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# INTRODUCTION

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*Women in the Budget* is published as a supplementary Budget Paper with the aim of providing the reader with a tool to identify and evaluate the Northern Territory Government's policies and resource allocation with respect to the needs of women in the community.

The paper outlines the direct impact of the Government's expenditure on women and girls, and also records the Government's achievements towards its Looking Ahead: Plan of Action for Women in the Northern Territory to the Year 2000 (Plan of Action).

This paper reports specifically on the policies and programs that have taken place in certain agencies during the past year. It identifies achievements and sets in place some strategic plans for the coming year which will either specifically, or generally, have an impact on women and girls. Information on expenditure for 1997-98 and, where possible, projected expenditure for the 1998-99 year has been included.

Women in the Budget was initiated, and is based on, the need to increase awareness of the impact of Government policy and expenditure on women and girls. It is a mechanism for identifying needs and priorities, coordinating policies, and avoiding wastage by ensuring that every Government dollar is spent effectively.

This paper is designed to be read in conjunction with the 1998-99 Budget Paper No. 2 which provides detailed information at the program level. Further details on outcomes of Government policies are provided in the annual report of each agency, generally released in the December quarter of each year.

This year the paper has been restructured to make information more accessible to readers. Details by agency, in order of impact, have been provided for those agencies with programs and policies that are particularly aimed at, or which generally have an impact upon, women and girls. Whilst it is acknowledged that all agencies have participated in equal employment opportunity management and programs specifically designed to assist women, details regarding these topics have been included in the sections for the Department of the Chief Minister and the Office of the Commissioner for Public Employment, as the responsible agencies. The release of the 1996 Census data has also facilitated a more comprehensive statistical snapshot of women in the Northern Territory.

There are five sections in this paper:

- Introduction;
- Chapter 1 - which provides an overview of 1997-98 achievements together with a summary of proposed new programs in 1998-99;
- Chapter 2 - which contains a brief statistical analysis of women in the Northern Territory;
- Chapter 3 - which provides details by agency; and
- Appendix - which details employment classifications of staff by gender for each agency.

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## HIGHLIGHTS

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### WOMEN'S STATUS IN SOCIETY

The Chief Minister presented a landmark statement to the first session of Parliament in February 1998 on the initiatives and programs in place to support the continued growth and development of Territory women. In this statement, the Chief Minister highlighted the contribution that women make to the economic and social growth of the Territory and the structures and systems in place to ensure this continues. A commitment was made to again seek the views of Territory women, over the next two years, to develop a new and comprehensive plan of action leading into the 21st century.

In 1997, the Chief Minister created the Ministry of Women's Policy and has, as evidence of the importance of this area, retained it within his own portfolio as Head of Government.

The Chief Minister introduced the Chief Minister's Northern Territory Women's Achievement Award, with twenty-eight women receiving the inaugural award in March 1998 in celebration of International Women's Day. Well attended functions were held in Darwin, Tennant Creek and Alice Springs to present these awards, and recipients from locations as diverse as Alyangula, Groote Eylandt, Katherine, Brunette Downs, Elliot, Timber Creek, Ali Curung, Darwin, Palmerston and Alice Springs welcomed the initiative.

The Chief Minister presented the 1997 Northern Territory Women's Fellowship Award of \$15 000 to Leonie Norrington,

who is using a mix of oral recording and writing techniques to capture Territory women's opinions and experiences, and to develop their confidence and skills as writers. These stories are to be published. In 1998, a major event is planned to celebrate the first ten years of this notable Fellowship.

In relation to Boards and Committees, Chief Executive Officers are now required to ensure that agencies are more actively involved in ensuring advance notice of pending vacancies so that that well qualified, experienced and suitable female candidates are considered.

In 1997, the Women's Advisory Council initiated Women and Politics Reference Groups in Darwin and Alice Springs. Work is actively underway to involve more women in the political process. Forums and seminars have been held in Alice Springs and Darwin on areas that include the policy process, politics, and the media. These activities reflect the results of a Women's Advisory Council survey, coordinated in 1997, that encouraged Territory women to identify what they wanted to know more about in regard to the political process.

Women have consistently attended courses and training programs offered through the Office of the Commissioner for Public Employment to enhance their management potential.

During 1997-98:

- 69% of all participants in middle management development programs were women;

- a total of 189 women attended either the New Opportunities for Women course or the Management Skills for Women Program; and
- 137 women out of a total of 183 participants attended twenty-six career planning workshops.

#### WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

The Office of Women's Policy has published the results of a survey on the attitudes of Territorians to the available financial services, showing that 93% of respondents support the development of a Financial Planning Kit for women. Seminars, forums and printed information are now being developed in collaboration with agencies in the public and private sector. These will focus on the priorities identified by women to provide appropriate financial planning information and will be complemented by specific information based on comment from young women, Aboriginal women, and women from culturally and linguistically diverse backgrounds.

The Business Women's Consultative Council arranged a Business Women's Summit in Darwin in 1997, and developed a paper discussing the skills shortage in regional, rural and remote Australia with the paper circulated nationally.

An Annual Conference for Women in Business will be held in both Alice Springs and Darwin in October 1998, and a series of Women in Business breakfasts is being hosted by the Department of Asian Relations, Trade and Industry in conjunction with the Business Women's Consultative Council.

The Office of Ethnic Affairs introduced an Interpreter Card benefiting Territorians who

are not fluent in English or who are deaf. In conjunction with the release of the Interpreter Card, the Office conducted a series of awareness workshops across all regions covering cross cultural and communication issues. The sessions, well attended by women, highlighted how the Interpreter Card could improve communication with clients from culturally and linguistically diverse backgrounds, and how public sector staff could work effectively with interpreters and translators.

#### ELIMINATION OF VIOLENCE AGAINST WOMEN

A Northern Territory Government Domestic Violence Strategy Annual Status Report, April 1996 to April 1997, has been published to provide detail on each program area and responsibility. This detailed report provides a summary of the key achievements and information on reporting, monitoring and evaluation.

Three programs under the Northern Territory Government Domestic Violence Strategy obtained prestigious Certificates of Merit at the 1997 Australian Violence Prevention Awards: the Aboriginal Family Violence Strategy; the Territory-wide Data Collection Project; and the first **It's got to stop....** community education program. The community education program was evaluated as achieving an 83% to a 92% recognition rate within the community, and included the development and accreditation of the Diploma in Human Service Work (Domestic Violence) that is now being offered through the Northern Territory University.

The Office of Women's Policy provided \$56 000 for one-off sponsorship funding involving non-government agencies in seventeen projects that assisted to achieve the **It's got to stop....** community education

program goals, and supported a range of creative and innovative programs throughout the Territory.

The Department of Arts and Museums provided \$10 000 through an Art Project Sponsorship, together with one off sponsorship of \$5 000 from the Office of Women's Policy, to enable the production of *What Silence Knows* to be performed as part of Women's Own Work in 1998. This dance and theatre production will focus on domestic violence and the effect it has on women who experience this form of violence.

The Department of Arts and Museums sponsored the Alice Springs Women's Shelter to organise a community arts project for National Stop Violence Against Women Day on 26 April 1998. Lifesize cut out figures were decorated by women and girls from the Central Australian community, and installed on the Town Council lawns to represent the number of women and girls who reported sexual assault to Territory Police in 1996.

The Department of Housing and Local Government, in administering Commonwealth funded Crisis Accommodation Program funds, has provided the following funds to improve crisis accommodation services:

- \$96 000 for considerable upgrading work for the Anglicare Youth Crisis Units in Darwin;
- \$50 000 to Crisis Accommodation Nhulunbuy;
- \$25 400 to the Katherine Women's Crisis Centre prior to the floods; and
- \$6 000 for bathroom upgrades to YWCA Oakley House Women's Centre.

In addition, \$210 500 has been approved to establish a Safe House in the Bagot Community.

Projects completed under the Northern Territory Capital Works Program short and medium term crisis accommodation budget include:

- \$256 226 for a major upgrade to Dawn House Women's Shelter in Darwin;
- \$180 000 for a purpose-built centre for the Yarralin community;
- \$165 000 for Crisis Accommodation Nhulunbuy; and
- \$40 000 for the Tennant Creek Women's Crisis Centre.

The Office of Women's Policy has published findings on the link between domestic violence and sexual assault. Territory Health Services' Living With Alcohol Program has examined the link between sexual assault and alcohol and dedicated funds to sexual assault support services.

All buses on the Darwinbus network have been fitted with radios that have emergency systems linked to the depots as a result of Department of Transport and Works initiatives to provide safer night travel. On-call security services have been introduced and response to security calls is made within five minutes. A security company carries out fifty random inspections throughout the network a week.

In June 1998, a two day Darwin based conference, Leading Edge, Educating for Gender Equity, is being provided to assist eliminate violence and bullying from schools.

**HEALTH AND WELL-BEING OF  
TERRITORY WOMEN**

The Community Health Services Post-natal Depression Project has been extended from Alice Springs to include Palmerston, to assist nurses to identify women suffering from post-natal depression and respond appropriately.

During 1997, the Darwin Homebirth Group received \$10 000 to host the 17th National Homebirth Conference in Darwin.

The Territory Women's Cancer Prevention Program, jointly funded by the Northern Territory and the Commonwealth Governments, is working to increase the number of women having screening tests and provide early detection of any existing problems. Under the Northern Territory Breast Screen Program, screening and assessment centres are now established in Darwin and Alice Springs. A relocatable unit has started annual visits to Katherine and Tennant Creek with future visits to Nhulunbuy being planned. Some 2 438 women were screened for the first time in 1997. A Remote Areas Well Women's Screening Program promotes a holistic approach for remote area women that includes breast examinations, mammograms in women over fifty, taking quality Pap smears in a culturally appropriate manner and offering other screening tests.

A new sexually transmitted disease (STD) detection technique (Tampon Test) has been introduced, through Territory Health Services under the National HIV-Aids Strategy, and has been widely accepted by Territory women from all cultural backgrounds. This has led to greater disease detection and early treatment and should, over time, decrease the impact of long term complications associated with undetected STD on the health of Territory women.

The Territory Government has provided \$90 000 for the Central Australian Women's Council to provide a multipurpose supported accommodation facility that will allow for Aboriginal people with a disability to be placed closer to their families and their land.

In 1997, the Northern Territory Institute of Sport, which assesses and monitors high performance athletes from all sports, provided fifty-four women with squad and elite sport scholarships totalling \$120 000.

**YOUNG WOMEN**

Particular efforts have been made to recognise the contribution that young women make to Territory business. The Territory Government has arranged with Telstra to introduce a new category of Outstanding Young Business Woman at the annual Business Women's Awards. In addition, the Business Women's Consultative Council is working with the Northern Territory Retail Industry Training and Advisory Board to encourage young people to consider entering the retail sector, or going into small business, as a credible alternative to academic studies or other careers.

Young women are emerging as leaders and are working to ensure that their interests are represented. Around 75% of all applications to join the Round Table of Young Territorians are received from young women, and 80% of participants in regional forums are also young women. A youthful leader, Senator Natasha Stott Despoja, presented the seventh Alicia Johnson Memorial Lecture on *Generation Xcluded ... the erosion of young people's environment*.

Agency initiatives designed to consider the impact of policies and strategies for girls and women are expanding. In this context, a

comprehensive policy on youth housing is being developed and implemented in 1998 by the Department of Housing and Local Government. The Department of Education is encouraging greater participation by girls in specific areas such as physical education, sport and recreation, maths and science. The Sport Through Action Recreation and Training (START) program, organised through the Department of Sport and Recreation, is encouraging young women between the ages of twelve and eighteen to either take up or maintain an interest in physical activity. In addition, the Ombudsman's Office will target younger women by making presentations to high school students during 1998.

Membership of the Domestic Violence Coordinating Committee has been expanded to cover the interests of both children and youth. The Office of Women's Policy has initiated, analysed and published information on a survey of the attitudes of young Territorians, by gender, to domestic violence and sexual assault and is developing a new program for young Territorians. The **Be cool...not cruel** domestic violence community education campaign will be released in 1998 as a result of the Partnerships Against Domestic Violence initiative.

#### MENTORING

The Office of the Commissioner for Public Employment and the Office of Women's Policy are working cooperatively on mentoring. Public seminars and forums have been held in Darwin and Alice Springs, guidelines and fact sheets have been released, and the preliminary results of a survey in the Northern Territory public sector made available. Discussion papers on mentoring generally, and the full survey results, are to be published during 1998.

The Management Skills for Women Program has been changed to include a greater emphasis on mentoring. The Department of Primary Industry and Fisheries plans initiating a mentoring program for women in the Department, with participants supported in their positions by colleagues and peers, thus encouraging women to remain with that agency and to move towards management positions. The Office of Youth Affairs is investigating mentoring programs and models. Staff of the Aboriginal Development Unit of the Department of Education, are acting as mentors for Aboriginal women attending courses.

#### COMMUNICATIONS, TECHNOLOGY AND WOMEN

Plans to enhance communication technology options for women are also emerging across a number of agencies and organisations.

Significantly, the Office of Women's Policy is constructing an interactive Internet home page to provide access to information on policy priorities, programs and to provide women with links to program information and other Internet sites. An on-line information network that can be accessed via the telephone, the Internet, and from libraries, health centres and other public places, is being developed for women by the Women's Advisory Council, in conjunction with the Northern Territory Library Service and the Department of Communications and Advanced Technology.

The Department of Lands, Planning and Environment is proposing to offer their customers an electronic ordering service for information on their products. This service is expected to benefit women living in remote areas, or women who find it difficult to travel. Financial information is being provided by Northern Territory Treasury on superannuation and related issues through

the Internet, and within Government through the Intranet.

#### WOMEN AS CUSTOMERS

A marked trend in Government agency reporting this year is the use of quantified data to show how women use operational areas. Agencies including the Department of Arts and Museums, the Office of the Commissioner for Public Employment, the Department of Housing and Local Government, Libraries, the Department of Education, and the Department of Sport and Recreation are quantifying and reporting on women's participation and representation, and bringing this information into policy and strategic planning.

#### ELIMINATION OF VIOLENCE AGAINST WOMEN

A consistently strong theme again this financial year, across many agencies, is the elimination of violence against women. This indicates active efforts by agencies to effectively coordinate services in

implementing the Northern Territory Government Domestic Violence Strategy. Particularly relevant reports are those by the Office of Women's Policy, Territory Health Services, Northern Territory Police, Fire and Emergency Services, the Department of Housing and Local Government, and the Northern Territory Attorney-General's Department.

#### FLEXIBLE WORK PRACTICES

There is an increased emphasis and reporting on the number of agencies introducing more flexible work practices, with women demonstrating a high level of interest in options that encompass part-time employment, job sharing, variable year work, career break schemes, short term absences for family and community responsibilities home based work and telecommuting, and flexible working hours. The number of family leave days has been increased in recognition of the needs of employees with family responsibilities.

## STATISTICAL SNAPSHOT

### INTRODUCTION

This brief analysis of women in the Northern Territory will allow readers to examine *Women in the Budget* against a statistical backdrop. Statistics of particular importance encompassing population, families, education, training, earnings and employment are presented to give a basic outline of women's social and economic circumstances in the Territory.

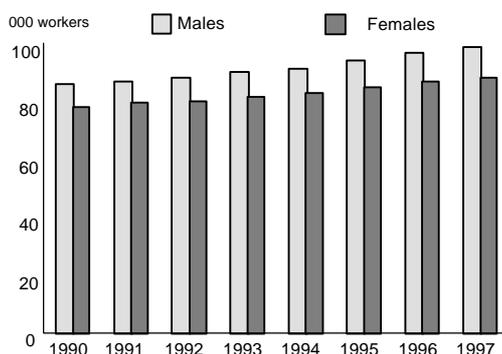
The release of the 1996 Census by the Australian Bureau of Statistics has resulted in the availability of some additional information to enhance that which was provided in last year's paper.

This chapter also includes some profiles of public sector employment relating to the participation of women.

### POPULATION

Figure 2.1

**AVERAGE ESTIMATED RESIDENT POPULATION  
NORTHERN TERRITORY AS AT 30 JUNE**



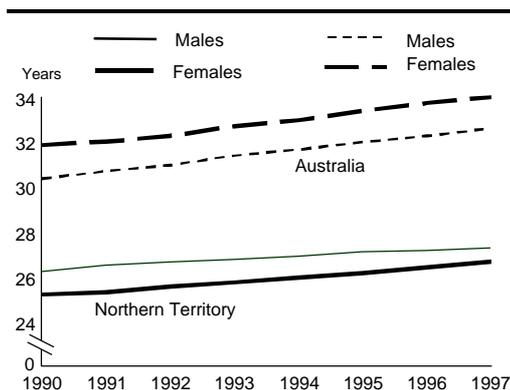
Source: Australian Demographic Statistics, ABS Cat. No. 3101.0.

In June 1997, the average estimated resident population of the Territory for the year was 1.87M, of whom 88 150, or 42.7%, were women. The proportion of females to males has marginally decreased from the previous year (Figure 2.1). This can be attributed in the main to the influx of Australian Defence Force personnel being relocated to the Territory from southern States.

### AGE

Figure 2.2

**MEDIAN AGE**

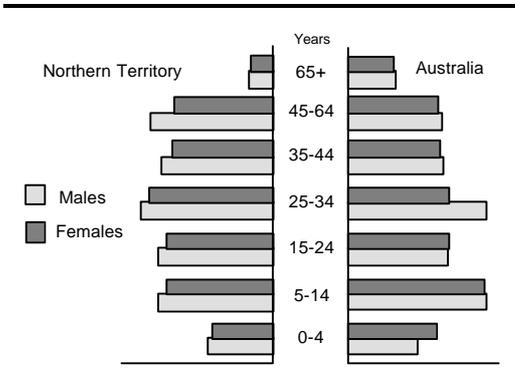


Source: Estimated resident population by sex and age, ABS Cat. No. 3201.0.

The median age of women in the Territory in June 1997 was 26.6 years. This compares with the median age of 27.3 years for Territory men. On average, Territory women are 7.4 years younger than Australian women overall, whose median age is 34 years. The median age of Territory women is increasing marginally each year, but the population profile of the Territory remains significantly younger than the rest of Australia (Figure 2.2).

Figure 2.3

**AGE DISTRIBUTION AS AT 30 JUNE 1997**

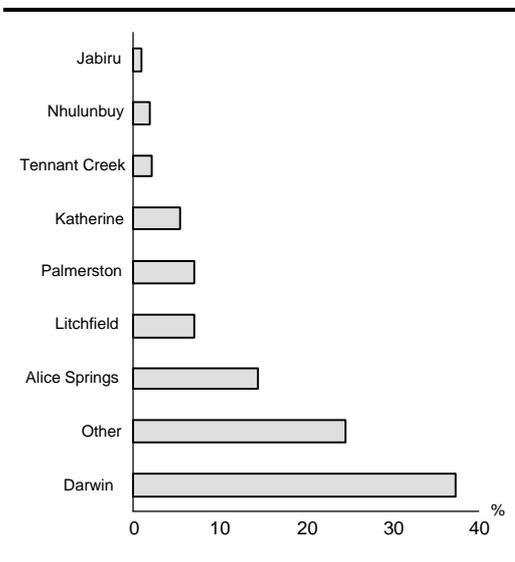


Source: Estimated Resident Population by Age and Sex. ABS Cat. No. 3201.0.

Women in the over sixty-five age bracket continue to form a substantially lower proportion of the total population (at 1.6%) than nationally (at 6.8%). Throughout Australia the number of men and women is essentially equal although there is a higher concentration of women in the sixty-five and over age bracket (Figure 2.3).

Figure 2.4

**FEMALE POPULATION DISTRIBUTION**



Source: 1996 Census, ABS Cat. No. 2018.7.

The female population of the Territory remains concentrated in the Darwin, Palmerston and the Darwin Rural area where 52% of Territory women reside (Figure 2.4). Alice Springs remains the second largest urban centre, while roughly a quarter of Territory women reside in rural or remote communities.

**FAMILIES**

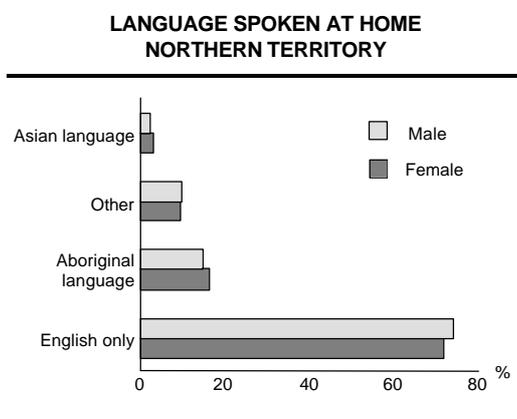
In 1996, the crude birth rate in the Territory was 20.0 live births per thousand residents, down from 21.6 in 1995. Compared with 13.9 Australia wide in 1996, the Territory rate is still by far the highest in Australia, reflecting the relative youth of the Territory population. The Australian Bureau of Statistics estimates that, of these, 37.7% were Aboriginal and Torres Strait Islander births, up slightly from 36.0% in 1995. This is in contrast to the fact that Aboriginal and Torres Strait Islander women account for only 25% of the Territory female population.

In 1996, the median age of mothers in the Northern Territory was 27.1 years, only just higher than 26.8 years in 1995. This is two years younger than the national median age of 29.2 years. The median age of Territory mothers has remained approximately 26.5 years for the past decade.

