



**CHIEF MINISTER**

## WOMEN IN THE BUDGET



This year introduces a new stage in Northern Territory Government planning and reporting on initiatives for women. The information in *Women in the Budget* highlights the action by Government and the planning that is taking place to bring about changes in our community. It meets the commitments set down by Government in *Foundations for Our Future* and is testament to the extensive consultations that have taken place to involve women and the broader community in Government decision making.

The Northern Territory has long been acclaimed nationally and internationally for our accountability structure which links Government planning with reporting in a publicly available budget paper. Territorians can clearly see, through *Women in the Budget*, just how the Northern Territory Government is supporting, recognising and valuing the contributions of women.

Agencies are now reporting against the new action plan for Territory women, *Looking Beyond 2000: Women in the Northern Territory Action Plan 2000 to 2005*. I released this plan on International Women's Day, 2001, to acknowledge the very significant part that Territory women played in its development and its importance in relation to program delivery. During 2000-01 the Treasurer and I have taken steps to see that reporting improves and that there is an increase in the number of agencies reporting.

Innovative, flexible and successful organisations make decisions that reflect the importance of women as customers, managers and employees, leaders and decision makers. I am pleased that this paper identifies that Government agencies are responding to the challenge.

Denis Burke  
Chief Minister of the Northern Territory  
Minister for Women's Policy



**Northern Territory Government**  
Advancing Women

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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 women in the Territory 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 newly released *Looking Beyond 2000: Women in the Northern Territory Action Plan 2000 to 2005*.

This publication reports specifically on policies and programs during the past year. It identifies achievements and highlights plans for the coming year which will either specifically, or generally, have an impact on women and girls. Information on expenditure for 2000-01 and projected expenditure for the 2001-02 year has been included where possible.

*Women in the Budget* was initiated, and is based on, the need to increase awareness of the effect of Government policy and expenditure on women and girls.

It is designed to be read in conjunction with other Budget Papers and agency reports where more detailed program information is published.

Details by agency have been provided for those agencies with programs and policies that are particularly aimed at, or which generally affect, women and girls.

Details of employment classification of staff by gender for each agency, including those agencies which do not have targeted gender-specific programs are located in the Appendix.

There are five sections in this paper:

- Introduction;
- Chapter 1 - which provides an overview of 2000-01 achievements against the Plan;
- Chapter 2 - which contains a brief statistical analysis of women in the Territory;
- Chapter 3 - which provides details by agency; and
- Appendix - which details employment classifications of staff by gender for each agency.

The production of this publication requires close liaison between Treasury, the Office of Women's Policy and agencies.

# THE YEAR IN REVIEW

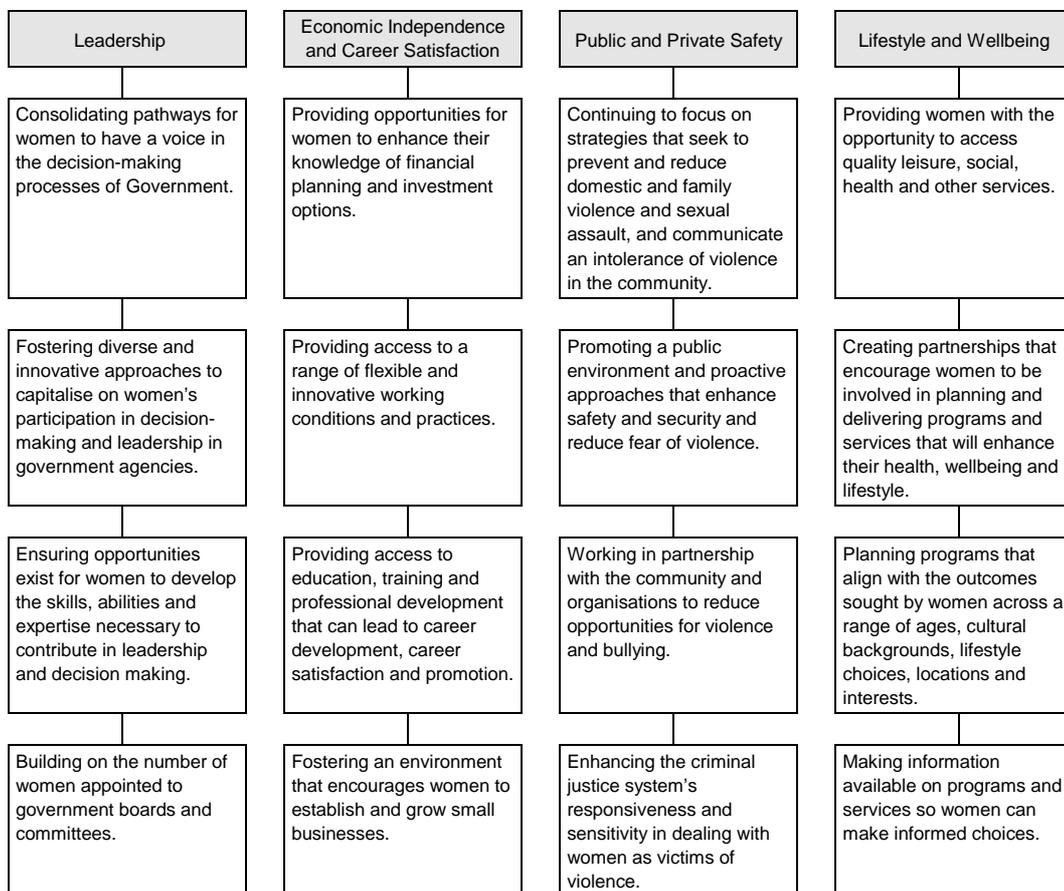
This year sees a new phase of planning for women in the Northern Territory.

The Chief Minister released *Looking Beyond 2000: Women in the Northern Territory Action Plan 2000 to 2005* on International Women's Day in March 2001 to build on and extend

earlier Northern Territory Government policy initiatives. The action plan was developed from an extensive consultation process to ensure that it reflected the policy priorities and aspirations of women for themselves, for their families, for their communities and for the Territory.

Figure 1.1

**THEMES AND GOALS OF THE NORTHERN TERRITORY GOVERNMENT LOOKING BEYOND 2000:  
WOMEN IN THE NORTHERN TERRITORY ACTION PLAN 2000 TO 2005**



The action plan sets out the framework under which Government agencies will take action. It requires the delivery of programs specifically for or of significant benefit to women and is geared towards outcome reporting. The action plan is designed to:

- provide leadership and direction to better recognise and include women's abilities and talents;
- integrate women's priorities into Government planning;
- ensure women are partners in Government decision making; and
- support the vision for the Territory set out in *Foundations for Our Future*.

The goals of the action plan are listed under four themes: Leadership; Economic Independence and Career Satisfaction; Public and Private Safety; and Lifestyle and Wellbeing.

Since 1995, agencies identified and reported on the policies, programs and services put in place to advance the objectives of Northern Territory Government policies for women through *Women in the Budget*. For the 2001-02 financial year, agencies have begun reporting against the themes and objectives of the new action plan. The structure brings into focus the policies of Government and the specific programs, achievements, plans and expenditure of agencies in relation to women and girls.

The Territory continues to be the only place in Australia to adopt this accountability structure, which links Government policy frameworks with agency outcome reporting through a budget paper. It has been commended nationally and internationally for the practice.

Following are the significant achievements of the public sector in implementing the goals of the action plan in 2000-01.

## LEADERSHIP

The action plan emphasises the importance of recognising the central role of women in the economic, social and cultural development of the Territory, creating opportunities for women to participate and increasing the involvement of women as leaders and decision makers.

Public consultations are an important foundation for planning and guiding decisions. A highlight for the year was the increased opportunity for women, particularly those from remote and regional areas, to participate and make their views known. Significant whole of government policy frameworks were strengthened by the following consultation processes:

- ***Looking Beyond 2000: Women in the Northern Territory Action Plan 2000 to 2005***. This was developed from consultation processes with more than 1 600 women from different age groups, diverse cultural and linguistic backgrounds, social settings, areas of interest and locations. This brought women into Government decision making at its highest level and ensured that the new action plan reflected the current priorities and aspirations of women.
- **NTsafe, the Northern Territory Government strategy for crime prevention and community safety**. Consultations were conducted across the Territory during the second half of 2000 to obtain information on crime prevention and community safety. Public meetings were held in 18 urban and 17 remote communities. Approximately 25% of those who attended the meetings were women. This has resulted in the development and coordination of a new five-year crime prevention strategy.

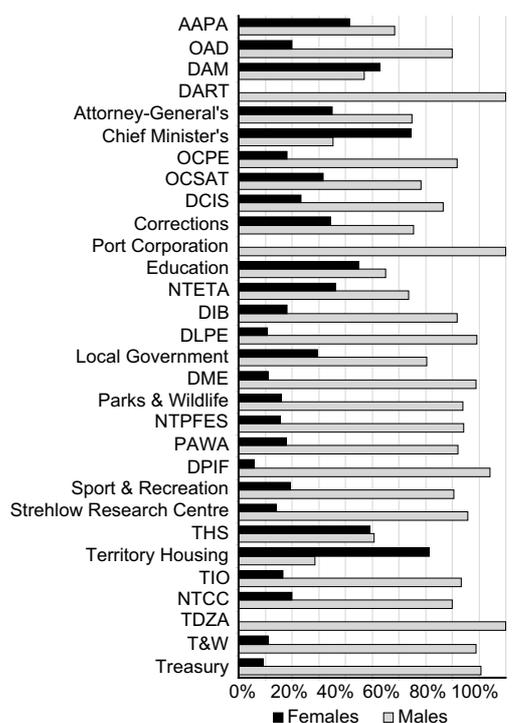
- **Northern Territory Government Domestic Violence Strategy.** A new five-year agenda was developed to build on outcomes achieved under the strategy and \$1.08 million was allocated to extend the funding base of the strategy. The strategy is based on innovation and intervention around three key areas: responding to victims and survivors; working with young people affected or at risk of being affected by domestic and family violence or sexual assault; and bringing about a change in the violent and abusive behaviour of offenders. This followed extensive consultations with government and non-government organisations, domestic violence and sexual assault service providers and community members with an interest in preventing and reducing domestic and family violence and sexual assault. Approximately 80% of the people consulted during the evaluation were women.
  - **The Ministry of Women's Policy.** The Office of Women's Policy in the Department of the Chief Minister, the Women's Advisory Council to the Chief Minister, and the Business Women's Consultative Council in the portfolio of Industries and Business, constitute the ministry. Each continues to initiate and report on expositions, workshops, consultations, meetings and forums with women across the Territory. A coordinated ministry stall for the Northern Territory Show Circuit in 2000 increased the number of initiatives put in place to exchange information and encourage women to become more involved.
- As at 31 March 2001, almost 24% of those appointed to government boards and committees were women. The Office of Women's Policy has identified strategies to increase this percentage. These include strengthening the Northern Territory Women's Register, increasing use of the Register, and producing an information kit with advice for women wanting to be appointed to boards and committees.
- During 2000-01 women have been involved on, and influenced the considerations of, a number of peak committees. These include:
- the Office of Women's Policy representing, promoting and integrating Northern Territory priorities on the:
    - Commonwealth, State and Territories Officials to the Conference of Ministers for the Status of Women;
    - Commonwealth, State and Territories Standing Committee of Women's Advisers on the Status of Women;
    - Commonwealth, State and Territories Partnerships Against Domestic Violence Task Force; and
    - National Indigenous Family Violence Forum and Round Table.
  - the Women's Advisory Council to the Chief Minister presenting a Northern Territory perspective at the national meeting of Women's Advisory Councils;
  - NTsafe representing the Northern Territory on the Senior Officer Group for the Australian and New Zealand Crime Prevention Ministerial Forum;
  - the Departments of Lands, Planning and Environment and Primary Industries and Fisheries appointing women to represent the Territory on a number of significant standing committees, advisory groups and boards; and
  - women comprising:
    - 71% of the Housing Appeals Tribunal for which Territory Housing is responsible;
    - 67% of the membership of the boards and committees for which the

Department of the Chief Minister is responsible.

