 (2)	4 (2)	62 (33)	65 (32)	127 (67)	137 (68)	189 (100)	202 (100)
L6	7 (10)	6 (8)	9 (12)	12 (16)			2 (3)	2 (3)	27 (37)	26 (34)	46 (63)	50 (66)	73 (100)	76 (100)
Deputy Head	1 (4)	1 (4)	5 (19)	6 (21)					4 (15)	6 (21)	22 (85)	22 (79)	26 (100)	28 (100)
Department Head and above	1 (4)	1 (4)	1 (4)	1 (4)					7 (26)	7 (27)	20 (74)	19 (73)	27 (100)	26 (100)
Total	309 (25)	325 (24)	155 (12)	170 (13)	4	5	33 (3)	31 (2)	519 (42)	534 (40)	731 (58)	808 (60)	1250 (100)	1342 (100)

(a) Total excludes locally employed staff in overseas offices

Source: RBA

KEY

- NESB1 People from a non-English-speaking background
- NESB2 People with parent(s) from a non-English-speaking background
- IA Indigenous Australians
- PWD People with disabilities

Representation within Salary Ranges^(a)

As at 30 June 2016

Number (per cent of total employees within salary range)

Salary	NESB1	NESB2	IA	PWD	Women	Men	Total Staff
Below \$40 000	1 (3)	6 (17)			14 (40)	21 (60)	35 (100)
\$40 000–\$49 999	1 (8)	3 (23)		2 (15)	4 (31)	9 (69)	13 (100)
\$50 000–\$59 999	6 (17)	5 (14)	2 (6)	3 (8)	24 (67)	12 (66)	36 (100)
\$60 000–\$69 999	13 (24)	12 (22)		4 (7)	26 (47)	29 (53)	55 (100)
\$70 000–\$79 999	26 (19)	15 (11)	1 (1)	1 (1)	73 (54)	63 (46)	136 (100)
\$80 000–\$89 999	33 (23)	18 (13)		2 (1)	81 (56)	63 (44)	144 (100)
\$90 000–\$99 999	50 (26)	23 (12)	2 (1)	5 (3)	89 (46)	103 (54)	192 (100)
\$100 000–\$109 999	35 (28)	15 (12)		5 (4)	45 (36)	79 (64)	124 (100)
\$110 000–\$119 999	34 (31)	14 (13)		2 (2)	33 (30)	76 (70)	109 (100)
\$120 000–\$129 999	62 (47)	14 (11)		1 (1)	35 (27)	96 (73)	131 (100)
\$130 000–\$139 999	16 (28)	5 (9)		1 (2)	20 (34)	38 (66)	58 (100)
\$140 000–\$149 999	12 (21)	6 (10)			18 (31)	40 (69)	58 (100)
\$150 000 & over	36 (14)	34 (14)		5 (2)	72 (29)	179 (71)	251 (100)
Total	325 (24)	170 (13)	5	31 (2)	534 (40)	808 (60)	1 342 (100)

(a) Total excludes locally employed staff in overseas offices
Source: RBA

KEY

NESB1 People from a non-English-speaking background
 NESB2 People with parent(s) from a non-English-speaking background
 IA Indigenous Australians
 PWD People with disabilities

Representation within Occupational Groups^(a)

As at 30 June 2015 and 30 June 2016

Number (per cent of total employees within occupational group)

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	15	16	15	16	15	16	15	16	15	16	15	16	15	16
Managers	9	8	17	20				2	41	40	88	92	129	132
	(7)	(6)	(13)	(15)				(2)	(32)	(30)	(68)	(70)	(100)	(100)
Professionals	244	273	96	110			17	16	313	344	547	631	860	975
	(28)	(28)	(11)	(11)			(2)	(2)	(36)	(35)	(64)	(65)	(100)	(100)
Clerical and Administrative Workers	48	38	36	33	4	5	12	11	150	142	70	58	220	200
	(22)	(19)	(16)	(17)	(2)	(3)	(5)	(6)	(68)	(71)	(32)	(29)	(100)	(100)
Technicians and Trade Workers	7	6	5	7				2	13	8	23	25	36	33
	(19)	(18)	(14)	(21)				(6)	(36)	(24)	(64)	(76)	(100)	(100)
Community and Personal Services	1		1						2		2	2	4	2
	(25)		(25)						(50)		(50)	(100)	(100)	(100)
Machinery Operators and Drivers											1		1	
											(100)		(100)	
Total	309	325	155	170	4	5	29	31	519	534	731	808	1 250	1 342
	(25)	(24)	(12)	(13)			(2)	(2)	(42)	(40)	(58)	(60)	(100)	(100)

(a) Total excludes locally employed staff in overseas offices

Source: RBA

KEY

NESB1	People from a non-English-speaking background
NESB2	People with parent(s) from a non-English-speaking background
IA	Indigenous Australians
PWD	People with a disability