**CULTURAL DIVERSITY**

Approximately 25% of the female population of the Northern Territory are Aboriginal and Torres Strait Islanders and another 20% are from overseas. Of the total population, 26% speak a language other than English (Figure 2.5).

Figure 2.5



Source: 1996 Census, ABS.

be the case if these types of students were included in the calculation. These figures also will be influenced by the increased numbers of part-time students in the new SACE education system in Years 11 and 12 (who may study over say, three years instead of the minimum two), the sample size, migration of students and grade repetition.

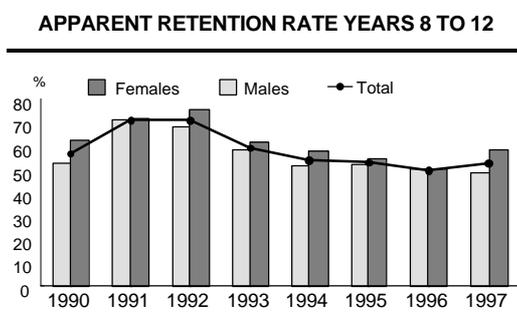
The Department of Education maintains considerable statistics on gender to enable better planning and evaluation of Equal Employment Opportunity programs in schools.

## EDUCATION AND TRAINING

### SECONDARY EDUCATION

Secondary school retention rates, which have been declining significantly since peaking in 1991-92, have started to increase in 1997. This is especially noticeable for female students whose retention rate has increased by some 8% from 1996.

Figure 2.6



Source: Statistical Overview of the Northern Territory Schools 1997, Department of Education.

It should be noted that these Apparent Retention Rates (Figure 2.6) do not include part-time students, or students at evening school, correspondence schools, or schools in predominantly Aboriginal communities. Thus retention rates are lower than would

## HIGHER EDUCATION

At the Northern Territory University, women's enrolments remain heavily concentrated in the fields of foundation studies, arts, education and business in both higher education and Technical and Further Education (TAFE), while males predominate in the technology field (Figure 2.7).

Figure 2.7

Broad Field of Study	Enrolments (%)	
	Females	Males
Land and Marine Resources, Animal Husbandry	38.6	61.4
Architecture, Building	10.2	89.8
Arts, Humanities and Social Sciences	64.2	35.8
Business, Administration, Economics	66.1	33.9
Education	32.3	67.7
Engineering Surveying	1.8	98.2
Health, Community Services	54.8	45.2
Law, Legal Studies	50.0	50.0
Science	19.4	80.6
Services, Hospitality, Transportation	63.1	36.9
TAFE Multi-Field Education	42.3	57.7
<b>Total TAFE Enrolments</b>	<b>42.9</b>	<b>57.1</b>

Source: Northern Territory University.

Figure 2.8

**1997 HIGHER EDUCATION ENROLMENTS  
BY BROAD FIELD OF STUDY**

Broad Field of Study	Females	Males
	%	%
Agriculture, Animal Husbandry	54.5	45.5
Architecture, Building	55.1	44.9
Arts, Humanities and Social Sciences	68.8	31.23
Business, Admin and Economics	54.5	45.5
Education	75.9	24.1
Engineering, Surveying	10.1	89.9
Health	87.8	12.2
Law, Legal Studies	54.4	45.6
Non-Award	40.0	60.0
Science	44.2	55.8
<b>Total Higher Education Enrolments</b>	<b>60.9</b>	<b>39.1</b>

Source: Northern Territory University.

There is a higher proportion of men undertaking TAFE courses in the Territory in comparison to the higher proportion of women in University courses (Figure 2.8). Women have a higher representation in the business, economics, health, legal and hospitality fields, whilst architecture, engineering and science are more popular fields of TAFE study for men.

Figure 2.9

**1997 ENROLMENTS**

Course Type	Females	Males
	%	%
Continuing Students	60.0	40.0
Students commencing in 1997	61.9	38.1
Doctorate by Coursework	38.9	61.1
Doctorate by Research	42.4	57.6
Masters by Research	34.1	65.9
Masters by Coursework	58.5	41.5
Diploma	83.3	16.7
Graduate Certificate	52.5	47.5
Bachelor-Pass	62.2	37.8
Bachelor's Honours	66.7	33.3
Bachelor Graduate Entry	57.0	43.0
Graduate Diploma-Extend	74.1	25.9
Graduate Diploma-New	66.2	33.8
Associate Diploma	51.4	48.6
Enabling Course	72.1	27.9
Cross-Institute Program	69.1	30.9
Non-Award Course	40.0	60.0
<b>Total</b>	<b>60.9</b>	<b>39.1</b>

Source: Northern Territory University.

Of the total enrolments at the Northern Territory University in 1997, 60.9% were women (Figure 2.9). This reflects the continuing higher retention rates in secondary schooling for girls than boys. For both men and women, the most popular educational qualification is the Bachelor Degree.

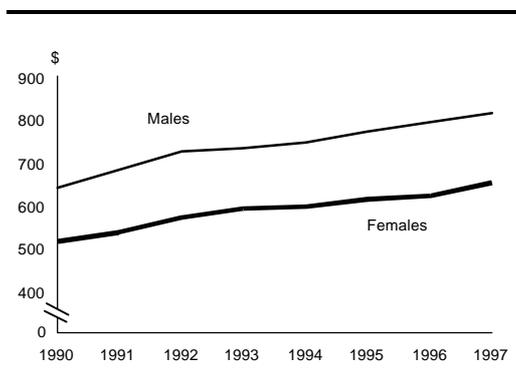
Women commencing higher education in 1997 formed 62% of the total new students.

**EARNINGS**

Both in the Territory and nationally, women continue to earn less than men. In September 1997 Territory women earned an average of \$651.10 a week, representing 80.2% of the average weekly earnings of Territory men (Figure 2.10).

Figure 2.10

**AVERAGE WEEKLY EARNINGS OF FULL-TIME  
EMPLOYEES - NORTHERN TERRITORY**



Source: Average Weekly Earnings, ABS Cat. No. 6302.0.

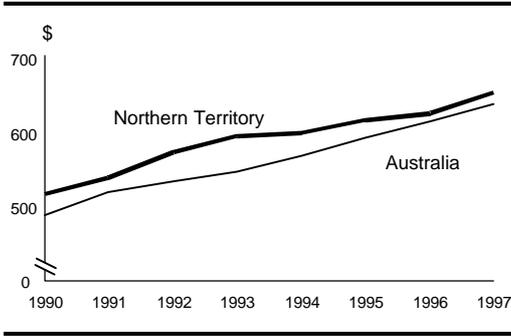
Average weekly earnings for all Territory workers continue to be higher than those nationally, but the margin has declined slightly over time (Figure 2.11).

Although in dollar terms, Territory women earn slightly more money per week than women interstate, the cost of living in the Territory is marginally higher than other States and Territories (*Comparison of Cost of*

*Living in Darwin, Perth and Sydney, Report to the Committee on Darwin).*

Figure 2.11

**AVERAGE WEEKLY EARNINGS OF FEMALE FULL-TIME EMPLOYEES**



Source: Average Weekly Earnings, ABS Cat. No. 6302.0.

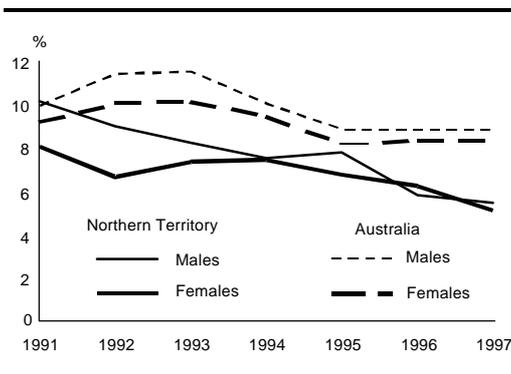
**EMPLOYMENT**

The rate of unemployment in the Territory for both men and women remains consistently lower than that nationally. In 1997, the average unemployment rate for women in the Territory was 5.1%, compared with the national rate of 8.3% for women (Figure 2.12).

The rate of unemployment for Territory women is low and it has been the least affected by the highs and lows in the business cycle.

Figure 2.12

**UNEMPLOYMENT RATES**



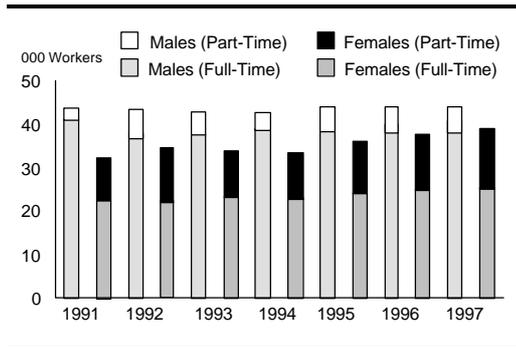
Source: Labour Force, ABS Cat. No. 6202.0.

Women account for a considerable component of the Territory workforce, as the participation rate of women in the Territory in January 1998 was 61.9%, which is much higher than the national figure of 52.5%.

During the course of 1997, the number of women in part-time employment in the Territory rose from a yearly average of 12 675 to 13 667 employees (35.2% of the total Territory female workforce). At the same time, the average number of women in full-time employment rose from 24 800 employees to 25 150, such that 64.8% of the total Territory female workforce was in full-time employment in 1997 (Figure 2.13).

Figure 2.13

**LABOUR FORCE STATUS**



Source: Labour Force, ABS Cat. No. 6203.0.

Employment rates continue to increase for both men and women in the Territory as has been the case for the last five years. Women employed part time in the Territory during 1997 increased by 7.6%, but only an increase of 3.1% was recorded nationally. The number of women employed in full-time positions rose 1.4% in the Territory, whereas a fall of 0.6% occurred Australia wide. Growth in the tourism, mining and transportation industries, combined with a continuation of the defence build up in the Territory should see this trend remain in the short term.

**PUBLIC SECTOR EMPLOYMENT**

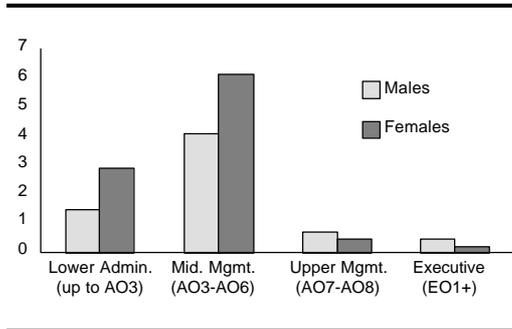
According to the agency employment data presented in the Appendix, it is worth noting that the proportion of public sector employees who are women has increased by 6% to 59% since *Women In The Budget* was first published six years ago in 1993-94.

Figure 2.14 shows that there is also a greater proportion of women occupying the middle management levels (64%) and a smaller proportion in the lower administrative ranks (30%) than reported in the first *Women In The Budget*. The comparative figures in 1993-94 were approximately 55% and 36% respectively.

Four out of ten people in upper management are women and one quarter of public sector executives are women.

Figure 2.14

**NORTHERN TERRITORY PUBLIC SECTOR STAFF**



Source: Northern Territory Treasury.

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# DEPARTMENT OF THE CHIEF MINISTER

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The Department's aim is to maximise the potential of the Northern Territory by assisting the Government through the Executive Council, the Chief Minister and Cabinet.

## OFFICE OF WOMEN'S POLICY

The Office of Women's Policy's primary role is to advance the status of women in the Territory. The Office initiates, oversees and coordinates whole of government responses to policy priorities for women. In doing so, it recognises the diversity in Territory women.

The two main program areas of the Office are:

- advancing women; and
- elimination of violence against women.

Expenditure in 1997-98 is estimated at \$1 274 000, with a budget of \$1 146 000 in 1998-99. It should be noted that the 1996-97 figure includes \$452 500 from Territory Health Services' Living With Alcohol Program, towards the Government's Domestic Violence Strategy. Similarly the 1997-98 figure includes \$265 900 from Territory Health Services' Living With Alcohol Program, and \$220 000 from the Commonwealth.

### 1997-98 ACHIEVEMENTS

***Monitor the accessibility and impact of Government programs and services to women***

During 1997-98, the Office has also:

- worked to ensure that annual *Women in the Budget* reporting across Government agency programs and services, is linked to and monitored under the Plan of Action;
- widely distributed the Office's Occasional Paper, *Women as Customers*, to over 100 key organisations and interested Territorians to promote a customer focus for women;
- produced papers and published new information on domestic and family violence, and reported on achievements across Government and non-government agencies in the third year of the Domestic Violence Strategy in the *Northern Territory Government Domestic Violence Strategy Annual Status Report April 1996 to April 1997*;
- arranged forums and contributed to seminars in Darwin and Alice Springs on workplace mentoring in collaboration with the Office of the Commissioner of Public Employment; and
- evaluated the first **It's got to stop....** Domestic Violence Community Education program.

***Continue to upgrade and promote the Women's Register on an annual basis, monitor vacancies and report in the Annual Report of the Department of the Chief Minister***

The gender balance of Government agency boards and committees is reported each year in the Department of the Chief Minister's

Annual Report. As at June 1997, 24% of these appointed members were women, an increase of 3% from the previous year.

In 1998 Chief Executive Officers are required to ensure that their respective agencies are more actively involved in maintaining current membership details of the Statutory Authorities under their administration. The Cabinet Office of this Department is to be provided with information on pending vacancies, to ensure that well qualified, experienced and suitable female candidates are considered equally.

***The Plan of Action is monitored by the Office of Women's Policy. The Office reports to the Chief Minister on an annual basis.***

The Plan of Action is monitored against commitments by agency, and achievements reported in *Women in the Budget* and to the Chief Minister each year.

***Develop a Financial Planning Kit for women in consultation with the Office of Consumer Affairs, the Department of Asian Relations, Trade and Industry, and the Office of the Commissioner for Public Employment***

The Office designed and widely circulated a survey to identify the attitudes of Territorians to available financial services and whether a financial planning kit for women was considered useful. Over 5 000 questionnaires were distributed by direct mail as well as published in newspapers and the *Government Gazette*.

A total of 880 responses were received from across the Territory and analysed. The majority of respondents (93%) supported the development of a kit for women. A summary of the result has been published in Territory newspapers to inform the community of the findings and how to obtain a copy of the survey report.

The contents of the Financial Planning Kit for Women will be based on this information. It will also include a paper on women's wealth as a result of local research being initiated by the Office.

In addition, focus group consultations have been planned to ensure that information on the views of young women, Aboriginal women, and women from culturally and linguistically diverse backgrounds is available.

***Continue to develop, implement, evaluate and coordinate a comprehensive response to violence against women through the Government's Domestic Violence Strategy***

Major achievements for the 1997-98 year included:

- researching and publishing papers on sexual assault and domestic violence; on domestic violence during pregnancy, and on youth and domestic violence;
- conducting and analysing a survey on attitudes of young Territorians to domestic violence and sexual assault and publishing the findings in an Occasional Paper;
- analysing and publishing the results of the second year of the Domestic Violence Data Collection Project;
- mapping and reporting on the use of Domestic Violence and Sexual Assault Protocols across Government and non-government agencies to further monitor service provision and promote best practice responses;
- chairing and providing administrative services to the Domestic Violence Coordinating Committee (DVCC); forming an Aboriginal Family Violence Reference Group to advise

the DVCC on family violence; and holding Open Forums within each region;

- successfully bidding for \$220 000 through the national Partnerships Against Domestic Violence initiative to fund the development, production and dissemination of community education products targeting young Territorians;
- receiving three of the 1997 national Australian Violence Prevention Awards for the Territory's Aboriginal Family Violence Strategy, the Domestic Violence Data Collection Project and the **It's got to stop....** Community Education Program;
- involving non-government agencies in the domestic violence community education program by providing a total of \$51 000 for fifteen one-off projects that contributed to the objectives of the **It's got to stop....** project; and
- advising tertiary and vocational educational institutions on the content and delivery of the Diploma in Human Service Work (Domestic Violence) - a course developed and accredited from the Territory - with the Northern Territory University offering the course for the first time in 1998.

***Funding to community groups to provide specialist counselling for victims and perpetrators of domestic violence***

In 1997-98, the Department contributed \$85 000 to assist in the provision of specialist domestic violence counsellors in each of the main Territory regions.

***Aboriginal communities, elders and older women being encouraged to give Aboriginal women access to Grandmother Law and***

***information on legal process, housing, pension and self-esteem***

The Office has an Aboriginal Policy Officer who liaises with community and urban based councils, groups and individuals, particularly elders and older women, to provide information or pathways to information on the nominated areas. During the year, the Officer has worked in all regions across the Territory.

In addition, information on Aboriginal and cultural issues has been presented at major Territory and national forums, and to Territory based Government and non-government agencies and service providers.

***Programs for men to reduce family fighting and alcohol abuse which will be developed in consultation with Aboriginal communities as well as assistance to urban and remote communities to develop and implement innovative ways of dealing with violence***

The Office continues to monitor the Aboriginal Family Violence Strategy and its implementation, and is responsible for reporting regularly on the Strategy to the Chief Minister.

Prior to its relocation in the Women's Health Unit of Territory Health Services in August 1997, the Office's Family Violence Project Team visited and worked with communities and organisations on fifty-eight occasions across the Territory. Project Officers also conducted meetings, orientation sessions and professional development sessions with twenty-seven organisations.

The Domestic Violence Offender Program, that is to be presented to Government, was designed with specific input from both Aboriginal men and women. This is the first known time in Australia, or overseas, that Aboriginal men and women have met and successfully tailored original, culturally

sensitive and relevant program elements and resources for delivery to Aboriginal offenders, victims and child witnesses.

***Provide awareness raising programs on family violence for women from non-English speaking backgrounds in consultation with ethnic communities and the Office of Ethnic Affairs***

The Office worked with the Office of Ethnic Affairs to distribute and sustain promotion of the resource material created and translated into twelve languages with the close cooperation of Territory ethnic organisations. Translated radio messages were broadcast over twelve months, until December 1997.

In 1997 the Office adopted, standardised and publicised as a customer service, the practice of offering, on request, a summary of all documents to be translated or the contents of documents discussed with an interpreter.

***Coordinate a database on domestic violence in the Northern Territory. The collection of data will indicate trends, enhance policy responses and the planning and delivery of appropriate domestic violence cases which come before the Courts, and provide information on the incidence of domestic violence. In conjunction with the police, endeavour to ensure that domestic violence data collection is comprehensive.***

The Domestic Violence Data Collection project database has been set up to establish, track and report on the incidence of domestic violence across the Territory. It now has twenty-nine Government and non-government agencies actively contributing. Seven additional agencies have indicated their willingness to participate during the coming year.

The project has received national praise and attention by receiving one of the national 1997 Australian Prevention of Violence

Awards and acted as a model for other Australian jurisdictions.

***Explore legislation enabling Courts to order perpetrators of violence to attend education and counselling programs. Perpetrator programs outside the criminal justice system will also be examined by the Domestic Violence Coordinating Committee. Northern Territory Correctional Services will examine the feasibility of Court mandated referrals to therapeutic programs for perpetrators of domestic violence.***

The Northern Territory Attorney-General's Department, Northern Territory Correctional Services, and Northern Territory Police, Fire and Emergency Services are represented on the Government's Domestic Violence Coordinating Committee. In addition, the Attorney-General's representative convenes and chairs a Prosecution Sub-committee. These committees monitor, report on and guide legal responses.

In conjunction with the Domestic Violence Coordinating Committee, the Office of Women's Policy has developed a proposal and program for a Court mandated Northern Territory Domestic Violence Offender Program that is to be presented to Government. The program represents a best practice model and is based on consultations with key agencies, the legal fraternity, and Aboriginal men and women. The program contains specific sections on the development and philosophy, session delivery and content, and reporting and evaluation.

***Separate to these specific commitments within the Plan of Action, the Office of Women's Policy is able to report on these achievements which contribute to objectives contained in Chapter 1: The Advancement of Women and Chapter 3: Elimination of Violence Against Women in the Plan.***

Achievements include:

- initiating a survey to see if and how mentoring is occurring in the Northern Territory public sector, and researching information for a local publication on workplace mentoring;
- administering the *Northern Territory Women's Fellowship* with the Chief Minister presenting the Fellowship to Leonie Norrington in 1997. Her work will report on selected Territory women's opinions and experiences to develop their skills as writers. The Office is to publish an anthology of their stories;
- administering the new *Northern Territory Women's Achievement Award* announced by the Chief Minister in 1997, and presenting twenty-eight inaugural Awards in 1998, to recognise women's contribution within their communities or regions. The Awards have been established as an annual event to celebrate International Women's Day;
- contributing to key national forums by:
  - attending the Heads of Government National Domestic Violence Summit in Canberra in November 1997;
  - participating in the Commonwealth, States and Territories Domestic Violence Working Group and the National Partnerships Against Domestic Violence Task Force; and
  - attending and participating in the Workshop on the Future of Women's Policy Structures in February 1998. The Workshop, a

first for Australia, provided a key forum for discussions between Australian and New Zealand Women's Advisers and Australian women academics working in the political science field;

- distributing over 1 000 copies each of two editions of the *Domestic Violence Newsletter* which reported to the community on the Government's Domestic Violence Strategy; and
- examining the link between sexual assault and domestic violence. The Territory is one of only two jurisdictions in Australia to document and publish their findings in this area. A Sexual Assault Reference Group was formed in 1997, under the Domestic Violence Coordinating Committee, to consider related issues and advise on domestic violence and sexual assault.