- 60% of the membership of the 11 professional boards for which Territory Health Services is responsible; and
- 53% of the membership of boards and committees for which the Department of Arts and Museums is responsible.

Figure 1.2 provides a comparison, by agency and gender, of the membership of Northern Territory public sector statutory boards and committees as at March 2001.

Figure 1.2  
**GENDER BALANCE OF MEMBERS OF NT BOARDS AND COMMITTEES, BY GOVERNMENT AGENCY, AS AT 31 MARCH 2001**



Source: Data provided from Statutory and Non-Statutory Bodies database, Cabinet Office, Department of the Chief Minister.

Recognition of the contribution that women are making to the economic, social and cultural development of Territory life is increasing. During 2000-01, women in the Territory were publicly acknowledged through:

- The Chief Minister personally presenting 23 Chief Minister of the Northern Territory Women's Achievement Awards at special events in Darwin and Alice Springs held in conjunction with International Women's Day 2001. Recipients were recognised for specific achievements in areas as diverse as tourism, sport and recreation, youth, education, the community, volunteering, the ageing, crime prevention including domestic and family violence, business, the performing arts, health and music;
- The Chief Minister presenting the prestigious \$15 000 Northern Territory Government Women's Fellowship to the curator of the Alice Springs based National Pioneer Women's Hall of Fame to create Australia's first internet-based virtual women's museum. The virtual women's museum was launched on 13 March 2001 to highlight the contribution that pioneering women have made to history and to Northern Territory and Australian heritage. The Chief Minister also announced in March 2001 that the Women's Fellowship would be increased from \$15 000 to \$20 000 from 2001;
- The Minister for Primary Industry and Fisheries presenting the Rural Industries Research and Development Corporation (RIRDC) Rural Women's Award, the Territory winner being sponsored to attend the RIRDC Leadership Seminar in Canberra and also receiving a \$20 000 bursary to assist in achieving her personal vision for agriculture;
- The Women's Advisory Council hosting and subsequently publishing the 10th Alicia Johnson Memorial Lecture, *Here for the Millennium, the Bold, Brave and Wise Women Who Won't Go Away*, delivered by the Tasmanian Anti-Discrimination Commissioner Dr Jocelyne Scutt. Over 200 people attended the lectures held in Darwin

- and Alice Springs, the highest attendance to date, demonstrating a growing profile of this event;
- Territory women continuing to be acclaimed as outstanding role models and achievers in national and international sporting competitions. During the past year Nova Peris-Kneebone, Christine Trefry, Danni Miatke, Elizabeth Andrew, Judith Green, Nadia Romeo, Melissa Dunn, Jay Davies, Jenna Milner and Michaela Mihailou were recognised for a range of sports including athletics, swimming, hockey, rugby and wheelchair basketball. The Northern Territory Sports Awards continue to be held each year to recognise outstanding achievements;
  - Three women artists being among the five major award category prize winners of the Telstra National Aboriginal and Torres Strait Islander Art Award, which is part of the Department of Arts and Museums exhibition program;
  - The Department of Industries and Business continuing to support the Northern Territory Telstra Business Women's Awards to promote and recognise the success of Territory business women. The recipient of the 2000 Telstra Northern Territory Business Woman of the Year was Marie Morrison, the proprietor of Troppi Kids in Darwin. Ms Morrison also received the Westpac Group Business Owner Award. Other winners were:
    - Darralyn Duffy from Duffy Group Holdings Pty Ltd – the inaugural Chief Minister's Award for Innovation (NT only);
    - Toni-Marie Geddes, President Marketing and Sales Australia from BenTel.com – AusIndustry Private Sector Award (fewer than 100 employees);
    - Pauline May, Bi-Lo Store Manager, Casuarina – Ansett Private Sector Award (more than 100 employees);
    - Joanne Schilling, Director, Finance and General Services, Territory Health Services – Shell Corporate and Government Sector Award; and
    - Tracey Brand, Divisional Manager, Tangentyere Council – Alcatel Young Business Women's Award.
  - Darwin hosting the Australian Women in Agriculture (AWiA) annual conference and annual general meeting in August 2000. The Department of Primary Industry and Fisheries assisted the Northern Territory AWiA Branch to organise the conference and promote the role of rural women in the industry across Australia;
  - The Department of Arts and Museums showcasing the work of women artists. Almost 50% of the exhibition program during 2000 featured the work of women artists, and six exhibitions featured only women artists or a very high percentage of women artists; and
  - Women prisoners taking part in the Northern Territory Correctional Services Vocational Education Program. All women sentenced to terms of more than three months actively engage in the program. A female Aboriginal participant in the program studying horticulture externally through Northern Territory University was awarded the Northern Land Council Award for the most outstanding horticulture student in May 2000.
- Agencies have also implemented a number of additional strategies that have promoted or encouraged the role of women in leadership and decision making roles. These include:
- The Office of Women's Policy convening an Interdepartmental Women's Policy Round

Table. The Round Table brings together representatives from all relevant government agencies. It will assist in the development and monitoring of program plans and expand the collection of data relating to Territory women. Regional Round Tables will assist in strengthening partnerships in the regions. The Round Table will assist agencies to:

- align policies, strategies, programs and services with the action plan;
  - identify and put in place strategies around key issues for women as customers;
  - form partnerships across agencies to advance policies and plans; and
  - plan, implement, measure and report on outcomes in relation to women.
- The Chief Minister's Round Table of Young Territorians providing 16 young Territorians with an opportunity to express their opinions and that of their peers directly to Government. The Round Table continues to generate a greater level of interest from young women than young men, with the ratio of female to male applications being approximately 3 to 1;
  - The Department of Education continuing to develop and strengthen the role of school principals in the Northern Territory. Four principals from the Territory, three of them women, have been selected to travel to Oxford County in Britain to visit schools. They will take part in the Links Program, a short-term reciprocal teacher exchange program targeted toward school principals that develops the role of principal as the focal point for educational activities; and
  - The Department of Arts and Museums providing strategic support and advice to arts sector organisations, including targeted arts sponsorship. Of the 16 major arts

organisations receiving operational and project funding from the agency, 9 are currently led by women.

### **ECONOMIC INDEPENDENCE AND CAREER SATISFACTION**

The action plan highlights the importance of increased job satisfaction, career options and economic independence to Territory women. It also shows that, despite the immense changes that have taken place in legislation, employment and social conditions, on average women continue to earn 20% less than men, have superannuation assets of around one-third those of men, and total wealth holdings of around 85% those of men.

Over 2000-01, Government agencies have implemented diverse strategies to increase women's participation in the public sector, in small business and, through internet use, to enter the emerging field of electronic commerce (e-commerce). Working environments are evolving and looking more towards flexible and innovative work practices to allow organisations to meet the changing needs of employees and customers.

Information gathered by agencies over the past year indicates that positive changes are occurring:

- Women made up almost 60% of the Northern Territory public sector in 2000. Of these, nearly 50% were in middle and upper administrative positions, and 23% were in senior executive positions;
- The number of female legal professionals registered with the Northern Territory Law Society who are eligible to practice law has increased consistently by 1% over the past three years;
- The percentage of women in the Northern Territory Police increased from 22.06% in 1998-99 to 23.61% in 1999-00. The Territory currently has the highest

percentage of female police officers of the nine jurisdictions surveyed in Australia;

- The number of women in executive contract positions in Territory Health Services has more than doubled since 1997;
- Northern Territory Correctional Services introduced strategies to attract more women into Prison Officer Recruitment courses. A significant increase was achieved, with eight women recruited as correctional officers in courses in the year 2000 compared with three women undertaking the course in 1999; and
- The Office of Ethnic Affairs has encouraged bilingual women to gain national accreditation as interpreters or translators. Of the 105 interpreters and translators registered with the Northern Territory Interpreter and Translator Service, 79 (75%) are women.

Highlights for the year demonstrate an increasing emphasis on and support for women in many diverse areas. These include women in small business, improving access to education and the economic and social benefits this brings, the importance of planning for and responding to women as customers, and providing tangible professional development.

More specifically:

- The Business Women's Consultative Council, with assistance from the Department of Industries and Business, has:
  - developed resources and references and organised functions to provide women in small business with opportunities to promote themselves and their businesses to Territory business industries;
  - begun a guidebook to assist home-based and micro business with employment issues. The guidebook will include ready references on employment types and

conditions, occupational health and safety, training and development, and tips for success;

- developed a Northern Territory Women in Business website to provide information on the role and objectives of the Business Women's Consultative Council and offer an opportunity to provide feedback and input to the council; and
- piloted a mentoring program and hosted a range of well-attended events promoting the role of women in business.
- The Minister for Industries and Business released a report on women's experiences when buying or having a vehicle repaired. The Way Ahead: Women and the Motor Vehicle Industry project was managed by the Office of Consumer Affairs and Fair Trading in the Department of Industries and Business, in cooperation with the NT Automobile Association and the NT Motor Traders' Association. While it found that women in the Territory were generally better off than their counterparts in other jurisdictions, it also found that:
  - women did not believe that they were treated as genuine customers with the ability to buy vehicles in their own right;
  - a significant number of salespeople were considered to be limited in their ability to sell their products or services to women; and
  - women were generally dissatisfied with the service or repair of their vehicles.

