

# Additional reporting requirements

## women's initiatives

### Representation on boards and statutory authorities

All health-based statutory bodies are independent of the department and report directly to the Minister, who also makes all selections and appointments to these bodies. As there are approximately 750 people appointed to these bodies, and resignations and appointments occur constantly, the gender balance varies throughout the year. However, records indicate that approximately 45 per cent of appointments are women.

### Balancing work and family life

In November 2002, the Department published its Flexible Work Arrangements Guide to help management and staff adopt workplace solutions to the challenge of balancing work and family life. While these arrangements are intended for all employees, it is expected that women, whose careers are more likely to be affected by family commitments, will make most use of these arrangements.

A Work and Family Survey was conducted to examine the specific needs of staff who work in a 24-hour, 7-day, 52-week environment. The survey results are being analysed to inform future directions for further support for staff.

### Supporting career development

Queensland Health actively encourages the involvement of women through the following initiatives.

- The Management Development Program Scholarship Scheme was designed to promote groups that are underrepresented in Queensland Health's management workforce. Ten scholarships are offered each year to Aboriginal and Torres Strait Islander people, women, people from non-English speaking backgrounds, and people from remote areas. Women have been offered approximately 69 per cent of the scholarships. Women represent 74 per cent of the normal intake of the Management Development Program
- The Leadership Development Program has subsidised 2041 people to undertake a qualification since the program commenced in 2001.

Of this amount 1827 (89 per cent) were women

- Eight women were selected for the Executive Mentoring Program in 2002 and received a corporate subsidy to undertake a range of development opportunities, including relieving and secondment opportunities, 'shadowing' senior managers, project work, and participation in discussion groups on strategic and operational issues

### Health services for women

#### Key achievements

- Commenced implementing the *Coordinating Efforts to Address Violence Against Women 2002-2005* agenda. These strategies aim to improve services for victims of domestic violence and sexual assault by coordinating and eliminating duplication in government service delivery
- Worked with the Office for Women to develop the *Agenda for Queensland Women and Girls 2003-2008*. A key initiative of the agenda was the consultation on *Mapping the Future: a discussion paper for Queensland women and girls*
- Provided many health services which improve quality of life for women. These services, such as breast and cervical cancer screening, involve both preventative and treatment strategies and are offered in urban, regional, rural and remote areas of the State. More information about these services can be found in the Performance section of this report, from pages 20 to 21
- Commenced a research project into issues of young women and smoking. The project will develop recommendations to influence young women to stop smoking or resist taking up smoking
- Screened all women attending Queensland Health antenatal clinics to identify victims of domestic violence. Identified women are then offered immediate support if required, information and referral options including the Family Care Program, the 1800 811 811 domestic violence helpline, and contact details for local support services



Queensland Health salary level by gender per cent representation