#### 1998-99 PRIORITIES

In addition to ongoing programs, in 1998-99 the Office anticipates:

- producing a Financial Information Kit for Women and, as part of the Kit, researching and publishing information on women's wealth;
- conducting focus groups with young women, Aboriginal women and women from culturally and linguistically diverse backgrounds to increase local knowledge of their financial information needs;
- presenting information on mentoring at seminars and forums, and publishing information on current trends and issues, with local research;

- launching and distributing the **Be cool...not cruel** Domestic Violence Community Education Program which targets young Territorians; and
- launching the second **It's got to stop...** Domestic Violence Community Education program.

#### WOMEN'S ADVISORY COUNCIL

The sixteen member Women's Advisory Council (WAC) to the Chief Minister takes a leading role in the development of policy that directly or indirectly affects Territory women. Council members represent a range of women living throughout the Territory and are appointed by the Chief Minister.

#### 1997-98 ACHIEVEMENTS

##### *Women's Status in Society*

- Advice was regularly provided to the Chief Minister and the Government on issues of interest and concern to women.
- Regional consultations and forums with local women were held in Brunette Downs, Tennant Creek, Timber Creek and from the Northern Territory University.
- The Council organised the seventh Alicia Johnson Memorial Lecture delivered by Senator Natasha Stott Despoja, titled *Generation Xcluded ... the erosion of young people's environment*.
- A survey was arranged to find out what Territory women wanted to know more about in regard to the political process, and the Territory Women and Politics Reference Groups in Alice Springs and Darwin were initiated, with forums arranged on

##### *Understanding, Implementing and Developing Policy and Media Skills.*

- The Council supported the development and publication of *Understanding Wumpurrarni Ways*.
- Four editions of the WAC newsletter, with a circulation of 1 300, were distributed.
- The Council continued to recognise women of note at each Council meeting and to document their contribution in WAC newsletters.
- The Council contributed to discussion at conventions and conferences in relation to constitutional development, with the Convenor appointed to the Northern Territory Statehood Convention.

##### *Women's Economic Security and Independence*

- Council was represented on a Consumer Affairs and Fair Trading sub-committee, established to investigate the effects of the running of an account or book-up system.
- Information on superannuation and financial planning was included in regional consultations.

##### *Elimination of Violence Against Women*

- Mechanisms for complaints on advertising depicting violence against women were investigated.
- The second edition of *Women and Family Law* booklet, updated by the Top End Women's Legal Services and part funded by the NT Law Society Public Purposes Trust was provided.
- The Council continued to negotiate the recommendations contained in the report *Women and Legal Services in the NT*.

**Health and Well Being of Territory Women**

- The NT Information Network for Women Project to improve women's access to information via the telephone, the Internet and libraries, was commenced.
- Investigations continued into the provision of health services in remote communities.
- Changes to child care services in the Territory were monitored, particularly in relation to the five year Territory Child Care Plan.

**1998-99 PRIORITIES**

The program of work for 1998-99 will be finalised at the August 1998 Council meeting, following the appointment of new members. Priority areas anticipated for Council attention include:

- improving women's access to legal services in the Territory;
- providing information on superannuation and financial planning for women;
- contributing to discussion on the role for women in the Territory's constitutional development, moving towards Statehood;
- encouraging women to become more involved in decision making areas, including all tiers of government; and
- developing a Territory Information Network for Women.

Expenditure in 1997-98 is estimated at \$240 000, with a budget of \$240 000 in 1998-99.

**OFFICE OF YOUTH AFFAIRS**

The Office of Youth Affairs was established in September 1996, as an initiative of the Chief Minister to target young people in the twelve to twenty-five year old age group.

Expenditure in 1997-98 is estimated at \$662 000, with a budget of \$672 000 in 1998-99.

**1997-98 ACHIEVEMENTS**

***Women's Status in Society***

The principal initiative in 1997 was the establishment of the Chief Minister's Round Table of Young Territorians. The Round Table consists of sixteen young people from a variety of geographic, social, cultural and educational backgrounds. Both the 1997 and 1998 Round Tables included nine women.

The Office supports awards that recognise the outstanding achievements of young people. In 1997-1998 a young woman and Round Table member, Moira O'Brien, was the winner of the Northern Territory Young Achiever of the Year Award. Debbie Jones, a young Aboriginal woman from Timber Creek, was the winner of the 1997 Office of Youth Affairs Young Australian Community Services Award. One hundred Student Citizenship Awards from the Office of Youth Affairs/Australia Day Council were presented to students in 1998. Of these 80% went to young women.

***Elimination of Violence Against Women***

The Director of Youth Affairs represents the interests of young people on the Domestic Violence Coordinating Committee.

The Round Table of Young Territorians has recognised the importance of the elimination of violence against women, identifying particularly domestic violence as an area of

interest for 1998. Three members have met with the Office of Women's Policy to negotiate areas where project support can be offered.

#### ETHNIC AFFAIRS MANAGEMENT

The Office of Ethnic Affairs is fully committed to improving the access of people from diverse cultural and linguistic backgrounds to services and information which enhance their equal participation in the social, cultural and economic development of the Territory, consistent with the Plan of Action.

Expenditure in 1997-98 is estimated at \$607 000, with a budget of \$582 000 in 1998-99.

#### 1997-98 ACHIEVEMENTS

- Women who are bilingual or multilingual were encouraged to train and register as interpreters or translators. Out of 139 interpreters and translators, 102 are women.
- An effective and efficient interpreting and translating service was proposed. The majority of clients will be women and much of the translated material targets women, for example, for health and well being through information on Pap smears, breast screening and rubella, and the elimination of violence through information on domestic and family violence.
- Government agencies were encouraged to produce translated information, especially information affecting women, for example, health related and emergency services information pamphlets.
- Agencies were assisted in determining the linguistic and cultural appropriateness of any educational or promotional material about a range of issues important to women from non-English speaking backgrounds.
- The Interpreter Card was introduced in the Northern Territory, benefiting Territorians who are not fluent in English or who are deaf. Cardholders, of which the majority are women, are entitled to free interpreting services when they access Government agencies, statutory bodies, local governments and community-based organisations.
- Twenty-eight comparative assessments were provided to overseas trained and skilled women in the occupations of teaching, business management, pharmacy, agriculture, tourism and hospitality, commerce, medicine, accountancy, aeronautics and law.
- Referral and information services were provided to women from diverse cultural and linguistic backgrounds who are seeking employment, retraining or educational opportunities.
- The Office liaised with relevant training institutions and professional and funding bodies in order to assist overseas trained and skilled women to access training programs.
- Advice was provided to the Minister on matters relating to women's issues, especially those concerning women from diverse cultural and linguistic backgrounds, and disseminated important information on policies that affect women in the Territory.

- Input was provided into national policies and inquiries on matters relating to women's legal rights, employment, training, education, business, child care, health and Government services.
- The interests of women from diverse cultural and linguistic backgrounds were represented on committees such as the Domestic Violence Coordinating Committee, and the Torture and Trauma Survivors Service Committee.
- An annual review of the Northern Territory Integrated Settlement Plan was undertaken in consultation with Government agencies, local government and ethnic communities, and ensured that the settlement needs of newly arrived women were addressed in the Plan of Action.
- Awareness programs were provided to Government and non-government agencies on health, work, language and culture specific issues, especially those targeting women from diverse cultural and linguistic backgrounds.

#### ETHNIC AFFAIRS SPONSORSHIP

The Ethnic Affairs Sponsorship Program aims to assist ethnic communities through the provision of funding for innovative projects that promote positive and harmonious relations.

Expenditure in 1997-98 is estimated at \$246 000, with a budget of \$246 000 in 1998-99.

#### 1997-98 ACHIEVEMENTS

The Program encouraged ethnic or multicultural organisations to undertake projects specifically benefiting women and girls in their communities. By providing grants to various ethnic organisations, women and children were able to participate in worthwhile projects and activities relevant to their particular needs. One example is sponsoring projects such as language and culture workshops, women's craft group, dance classes, and production of multilingual information specifically for women.

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# OFFICE OF THE COMMISSIONER FOR PUBLIC EMPLOYMENT

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The Northern Territory Government employs the largest single group of employees in the Territory. The Commissioner for Public Employment is responsible for the policy aspects of recruitment, promotion, mobility, discipline and retirement, and for policy development and the monitoring of equal employment opportunity within the public sector. The Commissioner's Office also manages the executive and middle management development programs.

## CAREER PLANNING WORKSHOPS

Twenty-six workshops were held during 1997. Of the 183 participants, 137 were female and 46 male. The greater female participation rate approximates the rates for previous years and is an indication of the greater focus that women have on their careers, and that they are more actively seeking new career directions better suited to their skills and aspirations.

The total expenditure on the workshops, compared to that related to women participants, is shown in Figure 3.1.

Figure 3.1

CAREER PLANNING WORKSHOPS		
Expenditure	1997-98	1998-99
	\$	\$
Total Workshops	113 000	114 000
Women Participants	76 000	86 000

Source: Office of the Commissioner for Public Employment.

Note: There is no charge to agencies for participation. Related expenditure is met by the Office of the Commissioner for Public Employment.

## PUBLIC SECTOR EMPLOYMENT AND MANAGEMENT ACT

Section 24(j) of the *Public Sector Employment and Management Act* requires every Territory public sector agency to report annually to the Commissioner on equal opportunities, in accordance with the merit principle, in relation to their employment. Agency Equal Opportunity Employment Management Plans (EOMP) specifically target traditionally disadvantaged groups such as women, Aboriginal and Torres Strait Islanders, people of non-English speaking backgrounds, and the young and disabled.

As at June 1997, thirty Agencies (91%) have developed and implemented EOMP specific to their agency. In addition many agencies are now including equal opportunity objectives into their business plans in order to emphasise managers' accountabilities regarding equity within the workplace.

Although no specific budget is identified for women within the legislation, it is estimated \$60 000 is expended across all agencies.

## PUBLIC SECTOR CONSULTATIVE COUNCIL WORKING PARTIES

The Public Sector Consultative Council currently has two working parties examining issues directly related to women in the work force: the Work and Family Responsibilities Working Party and the Equal Opportunity Working Party. A major initiative of the Work and Family Responsibilities Working Party has been the development of work related child care options.

These working parties consist of joint management and union representation. They research issues of relevance to employees in the Northern Territory public sector and prepare recommendations to be put to the Consultative Council for approval.

Expenditure in 1997-98 is estimated at \$28 000 with a budget of \$30 000 in 1998-99.

#### EXECUTIVE DEVELOPMENT PROGRAM

The third Executive Development Program will commence in July 1998. Of the fourteen nominations thus far received, six are women.

Expenditure in 1997-98 is estimated at \$141 000 with a budget of \$80 000 in 1998-99.

#### MIDDLE MANAGEMENT PROGRAM

The Public Sector Management Course particularly benefits women, as they comprise a large number of employees at middle management level in the public sector.

To date women have comprised 38% of participants in the course, but have comprised 48% of those completing the program and being awarded the Graduate Certificate of Public Administration.

A series of events and workshops on mentoring will be conducted in 1998. Mentoring has been identified as a developmental mechanism to enhance the potential of women in the public sector and is in line with Plan of Action objectives.

#### FLEXIBLE WORK PRACTICES

In the last year, increased emphasis has been placed on the introduction of more flexible work practices within agencies. These aim to achieve the best possible match between the

business interests of employers and the personal and professional interests of individual employees. As a consequence of customary roles within the family, or personal circumstances, flexible work practices have traditionally been of greater benefit to female employees.

The last Enterprise Bargaining Agreement increased the availability of family leave from five days to ten days per year, in recognition of the needs of employees with family responsibilities.

#### 1997-98 ACHIEVEMENTS

##### *Management Skills for Women*

The Office of the Commissioner for Public Employment (OCPE) continues to offer courses on management skills for women to encourage and enable women to achieve, and advance, in management and leadership roles. The courses are conducted in Darwin and Alice Springs. Changes to the program now feature group projects and a greater emphasis on mentoring. The target group has been redefined to ensure that women with project, financial and other management responsibilities are targeted in addition to those generally in the Administrative Officer 5 to Administrative Officer 7, and equivalent, levels. A total of 109 women have completed the course this year.

Figure 3.2

<b>MANAGEMENT SKILLS FOR WOMEN COURSE</b>		
	1997-98	1998-99
Participants	109	104
Total Expenditure	\$78 125	\$114 750

Source: Office of the Commissioner for Public Employment.

Note: One MSFW course and MSFW Recall is held in Alice Springs every second year.

Comparative information of the number of participants, and expenditure, is shown in Figure 3.2.

**Entry of Women into Management Training Programs**

New Opportunities for Women (NOW) courses have been provided since 1995. The NOW program is intended to provide women with an understanding of supervisory and pre-management issues in the workplace. The program is designed to develop team, communication and negotiation skills, as well as provide participants with an overview of the structure and direction of organisations within the public sector.

Comparative information on the number of participants, and expenditure, is shown in Figure 3.3.

Figure 3.3

NEW OPPORTUNITIES FOR WOMEN COURSES		
	1997-98	1998-99
Participants	80	40
Total Expenditure	\$20 400	\$10 200

Source: Office of the Commissioner for Public Employment.

Note: One NOW course is held in Alice Springs every second year.

**Flexible Working Conditions**

The Enterprise Bargaining Agreement of 1997 introduced a number of initiatives of benefit to women who make up 58% of the Territory public sector work force.

**International Labour Organisation Convention 156: Workers With Family Responsibilities**

As indicated above, a PSCC Work and Family Responsibility Working Party, comprising four women and two men, has been established and has been active in developing a further range of options to assist in balancing work and family responsibilities. These options include flexible work arrangements, family leave arrangements, work related child care and job sharing.

**Work in Non-traditional Areas within the Public Sector**

Career planning workshops presented by OCPE encourage women to make better use of their potential and to realise career opportunities.

**Sexual Harassment**

Most Territory public sector agencies have now developed policies and guidelines for dealing with sexual harassment in the workplace. Awareness raising workshops continue to be facilitated by this Office for agencies in Darwin, Alice Springs, Tennant Creek and Katherine.

**Workforce Issues**

OCPE continues to participate in the Northern Territory Industrial Education Committee.

Awareness raising for women in relation to work force issues continues through the consultation process of the Enterprise Bargaining Agreement as well as through the Human Resource Forum and the Equal Opportunity Network facilitated by staff of the office.

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# TERRITORY HEALTH SERVICES

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The mission of Territory Health Services (THS) is to improve the health status and well-being of all people in the Northern Territory. The agency achieves its objectives through five strategic directions: public health, primary level health, acute and specialist care, organisational support and community services.

## WOMEN'S HEALTH UNIT

The purpose of the Women's Health Unit (WHU) is to ensure that the health and well-being of women is addressed and promoted throughout the Territory through the delivery of sensitive, relevant and holistic services. Goals of the Unit are to:

- develop, provide and promote relevant access to information about women's health issues;
- facilitate the provision of appropriate services and development of policies as identified by women;
- encourage participation in, and support for, women's health issues in the community including Departmental staff;
- initiate and implement programs that have been identified as priority needs for women;
- create a work environment that promotes individual and organisational development; and
- base policy, programs and initiatives on sound research and ensure program effectiveness through evaluation processes.

Objectives and strategies are developed through implementation of the Territory Women's Health Policy which incorporates the Women's Cancer Prevention Programs, the National Women's Health Program, the Domestic Violence Program and the Alternative Birthing Services Program. During 1998, a review of the Women's Health Policy will take place and a plan of future action will be developed.

The WHU, through two program evaluations, has also developed and coordinated the implementation of improved birthing services, and minimum standards to guide sexual assault service responses.

## PUBLIC HEALTH OUTCOME FUNDING AGREEMENT 1997-98 TO 1998-99

In 1997-98 agreements under the National Women's Health Program, Alternative Birthing Services, Female Genital Mutilation Education, Breast Screening Prevention and Cervical Screening Program were replaced by the Public Health Outcome Funding Agreement 1997-98 to 1998-99. This is aimed at better coordinating and integrating national public health strategies, whilst strengthening national public health infrastructure and capacity. Future budgets will be reflected under the Public Health Outcome Funding Agreement.

Expenditure in 1997-98 for the National Women's Health Program is estimated at \$229 000 with a budget of \$229 000 in 1998-99.

Expenditure in 1997-98 for the Alternative Birthing Services Program is estimated at

\$137 000, with a budget of \$98 000 in 1998-99.

Expenditure in 1997-98 for the Female Genital Mutilation Education is estimated at \$82 000.

#### NT WOMEN'S CANCER PREVENTION PROGRAM

The Territory is participating in the following programs which aim to reduce the incidence of, and deaths from, breast and cervical cancer among Territory women. These programs are jointly funded by the Territory and Commonwealth Governments.

##### National Cervical Screening Program

This program promotes an organised approach to prevention of cancer of the cervix including the provision of information to encourage women to have Pap smears; care of women with screened detected abnormalities; education of service providers; promoting quality and quality assurance measures in all stages of the screening pathway; and establishment of a Territory Pap Smear Register and other systems with a reminder service to women and practitioners.

Expenditure in 1997-98 is estimated at \$374 000, with a budget of \$830 000 in 1998-99.

##### Breast Screen Australia

This service provides free mammography (breast X-ray) screening for the early detection of breast cancer in women. While women from age forty can attend, the service targets women aged fifty to sixty-nine for whom the occurrence of breast cancer is more common. Screening and assessment centres are now well established in Darwin and Alice Springs, and a mobile

screening unit makes annual visits to Tennant Creek and Katherine, with future visits to Nhulunbuy being planned.

Expenditure in 1997-98 is estimated at \$1.05M, with a budget of \$1.13M in 1998-99.

##### Remote Areas Well Women's Screening Program

This program promotes a holistic approach to women's health screening for remote area women and the support, education and training of remote area staff in providing a quality well women's screening service and education of local women. This includes breast examinations, mammograms in women over fifty, and taking quality Pap smears in a culturally appropriate manner and offering other screening tests.

#### THE ALTERNATIVE BIRTHING SERVICES PROGRAM

This program was also initiated by the Commonwealth Government to implement the National Women's Health Policy principles relating to birthing services for women. The aim of this program is to promote birthing as a normal life event, midwifery based care, and choice in birthing services for women. It is an incentives funding program to develop models of care which can be incorporated into the general range of services available to women in the public health system.

In 1998, phase 1 of the Remote Aboriginal Birthing Project will be completed. The aim of this project is to develop a policy statement, in consultation with key stakeholders, on birthing in Aboriginal communities in the Territory, and to provide a range of recommendations and options to assist in improving the health of Aboriginal women in their reproductive years.

## DOMESTIC AND FAMILY VIOLENCE

THS is working to support the Government Domestic Violence Strategy and the Aboriginal Family Violence Strategy.

Funding has been provided through the Living With Alcohol Program in recognition of the correlation between alcohol and domestic and family violence in the Territory.

Funds were provided to a number of non-government organisations across the Territory for domestic violence counsellors, referral and advocacy workers with legal help services and specialist support workers. In THS, the Living with Alcohol Program employs a domestic violence project officer and has established an Aboriginal Family Violence Strategy Unit. THS has also developed minimum standards for staff working with survivors of domestic and family violence.

Expenditure on domestic violence services in 1998-99 is estimated to be \$777 000, while expenditure on Aboriginal Family Violence 1998-99 is estimated to be \$355 000.

## ELIMINATING FAMILY VIOLENCE

Funding has been provided to non-government organisations for the provision of counselling services to survivors of domestic violence. Community development and training services have continued to implement community based education and violence prevention strategies.

## SEXUAL ASSAULT SERVICES STRATEGY

THS continues to implement recommendations under the Sexual Assault Services Strategy. To ensure appropriate and coordinated delivery of services THS has

developed protocols for the specialist sexual assault services and a multidisciplinary training package for THS staff working with people affected by sexual assault and domestic violence. Sexual Assault Referral Services have received an increase of funds to extend counselling services and provide after hours emergency support to victims of sexual assault. Living with Alcohol funds specialist sexual assault counsellors in a number of centres in the Territory. Funding has been made available for the appointment of a sexual assault counsellor in Tennant Creek.

The Chief Minister appointed the Women's Health Adviser to the Domestic Violence Community Development in 1997 to specifically represent the interests of sexual assault services.

Expenditure in 1997-98 is estimated at \$205 000, with a budget of \$205 000 in 1998-99.

## NATIONAL HIV-AIDS STRATEGY 1996-97 TO 1998-99

The objective of the AIDS-STD Program remains to minimise the personal and social impact of HIV infection, to eliminate the transmission of HIV, and to reduce STD rates in the Territory.

Women, in particular those in marginalised communities and groups such as Aboriginal Territorians and sex industry workers, remain a priority target group. Territory Health Services provides funds to the Sex Industry Association of the Northern Territory to ensure adequate education concerning HIV-STD is provided to women working in this industry.

THS maintains a number of staff, including female Aboriginal AIDS educators, to assist women in rural and remote communities

develop local education packages concerning issues relating to HIV-STD transmission. THS and community based organisations such as the AIDS Councils have responsibility for educating women's groups and for providing treatment and support for HIV positive women where the need exists.

The introduction of new STD detection techniques (Tampon Test) has been widely accepted by Territory women from all cultural backgrounds. This has led to greater disease detection and early treatment and should, over time, decrease the impact of long term complications associated with undetected STD on the health of Territory women.