Strategies have now been planned to assist in achieving a more equitable marketplace for women as customers of the motor vehicle industry;

- The Department of Primary Industry and Fisheries has:
  - facilitated a number of programs to assist industry clients in creating profitable and sustainable primary industries, with women continuing to play an important role in the industry. Women currently make up 41% of the Property Management Planning and constitute 25% of the FarmBis course participants; and
  - begun planning with the Northern Territory University for the development of training access programs for rural, regional and remote area women.
- The Department of Arts and Museums has implemented marketing and promotional strategies to reflect increasing evidence that women make the majority of visitation, booking and buying decisions in relation to arts. At the Alice Springs Cultural Precinct, women generally comprised between 60% and 70% of audiences for performing arts, cinema and visual arts in 2000-01;
- The Department of Education has granted 240, representing 85% of the total 281 applications for Teacher of Exemplary Practice status to women. Teacher of Exemplary Practice carries with it significant status and economic benefit. In 2000, 48 or 92% of the teachers who achieved Teacher of Exemplary Practice status were women; and
- Female enrolments in the total vocational education and training programs in the Northern Territory over the past 10 years have shown considerable growth, from 4 400 enrolments in 1990 to 9 100 in 1999. Female commencements in apprenticeships and traineeships have grown considerably in the past five years, with 250 commencements in 1994-95 and 449 in 1999, rising to an estimated high of 730 in 2000, an increase of 60%.

The action plan has identified the complex demands on women's time while balancing individual, family and community responsibilities. Across the public sector, there is increasing attention to the importance of providing opportunities for women to take advantage of flexible and innovative working practices while retaining employment and career options. Figures collected by government agencies indicate that over 8% of female employees are currently using part-time employment options. The 2000-01 year saw:

- An increase in the number of carer's rooms established to assist employees in balancing family and work responsibilities;
- An increase in the number of flexible work practices promoted and offered, such as part-time work, job sharing, home-based work, career break schemes and flextime. For example, over 50% of the 372 part-time female employees in the Department of Education are taking advantage of job share arrangements;
- Support for the development of telecommunications infrastructure and services in remote and regional areas, through the Office of Communications, Science and Advanced Technology. The expansion of these services will allow more organisations to adapt and offer flexible working practices such as telecommuting, so employees with an internet connection can work from home;
- Territory Health Services creating additional child care places with the net number of new child care centre places rising by 750, an increase of nearly 50%. This includes three services established in remote Aboriginal communities and plans to progress the development of children's care services in six remote Aboriginal communities. An extra 300 new places are anticipated by June 2002; and

- Territory Housing introducing a major initiative to provide Territorians with a no-interest loan as a bond, thereby increasing choices for public and private housing. In 2000-01, approximately 140 single women or women with dependants will access the Bond Assistance Program at an estimated cost of \$76 000. Since the introduction of the new Bond Assistance Program in January 2001, 40% of recipients were single women or women with dependants.
- A new five-year agenda has been approved to build on the unique strengths of the Northern Territory Government Domestic Violence Strategy, from 2001 to 2005, and advance strategies designed to prevent and reduce domestic and family violence and sexual assault. In 2000, Government allocated \$1.08 million to extend the funding base of the strategy.

### PUBLIC AND PRIVATE SAFETY

The action plan emphasises the importance women across the Territory have placed on public and private safety and on continuing programs designed to prevent and eliminate domestic and family violence and sexual assault. Factors that have been identified as contributing to violence in the home and communities are alcohol and substance abuse, gambling and an inability to form positive relationships.

The Northern Territory Government has implemented a number of key strategies to make the Territory a place where individuals, families and communities are safe from violence and abusive behaviours:

- Government has recognised that crime prevention is a key element in the future economic, social and cultural development of the Northern Territory. Through NTsafe, the Government has created a formal crime prevention framework to support communities, business and government in working together to ensure the Territory has vibrant and safe cities, towns and neighbourhoods. Government has established an NTsafe Secretariat to coordinate and monitor Northern Territory Government agency crime prevention programs and activities. NTsafe allocates up to \$250 000 each year to a crime prevention grant scheme; and
- **Be cool....not cruel**, a community education program for young Territorians initiated under the Domestic Violence Strategy, which won a Certificate of Merit and \$5 000. This is the second major award for this multi-media program, which also won an inaugural 1999 Australian Marketing Institute award for marketing excellence. The **Be cool....not cruel** campaign was researched, tested, designed and evaluated with young Territorians. It achieved a recognition rate of over 90% for program themes and messages. Program material was purchased by the

The Chief Minister has appointed members to the peak Domestic Violence Working Group, which commenced meeting in 2000-01 under the committee structure of NTsafe, to guide implementation of the comprehensive strategy. Four reference groups have also been established to provide expert advice to the working group on the areas of sexual assault, Indigenous family violence, prosecutions and legal issues, and domestic violence, children and youth.

The Northern Territory has been recognised for its leading and innovative programs across Australia. The Territory won six of the prestigious Australian Violence Prevention Awards in 2000. The awards were announced and presented by Acting Chief Minister Mike Reed in Darwin in November 2000. This makes a total of 22 awards that the Territory has received since the program began in 1991. Awards were for:

Commonwealth as a model for other Australian states;

- The Northern Territory Aboriginal and Torres Strait Islander Family Consultant Program, provided by the Northern Territory Family Court, one of seven programs across Australia to receive a Certificate of Merit and \$3 000. The program assists Aboriginal and Torres Strait Islander families in accessing and effectively using the dispute resolution services provided by the Family Court;
- The Northern Territory Court-Referred Program for Offenders of Domestic Violence, initiated under the Domestic Violence Strategy to assist offenders in changing violent and abusive behaviour. This won a Certificate of Merit and \$1 000. Evaluation indicated that 81% of the offenders located 12 months after completing a program had ceased or significantly reduced their violent behaviour. The program is contributing to new and emerging research on offender programs;
- The Domestic Violence Legal Service in Alice Springs awarded a Certificate of Merit and \$1 000 for providing legal support and advice for survivors of domestic violence;
- The Tennant Creek Women's Refuge won a Certificate of Merit and \$1 000 for its refuge and support services for Tennant Creek and the surrounding area; and
- Ending Offending – Our Message, which was awarded a Certificate of Merit. This offender rehabilitation project, designed and implemented through Northern Territory Correctional Services, is adding to the body of knowledge available on successful strategies for preventing violence in the community.

During the past year, agencies have implemented a range of strategies designed to

prevent and reduce family violence and sexual assault, and communicate an intolerance of violence in the community.

- The Office of Women's Policy, responsible for managing, monitoring and reporting on outcomes under the Northern Territory Government Domestic Violence Strategy, has:
  - initiated a tendering process to develop a fourth multi-media **It's got to stop....** community education program comprising television, radio and cinema commercials and printed material. It will build on previous **It's got to stop....** campaigns and the **Be cool....not cruel** community education program for young Territorians, and call on the community to take action if domestic violence, family violence or sexual assault are witnessed, heard or experienced;
  - prepared, published and distributed a fourth report and summary fact sheet on the Territory-wide Domestic Violence Data Collection Project;
  - begun a new community education initiative to design and pilot new and innovative educational approaches as a national model with and for adolescents in schools in Darwin, Katherine and Alice Springs to assist in counteracting domestic and family violence and sexual assault, and build positive relationships. This program has the support of the Department of Education, Northern Territory Police and Territory Health Services; and
  - designed, documented, managed and begun evaluating a new offender program, created with and for Indigenous offenders of family violence with strong support from Indigenous organisations, communities and

Northern Territory Correctional Services. The program was offered on a residential basis through an Indigenous organisation in Darwin and in a prison setting by Northern Territory Correctional Services in Darwin, and for the first time in Alice Springs.

- Territory Health Services has:
  - reviewed and re-focused domestic violence and sexual assault and counselling services put in place across the Territory to support the objectives of the Northern Territory Government Domestic Violence Strategy;
  - provided expert medical attention to women living in remote areas, emergency contraception for rape survivors and emotional support for women negotiating the legal system as a result of sexual assault of themselves or their children;
  - improved services through the development of hospital-based protocols for the collection of medical forensic evidence and the provision of training in the recognition of child sexual abuse;
  - developed a project to introduce new screening procedures to identify domestic violence victims in public hospitals;
  - initiated an evaluation of the Aboriginal Family Violence Strategy to develop new directions for consideration by Government during 2001; and
  - provided a team of Territory Health Services Aboriginal Family Violence Strategy workers to facilitate responses to Aboriginal family violence in remote communities. The workers support communities in developing a plan of action to reduce and respond to family violence, and provide information to
- schools and town councils on promoting violence free communities.
- Territory Housing has increased the accommodation capacity of a number of women's shelters and refuges and provided housing modifications for tenants who are at risk of family violence. In 1999-00 the total cost of modifications under the Safe Room Policy was \$79 000, an increase of 18% on the previous year. Modifications for Safe Rooms have included security screens to all windows, fitting emergency exits, installing a solid core door that can be locked from the inside, adding a telephone connection to the Safe Room and fitting screen doors to external doors of the dwelling;
- Northern Territory Police, Fire and Emergency Services has:
  - maintained specialist Domestic Violence Units and the network of Domestic Violence Liaison Officers, making specialist advice on domestic and family violence available at every police station throughout the Territory; and
  - conducted training and held workshops on domestic violence and related issues with Aboriginal Community Police Officers and Night Patrols in Darwin, with a similar workshop developed for Alice Springs.
- The Office of the Director of Public Prosecutions has increased victim support services in remote areas. The majority of victims are women and girls, and they are benefiting from the increased victim support services in remote localities;
- The Office of Courts Administration has extended vulnerable witness facilities such as closed circuit television to the Katherine Magistrates Courts and introduced screens, and separate waiting areas to provide greater security and reassurance to vulnerable witnesses; and

- The Attorney-General's Department has extended funding for the Victims of Crime Assistance League which assists victims of crime, including domestic violence, through court and other support. Financial assistance is also provided to victims of crime. The number of women claiming assistance as victims is increasing annually. As at February 2001, 159 of the total 255 victims of crime applying for assistance under this scheme were women demonstrating that Territory women have achieved a greater awareness of their rights for assistance.

### LIFESTYLE AND WELLBEING

The action plan places a high value on Territorians having the chance to live active and full lives and being able to take advantage of community, leisure, work and social activities. The goals of the action plan reflect the views expressed by women that their wellbeing is integrally bound with their sense of self, their health and the health and wellbeing of their families and communities. Vibrant lifestyles and strong, healthy families have been directly linked to access to quality health services, sport and leisure facilities and to information.

