

EQUAL EMPLOYMENT OPPORTUNITIES MANAGEMENT PLAN FOR 1998/99

The EEO Consultative Committee shall:

- 1.1 Review Team Value Statement.
- 1.2 Pursue results as identified in its Team Value Statement.

Specific Actions

1. EEO Consultative Committee Role, Structure, Membership, Term

- 1.1 Monitor the Committee's role, structure, membership and term on an annual basis.

2. Recruitment and Selection

- 2.1 Review Recruitment and Selection training workshops to ensure appropriate EEO component is included.

3. Training and Development

- 3.1 EEO review of Performance Pay Development System and practices by liaising with the Performance Management Consultant.
- 3.2 Continue to conduct EEO Workshops on EEO principles and the Christchurch City Council EEO Policy for all staff.
- 3.3 Review in December 1998 the effectiveness of the EEO workshops.

4. Equal Employment Opportunities Review of the Organisation

- 4.1 Report yearly on the employment profile of the Council.

- 4.2 Invite staff from target groups to raise EEO issues and/or strategies related to their target group in focus groups or individually.

- 4.3 Follow up with issues or recommendations from focus groups or individuals.

- 4.4 Review and follow up results of EEO related questions in organisation climate survey with Personnel Account Managers.

- 4.5 Follow up with recommendation from results with Personnel Account Managers.

- 4.6 Work in partnership with other staff groups on Workforce Diversity and Work and Family initiatives.

5. Communication and Promotion

- 5.1 Review in May and November 1998 the strategy for the communication and promotion of EEO in the Council.

- 5.2 Review in May 1998 the role of a Communications and Promotions buddy staff member.

- 5.3 Review in December 1998 the brochure that outlines the steps involved when EEO representatives are contacted.

- 5.4 Facilitate Target Group Networks

- Target group representatives to provide the opportunity for the development of networks.
- Target group representatives to report back quarterly to committee meetings and to the monthly working party meetings.

PARKS ACTIVITIES



Coast care education in action



A playground which has been made safer by under surfacing