#### ALCOHOL AND OTHER DRUGS PROGRAM

The objective of the program is to promote individual and community well-being by minimising the harm associated with alcohol and other drugs. While many elements of the program are targeted at the community in general, the needs of women are addressed. These needs may either be in terms of their own substance use or arising from substance use by others.

The Alcohol and Other Drugs program budget for 1997-98 totalled \$15.6M, with \$8.3M in revenue from the Living With Alcohol program, \$1.3M from the Wine Cask Levy, \$500 000 from the Tobacco Action Project and \$716 000 from the National Drug Strategy Shared Cost program.

The Community Grants Program, along with Living With Alcohol grants and grants from the Tobacco Action Project, provided \$7.8M to community based alcohol and other drug services throughout the

Territory. Another \$1.2M was provided for community education activities.

#### THE LIVING WITH ALCOHOL PROGRAM

The program recognises the strong links between alcohol and violence, especially with regard to Aboriginal women. It continues to support programs developed by Aboriginal communities such as night patrols, improved controls on supply and availability of alcohol, as well as education, treatment and other interventions.

The Living with Alcohol Program contributes significantly to the Northern Territory Government Domestic Violence Strategy. A range of services and projects including counselling and legal support are funded each year from the \$777 000 provided by the program.

The program also provides \$205 000 to support the delivery of sexual assault services throughout the Territory.

The Living with Alcohol Program provides an additional \$355 000 per year to implement the Aboriginal Family Violence Strategy. The Aboriginal Family Violence Unit in THS uses a community based model to support Aboriginal people in addressing the issue of violence in their communities. A further \$103 000 in grant monies is also provided.

The program also has a specific strategy in place to minimise other forms of alcohol related harm among Aboriginal people throughout the Territory. The Aboriginal program works in partnership with Aboriginal Territorians to identify and address local issues associated with alcohol use and the impact it has on their communities. The program recognises that it is largely women and older people in

Aboriginal communities who have to deal with the drinking of others.

The Living with Alcohol program is:

- developing interventions for family members of alcohol and drug users;
- undertaking research and development for community education campaigns focusing on responsible drinking;
- collaborating with agencies such as the Office of Aboriginal Development and Aboriginal community members on the Law and Justice Program, and the Northern Territory University (NTU) Faculty of Aboriginal and Islander Studies in their development of alcohol and other drug and domestic violence specialisations.

These features of the program are contributing to an international World Health Organisation project.

#### TOBACCO AND OTHER DRUGS

The Northern Territory Drug Strategy incorporates and extends the Living with Alcohol program and sets specific outcomes to be achieved by the year 2000 in the areas of alcohol, tobacco, kava, petrol sniffing and illicit drug use. One of the priority areas is tobacco use.

A large component of the Tobacco Action Project is directed at Aboriginal communities, where it is notable that the major drug of use among women is tobacco. The project is conducting community education and engaging in community development initiatives aimed at reducing the uptake of tobacco by young people and encouraging current smokers to quit. It is also focusing on the effects of smoking on

pregnant women and the effects of passive smoking, especially on children.

The Tobacco Action Project promotes World No Tobacco Day and Quit Week, advocates smoke free policies for public places and supports activities undertaken as part of health promotion in schools. It supports ante-natal education classes and has developed resources on foetal smoking syndrome.

Petrol sniffing places great costs on family and communities. The program is working toward increasing the knowledge and skills of health professionals and community people about the health effects and range of intervention and management strategies that might be employed to reduce the harm caused by petrol sniffing.

#### FAMILY AND COMMUNITY SERVICES

The Family and Community Services sub-program either directly or, through grants to community groups, provides crisis accommodation, protection, counselling and other assistance to communities, families, women, youth and children to promote their well-being. This program assists Territory communities to become self sufficient in supporting individuals and families to fulfil their potential.

The funding provided to dedicated women's projects is by way of grants to community organisations including:

- Alice Springs Women's Shelter;
- Dawn House;
- Ruby Gaea House;
- Darwin Aboriginal and Islander Women's Shelter;
- Katherine Women's Crisis Centre;

- Tennant Creek Women's Shelter;
- Nauiyi Nambiyu (Daly River) Aboriginal Women's Resource Centre;
- Aboriginal Women's Resource Centre (through Aboriginal Resource and Development Services);
- Childbirth Education Association;
- Country Women's Association;
- Milingimbi Women's Centre;
- Nursing Mothers Association of Australia;
- St. Vincent de Paul (Alice Springs);
- Salvation Army Catherine Booth House;
- Centacare; and
- Yuendumu Women's Centre.

Expenditure in 1997-98 is estimated at \$2.6M with a budget of \$2M in 1998-99.

#### 1997-98 ACHIEVEMENTS

Many achievements in the past year have been discussed already in this chapter. Further specific achievements are outlined below.

##### ***Provision of training to both public and private health providers on women's health issues***

Women's Health Educators in each of the remote health districts continue to provide training on women's health issues. Core training has been provided to THS and non-government staff on domestic violence and sexual assault. In 1998, a staff member in each of the two operational areas will coordinate the development and inclusion of women's health promotion messages and minimal intervention skills into a range of

THS training programs, and will work with THS staff and non-government agencies to develop their health promotion skills. In the process, the staff will collect and trial resources and information on women's health, for inclusion in the identified training programs.

##### ***Research into Women's Health***

The links between sexual assault and alcohol use have been researched, and funds from the Living With Alcohol program dedicated accordingly to sexual assault support services. The NTU received funding to undertake research into the incidence and management of anxiety disorders experienced by women in the urban area. This project resulted in the establishment of community based support groups and training for service providers.

##### ***Encourage Aboriginal women to become more involved in the design and delivery of policies and programs***

The Northern Territory Aboriginal Health Policy released in May 1996, and the Aboriginal Public Health Strategy and Implementation Guide 1997-2000 released in November 1997, incorporates this as a commitment. Aboriginal women have participated strongly in the design and implementation of women's health programs in the Territory.

##### ***Information and educational materials for women of varied linguistic and cultural backgrounds***

The National Women's Health Program and the Alternative Birthing Services Program have provided funds to a range of community initiated projects to develop educational resources in Aboriginal languages on topics related to sexual and reproductive health. The East Timorese Association was also funded to provide information and education sessions on a

range of women's health and well-being issues.

***Continue to provide referral and information services to women with impairments***

Disability Liaison Officers in the Alice Springs and Darwin Community Care Centres continue to provide these services.

Consultation has commenced with families, communities and key organisations in the Top End and Central Australia to develop appropriate service models which aim to support children in their families. One model has been piloted in Darwin.

***Promote the Strong Women, Strong Babies, Strong Culture (SWSBSC) Program***

There has been an increase of 140g in the mean birth weight of babies and an 8% reduction in the incidence of low birth weights in the three communities where the SWSBSC Program has been implemented.

In addition to these three original communities, the SWSBSC Program has now been introduced in five other communities in the Top End and two in Central Australia. The Pilbara and Kimberley areas of Western Australia have adopted and modified the program for their use.

***Support culturally appropriate birthing services***

Culturally appropriate community based ante-natal support is provided through the SWSBSC, and through the Alternative Birthing Services Program funding to community-based initiatives. The program is also piloting shared care between Katherine Hospital and Wurli Wurlijang Health Service. Alice Springs Hospital has successfully piloted the provision of Aboriginal Health Workers in all maternity areas, and worked with Alukura to ensure Aboriginal women have access to their

traditional practices within the hospital and post-natally. In 1998, Danila Dilba will be consulting with Top End Aboriginal women through a project funded under the National Women's Health Program. THS is currently exploring birthing issues in Aboriginal communities in the Territory.

***Implementation of appropriate recommendations of the Birthing Services Review Report***

Staged implementation of the recommendation is underway.

***Ensure education on the use of alcohol and other drugs is included in the Core Curriculum***

This is an ongoing undertaking in conjunction with the Department of Education.

***Employer supported child care***

A survey of public sector child care needs in the Darwin central business district was completed, and is under consideration. Some of the needs identified in the survey have been taken into account in the development of the Five Year Plan outlined below.

***Develop a Territory Child Care Plan***

The Territory Government has responded to community consultations between 1994 to 1996 by allocating funding of \$1.71M in 1997-98 and \$1.95M in 1998-99 to implement a Five Year Plan for children's services development. The Plan aims to increase the number of child care places to a target access level of 46% of children under four years whose parents are in the workforce or training. It will also help services meet family needs by providing funding to extend operating hours and improve access to care for babies, and by piloting a comprehensive children's service in Darwin and Alice Springs.

***Outside School Hours Care standards***

Minimum standards for Outside School Hours Care services will be introduced in the Territory. In 1997-98, \$100 000 was allocated to assist services to meet these standards.

***Encourage a balance of female doctors to be appointed in remote regions***

There have been some difficulties in recruiting doctors for rural areas across Australia in recent times. However, the Territory is endeavouring to convince the Commonwealth Government of the difficulties being faced in its remote area including the needs of women in our remote areas.

***Develop a strategy to improve the quality of, and access to, mental health services for all women***

This is an ongoing activity incorporated within generic Mental Health Service practice. In the past year, the needs of Aboriginal women have been considered in the context of the development of the Aboriginal Mental Health Policy and its implementation phase.

***Continue to involve carers in the planning and delivery of services, including respite for children with impairments***

This remains an ongoing activity within the disability services and the substitute care programs. Carers have been invited to participate at all levels in Home and Community Care (HACC) Forums held in THS operational areas.

***Develop appropriate community and home based care services for older women***

The results of a user characteristic survey for the HACC Program undertaken in November 1997, indicate that women comprise approximately 64% of HACC users in the Territory.

Women, both as HACC users and carers, are encouraged to participate in the program planning process at the community level, through participation in community forums, and at the Territory and national level, through the Reference Group. Participation by women at these levels assists in the development of appropriate services.

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# NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES

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The role of the Northern Territory Police, Fire and Emergency Services is to serve and protect the community.

## 1997-98 ACHIEVEMENTS

***Providing opportunities for women in all areas of the community to obtain information about, or comment on, policies and programs of all agencies. Where appropriate, agencies should use communications technology to reach women who are unable to read or write.***

The Northern Territory Police, Fire and Emergency Services has ongoing involvement with community groups, membership of which includes many women.

Women from five ethnic communities in Darwin (Filipino, Indonesian, Vietnamese, Thai and Greek) have been provided with information on domestic violence and reporting of violence to police. This was carried out through information sessions and an open forum conducted by the Ethnic Liaison Officer of the Police's Domestic Violence Unit in Darwin. In addition, a Domestic Violence pamphlet translated into five languages (Tagalog, Indonesian, Vietnamese, Thai and Greek) was produced and distribution of these pamphlets has commenced. The ethnic radio program in Darwin has also been a tool used by police to impart information on domestic violence to women from ethnic communities.

***Ensure collection of qualitative and quantitative data by gender to enable better planning of services***

Statistics are collected by gender and included in the Northern Territory Police, Fire and Emergency Services Annual Report.

***Where appropriate, Aboriginal women are to be involved in the design and delivery of policies and programs including monitoring and evaluation***

A female Aboriginal Liaison Policy Officer has been appointed to the Darwin-based Domestic Violence Unit.

***Continue to develop, implement, evaluate and coordinate a comprehensive response to violence against women through the Government's Domestic Violence Strategy, which includes:***

- ***Treating the matter as a crime, not as 'just a domestic'***

On 1 June 1998 the Commissioner of Police will issue new General Orders to all Territory Police Officers. The new General Order on Domestic Violence is prefaced with the following statement:

This General Order is based on the premise that violence in the home or in a family context should not be viewed any differently from violence in the street. It is incumbent upon all members to treat all domestic or family violence as criminal conduct.

Where a complaint of physical violence, threats of violence, intimidation or harassment of any person within a domestic or family environment is received, the complaint should be treated in the same way as victims of other serious crimes. It is inappropriate

that mediation be used as a substitute for appropriate criminal proceedings.

- ***Removing the responsibility from the victim and giving the authority to the police to take action and to prosecute the perpetrators of violence***

Under present legislation, police have the power to prosecute perpetrators of domestic violence, but only in cases where a complaint is first made by the victim, as in other cases of assault. Where there is sufficient evidence police may proceed with prosecution even if the victim wishes to withdraw the complaint.

- ***Developing prosecutions that do not rely on the victim giving evidence***

This can occur only for offences for which the victim's consent is not required, for example, grievous harm.

- ***Fast tracking domestic violence prosecutions to protect the victim***

Police attempt to expedite all domestic violence hearings.

- ***Police passing on information to the relevant counselling service (with the permission of the victim) whenever they attend a domestic violence incident. A counsellor will then visit the family as soon as practicable to offer assistance.***

Police officers attending domestic violence incidents provide victims with contact details for Crisis Line, the domestic violence counsellor, and other key referrals. A member of the Police Domestic Violence Unit then contacts the victim for follow-up action, and provides further information with regard to community services which are available.

***Provide data for a database on domestic violence in the Territory to be coordinated by the Office of Women's Policy***

Data collected by police officers attending family violence incidents across the Territory is provided to the Office of Women's Policy.

The Territory Police obtained new funding during 1997, under the Capacity Building Initiatives of the National Campaign Against Violence and Crime to implement a Territory-wide police domestic violence database called the Domestic Violence Information System.

***Publish the rates of arrest, charge, prosecution and disposal of sexual assault cases***

This information is published in the Northern Territory Police, Fire and Emergency Services Annual Report.

***Ensure that officers utilise all legislative provisions open to them to protect victims and survivors of sexual and domestic violence***

Police recruits are instructed in legislation relating to domestic violence and sexual assault as part of their initial training. In-service courses are also conducted regularly for serving members at all stations, and domestic violence liaison officers are available at every police station throughout the Territory to provide advice, assistance, and additional training as required.

***Use restraining orders to complement, rather than as a substitute for, arrest and charge action***

It is standard practice to use restraining orders to complement arrest and charge action.

***Female police officers who apply for positions in rural and remote areas will be given the same consideration as male police officers***

The comparative merits of each applicant is the over-riding factor in determining transfers. Additionally, cultural sensitivities

and safety and practical issues are also considered.

***Aboriginal women will be encouraged to apply to be Aboriginal Community Police Officers (ACPO)***

Aboriginal women have been encouraged to participate in the ACPO scheme. Applications depend upon communities nominating suitable persons for the available positions. There are currently four female ACPOs.

***The Police will also provide officers with written information to give to victims and perpetrators of domestic violence***

All police officers carry with them a Family Incident Resource Kit containing information both for themselves and domestic violence victims.

***Police officers will be trained in cross cultural issues and behaviour and on how to deal appropriately with violence against Aboriginal women***

The Domestic Violence Training Manual, which contains specific information on violence against Aboriginal women, is used as the basis for domestic violence courses run by the Police, Fire and Emergency Services College.

***Police officer training will include information on the causes, gender issues and myths associated with domestic violence and sexual assault and provide training on the sensitive investigation of sexual assault, child abuse and domestic violence***

These issues are accounted for in all training undertaken by both police recruits and serving members.

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# DEPARTMENT OF HOUSING AND LOCAL GOVERNMENT

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The Department of Housing and Local Government aims to improve the quality of life for Territorians by ensuring access to library and local government services, and housing for those most in need.

## HOUSING POLICY AND PLANNING

The Housing Policy and Planning program develops policies on providing access to appropriate housing for women and children. The program is currently developing housing statistical information systems to identify future needs including bond and rental assistance; safety and security issues in public housing; information needs; development of a housing needs model for the Territory; implementation of the Public Housing Administrative Appeals Mechanism strategy; as well as looking at the need to develop a booklet for use by Aboriginal women escaping violence.

### Aboriginal Housing

The Aboriginal Housing program endeavours to ensure the participation of women and women's groups in community consultation and decision making processes.

Housing needs of urban Aboriginal women have been considered in the development of the Urban Housing Strategy, involving liaison with various Aboriginal groups and the Office of Women's Policy.

Housing needs for remote Aboriginal women continue to be addressed in the context of the Program for Community Housing Management.

## LOCAL GOVERNMENT SERVICES

In the Local Government Services program, there are sixty-eight local governing bodies: 16% of these are presided over by women Presidents and 12% have women council clerks. This represents a trend of increased involvement by women as elected members which is continuing to develop with strong community support.

Another welcome trend is the increase in the number of women councillors on almost all Territory councils. Of the total local government elected members in the Territory, 32% are women. This reflects the will of the community that more appropriate gender representation should be achieved to enable issues affecting women to be more fully addressed.

There was an increase in the number of female applicants for field officer vacancies in the Department in 1997-98, and several positions have been filled by women. This trend will be actively encouraged in future recruitment actions.

## NORTHERN TERRITORY LIBRARY

The Northern Territory Library's purpose is to contribute to the development of the Territory community by providing all Territorians with access to information, literature and their documentary heritage.

In the public and community libraries, women have long been the major clientele.

The Northern Territory Library is currently investigating the inclusion of activities

which target women's groups. The Library also has significant holdings in the areas of women's studies to support research on women's issues, while the public education program of lectures, exhibitions and publications includes the contribution of women to Territory history and culture.

#### TENANCY MANAGEMENT

##### Rent Assistance Subsidies Program

This program is jointly funded by the Commonwealth and Territory Governments, and is used mainly to provide rental assistance to low income earners who are occupying private rental accommodation while awaiting public housing.

Special provision has been made for victims of domestic violence by waiving the three month residency requirement. They are also eligible for bond assistance to a value equivalent to four weeks rental of which one half is provided as a loan.

There are presently 333 rent relief recipients, the majority of whom are single women, women with dependants, and women who receive assistance with their spouses.

Expenditure under the program for 1997-98 was \$579 000 and \$678 000 has been budgeted for 1998-99.

##### Rental Rebates

Tenants of public housing have their rent determined on the basis of income to ensure they are not paying a disproportionate share of their income on rent and that they can maintain an appropriate standard of living. The cost of the project is not in expenditure but in income or revenue forgone.

Those eligible for rebates include sole parents, pensioners and other low income earners. It is estimated that 90% of sole

parents in public housing are female, which represents approximately 1 100 women.

The cost of rebates was in the order of \$5.2M in 1997-98 and a similar amount is anticipated for 1998-99.

##### Crisis Accommodation Program

Crisis Accommodation Program (CAP) works towards providing more crisis housing and to upgrading and maintaining existing crisis accommodation.

As part of its commitment to the Commonwealth funded CAP which is administered by the Tenancy Management Branch, the Department is working towards providing more crisis housing and further developing policies on priority housing for victims of domestic violence. This includes investigating the provision of additional housing options for women escaping domestic violence.

##### Minor New Works

Funds have been specifically set aside to allow for security modifications to be undertaken in dwellings occupied by women tenants who are subject to domestic violence. Provision of \$6 000 for 1998-99 specifically for this purpose is in addition to the \$100 000 for security screens and doors.

#### HOME OWNERSHIP

##### HomeNorth Scheme

Single women with or without dependants are able to access all Home Purchase Assistance Schemes offered by HomeNorth. These schemes aim to increase home ownership in the Territory and provide assistance to low to middle income earners who would not usually receive private sector finance.

### HomeStart Private Shared Equity Loan

HomeStart is a first mortgage home loan Scheme, designed to assist low to middle income earners buy their first home. Since its inception in July 1997, approximately 25% of all HomeStart borrowers have been single women.

In 1998-99, \$13.6M will be available to provide new loans under the scheme.

### 1997-98 ACHIEVEMENTS

***Provide opportunities for women in all areas of the community to obtain information about, or comment on, policies and programs of the agencies***

The Department has ongoing involvement with community groups, for example, women's resource centres and other community women's groups are consulted on women's housing needs. Information leaflets have been produced in several different languages.

***Improve dissemination of Government information about key programs and services***

The Public Relations Unit assists in the production of materials to disseminate information about agency policies that have been of interest to women such as access to affordable housing options, domestic violence, crisis accommodation, HomeNorth schemes and rental accommodation.

The Department actively informs the public about programs and policies through pamphlets, newspapers and other media.

***Continue to improve initial and ongoing training of staff who have contact with the public***

Quality customer service, dealing with difficult clients and cross-cultural training is conducted for all Tenancy staff. The Client

Service Managers and Welfare Officers undergo an intensive training program that provides skills for dealing with victims and survivors of domestic violence. This will be ongoing.

***Ensure collection of qualitative and quantitative data by gender to enable better planning of services***

Statistics are collected by gender and published in the Annual Report.

***Work towards ensuring there is sufficient accessible crisis accommodation in the Territory***

The CAP projects approved and under consideration in 1997-98 include:

- substantial upgrading works at the Anglicare crisis units on Dick Ward Drive (Darwin);
- further upgrading and extensions to Gove Crisis Centre (approved);
- upgrading of the Tennant Creek Women's Crisis Centre (approved);
- a purpose built women's crisis centre at Bagot Community;
- a women's crisis centre at Jabiru for the East Arnhem population;
- construction of further premises for crisis accommodation at the Darwin Christian Outreach Centre (completed); and
- upgrade facilities at the YWCA Oakley House Women's Centre (approved).

***Develop a Women's Housing Strategy and Youth Housing Strategy including consideration of the needs of homeless young women, Aboriginal and Torres Strait Islander women, and women from non-English speaking backgrounds***

Housing strategies of assistance to women include a policy for women escaping domestic violence. Ongoing monitoring of the housing needs of women is undertaken through regular review of existing policies, for example, priority housing.