Initiatives advancing the access women have to quality leisure, social, health and other services were implemented by a number of agencies. Highlights in 2000-01 include:

- providing home visit services through the Office of the Registrar General to assist women who might otherwise have difficulty in registering the birth of their baby. Since 1 July 2000, 498 women in Darwin and Alice Springs have registered births with this assistance;
- Territory Health Services is:
  - participating in a number of programs aimed at reducing the incidence of, and deaths from, breast and cervical cancer among Territory women. Free mammography screening has been made available and 17 women's health projects were funded across the Territory during 2000-01, promoting cervical screening and cancer awareness education; and
  - providing the Strong Women, Strong Babies, Strong Culture program to improve maternal health and birth outcomes among Aboriginal women and improve the growth and nutritional status of children aged up to three. The program has been evaluated, with results indicating a 44% reduction in the number of low birth weight infants and a 171 gram increase in the mean birth weight.
- offering Indigenous housing advisory services by Territory Housing to provide urban living skills programs so prospective and current public housing tenants can better understand their responsibilities in managing their tenancy and to create awareness and understanding of health and nutrition. In 2000-01, courses were held throughout regional centres and attended by 150 Territorians. The large majority of course participants were women; confirming women are committed to the health and wellbeing of themselves, their families and communities;
- increasingly offering single sex classes, through the Department of Education, to enhance learning opportunities for secondary school students. Single sex classes have been available in physical education, social science, mathematics and English, and in Indigenous language to promote self-esteem and leadership in Indigenous female students. All-girl classes achieved significantly improved learning outcomes;

- increasing women's participation in physical activity, in recent years, through the Department of Sport and Recreation. This agency aims to provide sporting and recreational opportunities to all Territorians, thereby promoting a healthy and active lifestyle. At present, Northern Territory participation in sport and physical activity for men and women is approximately 56% and 54% respectively. In previous years, the participation of men in sport and physical activity was 10% greater than the participation rate of women. Territory women participate more in sport and physical activity than those in all other states except Western Australia and Australian Capital Territory; and
- offering a diverse range of opportunities to facilitate a positive portrayal of women in public life, and to improving public awareness of the contribution made by women to the Territory's artistic, cultural and scientific life through the Department of Arts and Museums. This agency is committed to a wide-ranging exhibition policy, has actively sought to balance the content of its exhibitions and programs so that they contain a high level of interest and appeal to women, and has sought the input of women.

Agencies are making information on programs and services more easily available so women can make informed choices. Strategies implemented by agencies in 2000-01 have included:

- almost all agencies working to improve and expand websites and extend the distribution of newsletters, brochures and other printed material to provide women with increased

access to information to assist them in making informed decisions. These include the websites of the Business Women's Consultative Council and Office of Communications, Science and Advanced Technology, which produce publications online and in hard copy with information on shopping online, connecting to the internet and home internet access;

- Office of Communications, Science and Advanced Technology facilitating telecommunications infrastructure growth across the Territory. In remote and regional areas this is achieved through the Electronic Outback Project. The project will provide broadband communications available on demand, delivered via satellite. More government services are becoming available online, including health services, that will be of benefit to women of all ages. It will enable women to access specialist counsellors without having to travel long distances, which will be particularly helpful to older women, mothers with small children and women with limited mobility;
- the Office of Women's Policy contributing to a national project designed to establish and report on women's information needs from government agencies; and
- the Women's Advisory Council to the Chief Minister agreeing to undertake a project on post-natal depression services in the Northern Territory, with a view to council bringing about an improvement in information, resources and services available to women who may be at risk of or currently suffering from post-natal depression.

# STATISTICAL SNAPSHOT

This chapter provides a statistical outline of women's social and economic circumstances in the Northern Territory.

Information is provided on population, age, families, leisure, cultural diversity, education, training, earnings and employment.

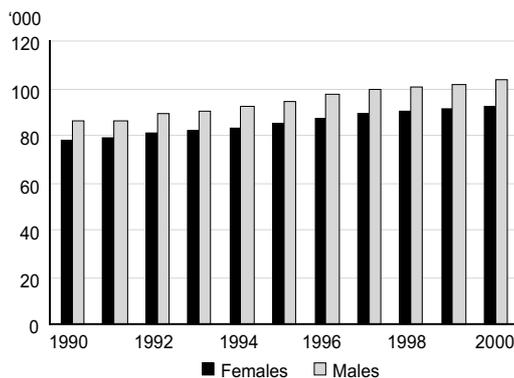
The profile of women in employment is also included, along with a more detailed profile of women in the Northern Territory public sector.

## POPULATION

In June 2000, the estimated resident population of the Territory for the year was 195 463, of whom 92 115, or 47.13%, were women.

The ratio of females to males remained constant for the year ended 30 June 2000, in contrast to previous years when the male population has grown at a slightly greater rate than the female population. Figure 2.1 illustrates the steady increases that both the male and female population have experienced since 1990.

Figure 2.1  
ESTIMATED RESIDENT POPULATION  
NORTHERN TERRITORY TO 30 JUNE 2000

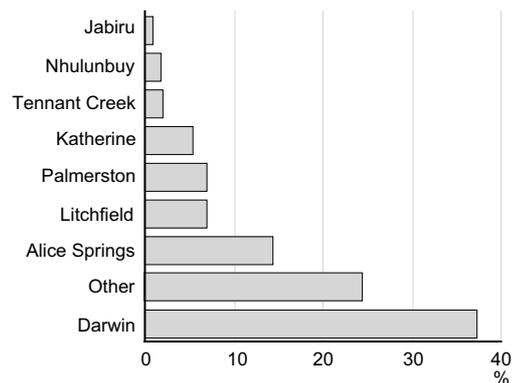


Source: Australian Demographic Statistics, ABS Cat. No. 3101.0

The disparity in the ratio between females and males is partially attributable to the influx of Australian Defence Force personnel transferring to the Territory from other States over the past few years.

The 1996 census confirmed that the female population of the Territory remained concentrated in the Darwin, Palmerston and Darwin rural areas, where 52% of Territory women reside (Figure 2.2). Alice Springs is the second largest urban centre, with roughly a quarter of Territory women residing in rural or remote communities.

Figure 2.2  
FEMALE POPULATION DISTRIBUTION



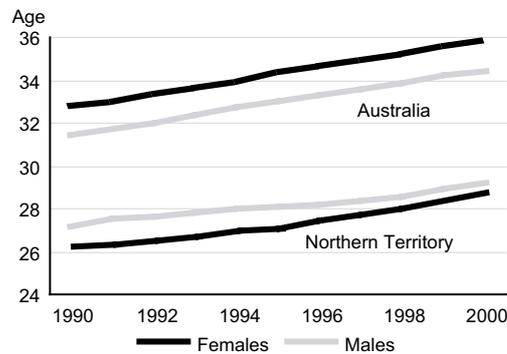
Source: 1996 Census, ABS Cat. No. 2018.7

## AGE

The median age of women in the Territory as at June 2000 was 28.7 years. This compares with a median age of 29.2 years for Territory men. Territory women are 7.2 years younger than Australian women overall (median age 35.9 years).

While the median age of Territory women is increasing marginally each year, the population profile of the Northern Territory remains significantly younger than the rest of Australia (Figure 2.3).

Figure 2.3  
MEDIAN AGE AS AT 30 JUNE



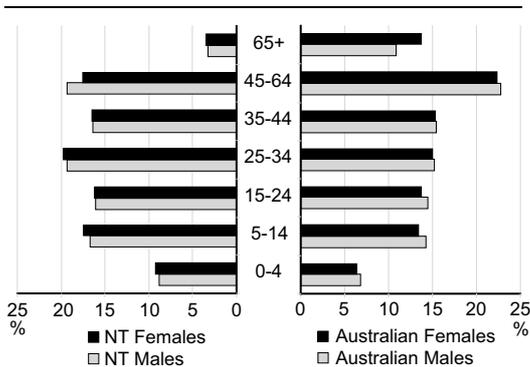
Source: Population by Age and Sex, ABS Cat. No. 3201.0

The median age of Territory women is lower than for men. This is the inverse of the situation for Australia as a whole, where the median age of women is 1.5 years above that of men.

The number of Territory women in the over-65 age bracket increased slightly from 3.4% in 1999 to 3.5% in 2000, consistent with national trends. However, women in this age bracket continue to form a substantially lower proportion of the total female population than at the national level.

The profile of men and women in other age brackets is relatively comparable on a national basis, however it is significant to note the high concentration of Territorians in the 25-34 age bracket, reflecting the youth of Territory residents (Figure 2.4).

Figure 2.4  
AGE DISTRIBUTION AS AT 30 JUNE 2000

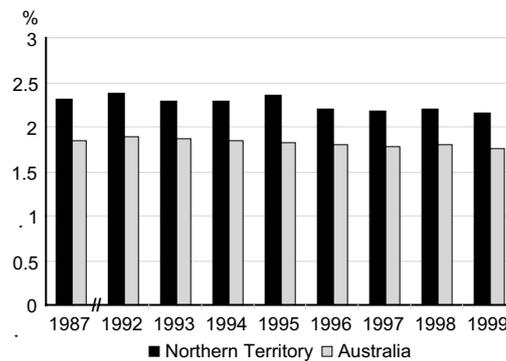


Source: Population by Age and Sex, ABS Cat. No. 3201.0

**FAMILIES**

The Northern Territory has the highest fertility rate in Australia at 2.15%, in comparison with a national fertility rate of 1.75% (Figure 2.5), reflecting the relative youth of the Territory population. Even with this high fertility rate, Territory babies represent only 1.5% of Australia's total births.

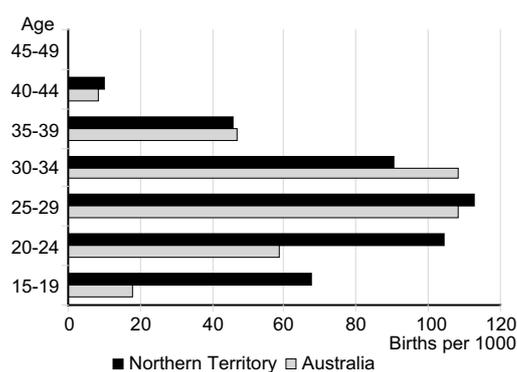
Figure 2.5  
FERTILITY RATE AS AT 30 JUNE



Source: Demography, NT, Cat. No. 3311.7

The median age bracket for women giving birth in the Northern Territory is 25-29, one level lower than nationally at 30-34 years. There is a considerably higher fertility rate among younger age groups, reflecting the Territory's higher fertility rate (Figure 2.6).

