

EQUAL EMPLOYMENT OPPORTUNITIES MANAGEMENT PLAN FOR 1999/00

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 1999 brochure and additional information on Retirement after 1999.

3. Training and Development

- 3.1 EEO review of Performance Pay Development System and practices by liaising with the Performance Team Leader.
- 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 1999 the effectiveness of the EEO workshops.

4. Equal Employment Opportunities Review of the Organisation

- 4.1 Provide a report on the employment profile of the Council's Waged Women staff.

- 4.2 Update on the employment profile of the Council's Salaried Women staff.

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

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

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

- 4.6 Follow up with recommendation from results with HR Account Managers.

- 4.7 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 1999 the strategy for the communication and promotion of EEO in the Council.

- 5.2 Review in December 1999 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.

The Equal Employment Opportunities Policy was published in 1998 in the Strategic Statement booklet. Copies of this are obtainable from the Civic Offices or at <http://www.ccc.govt.nz>.



Street cafe dining - City Mall.



Visitors enjoying the Art Centre surroundings.