Recruitment^(a)
Year to 30 June 2014 and 30 June 2015
Number (per cent of total)

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	15	16	15	16	15	16	15	16	15	16	15	16	15	16
Managers	2		1	1					4		2	1	6	1
Professionals	27	59	6	27				3	50	63	104	153	154	216
Clerical and Administrative Workers	1	3	6	6		2	2		17	25	17	11	34	36
Technicians and Trade Workers	1	1	1	1			1		4		11	10	15	10
Community and Personal Services														0
Machinery Operators and Drivers														0
Total (per cent of total recruitment)	31 (15)	63 (24)	14 (7)	35 (13)		2 (1)	3 (1)	3 (1)	75 (36)	88 (33)	134 (64)	175 (67)	209 (100)	263 (100)

(a) Figures are based on total employee recruitment and include trainees, cadets and graduates; excludes renewal of contract and cadets rehired as graduates; total excludes locally employed staff in overseas offices

Source: RBA

KEY

- NESB1 People from a non-English-speaking background
- NESB2 People with parent(s) from a non-English-speaking background
- IA Indigenous Australians
- PWD People with a disability

Separations^(a)
Year to 30 June 2015 and 30 June 2016
Number (per cent of total)

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total Staff		
	15	16	15	16	15	16	15	16	15	16	15	16	15	16	
Managers	1 (50)								1 (50)	1 (50)	1 (50)	1 (50)	2 (100)	2 (100)	
Professionals	27 (25)	33 (31)	4 (4)	15 (14)					2 (2)	36 (34)	39 (36)	70 (66)	69 (64)	106 (100)	108 (100)
Clerical and Administrative Workers	2 (8)	4 (14)	4 (15)	5 (18)	3 (12)	1 (4)	2 (8)	1 (4)	15 (58)	16 (57)	11 (42)	12 (43)	26 (100)	28 (100)	
Technicians and Trade Workers	2 (18)			1 (17)			1 (9)		1 (9)	1 (17)	10 (91)	5 (83)	11 (100)	6 (100)	
Community and Personal Services				1 (100)						1 (100)				1 (100)	
Machinery Operators and Drivers														(100)	
Sales Workers															
Labourers															
Total (per cent of total separations)	32 (22)	37 (26)	8 (6)	22 (15)	3 (2)	1 (1)	3 (2)	3 (2)	53 (37)	58 (40)	92 (63)	87 (60)	145 (100)	145 (100)	

(a) Figures are based on total staff terminations, excluding retirements; excludes staff rehired at end of contact and cadets rehired as graduates; total excludes locally employed staff in overseas offices
Source: RBA

KEY

NESB1 People from a non-English-speaking background
NESB2 People with parent(s) from a non-English-speaking background
IA Indigenous Australians
PWD People with a disability

Retirements^(a)
Year to 30 June 2015 and 30 June 2016
Number (per cent of total)

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	15	16	15	16	15	16	15	16	15	16	15	16	15	16
Managers		1							2		1	3	2	3
Professionals	1	2						1	1	4	4	4	1	8
Clerical and Administrative Workers	6	6		1					3	9	3	2	3	11
Technicians and Trade Workers		1								1		3		4
Community and Personal Services		1								1				1
Machinery Operators and Drivers														
Sales Workers														
Labourers														
Total (per cent of total retirements)	7	11		1				1	6	15	8	12	6	27
	(117)	(41)		(4)				(4)	(100)	(56)	(133)	(44)	(100)	(100)

(a) Figures are based on total employee retirements, redundancies above retirement age and early retirements; total excludes locally employed staff in overseas offices

Source: RBA

KEY

NESB1 People from a non-English-speaking background
 NESB2 People with parent(s) from a non-English-speaking background
 IA Indigenous Australians
 PWD People with a disability

Promotions
Year to 30 June 2015 and 30 June 2016
Number (per cent of total)

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total Staff	
	15	16	15	16	15	16	15	16	15	16	15	16	15	16
Managers			1	4					1	5	5	3	6	8
Professionals	11	12	4	9				2	33	32	24	40	57	72
Clerical and Administrative Workers	1	6	2	1		1	1		15	10	2	11	17	21
Technicians and Trade Workers				2					1	1	1	2	2	3
Community and Personal Services														
Machinery Operators and Drivers														
Total (per cent of total promotions)	12 (15)	18 (17)	7 (9)	16 (15)	0 (0)	1 (1)	1 (1)	2 (2)	50 (61)	48 (46)	32 (39)	56 (54)	82 (100)	104 (100)

Source: RBA

KEY

- NESB1 People from a non-English-speaking background
- NESB2 People with parent(s) from a non-English-speaking background
- IA Indigenous Australians
- PWD People with a disability