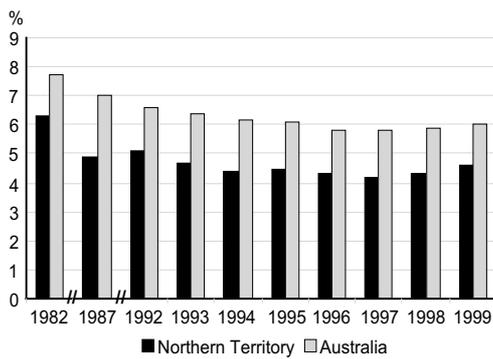
Figure 2.6  
AGE SPECIFIC FERTILITY RATE - 1999



Source: Births, ABS Cat. No. 3301.0

Marriage rates in the Territory are the lowest of all the States and Territories, well below the national average and resulting in less than 1% of newlyweds in 1999. There was, however, an increase in marriages both nationally and in the Territory in 1998-99 (Figure 2.7), continuing a turnaround that commenced the previous year.

Figure 2.7  
**MARRIAGE RATES AS AT 30 JUNE**



Source: Births, ABS Cat. No. 3301.0

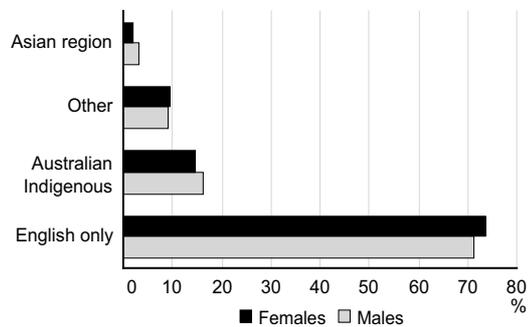
### LEISURE ACTIVITIES

Australian Bureau of Statistics data for 1999-00 indicates that the Territory has, at 54.7%, Australia's third highest participation rate of women in sport and physical activities. While this represents a slight decrease from the previous year, it follows a pattern where participation rates in the Territory are associated with major Territory sporting events such as the Arafura Games (ABS *Participation in Sport and Physical Activities* Cat. No. 4177.0 1999-00).

### CULTURAL DIVERSITY

Approximately 25% of the female population of the Northern Territory is Aboriginal or Torres Strait Islander. A further 20% of Territory women are from overseas. Of the total female population, 26% speak a language other than English (Figure 2.8). Females represent a higher proportion of those who speak a language other than English in the home than males.

Figure 2.8  
**LANGUAGE SPOKEN AT HOME NORTHERN TERRITORY**



Source: 1996 Census, ABS

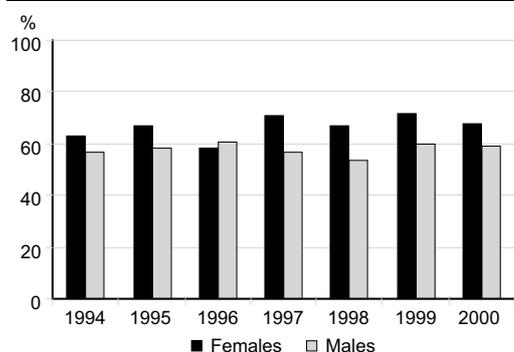
## EDUCATION AND TRAINING

### SECONDARY EDUCATION

Secondary school retention rates fell in 2000, with the female retention rate decreasing by 2.6% from 71.5% in 1999 to 68.1% in 2000 (Figure 2.9). However, this figure still represents a significant increase from 58.4% in 1996. The female retention rate remains consistently higher than the male retention rate.

It should be noted that the apparent retention rate does not include part-time students, or students at evening school, correspondence schools or schools in predominantly Aboriginal communities. Thus the rates are lower than would be the case if these types of students were included in the calculation. Care should also be taken when interpreting these figures, as a number of factors have not been taken into account. These factors include repeating students, interstate/overseas students and the transfer of students between sectors.

Figure 2.9  
**APPARENT RETENTION RATE YEARS 10 TO 12,  
 NORTHERN TERRITORY**



Source: Statistical Overview of Northern Territory Schools 1999, Department of Education

### HIGHER EDUCATION

At the Northern Territory University, women commencing higher education in 2000 formed 62.8% of the total new students, a 1.8% increase from the previous year (Table 2.1). This reflects the continuing higher retention rates in education for girls than boys.

Table 2.1  
**2000 ENROLMENTS**

Course Type	Females	Males
	%	%
Continuing Students	60.0	40.0
Students commencing in 1999	65.5	35.5
Doctorate by Coursework	38.1	61.9
Doctorate by Research	42.3	57.7
Masters by Research	45.7	54.3
Masters by Coursework	58.7	41.3
Graduate Diploma	62.2	37.8
Graduate Certificate	66.3	33.7
Bachelor Degree	60.0	40.0
Associate Degree	37.0	63.0
Diploma	25.0	75.0
Associate Diploma	57.2	57.2
Enabling Course	70.7	29.3
Cross-Institute Program	77.3	22.7
Non-Award Course	0.0	100.0
<b>Total</b>	<b>62.8</b>	<b>37.2</b>

Source: Northern Territory University

While males continue to dominate the technology fields at the university, women's enrolments remain heavily concentrated in the fields of business, education and health (Table 2.2).

Table 2.2  
**2000 HIGHER EDUCATION ENROLMENTS BY BROAD  
 FIELD OF STUDY**

Broad Field of Study	Females	Males
	%	%
Agriculture, Animal Husbandry	63.2	36.8
Architecture, Building	40.8	59.2
Arts, Humanities and Social Sciences	67.1	32.9
Business, Administration, Economics	58.5	41.5
Education	75.3	24.7
Engineering, Surveying	6.6	93.4
Health	84.7	15.3
Law, Legal Studies	50.5	49.5
Science	40.4	59.6
Non-Award	61.5	38.5
<b>Total</b>	<b>63.1</b>	<b>36.9</b>

Source: Northern Territory University

In Technical and Further Education (TAFE) however, women's enrolments reduced proportionately within the areas of arts, humanities and social science studies and increased significantly in law and legal studies. Female enrolments in arts, humanities and social science in 2000 were down from 63.3% to 46%, while law and legal studies increased enrolments from 50% to 85.7% (Table 2.3).

Table 2.3  
**2000 TAFE ENROLMENTS BY BROAD FIELD OF STUDY**

Broad Field of Study	Females	Males
	%	%
Architecture, Building	6.0	94.0
Arts, Humanities and Social Sciences	46.0	54.0
Business, Administration, Economics	64.9	35.1
Education	44.3	55.7
Engineering, Surveying	3.7	96.3
Health, Community Services	76.5	23.5
Land and Marine Resources, Animal Husbandry	29.2	70.8
Law, Legal Studies	85.7	14.3
Science	34.7	65.3
Services, Hospitality, Transportation	55.5	44.5
TAFE Multi-Field Education	51.1	48.9
Non-Award	44.4	55.6
<b>Total</b>	<b>45.7</b>	<b>54.3</b>

Source: Northern Territory University

TAFE is traditionally a male dominated area of study (54.3% male), due to its high proportion of trade subjects (Figure 2.3).

University study tended to be dominated by women (63.1% female) in 2000 (Figure 2.2).

At Centralian College, the ratio of female students continues to increase. Some significant areas of growth in female participation in the last year have been in management, tour guiding and information technology (Table 2.4).

Table 2.4  
PARTICIPATION IN NON-TRADITIONAL TAFE COURSES  
- CERTIFICATE AND ASSOCIATE DIPLOMA

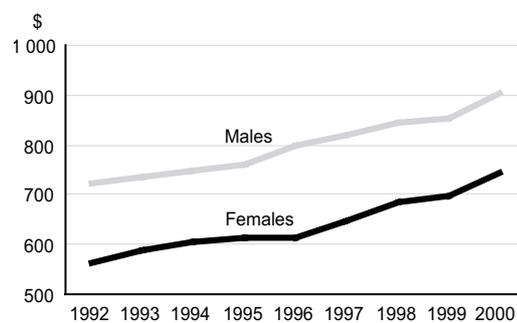
Course	Females	Males
	%	%
Access to Employment and Training	59.3	40.7
Business (Accounting)	77.9	22.1
Commercial Cookery	37.8	62.2
Computer Operations	72.9	27.1
Construction	19.0	81.0
Creative and Applied Art	80.8	19.2
Education	58.7	41.3
Horticulture	23.6	76.4
Information Technology	39.3	60.7
Land Management	7.3	92.7
Management	75.4	24.6
Rural Skills	17.3	82.7
Small Business Management	38.9	61.1
Tour Guiding	61.5	38.5
<b>Total</b>	<b>56.5</b>	<b>43.5</b>

Source: Centralian College, 2000

### EARNINGS

Both in the Territory and nationally, women continue to earn less than men. In August 2000, Territory women earned on average \$742.80 a week, an increase of 6.6% over the last year. This figure, however, represents only 80.7% of the average weekly earnings for Territory men, down from 83.3% in 1999 (Figure 2.10).

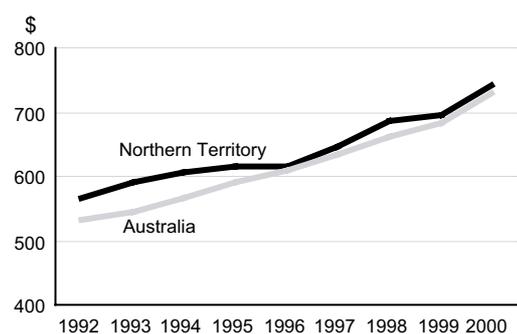
Figure 2.10  
AVERAGE WEEKLY EARNINGS OF FULL-TIME  
EMPLOYEES, NORTHERN TERRITORY - AUGUST 2000



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

Average weekly earnings for all female full-time employees in the Territory remain higher than the national average, although nationally the gap is bridging (Figure 2.11).

Figure 2.11  
AVERAGE WEEKLY EARNINGS OF FEMALE FULL-TIME  
EMPLOYEES - AUGUST 2000

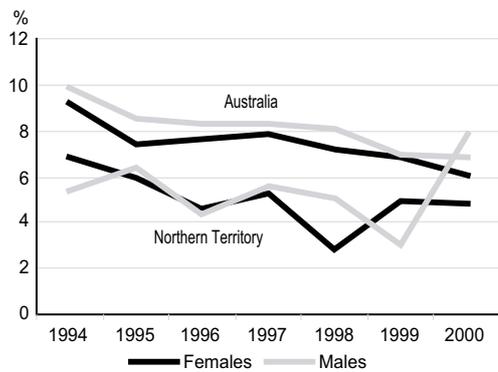


Source: Average Weekly Earnings, ABS Cat. No. 6302.0

### EMPLOYMENT

The rate of unemployment in the Northern Territory for women remains consistently lower than the national average (Figure 2.12). In 2000, the average unemployment rate for women in the Territory decreased slightly to 4.8% from 4.9% and remains below the national rate of 6.1%. The Territory male unemployment rate, however, has risen above the male national average for the first time in more than seven years.