The Department has developed a comprehensive policy on Youth Housing which will be released and implemented during 1998.

***The Department will also:***

- ***identify an existing officer at senior level to advise on women's housing issues***

The need for identification of a senior level officer to advise on women's housing issues was not found to be necessary through the program evaluation process. This responsibility is shared between programs as appropriate.

- ***include a community representative as a member of any appeal body to be established in respect of public housing decisions***

The Public Administration Appeals Mechanism Strategy is currently in the process of being implemented by the Department and will include community representation by women.

- ***establish housing committee specifically for Aboriginal women***

In line with the Plan of Action, the Department made a commitment to establish a housing committee specifically for Aboriginal women. However, a separate committee is not now necessary as the commitment to consult and respond to Aboriginal women's housing needs and where possible, improve housing for older women and women with impairments ensures that Aboriginal women are able to contribute to the decision-making process.

***Consider the needs of women and children when designing, locating and building houses***

Feedback is sought from clients through post occupancy evaluations in relation to acceptability of amenities, which provides information and identifies the needs of clients when designing, locating and building houses.

***Encourage women architects and planners to become involved in the design of housing***

The design of houses is subject to public tendering processes which encourage and promote the private sector to undertake government business.

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## DEPARTMENT OF SPORT AND RECREATION

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The Department of Sport and Recreation aims to promote the virtues of sport and recreation, and in particular, to encourage all Northern Territorians to embrace a more healthy, active lifestyle. This is in recognition of the important contribution sport and recreation makes in our society to health, fitness, entertainment, economic growth, community development and pride in our achievements.

Current Australian Bureau of Statistics data states that the Territory has a second highest participation rate of women in sport at 31% (ABS Cat.No 6285.0, November 1997).

With the exception of the Women in Sport and Recreation (WISAR) initiative, Departmental programs are generally based on the equity principle.

### ACHIEVEMENTS IN NORTHERN TERRITORY WOMEN'S SPORTS DURING 1997-98

Nova Peris-Kneebone competed in the Grand Prix Athletics meeting and obtained a national ranking of third in the 100m sprint. Nova competed at the World Track and Field Championships in which Australia is ranked ninth in the 100m relay.

Kerry Dienelt was a member of the Australian team which won gold in the Softball Superbowl against the United States of America, and a silver medal in the South Pacific Classic held in New Zealand.

Sarah Cooper was selected in the Australian Women's Soccer squad to tour Europe consisting of seven international matches and the Australian tri-nation series.

Christine Trefry won the 1997 Sport and Air Pistol Australian Championships. Christine also won the South Australian State titles winning the Sport Pistol with a master score of 580 and air pistol score of 381.

Yvonne Mitchell won a silver medal at the Judo National titles in the Under 57kg Women's division, a gold medal at the Queensland and New South Wales competitions, and a bronze medal at the Victorian and Australian Capital Territory competitions.

Kerin Truslove was selected to attend netball training camps at the Australian Institute of Sport and was selected to trial for the development squad.

Kelly Fong is currently nationally ranked fifth in Under 57kg Women's Judo.

Aimee Cantrell was successful at the National Royal Life Saving Championships. Aimee also competed at the National Swimming Championships and was selected to compete in the Commonwealth Games trials.

### NORTHERN TERRITORY INSTITUTE OF SPORT

Northern Territory Institute of Sport (NTIS) objective is to facilitate the achievement of excellence in sporting performance.

For the 1997 calendar year, forty-six women received \$70 000 or 40% of the NTIS squad funding. Of the twenty-five elite scholarships awarded, eight women received \$50 000, or 38% of the funding.

In 1998, the Institute provides its service to twelve squad sports. Women and girls will have equal access to all categories within the program. Of the sixteen individual elite scholarships awarded, women will receive five, representing 34%.

**PARTICIPATION AND DEVELOPMENT**

**Vacation Care**

This Commonwealth Government funded program was administered by this Department; however responsibility has reverted to the Commonwealth Department of Health and Family Services. Funding was provided to community organisations to conduct activities during school holiday periods. Priority funding was given to organisations offering outside school hours care. The clientele involved in most of the programs are children of working parents and, as such, women benefit directly from this program.

Expenditure in 1997-98 is estimated at \$167 000.

**Women in Sport and Recreation**

The WISAR weekend, held in May, aimed to promote and increase women's participation in sport and recreation activities. Over 100 WISAR specific activities were available to the community during the weekend, including a formal WISAR function in both Darwin and Alice Springs. A prominent female athlete was the WISAR Ambassador, providing a successful role model for participation in sport and recreation by women.

Expenditure in 1997-98 is estimated at \$46 000. WISAR is conducted biannually.

**Sport Through Action Recreation and Training**

Sport Through Action Recreation and Training (START) is an innovative initiative to complement the WISAR Policy.

START aims to encourage girls between the ages of twelve and eighteen to either take up, or maintain, an interest in physical activity as statistics indicate a severe decline in active involvement by girls in this age group, relative to boys. START provides seed funding for sport and recreation organisations to develop activities specifically for this age group. In 1997-98 eight organisations received funding under the START initiative. Organisations with a commitment to improve the participation and skill levels of young women may be eligible for funding in the 1998 calendar year.

Expenditure in 1997-98 is estimated at \$8 000, with a budget of \$8 000 in 1998-99.

**STATE COACHING CENTRE**

A comprehensive program of coach promotion and education activities is provided which leads to National Coach Accreditation at Level 1, 2 or 3 (Figure 3.4).

Figure 3.4

ACCREDITED COACHES			
Coaching Level	Total	Females	
		No.	%
Level 1	853	314	37
Level 2	155	32	21
Level 3	19	2	10
<b>Total</b>	<b>1 027</b>	<b>348</b>	<b>34</b>

Source: Department of Sport and Recreation.

Expenditure in 1997-98 is estimated at \$26 000, with a budget of \$26 000 in 1998-99.

#### Sport and Recreation Grants

In 1997-98, grants totalling \$6M were allocated to sport and recreation organisations. Although the organisations cater for all community members, eight organisations specifically targeted women and girls and received a total of \$837 000.

#### Interstate Involvement

The Department remains involved with the Women in Sport Sub-committee of the Standing Committee of Recreation and Sport and wherever possible assists the participation of women and girls in interstate sporting activities. The Standing Committee consists of State and Territory Sport and Recreation Chief Executive Officers.

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# DEPARTMENT OF TRANSPORT AND WORKS

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The Department specialises in public works construction and infrastructure development, transport policy, regulation and systems, and a range of Government advisory and commercial services.

## 1997-98 ACHIEVEMENTS

***To provide affordable, safe and well planned public transport systems to meet the social and economic needs of women and children***

The most recent survey conducted in 1996-97 showed 53% of passengers travelling with Darwinbus were women. During the year, 4.5M passenger trips were made throughout the Territory – 3.4M on the Darwinbus services, 600 000 in the Darwin rural areas, 300 000 in Katherine, 200 000 in Alice Springs and 36 000 in Nhulunbuy.

***Continue to monitor transport needs through the electronic ticketing processes and in the development of route profiles to ensure the needs of passengers are met.***

The introduction of a new timetable for services provided by Darwinbus (formerly known as Darwin Bus Service) has greatly improved services particularly off peak and weekend services, and has addressed rapid growth in Palmerston. Customer service has improved with better access to services by

those with special needs. The Darwinbus fleet now has 45% of buses with low floor easy (wheelchair) access and 50% with air conditioning. In 1996-97, 23% of Darwinbus passengers used concession and pensioner fares. A higher percentage of these groups are women. The new magnetic stripe cards offer reduced fares and a simpler form of pre-purchase to customers.

***Continue to construct bus stops that have shelter to protect passengers from the weather and are well lit to provide greater safety for women and children travelling at night***

Three more bus shelters have been constructed with solar lighting. Approximately 30% of the 500 bus stops on the Darwinbus network have shelters.

***Examine innovative ways to provide safer night travel for passengers***

The introduction of on call security services from a private security company has given greater confidence to the travelling public and to bus drivers. Response to security calls is made within five minutes. The security company carries out fifty random inspections throughout the network a week. All buses on the Darwinbus network are fitted with radios which have emergency systems linked to the depots which can set off emergency alarms.

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# NORTHERN TERRITORY CORRECTIONAL SERVICES

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Northern Territory Correctional Services provides an essential service to the community by contributing to effective community protection across the Northern Territory.

This is achieved by providing the infrastructure, staffing and skills to support community protection services, offering the Courts, the Parole Board and other authorities various options to deal with offenders, and assisting offenders to re-integrate into the community.

Notwithstanding the relatively low proportion of women and girls amongst the client base, the agency has been actively pursuing an increase in the participation of women in the management and delivery of Correctional Services.

The agency conducted two prison officer recruit courses during 1997, one in Darwin and one in Alice Springs. Seven of the forty-one applicants who accepted the offer of employment were women. The agency has an ongoing objective to employ more women as prison officers and is developing strategies to attract more women applicants.

The Equal Employment Opportunity Committee has set up a working party to look at issues associated with the employment of women in the corrections industry in general, and increasing the number of women in prison officer positions in particular. Growth in the employment of women prison officers has increased from twenty-two in 1993 to thirty-six in 1998.

## WOMEN PRISONERS

Women serve their term of imprisonment either at Darwin Correctional Centre or Alice Springs Correctional Centre. All women prisoners have access to programs that best serve their individual needs and the available facilities are utilised at the optimal level.

The daily average number of women held in custody in 1997 was nineteen. This represents 3% of the total adult prisoner population, and compares with the average for 1996 of nine.

A range of rehabilitation and personal development opportunities is in place including behaviour programs, recreation and sporting activities. These programs are intended to contribute positively towards the successful reintegration of prisoners in their communities and to discourage future offending behaviour.

Women's educational and vocational training needs are met largely by courses conducted through the vocational educational and training sector. During 1997, Darwin Correctional Centre offered courses such as literacy and numeracy, computing, music, art and craft. Support activities are also provided for students who enrol in external courses. All courses are nationally accredited.

Health care, welfare and related services for women prisoners are comparable to those available to the men. However, there is a need for gender specific programs, with the

first step being the introduction of a resource library for women which should facilitate programs dealing with women's issues.

### YOUNG PRISONERS

The Don Dale Centre is a purpose built twenty bed, juvenile detention centre. Facilities at the Don Dale Centre cater for educational and vocational programs and are provided by qualified teachers. Psychological, psychiatric and other health programs, as well as specific counselling services, are offered by outside agencies on a needs basis. Programs are oriented towards the conditions and needs of the detainees and designed to suit individual girls and boys.

There are fewer girls in detention, for shorter terms than boys, and all have equal access to educational programs. During 1997 six girls were detained in the Don Dale Centre, which resulted in a daily average of 0.02 - indicating that there were 313 days during the year when no girls were detained.

The number of girls in detention in 1997 had decreased further from an already low level in 1996, when the longest period served was three weeks. It is positive to have low numbers of detainees, whether they are boys or girls.

In terms of the five teachers employed by the Department of Education to work at the Detention Centres on a full-time basis, three are men and two are women. One female teacher aide and three female part-time instructors accounted for a significant number of arts courses during 1997.

### COMMUNITY CORRECTIONS

The Orders imposed by the Courts and Parole Board (Figure 3.5), commenced during 1997.

Figure 3.5

#### COURTS AND PAROLE BOARD ORDERS 1997

Type of Order	Total No.	Females No.	%
<i>Juveniles</i>			
Probation	119	8	7
Community Service Orders	184	28	15
<i>Adults</i>			
Probation	253	22	9
Parole	104	4	4
Community Service Orders	1 622	208	13
Home Detention	79	5	6
<b>Total</b>	<b>2 361</b>	<b>271</b>	<b>11</b>

Source: Northern Territory Correctional Services.

The proportion of female community-based correctional clients remains constant. However the number of women has decreased by 21%.

The supervision of all orders, except Community Service Orders, is conducted on an individual casework basis. Women subject to Community Service Orders are placed on projects appropriate to their skills, interest and family commitments.

An estimate of operating costs relating to women is around 10% of the total Community Corrections Activity's budget which, for 1998-99 is \$4.3M.

### 1997-98 ACHIEVEMENTS

***The Department of Correctional Services will examine the feasibility of Court mandated referrals to therapeutic programs for perpetrators of domestic violence. The provision of perpetrator programs outside the criminal justice system will also be examined by the Domestic Violence Coordinating Committee.***

Northern Territory Correctional Services was nominated by the Domestic Violence Coordinating Committee to host the

program and prepared estimates to deliver programs, based on this model, inside the prison environments in Darwin and Alice Springs in the first instance.

The Department has an appointed representative on the Domestic Violence Coordinating Committee to advise the Committee on Court mandated matters relating to domestic violence offenders.

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# NORTHERN TERRITORY ATTORNEY- GENERAL'S DEPARTMENT

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The Northern Territory Attorney-General's Department is responsible for providing:

- a legal service to Government;
- community services to the public and the Government through the Offices of the Registrar-General, Public Trustee, Consumer Affairs and Fair Trading; and
- selected management services on an agency basis to the Northern Territory Legal Aid Commission, the Anti-Discrimination Commission, the Office of the Director of Public Prosecutions and the Office of Courts Administration.

## SOLICITOR FOR THE NORTHERN TERRITORY: *CRIMES (VICTIMS ASSISTANCE) ACT*

The *Crimes (Victims Assistance) Act* provides for the payment of assistance to a limit of \$25 000 plus legal costs to victims of crime in the Northern Territory. The Solicitor for the Northern Territory represents the Territory in all applications under the Act and assists the court in determining the appropriate amount to be paid to the victim.

The scheme applies to most victims of crime, with 42% of applications for victims assistance for the 1996-97 financial year being made by females.

## FUNDING FOR DOMESTIC VIOLENCE AND COMMUNITY LEGAL SERVICES

The Northern Territory Attorney-General's Department provides the core funding for

the Domestic Violence Legal Help Service in Darwin and the Domestic Violence Service in Alice Springs. Funding for the 1997-98 financial year was maintained for the Darwin Service at \$187 755 and for the Alice Springs Service at \$133 668. Territory Health Services' Living with Alcohol Program contributed \$125 000 to the funding of the two services.

The Department also provides a degree of financial assistance to the Darwin Community Legal Service to assist with rental expenses.

## ACCESS BY WOMEN TO LEGAL SERVICES

The Policy Division has liaised with the Women's Advisory Council in relation to recommendations made in its report *Women and Legal Services in the Northern Territory*.

## DOMESTIC VIOLENCE LEGISLATION

The Department conducts an ongoing review of the *Domestic Violence Act* to ensure its effectiveness in assisting victims of domestic violence and prosecuting offenders.

It also monitors the operation of other pieces of legislation, such as the *Firearms Act*, which involve domestic violence issues.

The Department also participated in the preparation of a discussion paper on national model domestic violence legislation, although it is not proposed at this stage to either endorse the concept of

uniform legislation or to adopt the final model.

#### ONGOING MONITORING OF THE CRIMINAL JUSTICE SYSTEMS' RESPONSE TO DOMESTIC VIOLENCE

The Department, in conjunction with Police (Domestic Violence Unit and Prosecutions), Domestic Violence Legal Help and the Victim Support Unit (Office of the Director of Public Prosecutions), monitors the criminal justice system's response to domestic violence. The purpose of the monitoring process is to ensure that the Domestic Violence Strategy is being implemented by those criminal justice agencies as well as to ensure that the criminal justice system is working effectively to help victims of domestic violence. The Department has an appointed representative on the peak monitoring body of the Domestic Violence Strategy, the Domestic Violence Coordinating Committee.

#### VICTIM IMPACT STATEMENT LEGISLATION

Legislation formally introducing Victim Impact Statements into the criminal justice system commenced on 1 March 1997. The legislation allows victims of crime to make a Victim Impact Statement that can be tendered in criminal proceedings against the offender. The Victim Impact Statement details the physical, psychological, emotional and economic effects of the crime on the victim. If the victim does not wish to make a Victim Impact Statement personally, the legislation requires the prosecutor to present a report to the court that details the effect of the crime on the victim. The scheme ensures that the court has information about the effect of the crime when determining the sentence for the offender.

The implementation of the Victim Impact Statement scheme is being monitored by the Crime Victims Advisory Committee.

The Victim Support Unit (within the Office of the Director of Public Prosecutions) was established to provide assistance to victims of crime to prepare Victim Impact Statements. The statements may be made by victims to their legal representative, or can be made directly to the Victim Support Unit. Over the last 12 months, 63.5% of clients of the Victim Support Unit were women.

#### CRIME VICTIMS ADVISORY COMMITTEE

The Department participates as a member and provides administrative support to the Crime Victims Advisory Committee in the form of an executive officer, sitting fees and travel allowance to members of the Committee. The Crime Victims Advisory Committee advises the Attorney-General on matters affecting victims of crime, including those matters that affect women victims of crime. The Committee meets at least four times a year.

The Committee has recently completed a report for the Attorney-General on crime victims assistance. The report of the Committee was tabled in the Legislative Assembly in December 1997 and has been released for public comment.

#### PROSTITUTION REGULATION ACT

The *Prostitution Regulation Act* which commenced operation in May 1992, regulates prostitution in the Territory, and is being reviewed by the Department. The review is intended to provide an overall assessment of the effectiveness of the Act, with specific reference to the regulation of escort agency businesses. The results of the review will be presented to the Legislative Assembly during 1998.

#### REGISTRATION OF BIRTHS

Staff from the Office of the Registrar-General (Births, Deaths and Marriages) make hospital visits for the purpose of the registration of births. Some women are assisted by being visited in hospital rather than having to complete and send in the form registering the birth of their child.

#### EDUCATION

The Office of Consumer Affairs and Fair Trading conducts an active education program aimed at raising awareness

amongst consumers and traders in regard to consumer rights and responsibilities.

Through the education program, the Office provides information to women's groups and community groups on tenancy and general consumer affairs issues. The Office also provides input into occupational training courses where a high percentage of students in many of the courses are women. Information and presentation services provided by the Office assist community organisations in dealing with day to day issues in the consumer protection field.

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# OFFICE OF COURTS ADMINISTRATION

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The role of the Office of Courts Administration (OCA) is to support judges and magistrates in the effective functioning of the Supreme Court and Magistrates Courts. The Agency's mission is to provide outstanding professional service to support the operation of the Courts so that the Northern Territory has a speedy, equitable and affordable justice system.

Many of OCA's programs and services impact on women who have dealings with the courts, particularly in specific areas such as domestic violence and sexual assault, where women constitute the majority of victims.

## CLOSED CIRCUIT TELEVISION

Facilities have been provided for victims of crime and vulnerable witnesses to give evidence by means of closed circuit television, to provide greater security and reassurance. Leased equipment has been installed in the Supreme Court, Darwin, and at the Magistrates Courts in Darwin, Alice Springs and Katherine.

## SEPARATE WAITING ROOMS FOR VICTIMS OF ASSAULT

A separate waiting room away from the main foyer area has been established in the Darwin Magistrates Court building, where victims and witnesses can be isolated from defendants while waiting for their Court appearances. The larger Court buildings in Alice Springs and Katherine generally have sufficient interview rooms or separate areas for this purpose. There are difficulties in providing this facility for the regional and circuit Courts, but the problem is under

examination as part of the Agency's Corporate Plan.

## FACILITIES FOR DOMESTIC VIOLENCE LEGAL SERVICES AND COUNSELLORS

Office accommodation and facilities are provided for staff of the Domestic Violence Legal Help Services at Courts in Darwin and Alice Springs. The services provide legal assistance and counselling. The offices are located in areas separated from the main Court foyers to provide a more secure environment, but allowing easy access to the Court.

Staff in all Courts, particularly those in the regional areas, provide practical advice and assistance to clients seeking domestic violence restraining orders.

## DOMESTIC VIOLENCE COURT SUPPORT GROUP

The Domestic Violence Court Support Group at Darwin Magistrates Courts has been operating well over the past year. The Registrar and the Court Coordinator are members of the group, together with representatives from the Victims of Crimes Assistance League, the Office of the Director of Public Prosecutions, the Domestic Violence Legal Help Service and the Police Domestic Violence Unit.

The group examines way of improving support to domestic violence victims and is looking at a program of recruiting and training volunteers.

1997-98 ACHIEVEMENTS

***Provide opportunities for women in all areas of the community to obtain information about, or comment on, policies and programs***

An ongoing program of the Agency's Corporate Plan is to produce or update information booklets and pamphlets on a wide range of Court services and jurisdictions.

***Continue to improve initial and ongoing training of staff who have contact with the public***

The OCA staff development plan focuses on customer service training courses developed by the Employee Assistance Service. This

will be ongoing to ensure new employees are trained.

The Judicial Registrar and Registrar of the Local Court are planning training for Court staff involved in domestic violence issues.

***Investigate the viability of making available statistics on the number and disposal of sexual assault cases which come before the Courts***

Basic reports on the number and disposal of cases can be produced from the Integrated Justice Information System and have been made available to Government agencies as well as other interested organisations.

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# ANTI-DISCRIMINATION COMMISSION

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The Anti-Discrimination Commission's sole activity is administration of the *Northern Territory Anti-Discrimination Act 1992*.

