

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 Job Value Statements.
- 2.2 Review by December 2000 the brochure and additional information on retirement after 1999.

3. Training and Development

- 3.1 Continue to conduct EEO Workshops on EEO principles and the Christchurch City Council EEO Policy for all staff.
- 3.2 Review in December 2000 the effectiveness of the EEO workshops.

4. Equal Employment Opportunities Review of the Organisation

- 4.1 Update the employment profile of the Council's staff from an EEO perspective.
- 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 issues or recommendations from focus groups or individuals.
- 4.4 Review and follow up results of EEO related questions in organisation climate survey with HR Advocates.
- 4.5 Follow up recommendations from results with HR Advocates.
- 4.6 Work in partnership with other staff groups on Workforce Diversity and Work and Family initiatives.

5. Communication and Promotion

- 5.1 Continue to review in May 2000 the strategy for the communication and promotion of EEO in Council.
- 5.2 Review in December 2000 the brochure that outlines the steps involved when EEO representatives are contacted.
- 5.3 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.
- 5.4 Facilitate HR best practices as identified in the EEO vision for the years 2003 to 2005.

The Equal Employment Opportunities Policy was published in 1998 in the Strategic Statement booklet.



Remedial bank works performed by the Water Services Unit and adjoining owner - Avon River headwaters, Waimairi Road.

Planting by the Water Services Unit of the Heathcote River Esplanade Reserve opposite Centennial Park.