Figure 2.12  
UNEMPLOYMENT RATES DECEMBER 2000

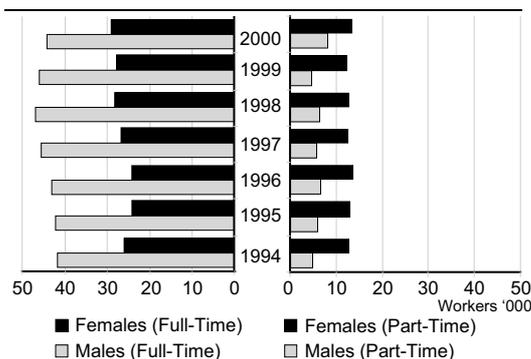


Source: Labour Force, ABS Cat. No. 6202.0

Women account for a considerable component of the Territory workforce (44.6% in 2000). The workforce participation rate for women in the Territory in December 2000 increased from 62.6% to 65.2%, significantly higher than the national figure of 55.6%, once again reflecting the age demographics of the Territory.

During 2000, the number of women in part-time employment in the Territory increased by 10.7%. Part-time employment represents 32% of the female labour force. During the same period, the number of women in full-time employment increased by 5.1%. Male part-time employment increased by 70%, while a decline in full-time employment of 3.7% occurred during the year (Figure 2.13).

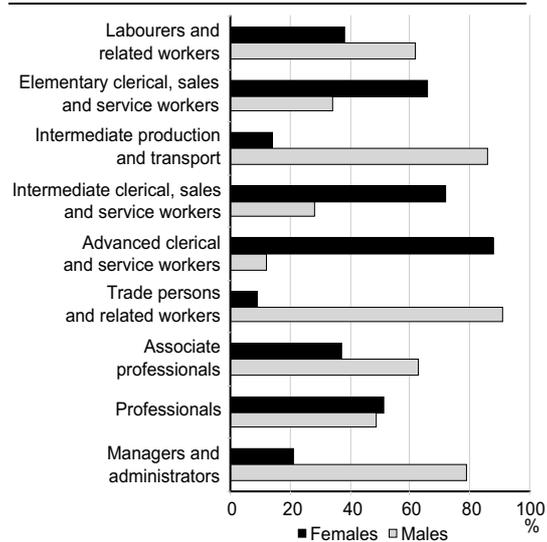
Figure 2.13  
LABOUR FORCE STATUS DECEMBER 2000



Source: Labour Force, ABS Cat. No. 6202.0

The predominant occupations for females remain in the professional, intermediate and elementary clerical, sales and service worker categories, which accounted for 72.3% of total female employees in August 1999 (Figure 2.14).

Figure 2.14  
OCCUPATION BY GROUP AUGUST 1999

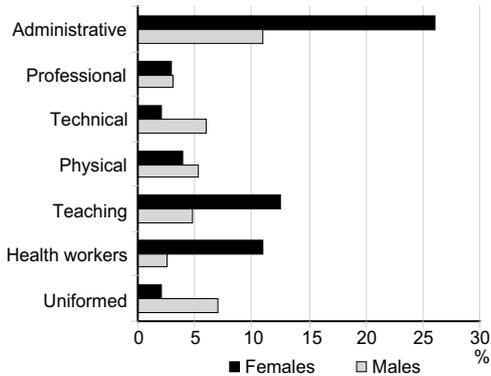


Source: Australian Social Trends, 2000, ABS Cat. No. 4102.0

### PUBLIC SECTOR EMPLOYMENT

In the Northern Territory public sector, the proportion of female employees increased slightly to 60.3% from 59.6% in 1999 and from 53% since *Women in the Budget* was first published in 1993. Most areas of the public sector are predominantly staffed by females, with only the professional equally occupied by men and women. Female employees occupy 70% of administrative positions, 72.4% of teaching positions and 81% of health-related positions (Figure 2.15).

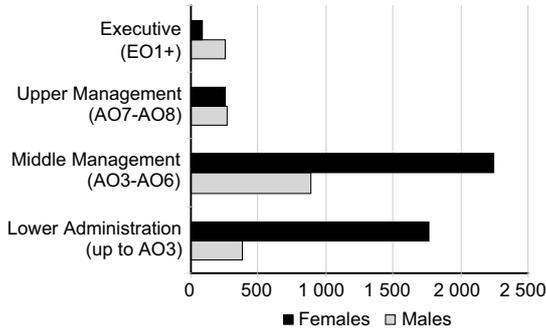
Figure 2.15  
**NORTHERN TERRITORY PUBLIC SECTOR STAFF BY BROAD CLASSIFICATION - JUNE 2000**



Source: Office of the Commissioner for Public Employment, Annual Report 1999-00

Public sector staff are predominantly female in the lower and middle management areas, with only the executive levels remaining male dominated (Figure 2.16).

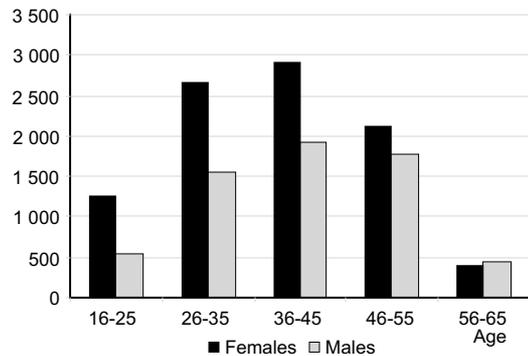
Figure 2.16  
**NORTHERN TERRITORY PUBLIC SECTOR STAFF BY CLASSIFICATION LEVEL - 2001 MARCH**



Note: All data converted to equivalent salary levels.  
 Source: Northern Territory Treasury

The number of women exceeds men in all age brackets except the 56-65 age bracket, reflecting both the composition of the public sector and the classification levels (Figure 2.17).

Figure 2.17  
**NORTHERN TERRITORY PUBLIC SECTOR STAFF BY AGE LEVEL**



Source: Office of the Commissioner for Public Employment, Annual Report 1999-00

# DEPARTMENT OF THE CHIEF MINISTER

The Department of the Chief Minister (the Department) strives to maximise the potential of the Northern Territory by assisting Government through the Chief Minister, Executive Council and Cabinet and effectively delivering portfolio programs; and complete the rail link between Adelaide and Darwin by construction of a railway line between Alice Springs and Darwin.

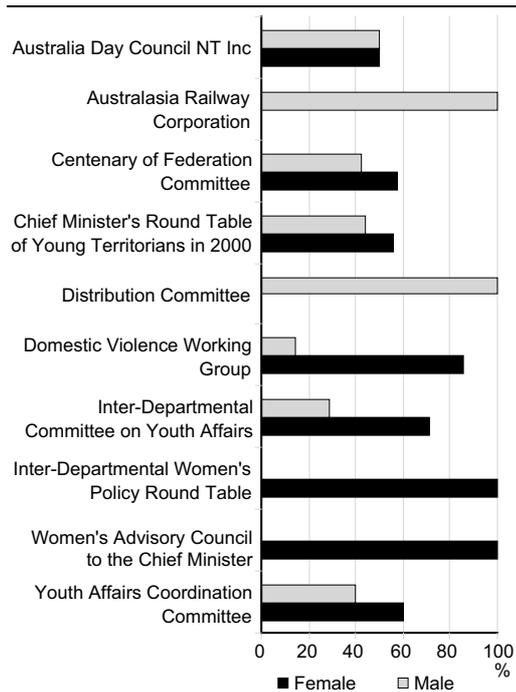
The Office of Women's Policy (the Office) is located in this Department. The Office is the Chief Minister's lead agency for women and is responsible for advancing issues relating to the social and economic standing of Territory women. The Department also provides support for the Women's Advisory Council to the Chief Minister.

The Department is responsible for ten government boards and committees. As at March 2001, the Department achieved a total representation of 67% of women on these. Figure 3.1 provides detail by committee and gender.

The Department has also established a carer's room to assist employees in balancing family and work responsibilities. This contributes to the Northern Territory Government goal of increasing women's financial independence and career satisfaction, as determined in *Looking Beyond 2000: Women in the Northern Territory Action Plan 2000 to 2005*. The room has a computer terminal, kitchen facilities, a bed and toys. It is located in a quiet area with access to bathroom facilities. The carer's room allows employees to continue to work while providing short-term emergency care, particularly when normal day care arrangements have broken down or when, due to a minor illness, a child is unable to attend

child care or school. Monitoring and evaluation of use, by gender, has begun.

Figure 3.1  
**GENDER BALANCE OF MEMBERS ON BOARDS AND COMMITTEES IN THE DEPARTMENT OF THE CHIEF MINISTER AS AT 31 MARCH 2001**



Source: Statutory and Non-Statutory Bodies database, Cabinet Office, Department of the Chief Minister