## 1997-98 ACHIEVEMENTS

***Increasing and expanding existing networks so that isolated women can be contacted and consulted to ensure their specific needs are addressed, and the understanding on anti-discrimination legislation and sexual harassment can be developed***

Existing networks with isolated women continued to be strengthened by regional visits. Contact with women in remote areas was facilitated with the assistance of other agencies in both the public and private sectors, and interpreters were used where appropriate.

***Promoting the rights of women with an impairment to fair and equitable treatment in all areas covered by the Act***

Extensive consultation with advocacy groups was undertaken throughout the year. A public education program targeting specific groups was also developed. The result was an increase in enquiries relating to the rights of women with disabilities.

***Increasing awareness of fair and equitable recruitment, training and promotional practices with particular regard to impediments facing women (including indirect discrimination)***

This process will need expansion over the years. The private sector is seeking assistance from the Commission. The Commission also works closely with the Chamber of Commerce and Industry and allied peak groups.

The Commission continued to produce its quarterly newsletter.

***Continuing liaison with Government agencies to ensure they are well versed on anti-discrimination legislation so they can advise women from a non-English speaking background and Aboriginal women***

The Commission supports the initiatives of, and liaises with, the Office of Ethnic Affairs to maximise assistance and advice to women of non-English speaking background (NESB).

Training sessions are delivered which address both direct and indirect discrimination faced by women. The strategies for overcoming barriers to equality of opportunity are discussed in a manner which encourage vulnerable women to gain confidence. The sessions target women working in Aboriginal organisations and the private sector.

***Working through translators to increase awareness of the Anti-Discrimination Act in Aboriginal communities and NESB groups***

There has been continuing achievement in this area. Translation of material into selected Aboriginal languages was completed, and information presented in: Anindilyakwa, Djambarrpuyngu, Murrinh-Patha, Tiwi, Burrara, Gupapuyngu, Kriol, Kunwinjku, Waramungu, Central and Eastern Arrernte, Purame, Warlpiri, Pitjantjatjara and Luritja, and Western Arrernte.

Tapes have been produced in Aboriginal languages advising women of their rights and are being distributed.

The Commissioner addressed peak migrant groups and has a formal policy on working with interpreters or translators.

#### 1998-99 PRIORITIES

The Commissioner has determined that priorities for women in 1998-99 will include, but will not be limited to:

- publication of guidelines and codes of practice to eliminate bias and systemic discrimination amongst women;
- ongoing monitoring of the appropriateness and effectiveness of programs, and service delivery, to immigrant women and women of non-English speaking backgrounds;
- promotion of the *Northern Territory Anti-Discrimination Act 1992* which makes discrimination based on sex unlawful in many areas;
- distribution of Facts Sheets in six languages other than English (Tagalog, Vietnamese, Indonesian, Thai, Chinese and Portuguese);
- preparation of Facts Sheets in the most commonly used Aboriginal languages;
- use of all the available media, including radio, to reach isolated communities throughout the Territory;
- continuing public education and awareness programs throughout the public and private sectors with regard to sexual harassment and the Act;
- liaison with both the public and private sectors to promote non-discriminatory procedures and practices in the workforce; and
- advice to Government of any impediments to women receiving fair and equitable treatment.

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# NORTHERN TERRITORY LEGAL AID COMMISSION

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The charter of the Northern Territory Legal Aid Commission is to ensure that the protection or assertion of the legal rights and interests of people in the Northern Territory are not prejudiced by reason of their inability to:

- obtain access to independent legal advice;
- afford the financial cost of appropriate legal representation;
- obtain access to the Federal or Territory legal systems; and
- obtain adequate information about access to the law and legal system.

Statistics show that women receive more advice and assistance in the family law area than men (Figure 3.6 refers). It is postulated that this is due to prevailing social circumstances and the weaker financial position of many women following the breakdown of relationships.

Within the Family Law Practice, there exists a Child Support Program. The objective of this program is to provide free legal assistance to sole parent pensioners, up to and including the first date in Court, and to obtain orders or binding agreements for the payment of child maintenance. All clients are custodial parents and most are mothers

who have recently given birth where the father of the child has declined to admit paternity or has refused to contribute financial support for the child.

Figure 3.6

SERVICES ACCESSED				
Service	1996		1997	
	Female	Male	Female	Male
<b>Legal Assistance</b>				
Civil	84	196	109	207
Criminal	94	713	131	841
Family	299	127	372	96
<b>Total</b>	<b>477</b>	<b>1 036</b>	<b>612</b>	<b>1 144</b>
<b>Legal Advice</b>				
Civil	793	1 021	707	1 065
Criminal	217	951	272	982
Family	1 088	568	1 066	585
<b>Total</b>	<b>2 098</b>	<b>2 540</b>	<b>2 045</b>	<b>2 632</b>
<b>Duty Lawyer</b>	377	2 045	353	2 004

Source: Northern Territory Legal Aid Commission.

In August 1995, the Commission introduced a free telephone legal information service. Anecdotal evidence suggests that the service is utilised equally by females and males. As at 28 February 1998, 7 922 persons had accessed this service.

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# DEPARTMENT OF EDUCATION

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The mission of the Department of Education is to ensure access to quality education for all clients, to enable students to achieve intended learning outcomes, and to provide the best possible resources to support the achievement of learning outcomes. The Department achieves its objectives through seven activities: corporate management; urban pre-school and primary education; non-urban education; secondary education; students and school support services; non-government education; and post-secondary education.

## GENDER

### Gender Equity in School Program

One of the major responsibilities of this program is overseeing the implementation of the Board of Studies Gender Equity in Education Policy and the national document *Gender Equity: A Framework for Australian Schools*.

During 1997-98, the following initiatives were undertaken to support the implementation of the Board of Studies Gender Equity in Education Policy and the national policy:

- the development of indicators for implementation of gender equity objectives at the school level;
- gender equity action research was carried out by staff in Darwin schools; and
- a range of professional development activities were conducted particularly on the areas of gender inclusive curriculum, the construction of

gender, addressing issues of gender and violence in schools, and boys and relationships.

During 1998-99, implementation strategies to further the policy will be developed, and ongoing programs and initiatives will be continued and expanded.

Expenditure in 1997-98 is estimated at \$85 000, with a budget of \$85 000 in 1998-99.

### Gender Based Violence through the Curriculum

This is a proposed new initiative for 1998-99 and involves the development of a range of curriculum support materials, to assist teachers in addressing issues of gender based violence in the relevant areas of the Northern Territory Board of Studies curriculum documents.

Expenditure in 1998-99 is estimated at \$108 000.

### School-Based Initiatives

While it is policy for schools to promote all subjects and school based activities in gender inclusive terms, individual schools have developed a number of initiatives designed to encourage greater participation by girls in specific areas. These include:

- Girls and Physical Education, in Taminmin High School, Sanderson High School, Anzac Hill High School, and Larrakeyah Primary School;
- Girls and Body Image inservice for teachers;
- Women in Sport and Recreation (WISAR); and

- Girls only Mathematics and Science classes, in Darwin High School.

All these programs are sponsored through existing resources.

#### ABORIGINAL DEVELOPMENT UNIT

The Aboriginal Development Unit (ADU) of the Department is the main Northern Territory Government agency responsible for employment and training matters for Aboriginal Territorians.

#### Management Skills for Women Program

ADU sponsors and provides funding for Aboriginal women to attend this program. Approximately \$22 000 will be spent in 1998-99 in this area.

#### Negotiation and Team Leadership Skills

As Aboriginal people are becoming more involved in complex negotiations, the ADU has arranged for the negotiations skills course to be adapted to suit Aboriginal Territorians.

It is expected that in 1999, sixteen people will participate in the course, eight of whom will be women. The approximate cost for this program in 1998-99 will be \$15 000.

#### Fashion and Textiles

ADU will sponsor and support a number of Aboriginal Territorians (mainly women) to enter the Northern Territory Fashion Awards in 1998. ADU will also assist individuals and organisations by linking the designers with communities who are producing printed and painted fabrics. Training will also be provided to Aboriginal people interested in modelling for the Northern Territory Fashion Awards.

ADU will participate in the 1998 Textile, Clothing and Footwear International in Sydney, and two women from Aboriginal communities will also take part in this exercise. ADU will have a NT Expo site to promote Aboriginal printed fabrics and designs. The estimated cost is \$15 000. ADU is also looking at participating in the Mercedes Australian Fashion Week in May 1998 with an estimated cost of \$15 000.

This program is important as it allows for the creation of new industries in remote areas, which in turn has provided employment opportunities for Aboriginal women.

#### Women Involved in ADU Training Programs

Many of ADU funded training programs in Aboriginal communities throughout the Territory were attended by approximately 223 Aboriginal women. There were approximately twenty programs conducted during 1997-98 and it is expected that the same number of programs will be conducted during 1998-99. Most of the women who attended have continued to work in their communities and are utilising their new skills to help the development of their communities. The estimated cost for these programs in 1998-99 is \$95 000.

#### Conferences

Women from various organisations have approached ADU for funding to attend conferences. Attendance at these conferences enables Aboriginal women to gain knowledge, skills and valuable information to take back to their communities, or organisations, and to share with other interested people. In 1998 ADU sponsored six Aboriginal women to attend various conferences with funding costs totalling \$7 523.

It is expected that ADU will continue to sponsor Aboriginal women to attend conferences in 1998-99, at an estimated cost of \$10 000.

#### Mentoring Career Development

Aboriginal women are increasingly being asked to be mentors for women attending courses. Staff of ADU are involved as mentors for two courses, the Management Skills for Women (MSFW) and the New Opportunities for Women (NOW). This is an

area which ADU recognises as a vital element for career development for Aboriginal people.

This program has increased the opportunity for, and access to supervisory and management positions for Aboriginal women, in line with commitments detailed in the Plan of Action.

ADU also provides ad hoc counselling for clients and other people who call into the office looking for advice or help.

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# DEPARTMENT OF ARTS AND MUSEUMS

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The Department of Arts and Museums was established by the Northern Territory Government in September 1997, to encompass the Territory's cultural agencies under one umbrella. The Department is organised into four divisions: Museums and Art Galleries of the Northern Territory (MAGNT); Cultural Development; the Araluen Centre; and Corporate Management.

The vision of the Department is to enrich the Territory lifestyle, by developing the cultural potential of the Territory through artistic, scientific and heritage initiatives.

The agency will continue to promote itself and its programs vigorously, using gender inclusive language and, where appropriate, portraying women positively to the broader community.

## MAGNT

### COLLECTION OF GENDER-SPECIFIC DATA

The agency has developed a five year marketing strategy, which strongly emphasises the use of information collected through surveys and market research tools. Data is gathered on gender and ethnicity and features strongly in the development of future programs, and broader corporate directions.

### CULTURAL AND ARTISTIC CONTRIBUTIONS

In recognition of the high level of patronage of museums and art galleries by women, a

high level of input, to the exhibition program, from women is sought.

In 1998-99 the exhibition policy aims to achieve at least a 50% representation by women artists. As well, the agency is committed to a wide-ranging exhibition policy which includes media traditionally the preserve of women. Project managers for the 1998 exhibition program are predominantly women (85%).

### EXHIBITIONS

#### 17th National Craft Acquisition Award

The 1997 Award focused solely on fibre and textiles and features work from around Australia. Of the craft entries, 66% of the creators were female.

#### Territory Magic - Darwin Patchworkers

This biennial exhibition of Darwin Patchworkers and Quilters Inc. features work by Territory practitioners, with all entries representing creations by women.

#### Extreme Landforms

This exhibition is a retrospective of Darwin female artist, Christian Clare Robertson, which culminates in the first showing of her most recent work, from the Kimberleys and the Top End.

### ABORIGINAL WOMEN

The agency seeks to continue to feature the work of Aboriginal women artists. An estimated 40% of entries in the annual National Aboriginal and Torres Strait Islander Arts Award are women.

## ETHNIC SERVICES

Australia Foundation funding was secured to develop a profile of Chinese endeavours in the exhibition *Sweet and Sour*, which provides a fascinating insight into the Territory Chinese community, emphasising the role of Chinese women in the Territory over the past 122 years.

## TERRITORY HISTORY

The History Section is actively seeking to increase its collections of artefacts. Throughout the last financial year, the section has undertaken a number of activities through its programs and projects.

The Regional Museums Program, in conjunction with the National Pioneer Women's Hall of Fame, allows for the provision of display, conservation and archival storage of materials, and financial assistance to employ a full-time curator.

In addition, the Katherine Skillion Shed project, was curated, designed and installed by MAGNT, and showcases the role of Aboriginal and migrant women in agriculture, particularly the peanut industry, in Katherine.

## CULTURAL DEVELOPMENT

### ARTS MANAGEMENT

The participation and involvement of women in arts and culture, is recognised through the Arts Management program as providing a significant contribution to the social and economic development of the Territory community.

Standards of service emphasise objectives to maintain a responsive administration, and to implement an effective client service, providing benefit to women in the arts

through the following operational programs and strategic support services:

- identifying the art related needs of groups and individuals, in which women feature significantly;
- encouraging the development of appropriate project proposals and ensuring that artists and groups are not disadvantaged, particularly by gender, race or remoteness of locality; and
- providing operational and strategic support programs which complement the provision of Arts Sponsorship and serve to advance the participation of women in the Territory's cultural and artistic life.

### ARTS INDUSTRY DEVELOPMENT

Strategic industry development initiatives have been progressed with direct benefit to women in support of their contribution to the cultural industry of the Territory.

Coordination and support services, through the Division, were provided in association with the Department of Asian Relations, Trade and Industry, to present a combined Arts, Culture, Clothing and Textiles Sector at the 1997 NT Expo. Fourteen arts enterprise stands were assisted, with women representing a significant proportion of enterprise managers as well as producers of product featured.

### YOUNG WOMEN AND THE ARTS

Young women involved in Territory arts activity are receiving wider recognition by their peers, as well as at a national level, through a sponsorship of \$1 400 provided to Ms Robyn Waite for coordination of a monthly column in the national youth arts publication *Lowdown*.

## REGIONAL ARTS FUND

The establishment of the Regional Arts Fund Sponsorship Program, in June 1997, with joint Northern Territory and Commonwealth Government resources totalling \$400 000 (1998-99 \$600 000) has provided direct encouragement for women artists in regional and remote areas to extend their artistic practice, and participate in community arts events.

## REGIONAL ARTS FUND PROJECTS

Twenty-one regional projects have been assisted to date, where the principal applicant to the fund is a woman or the principal demographic interest group to benefit are women in the arts.

### Skill s Development Sponsorship

Ten sponsorships (62% of total) have been awarded during 1997-98, to enable women artists to professionally develop their artistic skills and their networks with other artists.

### Arts Schol arships Sponsorship

Four scholarships were received by women during 1998 to undertake tertiary studies in practical arts fields which are not available in the Territory.

### Arts Project Sponsorship

Seven project sponsorships have been approved during 1997-98, for which women were the principal applicant or the principle demographic interest group.

Examples of arts sponsorship of significant benefit to women included:

- provision of project funding, up to \$10 000, to enable the production of *What Silence Knows*. This dance and theatre production will focus on domestic violence, and the effect it has on women who experience this form

of violence, and will be performed as part of Women's Own Work in 1998;

- the Alice Springs Women's Shelter received funding of \$3 790 towards the cost of creating a public art installation, for display on National Stop Violence Against Women Day in April 1998;
- facilitating artistic skills exchange between three female Aboriginal artists in Ramingining and Central Australia. The exchange involved a series of workshops in the communities of Santa Teresa, Utopia and Lajamanu as well as Yulara;
- writing in national journals on Territory arts activity, and \$2 500 towards the Territory Artnotes column in *Art Monthly*;
- an Alice Springs artist, Sue Richter, received \$5 000 towards a sculptural, photographic and video installation, entitled *White Dreams*, at the Araluen Centre in early 1999;
- networking opportunities were assisted by providing assistance to three female artists, which enabled their attendance at the National Community Cultural Development Conference in Brisbane during November 1997, and providing financial assistance to the Darwin Patchworkers and Quilters Inc. to establish a regional network;
- encouraging the participation of young female artists in community events during the inaugural Northern Territory Youth Festival. Projects supported included: theatre production *Smells Like Impulse*; visual arts installation in Alice Springs *Elvis Chairs*; and series of open arts

workshops; dance/theatre production *Smooth as Gravel*; series of musical performances; and a youth theatre exchange and residency in Tennant Creek; and

- facilitating opportunities for arts industry development through supporting a series of workshops, to be conducted by a female artist, for artists in the Yuendumu community. The workshops will focus on product development with a long term aim for the community to market their product commercially.

## ARALUEN

### VISUAL ARTS

Araluen will present thirty-four exhibitions during 1998, with thirteen exhibitions having a very clear focus on women artists, whilst the balance have representation from women artists, including:

#### Above and Beyond - Erika Calder

Born and raised locally, landscapist Erika maintains strong family and artistic ties to Central Australia.

#### Benchmarks

Five Northern Territory University Bachelor of Arts Fine Arts students, Jeanette Cook, Shirley Gillis, Francois Barkeij, Halcyon Lucas and Lesley Eastwell will present their work in the areas of painting, printmaking and sculpture.

#### The Desert Mob Art Show

*The Desert Mob Art Show* remains the only comprehensive annual survey of the rich and diverse work from Aboriginal owned and operated art centres, with participation from over twenty centres in the Northern

Territory, South Australia and Western Australia. Due to the nature of the arts centres, it is estimated that in excess of 75% of the works will be by Aboriginal women.

#### Alice Springs Quilting Club

This exhibition demonstrates works completed by the female members of the Alice Springs Quilting Club during the past year.

#### Dreamings and Landscapes

This exhibition has been developed from the extensive collection of the Ngurratjuta Pmara Ntjarra Aboriginal Corporation and it is estimated that in excess of 75% of the works are by Aboriginal women.

#### Collection Reflection

Central Australian artists respond to works of art in the Araluen Collection, through imagery or words. It is expected that in excess of 50% of the artists will be women.

#### A Long Walk To The Beach

An exhibition celebrating that great Australian summer pre-occupation, the beach, with in excess of 60% of the artists being women.

#### Perfume and Dust

Artist, teacher and traveller Cait Wait has returned to Central Australia after four years spent in the Pacific. This exhibition contrasts her life in Santa Teresa with her experience in the Republic of Kiribati.

#### Always Travelling - Works on Paper by Sally Mumford

After six and a half years living in the Territory, the last three in Alice Springs, Sally Mumford's large scale works on paper feature in this exhibition.

### Theatre

The Araluen 1998 theatre program will include three performances: one by a women's theatre company; an Aboriginal musical which presents positive role models for Aboriginal women; and a production which presents positive images of women as dancers and musicians.

### Fil m

Araluen presents an annual program of art house non-mainstream films. Films directed by women, that portray women in a positive image, or deal with women's issues would comprise in excess of 60% of the 1998 program. Araluen is currently undertaking training of a woman as a new casual projectionist.

### 1997-98 ACHIEVEMENTS

In addition to activities already discussed for this agency, the following achievements in line with the objectives contained in the Plan of Action are highlighted.

#### Advisory Boards and Committees

Two of the seven Museum and Art Galleries of the Northern Territory Board members are women. In 1994, an Aboriginal woman was appointed to the Board for the first time.

Eight of the fifteen Araluen Advisory Committee members are women.

### Participation

A more detailed profile of women's involvement in the arts is emerging over time, with new survey findings that 10 600 Territory women (21%) were involved in a range of arts and cultural activities, in both paid and unpaid capacities, compared with 7 300 Territory men (14%) further highlighting the significance of women as key clients and contributors to the arts (ABS Cat. No. 6281.0).

The agency's marketing and promotions program has been established, achieving improvements in access and awareness, through the agency's Internet site, the new magazine *Territory Artefacts* and regular contributions to columns and news stories about events and achievements of women in the arts through Territory media. The cover story for the first edition of *Territory Artefacts* focused on Centralian artist Halcyon Lucas and her significant contribution to arts during her thirty year career.

At the November 1997 Regional Arts Conference in Alice Springs, women represented 66% of the 149 registrations.

An Artists Register has been established, in which 67% are women artists.

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## DEPARTMENT OF ASIAN RELATIONS, TRADE AND INDUSTRY

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The Department of Asian Relations, Trade and Industry's primary objectives are to pursue policies, initiatives and relationships which promote the economically, socially and environmentally sustainable development of the Northern Territory.

There are separate programs within the Industry Development Activity which have an impact on women. Similar programs are actively sought by the International Project Management Unit which aims to provide well managed, high quality international programs and services.

### BUSINESS WOMEN'S CONSULTATIVE COUNCIL

The Business Women's Consultative Council (BWCC) was established to provide a conduit for women in business to advise the Minister on their specific needs, requirements and future economic development. The Council meets four times a year in different parts of the Territory, and hosts networking functions as well as open forums for various industry sectors. Within the Department, Business Services program provides secretariat support to the Council, as well as undertaking the organisational role of running seminars and open forums.

Expenditure in 1997-98 is estimated at \$60 000, with a budget of \$60 000 in 1998-99.

### BUSINESS INFORMATION SERVICES

The Department will host a series of Women in Business seminars in conjunction with the BWCC, featuring keynote speakers. It is

anticipated that these seminars will continue on a regular basis.

Expenditure in 1997-98 is estimated at \$30 000, with a budget of \$5 000 in 1998-99.

### ANNUAL CONFERENCE FOR WOMEN IN BUSINESS - ALICE SPRINGS AND DARWIN

It is proposed to hold an annual conference in both Darwin and Alice Springs as part of October Business Month. The conference will be in the form of a one day workshop featuring speakers on current business issues.

