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Your Ref:
Our Ref: OHR9742
Enquiries: PSN 26
Mr J Attwood

The Secretary
Standing Committee on
Employment & Workplace Relations
House of Representatives
PO Box 6021
Parliament House
CANBERRA ACT 2600

Submission No:	14
Date Received:	12.8.08
Secretary:	P



Dear Sir

PAY EQUITY AND ASSOCIATED ISSUES RELATED TO INCREASING FEMALE PARTICIPATION IN THE WORKFORCE

Further to Ms Scarlett's letter dated 15th July 2008 please find attached the Shire's comments in relation to the above.

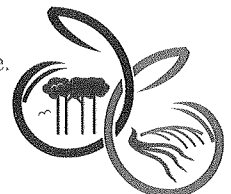
If you have any questions please do not hesitate to contact me.

Yours faithfully


John Attwood
CHIEF EXECUTIVE OFFICER

7 August 2008
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The Shire of Donnybrook/Balingup is a thriving community, living in harmony with its unique rural environment whilst cherishing its diversity of heritage and culture.



Shire of Donnybrook-Balingup

Pay equity and associated issues related to increasing female participation in the workforce.

We believe that Local Government is well aware of its responsibilities in promoting equal pay, conditions and opportunity for female participation in the workforce. Local Government appoints and promotes employees on merit selection processes.

Within our Shire we offer flexible work practices with female employees working Full-time, Part-time, job share and reducing hours to phase to retirement.

The Shire promotes professional development, on going training opportunities and contributes to the educational expenses for approved courses.

One of the greatest barriers for women returning to work is the cost of childcare. For example we have a Part-time Customer Service Officer, working three days per week who, by the time she pays for childcare (2 children) and tax, takes home \$9.00 per fortnight in the hand. If this employee was a stay-at-home mum she would receive a higher childcare rebate. Where is the incentive for this person to return to the workforce.

Approximately 70% of the Shires total workforce is women with the majority working within the Shires aged care area. 41% work on a casual basis, 21% are full-time and 38% part-time. The majority of full-time female employees work in administrative positions within the finance, rates, customer service and admin roles.

The Shire's middle management positions are held by women.

Women are not necessarily returning to the workforce solely to increase the family's income but also for mental stimulation, social contact and professional development.

The Western Australian Local Government Association through Local Government Workplace Solutions provides industrial relations information to local governments and updates on human resources issues such as Employee Attraction and Retention Strategies through to amendments to awards etc. It also participates in award negotiations etc on behalf of local governments.