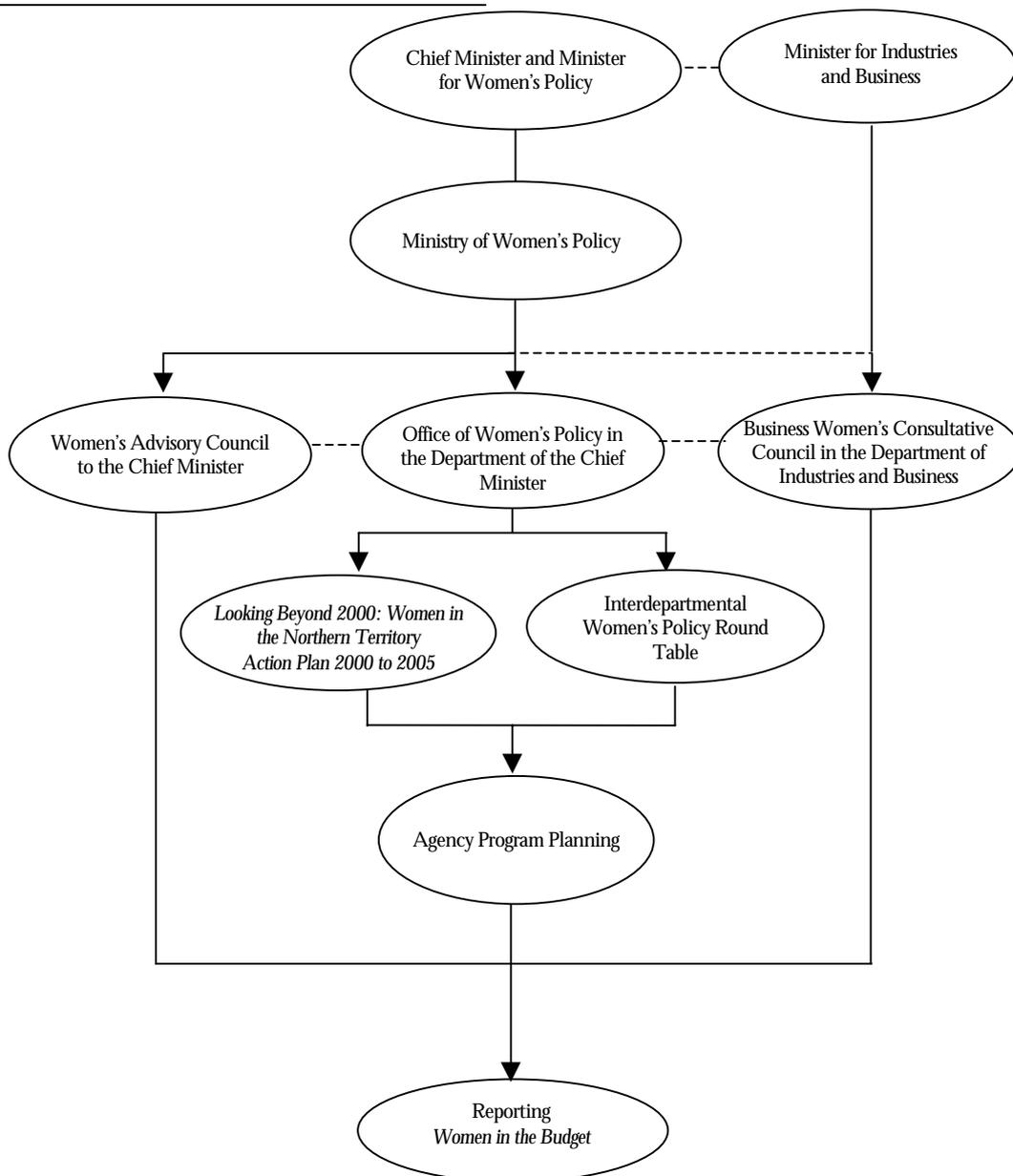
## OFFICE OF WOMEN'S POLICY

The primary role of the Office is to assist Government to advance the economic and social standing, and preserve and enhance the lifestyle, of women in the Northern Territory. The Office initiates, oversees, coordinates and reports on whole of government responses to policy priorities for women. In doing so, the Office recognises the diversity of Northern Territory women and the importance of bringing their policy priorities into Government deliberations.

The Northern Territory Government released *Looking Beyond 2000: Women in the Northern Territory Action Plan 2000 to 2005* in March 2001. The action plan was developed in partnership with women from across the Territory. It builds on the achievements of past decades and follows the directions set down in *Foundations for Our Future*.

Government agencies have begun aligning policies, strategies, programs and services with the goals of the action plan. Reporting continues to take place in *Women in the Budget* each year, an accountability and reporting mechanism for which the Northern Territory has been acclaimed nationally and internationally.

Figure 3.2  
**IMPLEMENTATION AND REPORTING RESPONSIBILITIES**



The action plan identifies goals under four themes:

- Leadership;
- Economic Independence and Career Satisfaction;
- Public and Private Safety; and
- Lifestyle and Wellbeing.

Office of Women's Policy program areas have been aligned to the action plan and been identified as :

- **Leadership**  
Creating opportunities for women to contribute as leaders and decision makers;
- **Achievers and Champions**  
Recognising and encouraging public acknowledgement of women's contribution to the economic and social development of the Territory; and
- **Elimination of Violence**  
Developing, managing, coordinating, evaluating and reporting on comprehensive multi-agency responses to prevent violence against women, including the Northern Territory Government Domestic Violence Strategy.

This report sets out achievements relating to the action plan for the past year and identifies program priorities for action in 2001-02.

The budget allocated to the Office of Women's Policy to undertake these programs was \$1 388 000 in 2000-01. A total of \$486 000 of this was received from the Commonwealth under Partnerships Against Domestic Violence agreements for the Territory to design, pilot and report on new and innovative programs as national models. A budget of \$1 165 000 has been determined for 2001-02. Of this, \$210 000 is one-off Commonwealth funding under Partnerships to complete and evaluate agreed programs and \$6 000 results from the Office of Women's

Policy receiving prestigious Australian Violence Prevention Awards in 2001.

## LEADERSHIP

### **Achievements for 2000-01:**

During 2000-01, the Office of Women's Policy:

- gained Northern Territory Government approval to develop and produce *Looking Beyond 2000: Women in the Northern Territory Action Plan 2000 to 2005* and the report on the consultations with Territory women. The Northern Territory Government approved the action plan in January 2001 and the Chief Minister released the Government's directions for the next five years in conjunction with International Women's Day in Darwin and Alice Springs in March 2001.

The Office managed a major Territory-wide consultation process, including components undertaken by three independent consultants, developed the action plan and a report on the consultations, and developed and released publications and products to make information on the new plan widely available. Around 1 600 women participated as partners with Government in this major exercise. The Northern Territory University Centre for Social Research confirmed that a good representative sample had been obtained across all regions, age groups, ethnic and cultural backgrounds and social settings.

The following figures provide a profile of the women consulted in the development of the action plan.

Figure 3.3  
**LOCATION OF WOMEN CONSULTED AND  
 COMPARISON WITH TOTAL TERRITORY FEMALE  
 POPULATION**

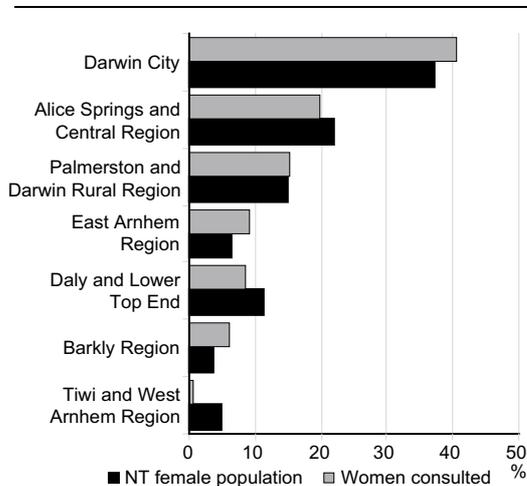


Figure 3.4  
**BIRTHPLACE OF WOMEN CONSULTED AND  
 COMPARISON WITH TOTAL TERRITORY FEMALE  
 POPULATION**

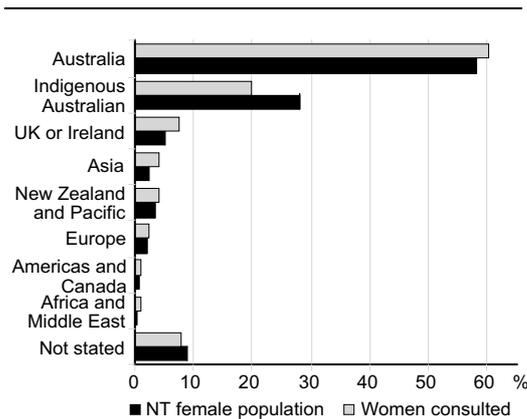
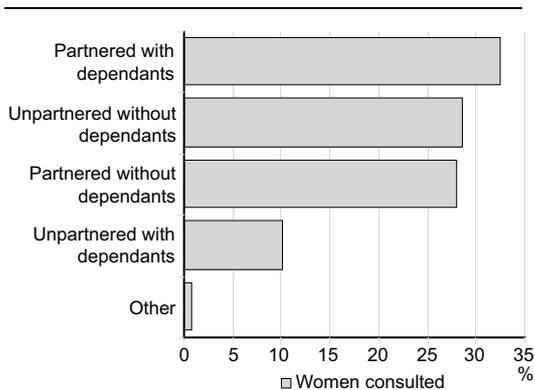


Figure 3.5  
**FAMILY UNIT PROFILE OF WOMEN CONSULTED**



- provided briefings on the action plan to Government, with the Treasurer requiring both improved reporting and an increase in the number of agencies reporting in *Women in the Budget*;
- provided briefings to government agencies to guide outcome reporting in *Women in the Budget 2001-02* and convened an Interdepartmental Women's Policy Round Table to bring together representatives from all relevant government agencies to assist in the development, monitoring and reporting of agency programs, and in expanding the collection of data relating to Territory women;
- administered the Chief Minister of the Northern Territory Women's Achievement Awards. The Chief Minister presented 23 awards at special events in Darwin and Alice Springs in conjunction with International Women's Day. The awards celebrated the outstanding contribution that individual women had made to a neighbourhood, a community or the Territory as a whole. More than 650 nomination forms and items of associated information were distributed as a result of advertising and promotion by the Office. In 2001, women received the awards for their contribution as leaders and role models in areas that included arts; community involvement; crime prevention including domestic violence and sexual assault; services to people with a disability; contributions to the Indigenous, ethnic, and migrant communities; education; business; local government; health; sport; and women in remote and rural locations;
- administered the Northern Territory Government Women's Fellowship. The Chief Minister presented the \$15 000 fellowship in 2000 to Pauline Cockrill, Curator of the Alice Springs-based National Pioneer Women's Hall of Fame.

The fellowship led to the creation of the first internet-based virtual women's museum in Australia. The virtual women's museum has highlighted the contribution that pioneering women have made and continue to make to the Northern Territory and Australia. The website was launched on 13 March 2001.