Expenditure is estimated at \$25 000 in 1998-99.

### NORTHERN TERRITORY BUSINESSWOMEN'S AWARDS

The Northern Territory Business Women's Awards were established in 1991. These awards aim to promote and recognise the contribution that women in business make to the development of the Territory. The Department became a major sponsor of the Northern Territory section of the Telstra Business Women's Awards in 1995.

Winners of the Territory section of the Awards are eligible to compete in the National Telstra Business Women's Awards.

The 1998 Telstra Business Women's Awards will include a special Chief Minister's award for the Northern Territory Young Business Woman of the Year.

Expenditure in 1997-98 is estimated at \$15 000, with a budget of \$15 000 in 1998-99.

#### PROJECT MANAGEMENT

The International Project Management Unit, in conjunction with the Northern Territory University, managed a second Midwife Train the Trainer Program during the 1997-98 financial year. The project was won through Austraining International Pty Ltd, as part of a major AusAID project in Indonesia. The course was conducted over twelve weeks at the Northern Territory University. The aim of the course was to train selected trainers who would be able to train tutors and community based village midwives in village midwifery skills.

Master trainers will jointly deliver the in-country training with input and assistance from an Australian adviser. This project is an example of a project aimed to assist the development skills of women in a regional centres.

Expenditure in 1997-98 is estimated at \$170 000.

#### 1997-98 ACHIEVEMENTS

***In conjunction with the Office of Women's Policy, the Office of Consumer Affairs and the Office of the Commissioner for Public Employment, develop a financial planning kit for women***

Work has continued on this project with the distribution of a questionnaire prepared by the Office of Women's Policy to more accurately assess what financial information Territory women require. This further consultative approach to the project, while delaying the completion date of the kit, should result in a more appropriate product. The project is expected to be completed in the 1998-99 year.

***Continue to provide Women in Business seminars and encourage women to participate in business training seminars and workshops***

The Department will facilitate a speaking tour with the winner of the Telstra Business Woman of the Year to all regional centres as guest speaker at Women in Business Seminars.

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# DEPARTMENT OF PRIMARY INDUSTRY AND FISHERIES

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The vision and commitment of the Department of Primary Industry and Fisheries (DPIF) is to lead the sustainable development of the rural and fishing industries in the Northern Territory and to ensure that they play a significant role in the development of economic relations with Asia.

As well as providing professional and technical services, and advice to its clients, the Department encourages input from women and girls involved in all areas of primary industry.

As part of the Standing Committee on Agriculture and Resource Management (SCARM) national programs, DPIF has committed itself to developing a Strategy for Northern Territory Women in Rural, Regional and Remote Areas. This was a major outcome of the 1997 National Forum on Women in Agriculture and Resource Management, jointly sponsored by SCARM and State and Territory agricultural agencies, including DPIF. This initiative is in line with objectives to advance women's participation in decision making as outlined in the Plan of Action.

The Regional Director in Tennant Creek, Mary Goodacre, has been working with several women from rural and remote areas of the Territory on the draft Strategy. Seven issues originally identified as of concern to rural women at the National Forum, have been condensed into the following five

issues which will be addressed by the Strategy:

- security of tenure;
- key infrastructure;
- making rural women stronger;
- supporting and recognising women as managers of change; and
- industry issues.

A Territory Action Plan has been formulated on advice from industry groups, rural enterprises, government organisations, and rural women, on the best way to implement the Strategy. This is in line with Plan of Action objectives for Government agencies to ensure that women have an effective voice in society, and to ensure that their views are taken into account in decision making.

The launch of both the Territory and National Action Plans is expected to coincide with World Rural Women's Day, on 15 October 1998.

## INDUSTRY DEVELOPMENT/ APPLIED RESEARCH

The Meat and Livestock sub-program provides certification services which facilitate the marketing of animals and animal products. As a large percentage of the rural properties that make up the client base are either jointly managed by women, or supported by women in their management, this service has a positive impact on their economic security.

As stated in the Plan of Action, economic independence for women is a critical issue affecting their opportunity to contribute to society.

#### Resource Protection

The goal of this program is to continue to protect the community and ensure that the production and markets of primary products are not restricted by pests, diseases and contaminants. By protecting consumer health, the environment and community values, the health and well-being of Territory women and their families are also improved. This fulfils the goal within the Plan of Action.

#### Promotions

The Promotions sub program of the Department continues to support the ABC Radio Northern Territory Rural Woman of the Year Award, a forerunner to the ABC Radio Australian Rural Woman of the Year Award. Both these awards recognise the vital role played by women in rural Australia and fulfil the objective set down in the Plan of Action to encourage a more positive portrayal of women in public life.

#### Property Management Planning

The Property Management Planning (PMP) sub-program is a voluntary process for land managers and their families to develop a whole property plan. During the process, new skills are acquired or enhanced. Although not specifically aimed at women, women play an integral part and are more likely to attend the complete workshop series than their male partners.

The integrated workshop series is conducted by agency staff in all regions of the Territory. Current statistics show that more women attend the business style workshops, and

that more men attend the production style field days or workshops.

The PMP coordinator has been working closely with the Women's Advisory Council to provide specific forums for women on retirement planning. Retirement planning has been noted by women as an area that is lacking in provision of information sessions throughout rural and regional areas. This service will help to promote women's economic security and independence, an objective detailed in the Plan of Action, by ensuring that they are not financially disadvantaged and that they are well informed on financial matters.

Enrolments in the formal modules that are attached to PMP currently show that more women than men are taking advantage of the home study modules. Women are continuing to play a very important role in the financial and decision making processes in most small businesses.

#### Business Development

The Business Development sub-program covers a range of services to the rural sector. The Rural Adjustment Scheme aims to promote professional training and advice to assist in farm management, through the provision of assistance and services to farmers and their families to help them adjust to changing circumstances. Such assistance has a direct impact on the well-being of women and children in farm families.

Also included in this program is the provision of drought relief, which has a positive impact on the women and children of rural families affected by drought.

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# NORTHERN TERRITORY TREASURY

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Northern Territory Treasury is responsible for the economic and financial management of the Territory within the fiscal targets identified by the Government.

## SUPERANNUATION SCHEMES

The Northern Territory Superannuation Office directly administers several Territory public sector schemes, including the Northern Territory Government and Public Authorities Superannuation Scheme (NTGPASS) which is the major scheme for Territory public sector employees.

Women constitute 61% of the 11 500 NTGPASS members and are represented on both the Investment Board and the Review Board of the Scheme. Some NTGPASS provisions are of particular relevance and interest to women in the work force are:

- coverage of part-time employees;
- continuation of death and invalidity cover during periods of leave without pay;
- the option to contribute while on maternity leave without pay;
- no administrative fees or charges on member accounts; and
- the option of preserving benefits until retirement age in the NTGPASS upon leaving the Territory service.

The Superannuation Office has implemented a number of initiatives consistent with commitments detailed in the Plan of Action, which should assist women with their superannuation arrangements, including:

- improved communication with members through the Superannuation Office home page on the Intranet and Internet;
- annual training courses and seminars conducted in all major Territory centres;
- member information statements, reports to members, and the information booklet for new employees have been updated to provide more detailed membership and scheme information which will assist members to more easily understand their superannuation entitlements;
- a presentation to the Women's Advisory Council on women and superannuation; and
- participation in discussions with the Women's Advisory Council, the Northern Territory Library Service and other agencies in considering options for a more coordinated approach to the provision of information to Territory women.

## WOMEN IN THE BUDGET

In 1998-99, the Territory Government is producing the *Women in the Budget* related Budget Paper for the sixth time. Treasury liaises closely with the Office of Women's Policy in the production of this paper, as well as all agencies in the preparation of their responses. Treasury also performs a key editorial role in producing this document.

## Women in The Budget

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As detailed in the introduction, *Women in the Budget* highlights Government programs and expenditures on Territory women and girls.

Government agency achievements in respect of commitments in the Plan of Action have been reported in this *Women in the Budget* for the third time.

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# WORK HEALTH AUTHORITY

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The Work Health Authority is primarily responsible for the administration of the *Work Health Act*. The Act establishes the regulatory framework of occupational health and safety and workers compensation schemes in the Northern Territory.

The Work Health Authority continued to emphasise education programs which reach a broad cross-section of workers aimed at improving awareness and understanding of work health issues. Industries with a high proportion of female workers such as community services, education and office work, were targeted as planned.

## 1997-98 ACHIEVEMENTS

### ***Continue to promote awareness of the safe practices to manage hazards prevalent in occupations dominated by women***

These include prevention of HIV-AIDS in health workers, safety in the office, prevention of occupational overuse syndrome and manual handling injuries in the nursing, domestic and retail sectors.

The Work Health Authority conducts a range of well attended workshops and seminars throughout the Territory. The past year has seen a number of topics addressed which are of particular interest to working women. These include manual handling, office safety, working in the child care industry and managing safety. Approximately 30% of the people attending generic safety management seminars are women.

The Authority presented a session on Managing First Aid to remote area women at a forum organised by the Women's Advisory Council at Timber Creek.

Work Health Officers continue to assist a number of businesses employing high numbers of female workers to develop comprehensive safety management programs. These workplaces include supermarkets and nursing homes.

### ***Network with Industry Training Councils and unions representing female dominated industries, the Working Women's Centre and the Women's Advisory Council to ensure the work health needs of women are met in ongoing education and training strategies***

The Authority is currently working in partnership with the Lady Gowrie Centre Child Care Service in Western Australia to produce a training book on occupational health and safety in the child care industry. It is expected that this book will become a standard educational text in a number of Australian States and Territories. It is planned to publish the book by late 1998.

### ***Ensure working women have access to equitable workers compensation benefits***

Two women have been appointed as mediation officers to respond to the needs of women in disputed claims situations. The Authority currently has five trained mediators.

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## OMBUDSMAN'S OFFICE

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Under the *Ombudsman (Northern Territory) Act 1978*, the role of the Ombudsman's Office is to determine and resolve complaints made by the public about administrative actions of Government agencies, municipal and community government councils and the conduct of members of the Northern Territory Police Force.

Figure 3.7

**SHARE OF OMBUDSMAN'S SERVICES ACCESSED  
BY FEMALES**

	1995-96	1996-97	1997-98
	%	%	%
Police Services	29	30	33
All Other	38	41	40
<b>Total</b>	<b>37</b>	<b>38</b>	<b>38</b>

Source: Ombudsman's Office.

Note: 1997-98 figures are until 23 January 1998.

Women access the services of the Ombudsman at a lower rate than men (Figure 3.7).

Over the past three years, statistical data demonstrates the proportion of women accessing the Ombudsman service has remained at a consistent level.

Initiatives in 1998-99 will target younger women across the Territory and Aboriginal women living on communities. Information presentations about the services of the Ombudsman will be offered to high school students during visits to centres outside Darwin. A survey of Aboriginal language groups is currently being conducted with a view to developing aural translations of Ombudsman's advisory information.

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# ABORIGINAL AREAS PROTECTION AUTHORITY

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The Aboriginal Areas Protection Authority is a prescribed statutory corporation established by the Northern Territory Government under the provisions of the *Northern Territory Aboriginal Sacred Sites Act 1989*.

## PROTECTION OF SACRED SITES

Many issues associated with the protection of Aboriginal sacred sites can be discussed by both men and women. However, some knowledge is traditionally considered gender specific. To equip the Authority Board for dealing with either circumstance, the current Act requires that at least five of the twelve members of the Board are men, and also that at least five members are women. The Authority is unique in that, by law, not only must the Board be comprised of both men and women, but also, either the Chairman or Deputy Chairman must be a

woman. This structure came into effect in 1989, and currently the Deputy Chairman is a woman.

The gender balance in the Authority Board, and the gender specific requirements inherent in the Authority's functions, are to some extent mirrored in the gender balance among the staff currently employed. Indeed, recording Aboriginal traditional concerns in relation to the protection of sacred sites requires, in practice, that research officers of both sexes are employed in each office. Currently three out of nine research staff are women.

The structure and functions of the Authority, in reflecting Aboriginal traditional concerns and as laid down in the Act, already include pursuit of the gender specific concerns of both women and men with regard to the protection of sacred sites.

Chapter 3

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**AGENCIES WITH GENDER SPECIFIC  
PROGRAMS**

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Appendix

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**AGENCY EMPLOYMENT  
CLASSIFICATIONS BY GENDER**

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## AGENCY EMPLOYMENT CLASSIFICATIONS BY GENDER

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This appendix presents information on Northern Territory public sector agency staff by employment classification and gender. This information is presented for all budget agencies and has been derived from the Government's Personnel Information Payroll System with the exception of

Northern Territory University, Centralian College, Northern Territory Rural College and Strehlow Research Centre, which supplied their own figures.

Totals are compared with full-time equivalent totals for each agency.

### LEGEND

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Title	Classification	Title	Classification
Chief Executive Officer	CEO	Physical Officer	PH9
Executive Officer	E06		PH8
	E05		PH7
	E04		PH6
	E03		PH5
	E02		PH4
	E01		PH3
Administrative Officer	A08		PH2
	A07		PH1
	A06	Registered Nurse	RN6
	A05		RN5
	A04		RN4
	A03		RN3
	A02		RN2
	A01		RN1
Professional Officer	P4		
	P3		
	P2		
	P1		
Technical Officer	T6		
	T5		
	T4		
	T3		
	T2		
	T1		

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Note: C signifies contract position eg EOIC.

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## AUDITOR-GENERAL'S OFFICE

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Classification	Male	Female	Total
Auditor-General	1		1
EO1	2		2
AO5		1	1
AO3		1	1
<b>Total</b>	<b>3</b>	<b>2</b>	<b>5</b>
<i>Full-Time Equivalent</i>	3	2	5

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## OMBUDSMAN'S OFFICE

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Classification	Male	Female	Total
Ombudsman	1		1
EO1C	1		1
EO1	1		1
AO7	3	3	6
AO5	1	3	4
AO4		1	1
AO3		1	1
AO2		1	1
<b>Total</b>	<b>7</b>	<b>9</b>	<b>16</b>
<i>Full-Time Equivalent</i>	7	9	16

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## DEPARTMENT OF THE CHIEF MINISTER

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Classification	Male	Female	Total
CEO	1		1
EO6C	1		1
EO5C	1	1	2
EO4C	1		1
EO3C	2		2
EO2C	6	1	7
EO1C	7	1	8
ECP1	1		1
EO3	1		1
EO2	2		2
EO1	12	3	15
AO8	6	8	14
AO7	4	9	13
AO6	5	14	19
AO5	3	13	16
AO4	6	26	32
AO3	2	23	25
AO2	6	13	19
AO1	6	8	14
P4	1	2	3
P3		1	1
P2		2	2
T3	1		1
PH6		1	1
PH5	1		1
PH4		1	1
PH3	3	6	9
PH2	6		6
<b>Total</b>	<b>85</b>	<b>133</b>	<b>218</b>
<i>Full-Time Equivalent</i>	85	132	217

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### Legend

ECP1    Executive Contract Principal 1

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## DEPARTMENT OF THE LEGISLATIVE ASSEMBLY

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Classification	Male	Female	Total
CEO	1		1
EO1	1		1
AO8	3	1	4
AO7	2	1	3
AO6	1	2	3
AO5	1	4	5
AO4	5	27	32
AO3	2	5	7
AO2	2	1	3
Trainee		2	2
<b>Total</b>	<b>18</b>	<b>43</b>	<b>61</b>
<i>Full-Time Equivalent</i>	19	40	59

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OFFICE OF THE DIRECTOR OF PUBLIC  
PROSECUTIONS

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Classification	Male	Female	Total
Director	1		1
EO2	3		3
EO1	1	1	2
AO5		1	1
AO4	1	4	5
AO3		11	11
AO2		1	1
AO1	1	1	2
P4	1	2	3
P3	2	1	3
P2	5	5	10
P1		2	2
<b>Total</b>	<b>14</b>	<b>29</b>	<b>43</b>
<i>Full-Time Equivalent</i>	14	28	42

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## NORTHERN TERRITORY LEGAL AID COMMISSION

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Classification	Male	Female	Total
CEO	1		1
EO2C	2		2
EO1C	2		2
EO1		2	2
AO5		2	2
AO4		2	2
AO3		8	8
AO2		4	4
P3		1	1
P2	2	3	5
P1	1		1
<b>Total</b>	<b>8</b>	<b>22</b>	<b>30</b>
<i>Full-Time Equivalent</i>	7	24	31

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## ANTI-DISCRIMINATION COMMISSION

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Classification	Male	Female	Total
Commissioner		1	1
AO7		1	1
AO5		3	3
AO4		1	1
AO1		2	1
P4	1		
Trainee		3	3
<b>Total</b>	<b>1</b>	<b>11</b>	<b>12</b>
<i>Full-Time Equivalent</i>	<i>1</i>	<i>11</i>	<i>12</i>

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## OFFICE OF COURTS ADMINISTRATION

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Classification	Male	Female	Total
Chief Justice	1		1
Judge	4	1	5
Chief Magistrate	1		1
Magistrate	9	1	10
Master Supreme Court	1		1
CEO	1		1
EO1		1	1
AO8	1		1
AO7		2	2
AO6	2	2	4
AO5	2	3	5
AO4	5	19	24
AO3	3	16	19
AO2	9	24	33
AO1		6	6
P4		3	3
P3		1	1
PH2		4	4
<b>Total</b>	<b>39</b>	<b>83</b>	<b>122</b>
<i>Full-Time Equivalent</i>	<i>38</i>	<i>82</i>	<i>120</i>

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## NORTHERN TERRITORY ATTORNEY-GENERAL'S DEPARTMENT

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Classification	Male	Female	Total
Solicitor General	1		1
CEO		1	1
EO3C	3		3
EO2C	5		5
EO2C		1	1
EO1C	5	4	9
EO1		2	2
AO8	3	2	5
AO7	2	1	3
AO6	3	2	5
AO5	4	11	15
AO4	1	26	27
AO3	4	24	28
AO2	3	20	23
AO1	5	1	6
P4	4	1	5
P3	5	4	9
P2	4	2	6
P1	2	5	7
T5	1		1
T4	3		3
T3	3		3
T2	1		1
Trainee	2	1	3
<b>Total</b>	<b>64</b>	<b>108</b>	<b>172</b>
<i>Full-Time Equivalent</i>	<i>64</i>	<i>107</i>	<i>171</i>

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## NORTHERN TERRITORY TOURIST COMMISSION

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Classification	Male	Female	Total
CEO	1		1
EO2C	1		1
EO2	1		1
EO1C	2	1	3
EO1	1	1	2
AO8	3		3
AO7	4	7	11
AO6	3	11	14
AO5		10	10
AO4	3	16	19
AO3	1	10	11
AO2	4	17	21
<b>Total</b>	<b>24</b>	<b>73</b>	<b>97</b>
<i>Full-Time Equivalent</i>	23	74	97

Additionally, the following personnel are employed in international offices located in Tokyo, Frankfurt, and Singapore.

Manager	1	1	2
Assistant Manager		1	1
Marketing Representative		3	3
Marketing Assistant		1	1
<b>Total</b>	<b>1</b>	<b>6</b>	<b>7</b>

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## NORTHERN TERRITORY TREASURY

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Classification	Male		Total
CEO	1	1	1
EO3C	1		
EO2C	2		4
EO1C		4	12
	2	1	
AO8	4		11
AO7		10	19
	16	18	
AO5	11		22
AO4		25	39
	8	26	
AO2	3		18
AO1		6	8
		1	1
	<b>82</b>	<b>127</b>	
<i>Full-Time Equivalent</i>	<i>84</i>		<i>204</i>

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## NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES

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Classification	Male	Female	Total
<b>Police</b>			
Commissioner			1
Deputy Commissioner			1
Assistant Commissioner			3
Commander		1	6
	25	1	
Senior Sergeant	38		42
Sergeant		13	117
	1		1
	26		26
	395	97	
Special Constable`	1		
Constable	21		30
Police Auxiliary		57	96
	35	4	
<b>Fire and Emergency</b>			
Superintendent			1
Divisional Commander			5
Station Commander			17
Station Officer			16
Senior Firefighter Qualified			10
Senior Firefighter		1	42
	22		22
	5		5
	6		6
	9		9
	47	5	
<b>Support Staff</b>			
EO3C			1
EO1C		1	6
	3		3
	1	2	
AO7	2		4
AO6		9	14
	5	9	
AO4	8		20
AO3		28	34
	5	59	
AO1	6		21
P3		1	2
	1	5	
T6	1		
T5	2		

## Women in the Budget

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Classification	Male	Female	Total
T4	4		4
T3	4		4
T2	4	2	6
PH7	3		3
PH6 (apprentice)	1		1
PH6	1		1
PH5	3		3
PH4	2		2
PH2	9	3	12
Trainee		2	2
<b>Total</b>	<b>957</b>	<b>342</b>	<b>1 299</b>
<i>Full-Time Equivalent</i>	<i>902</i>	<i>322</i>	<i>1 224</i>

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OFFICE OF THE COMMISSIONER FOR PUBLIC  
EMPLOYMENT

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	Male	Female	
CEO	1		
EO1C	2	1	3
EO1		2	2
AO8	2	2	4
AO7	3	5	8
AO6	3	7	10
AO5	2	2	4
AO4	2	7	9
AO3	2	5	7
AO2	1	5	6
AO1	2		2
P2	1		1
Trainee		1	1
<b>Total</b>	<b>21</b>	<b>37</b>	<b>58</b>
<i>Full-Time Equivalent</i>	<i>20</i>	<i>34</i>	<i>54</i>

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## DARWIN PORT AUTHORITY

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Classification		Female	Total
	1		1
	1		1
	1		1
	1	1	
AO6		1	
AO5	1		
AO4	1		2
AO2			1
AO1		2	3
	1		1
	1		1
	1		1
	5		5
	13		13
	13		13
	<b>41</b>	<b>6</b>	
<i>Full-Time Equivalent</i>	<i>42</i>		<i>48</i>

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Note:

artment of Transport and Works and is not included here.

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## POWER AND WATER AUTHORITY

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Classification	Male	Female	Total
CEO	1		1
EO3C			2
EO2			1
EO1C			1
EO1			7
AO8		3	6
	9	6	
AO6	7		12
AO5		24	32
	10	31	
AO3	8		41
AO2		47	54
	4	4	
Apprentice Diesel Fitter	4		
Apprentice Electronics/Communication	2		
Apprentice Electrical Fitter Mechanic	20		
Apprentice Linesman "A" Grade	6		
Apprentice Fitter Machinist	1		
Service Worker Level 20	9		
Service Worker Level 19	4		
Service Worker Level 17	13		
Service Worker Level 16	4		
Service Worker Level 15	19		
Service Worker Level 13	5		
Service Worker Level 12	43		
Service Worker Level 11	9		
Service Worker Level 10	23		
Service Worker Level 9	67		
Service Worker Level 8	18		
Service Worker Level 7	4		
Service Worker Level 6	12		
Service Worker Level 5	32		
Service Worker Level 4	12		
Service Worker Level 3	4		
Service Worker Level 2	5		
Service Worker Level 1	8		
Trainee Technical Officer	3		6
WT6			5
WT5			19
WT4			55
WT3		3	77
	9	1	
WT1	12		13
WPR5			2
WPR4			6
WPR3			12

## Women in the Budget

---

Classification	Male	Female	Total
WPR2	25	4	29
WPR1 (undergraduate)	9	1	5
WMT2	1	2	
WMT1	2		
Trainee	1		3
<b>Total</b>		<b>171</b>	<b>801</b>
	614	164	

---

### Legend

WT  
WPR Professional  
Manager Technical

---

## DEPARTMENT OF TRANSPORT AND WORKS

---

Classification	Male	Female	Total
CEO	1		1
EO3C			2
EO2C			5
EO1C		1	6
	9	2	
AO8	13		19
AO7		4	10
	22	16	
AO5	20		43
AO4		72	118
	54	82	
AO2	31		153
AO1		34	48
	1		1
	2	1	
PH7	1		
PH6	13		14
PH5		1	9
	4	2	
PH3	45		50
PH2		4	6
	12		12
	25	1	
P2	21		30
P1		2	8
	3		3
	23	1	
T4	78		80
T3		5	70
	34	10	
T1	3		
Trainee	2		14
<b>Total</b>		<b>418</b>	<b>994</b>
	524	366	

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## TERRITORY HEALTH SERVICES

---

Classification	Male	Female	Total
CEO	1		1
EO4C	1	1	2
EO3C	4	1	5
EO2C	6	2	8
EO2		1	1
EO1C	6	3	9
EO1	5	14	19
AO8	22	19	41
AO7	18	48	66
AO6	50	107	157
AO5	25	70	95
AO4	40	106	146
AO3	28	142	170
AO2	39	321	360
AO1	30	76	106
P4	4		4
P3	35	47	82
P2	73	199	272
P1	9	31	40
T6		2	2
T5	5		5
T4	9	1	10
T3	32	30	62
T2	8	9	17
T1	14	104	118
PH8	2		2
PH6	12		12
PH5	4	4	8
PH4	11	19	30
PH3	89	111	200
PH2	110	192	302
PH1	2	5	7
AHW4	1		1
AHW3	1	1	2
AHW2		2	2
AHW Trainee	7	13	20
AHWC6	1	2	3
AHWC5	3	6	9
AHWC4	7	24	31
AHWC3	8	35	43
AHWC2	10	51	61
AHWC1		3	3
CM - Coordinating Function	2		2
Dentist	6	6	12
Hospital Medical Officer	20	7	27
Medical Administrator	1		1

## Employment Classification of Staff By Gender

Classification	Male	Female	Total
RCMO	5	14	19
Registrar	26	10	36
Resident Medical Officer	35	38	73
RN5	3	12	15
RN4		21	21
RN3	53	276	329
RN2	10	228	238
RN1	69	718	787
Enrolled Nurse	12	190	202
SSC2	17	2	19
SSC1	7		7
SSM2	2		2
SSPH1	4	2	6
SHMO	12	1	13
CM	3	1	4
Specialist	1		1
Specialist Clinician	16	6	22
Specialist Medical Administrator	1	1	2
Student Nurse - Midwifery		15	15
Specialist Public Health Medicine	8	7	15
Senior Registrar	8	9	17
Trainee	2	3	5
<b>Total</b>	<b>1 053</b>	<b>3 372</b>	<b>4 425</b>
<i>Full-Time Equivalent</i>	935	2 852	3 787

### Legend

AHW	Aboriginal Health Worker
CM	Clinical Manager
RCMO	Rural Community Medical Officer
SHMO	Senior Hospital Medical Officer
SSC	Senior Specialist Clinician
SSM	Senior Specialist Medical Administrator
SSPH	Senior Specialist Public Health Medicine

---

## WORK HEALTH AUTHORITY

---

Classification	Male	Female	Total
CEO		1	1
EO1C	1		1
AO7	1	2	3
AO6	2	1	3
AO5	1		1
AO4	1	4	5
AO3	1	4	5
AO2		6	6
P4	1		1
P2	2	1	3
T5	4		4
T4	16	1	17
<b>Total</b>	<b>30</b>	<b>20</b>	<b>50</b>
<i>Full-Time Equivalent</i>	31	21	52

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## LIQUOR COMMISSION

---

Classification	Male	Female	Total
CEO	1		1
EO1C	1		1
AO6	1	2	3
AO5	3	3	6
AO4	1	3	4
AO3		1	1
AO2		5	5
Trainee		1	1
<b>Total</b>	<b>7</b>	<b>15</b>	<b>22</b>
<i>Full-Time Equivalent</i>	7	15	22

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## DEPARTMENT OF MINES AND ENERGY

---

Classification	Male	Female	Total
CEO	1		1
EO3C	1		1
EO2C	3		3
EO2	1		1
EO1C	2		2
EO1	2		2
AO8	3	1	4
AO7	5		5
AO6	8	5	13
AO5	3	2	5
AO4	6	16	22
AO3	4	8	12
AO2	4	22	26
AO1	2	5	7
P4	6		6
P3	15		15
P2	17	10	27
P1	2	3	5
T6	1		1
T5	4		4
T4	6		6
T3	7	4	11
T2	3	2	5
T1	6	1	7
Trainee	1	1	2
<b>Total</b>	<b>113</b>	<b>80</b>	<b>193</b>
<i>Full-Time Equivalent</i>	<i>111</i>	<i>70</i>	<i>181</i>

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## NORTHERN TERRITORY CORRECTIONAL SERVICES

---

Classification	Male	Female	Total
CEO		1	1
EO5C	1		1
EO3	1		1
EO1C	3		3
EO1	3	2	5
Superintendent	1		1
Deputy Superintendent	5		5
Chief Prison Officer	31	1	32
Chief Industries Officer	13	1	14
Prison Officer 1 <sup>st</sup> Class	64	1	65
Senior Prison Officer	49	7	56
Prison Officer	72	14	86
Prison Officer in Training	42	15	57
Home Detention Officer	18	10	28
AO8	3	2	5
AO7	5	3	8
AO6	10	11	21
AO5	12	13	25
AO4	15	23	38
AO3	35	21	56
AO2	11	24	35
AO1	1	1	2
Lecturer	9	3	12
TAFE Management 3	1	2	3
T4	1		1
PH4	3		3
Trainee		1	1
<b>Total</b>	<b>409</b>	<b>159</b>	<b>568</b>
<i>Full-Time Equivalent</i>	<i>347</i>	<i>122</i>	<i>469</i>

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## TRADE DEVELOPMENT ZONE AUTHORITY

---

Classification	Male	Female	Total
EO1	1		1
AO7	1		1
AO5		1	1
AO4	2	1	3
AO3		1	1
AO2		2	2
PH2	1		1
<b>Total</b>	<b>5</b>	<b>5</b>	<b>10</b>
<i>Full-Time Equivalent</i>	5	5	10

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Note: The CEO of the Trade Development Zone Authority is also the CEO of the Department of Asian Relations, Trade and Industry and is not included here.

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DEPARTMENT OF ASIAN RELATIONS, TRADE AND  
INDUSTRY

---

Classification	Male	Female	Total
CEO	1		1
EO3C	1	1	2
EO2C	3	1	4
EO2	1		1
EO1C	3	1	4
EO1	4	3	7
AO8	2	1	3
AO7	7	3	10
AO6	3	7	10
AO5	6	6	12
AO4	2	9	11
AO3	2	16	18
AO2	1	2	3
AO1	1	4	5
<b>Total</b>	<b>35</b>	<b>53</b>	<b>88</b>
<i>Full-Time Equivalent</i>	<i>34</i>	<i>48</i>	<i>82</i>

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## DEPARTMENT OF ARTS AND MUSEUMS

---

Classification	Male	Female	Total
CEO		1	1
EO3C		1	1
EO1	1	1	2
AO8	2		2
AO7	1	2	3
AO6	1	2	3
AO5	1	5	6
AO4	1	7	8
AO3		7	7
AO2	6	7	13
AO1	28	33	61
P4	2	1	3
P3	7	6	13
P2	1	4	5
P1	3	7	10
T4	3		3
T3	6	2	8
T2	5	1	6
T1	1	1	2
PH4		3	3
PH2	1	1	2
Trainee		1	1
<b>Total</b>	<b>70</b>	<b>93</b>	<b>163</b>
<i>Full-Time Equivalent</i>	49	71	120

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## STREHLOW RESEARCH CENTRE

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Classification	Male	Female	Total
P4	1		1
P1	1		1
AO4		1	1
AO2	1		1
AO1	3	2	5
T3		1	1
<b>Total</b>	<b>6</b>	<b>4</b>	<b>10</b>

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Note: 1. The CEO of Strehlow is also the CEO of the Department of Arts and Museums and is not included here.  
2. Full-time equivalent totals were not available for this agency.

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## ABORIGINAL AREAS PROTECTION AUTHORITY

---

Classification	Male	Female	Total
CEO	1		1
AO8		1	1
AO6		1	1
AO4	1	1	2
AO3		4	4
AO2		1	1
P4	1	1	2
P2	5	1	6
P1		1	1
T4	1		1
T2		1	1
<b>Total</b>	<b>9</b>	<b>12</b>	<b>21</b>
<i>Full-Time Equivalent</i>	8	12	20

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## DEPARTMENT OF LANDS, PLANNING AND ENVIRONMENT

---

Classification	Male	Female	Total
CEO	1		1
EO3C	1		1
EO2C	1		1
EO2	1		1
EO1C	5	1	6
EO1	3	1	4
AO8	7	1	8
AO7	5	6	11
AO6	12	6	18
AO5	8	7	15
AO4	12	39	51
AO3	3	14	17
AO2	2	29	31
AO1	2	8	10
P4	4		4
P3	16	5	21
P2	27	18	45
P1	4	6	10
T5	8		8
T4	12	2	14
T3	22	5	27
T2	13	5	18
T1	7	1	8
WPR4	5		5
WPR3	8		8
WPR2	11	1	12
WPR1	1	1	2
WT6	1		1
WT5	2		2
WT4	7		7
WT3	24	4	28
WT2	11		11
WT1	11		11
<b>Total</b>	<b>257</b>	<b>160</b>	<b>417</b>
<i>Full-time Equivalent</i>	<i>251</i>	<i>148</i>	<i>399</i>

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### Legend

WPR                      Professional  
WT                        Technical

---

## DEPARTMENT OF PRIMARY INDUSTRY AND FISHERIES

---

Classification	Male	Female	Total
CEO	1		1
EO3C	1		1
EO2C	2		2
EO1C	1		1
EO1	9		9
AO8	6	1	7
AO7	3	3	6
AO6	13	9	22
AO5	6	10	16
AO4	2	16	18
AO3	7	32	39
AO2	2	22	24
AO1	3	7	10
P4	8		8
P3	26	5	31
P2	36	18	54
P1	4	2	6
T6	1		1
T5	10	1	11
T4	27	1	28
T3	41	16	57
T2	68	15	83
T1	68	17	85
PH7	4		4
PH6	1		1
PH2	1	1	2
Trainee	1	1	2
<b>Total</b>	<b>352</b>	<b>177</b>	<b>529</b>
<i>Full-Time Equivalent</i>	<i>294</i>	<i>160</i>	<i>454</i>

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## NORTHERN TERRITORY UNIVERSITY

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Classification	Male	Female	Total
Vice Chancellor	1		1
Pro-Vice Chancellor	6	1	7
Director of Divisions	4	1	5
Academic Level A	19	26	45
Academic Level B	50	36	86
Academic Level C	51	21	72
Academic Level D	28		28
Academic Level E	7	4	11
Academic Higher Education Part-time	28	40	68
Research Associate Level A	7	1	8
Research Associate Level B	34	1	35
Junior Research Associate	7	6	13
HEW Administrative Level 10	10	1	11
HEW Administrative Level 9	5	7	12
HEW Administrative Level 8	8	10	18
HEW Administrative Level 7	18	22	40
HEW Administrative Level 6	10	19	29
HEW Administrative Level 5	11	29	40
HEW Administrative Level 4	15	47	62
HEW Administrative Level 3	20	91	111
HEW Administrative Level 2		16	16
HEW Administrative Level 1/2	18	25	43
HEW Library Level 9		4	4
HEW Library Level 6/7	1	7	8
HEW Library Level 5	1		1
HEW Library Level 4		7	7
HEW Technical Level 8	2		2
HEW Technical Level 7		1	1
HEW Technical Level 6	5	5	10
HEW Technical Level 4/5	22	6	28
HEW Technical Level 4	1	1	2
HEW Technical Level 3	5	5	10
HEW Technical Level 2		4	4
HEW Tradesperson Level 4	1		1
HEW Tradesperson Level 3	1		1
HEW Tradesperson Level 1/2	15	11	26
HEW Childcare Worker Level 4		4	4
HEW Childcare Worker Level 1/2		10	10
TAFE Lecturer Category II	71	55	126
TAFE Lecturer Category III	5	2	7
TAFE Lecturer Category IV	3	1	4
TAFE Lecturer	40	55	95
<b>Total</b>	<b>530</b>	<b>582</b>	<b>1 112</b>

Note: Full-time equivalent totals were not available for this agency.

## Women in the Budget

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HEW Higher Education Worker  
TAFE Technical and Further Education

---

## NORTHERN TERRITORY EMPLOYMENT AND TRAINING AUTHORITY

---

	Male	Female	
CEO	1		
EO1C		1	1
AO8	4	2	6
AO7	3	4	7
AO6	6	9	15
AO5	5	7	12
AO4	4	8	12
AO3		4	4
AO2	1	16	17
AO1		4	4
PH3	5		5
TAFE Management 9	1		1
TAFE Management 5		2	2
<b>Total</b>	<b>30</b>	<b>57</b>	<b>87</b>
<i>Full-Time Equivalent</i>	29	50	79

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## DEPARTMENT OF EDUCATION

---

Classification		Female	Total
	1		1
	1		1
	2		2
	2	1	
EO1C	2		
EO1	4		5
AO8		4	10
	18	5	
AO6	20		43
AO5		35	49
	32	154	
AO3	24		174
AO2		192	209
	21	268	
ET9C	15		18
ET9			1
ET8			3
ET7		12	28
	3	8	
ET5	32		77
ET4		32	51
	15	16	
ET2	137		407
ET1		30	51
	9	3	
ECP2	14		19
ECP1		11	26
	33	241	
PH5	1		
PH4	1		
PH3	1		5
PH2		52	141
	1	4	
P2	3		15
T3			3
TM9C			1
TM4			1
TM2			1
TL		4	7
	403	1 446	

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### Employment Classification of Staff By Gender

---

Classification	Male	Female	Total
RN51R		1	1
RN3A		15	15
Trainee	2	6	8
<b>Total</b>	<b>1 025</b>	<b>3 054</b>	<b>4 079</b>
<i>Full-Time Equivalent</i>	982	2 709	3 691

---

#### Legend

AT	Assistant Teacher
ET	Executive Teacher
ECP	Executive Contract Principal
AT	Assistant Teacher
TM	TAFE Management
TL	Lecturer
TC	Teacher

---

## BATCHELOR COLLEGE

---

Classification		Female	Total
	1		1
	1		1
	1	1	
AO7	2		4
AO6		2	5
	1	2	
AO4	1		8
AO3		20	22
	7	10	
AO1		17	
Executive Teacher 9C	1		
Academic Level A	9		32
Academic Level B		37	70
	7	14	
Academic Level D	2		5
P3			1
P2			3
T4			2
T3			3
T2			1
PH7			1
PH5			2
PH4			2
PH3		2	10
	2	7	
Library Cadet		1	
<b>Total</b>	<b>91</b>		<b>244</b>
<i>Full-Time Equivalent</i>		<i>134</i>	<i>219</i>

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## CENTRALIAN COLLEGE

---

Classification	Male	Female	Total
CEO		1	1
	1		1
	1		1
		1	1
	1		1
	3	4	
AO3		10	
AO2	1		16
AO1			5
EA2		2	7
	1		1
	37	34	
Teacher	1		
RN3		1	
PH3		1	
PH2	4		7
Trainee			2
<b>Total</b>		<b>79</b>	<b>135</b>

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Full-time equivalent totals were not available for this agency.

### Legend

Educational Administrator

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## NORTHERN TERRITORY RURAL COLLEGE

---

Classification	Male	Female	Total
Director	1		1
Coordinator		2	4
		1	1
		1	1
	1		1
	13		13
		1	1
		1	1
		2	2
		1	1
		2	2
	1		1
	1		1
	3	3	
Physical 2	3		5
<b>Total</b>		<b>16</b>	<b>41</b>

---

Full-time equivalent totals were not available for this agency.

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**DEPARTMENT OF COMMUNICATIONS AND  
ADVANCED TECHNOLOGY**

---

Classification	Male	Female	Total
CEO	1		1
	1		1
		1	1
	4	2	
AO8	13		19
AO7		7	18
	26	13	
AO5	37		68
AO4		31	51
	2	12	
AO2	4		20
AO1		6	12
	1		1
	1		1
	2	2	
<b>Total</b>	<b>129</b>		<b>256</b>
<i>Full-Time Equivalent</i>		111	233

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## RACING AND GAMING AUTHORITY

---

Classification	Male	Female	Total
CEO		1	1
	3		3
	1	2	
AO6	3		4
AO5			3
AO4		5	13
	1	2	
AO2	1		4
T5			1
T4			1
<b>Total</b>		<b>14</b>	<b>36</b>
	22	14	

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## DEPARTMENT OF SPORT AND RECREATION

---

Classification	Male	Female	Total
CEO	1		1
EO2	1		
EO1C	1		
EO1		1	
AO8	1		
AO7	7		
AO6	5		6
AO5		4	10
	5	8	
AO3		2	
AO2		3	
AO1	1		2
Executive Teacher 9			1
HHC			1
HCL3			1
P2			1
Trainee			2
<b>Total</b>		<b>23</b>	<b>54</b>
	32	24	

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### Legend

HHC  
HCL3 Head Coach Level 3

---

## PARKS AND WILDLIFE COMMISSION OF THE NORTHERN TERRITORY

---

Classification	Male	Female	Total
CEO	1		1
	2		2
	6		6
	5	2	
AO7	1		2
AO6		2	6
	1	2	
AO4		9	
AO3	1		13
AO2			18
AO1			1
P4			1
P3		3	10
	21	9	
P1	1		4
T6			2
T5		2	4
	21		21
	45	7	
T2	56		69
T1		37	88
	1		1
	1		1
	1	1	
PH3	4		5
PH2			3
Shop Assistant		2	3
	<b>238</b>	<b>125</b>	
<i>Full-Time Equivalent</i>	<i>248</i>		<i>376</i>

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## OFFICE OF ABORIGINAL DEVELOPMENT

---

Classification	Male	Female	Total
CEO	1		1
EO1		1	2
	3		3
	4		4
	1	1	
AO5	1		4
AO4		1	3
		1	1
		2	2
	<b>13</b>	<b>9</b>	
<i>Full-Time Equivalent</i>	13		21

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## DEPARTMENT OF HOUSING AND LOCAL GOVERNMENT

---

Classification	Male	Female	Total
CEO	1		1
	1		1
	2		2
	1		
EO1	3		4
AO8		6	11
	16	2	
AO6	19		47
AO5		9	18
	15		65
AO3			61
AO2		53	65
	8	21	29
P3		1	3
P2	6	10	16
P1	1	6	7
Legal Cadet	1		1
Aboriginal Cadet		2	2
T5	1		1
T4	4		4
T3	6		6
Trainee		4	4
<b>Total</b>			<b>368</b>
<i>Full-Time Equivalent</i>		210	330

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