The Chief Minister announced in March 2001 that the Women's Fellowship would be increased from \$15 000 to \$20 000 from 2001;

- managed the Northern Territory Women's Register by encouraging skilled and experienced women to nominate to the Register and identifying opportunities for Territory women to be considered for appointment to government boards, committees and statutory authorities at the local and national level. In addition, monitored statistical information by agency and statutory body and reported on outcomes in the *Department of the Chief Minister Annual Report* with the 1999-2000 report indicating that almost 23% of appointed members at that time were women and *Women in the Budget 2001-02* identifying that this has increased to almost 24% as at March 2001;
- published and widely distributed a fact sheet, *Statistical Snapshot: Women in the Northern Territory*, using statistics from *Women in the Budget* to provide key indicators for women in areas that include female population, age, fertility rate, cultural diversity, education and employment, occupation, earnings and public sector staffing by gender, occupational clusters, employment levels and age groups;
- increased the community's awareness and knowledge about the Office's responsibilities, policies, programs and activities by:
  - arranging, producing and displaying information, and jointly staffing a Ministry of Women's Policy Northern Territory Show Circuit display in 2000 with the Women's Advisory Council and the Business Women's Consultative Council. The stand proved popular with women and their families, representatives of organisations, and visitors to the Territory. Records show that Captain Harley's **Be cool....not cruel** products were exceptionally popular with younger people. Planning for the 2001 Show Circuit is extending the Ministry's presence to include Borroloola;
  - showcasing information on policies, strategies, programs and projects at open forums in each region, public events and in public areas such as Darwin's Mall;
  - speaking at forums and participating in expos convened by the Women's Advisory Council and the Business and Professional Women's Association to provide information on issues such as women's policy development, mentoring and the role of the Office;
  - increasing the circulation of newsletters from 1 000 to over 1 800 per edition, and expanding the number of articles and information produced for women through the *Bush Buzz* rural newsletter, the Office of Ethnic Affairs newsletter and through the Office of Senior Territorians, the Round Table of Young Territorians and the media; and
  - expanding the information available and links to other organisations, particularly women's organisations, through the Office's website.
- provided advice to the Chief Minister and briefed and accompanied his delegate, Sue

Carter MLA, to ensure a Northern Territory policy perspective at the 2000 Commonwealth, State and Territory Ministers' Conference on the Status of Women. The Northern Territory will host the 2002 Ministers' Conference on the Status of Women in Darwin;

- represented the Northern Territory on peak groups and intergovernmental committees, including the Commonwealth, State and Territory Officials to the Conference of Ministers for the Status of Women and the Standing Committee of Women's Advisors on the Status of Women. Involvement included progressing collaborative approaches to advance women in decision making and leadership, establishing the information needs of women, progressing reports on women as customers of the motor vehicle industry and highlighting the importance of women as customers of services;
- worked collaboratively with Northern Territory Treasury and agencies to produce *Women in the Budget* by:
  - providing a formal briefing and information to all nominated officers to reinforce the purpose and accountability structure of the paper and assist in the move to outcome reporting frameworks;
  - analysing agency program and activity reports;
  - improving the quality and presentation of reported information; and
  - preparing sections of the report.
- participated on peak groups to identify strategies to improve the economic independence of women through the Commonwealth, State and Territory Officials to the Conference of Ministers for the Status of Women and the Standing Committee of Women's Advisors on the Status of Women;
- continued to disseminate the Office's *Financial Planning Kit for Women* and related products at public events and at the request of other women's organisations and schools; and
- recruited, developed and supported a graduate trainee, an Aboriginal apprentice and a vocational employment student as members of the Office team to expand their knowledge and skills in relation to women's policy and whole of government policy monitoring and reporting.

#### **PUBLIC AND PRIVATE SAFETY**

##### **Achievements for 2000-01:**

During 2000-01, the Office of Women's Policy:

- gained Northern Territory Government approval for a new five-year agenda to build on outcomes achieved under the Domestic Violence Strategy, tabled in Parliament in March 2001. The Government has allocated \$1.08 million to extend the funding base of the strategy and tasked the Office with developing, managing, monitoring and reporting on outcomes. The strategy is based on innovation and intervention around three key areas: responding to victims and survivors; working with young people affected or at risk of being affected by domestic and family violence or sexual assault; and bringing about a change in the violent and abusive behaviour of offenders. The agenda integrates all the recommendations of the *Northern Territory*

#### **ECONOMIC INDEPENDENCE AND CAREER SATISFACTION**

##### **Achievements for 2000-01:**

During 2000-01, the Office of Women's Policy:

*Government Domestic Violence Strategy 1994 to 1999 Evaluation Report*. The evaluation report, produced by an independent consultant, was published by the Office in May 2000 after extensive consultations in all regions;

- convened and chaired meetings of the Domestic Violence Working Group to guide implementation of the multi-agency strategy in the context of its Territory-wide objectives and timelines. Members were appointed by the Chief Minister in March 2001;
- formed, developed terms of reference for, and supported the work of, the four reference groups established to provide expert advice to the Domestic Violence Working Group on sexual assault; Aboriginal family violence; prosecutions and legal issues; and domestic violence, children and youth;
- convened open forums on domestic violence and Aboriginal family violence and Aboriginal gatherings in Alice Springs, Tennant Creek, Katherine and East Arnhem to exchange information on the strategy and to improve communication between the general community, local service providers and stakeholders;
- increased recognition for Northern Territory programs by gaining two of the prestigious Year 2000 Australian Violence Prevention Awards. The Northern Territory received a total of six awards for innovation, excellence and efficiency. The programs developed and managed by the Office of Women's Policy were:
  - Captain Harley's **Be cool....not cruel** community education program for young Territorians. The program was one of six projects across Australia to receive a Certificate of Merit

accompanied by \$5 000 for the Northern Territory's landmark work in creating, testing and evaluating the program. The program also gained an inaugural 1999 Australian Marketing Institute Award for Marketing Excellence in the public sector. This program successfully raised awareness in young Territorians about domestic and family violence and achieved a recognition rate of over 90% for messages and themes.

A total of five research papers and a range of fact sheets, brochures and products have been produced and widely distributed by the Office, with information provided to the Commonwealth and other jurisdictions wanting to replicate the program; and

- a court-referred program for offenders of domestic and Aboriginal family violence. The program won a Certificate of Merit accompanied by \$1 000 for researching, designing, implementing and evaluating an offender program and contributing to emerging research on offender programs across Australia. The evaluation tested for changes in offender behaviour up to 12 months after completing a program and found that 81% of offenders had significantly reduced or ceased their violent behaviour.

The Office designed, tested, managed the implementation and guided the evaluation of the program, establishing new data on offender programs and their design and delivery across Australia.

- contributed to the Northern Territory Government community crime prevention strategy NTsafe, by chairing or attending relevant meetings, providing reports,

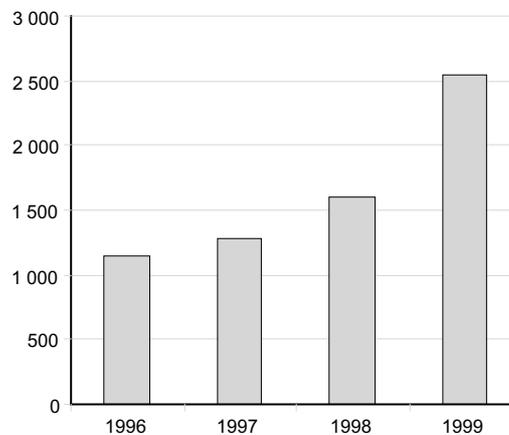
briefings and information and assisting with the assessment of the grant program;

- prepared, published and distributed a fourth report and a summary fact sheet on the Territory-wide Domestic Violence Data Collection Project. The report provided statistical information on reported incidents of domestic and family violence between 1 July 1998 and 30 June 1999 with comparative data from the commencement of the project in 1995. The data collection project is unique in Australia, as the Northern Territory is the only jurisdiction with a unified system of collecting and reporting on domestic and family violence statistics. The resulting information is assisting to establish benchmark data from which it can ultimately be determined whether reported levels of domestic and family violence are increasing or reducing.

In addition to analysing information and producing a report and fact sheet on the Domestic Violence Data Collection Project, management of the project included putting plans in place to strengthen the project by including statistical information on sexual assault from 2001, meeting with agencies to improve the quality and range of data collected, supporting the 28 agencies collecting data, entering data from 2 552 collection forms into a specially designed database and monitoring the integrity of the data.

National and international research has identified that an increase should be anticipated in the number of incidents reported to service providers, as the community becomes increasingly informed about and aware of domestic violence, family violence and sexual assault. This has proved true in the Northern Territory, as Figure 3.6 illustrates.

Figure 3.6  
NUMBER OF REPORTED DOMESTIC VIOLENCE INCIDENTS 1996 TO 1999



- developed a fifth report on the Territory-wide Domestic Violence Data Collection Project analysing data collected from 1 July 1999 to 30 June 2000 and with additional data provided through NT Police.
- initiated a tender process to develop a fourth multi-media **It's got to stop....** community education program with television, radio and cinema commercials and printed material and information. This major community education program is designed to build on previous **It's got to stop....** and **Be cool....not cruel** programs and will call on members of the community to take action if they witness, hear or experience domestic violence, family violence or sexual assault. Program development will be guided by concept testing at specific stages with the community, target groups and key stakeholders. The program is designed to integrate pre, interim and post-campaign monitoring in the context of the Domestic Violence Strategy;
- began a new community education initiative for adolescents which involved:

- designing a project to involve adolescents in creating new educational approaches and resources to assist them in counteracting domestic and family violence and sexual assault, and build positive relationships;
  - gaining the support of Northern Territory Police, the Department of Education and Territory Health Services to implement the program;
  - winning Commonwealth funding to implement and evaluate the project as a national model under Partnerships Against Domestic Violence agreements;
  - managing a tender process resulting in the appointment of an independent consultant skilled and qualified in intervention research; and
  - commencing the program in schools in Darwin, Katherine and Alice Springs in March 2001.
- designed, documented, and managed the implementation and evaluation of a pilot Indigenous Family Violence Offender Program under Partnerships Against Domestic Violence agreements. The program builds on the information obtained from the court-referred offender program. The Office of Women's Policy successfully negotiated with the Council for Aboriginal Alcohol Program Services Inc. and Northern Territory Correctional Services to deliver the program. The program was designed to evaluate behaviour change in offenders while attending, and up to 12 months after completing, a program. The first phase of evaluation is now complete, with the second and final evaluation due in December 2001;
  - revised, printed and widely distributed the **It's got to stop....** domestic and family violence and sexual assault contact card, incorporating telephone numbers for major centre and regional support services. This assists service providers, professional groups and community organisations in making information available to survivors and their families;
  - represented the Northern Territory on the Partnerships against Domestic Violence Taskforce convened to monitor agreements reached by all Heads of Government at the 1997 National Domestic Violence Summit. The Office successfully bid for \$486 000 to advance program priorities under the Northern Territory Government Domestic Violence Strategy;
  - sponsored the Indigenous Women's Policy Officer in the Office of Women's Policy to extend a lecture tour in the United States of America so strategies to address family violence in Native American communities could be examined and considered in the context of the Northern Territory Aboriginal Family Violence Strategy;
  - monitored and guided the evaluation of the Aboriginal Family Violence Strategy;
  - sponsored the revision, printing and distribution of 10 000 copies of the 2001 edition of the Ruby Gaea Centre Against Rape publication *The facts for rape survivors*; and
  - continued to distribute information on the Northern Territory Government Sexual Assault Policy, and make fact sheets, brochures and papers available at forums, public meetings and displays across the Territory.

## LIFESTYLE AND WELLBEING

### Achievements for 2000-01:

During 2000-01, the Office of Women's Policy:

- finalised the 1999 Women's Fellowship and published a fact sheet summarising the

key findings of the 'Making a Difference' project. The project found that the majority of the 337 participants were dissatisfied with their body image and wanted to be slimmer, almost half worried about their weight and appearance daily and, while 80% reported trying to exercise regularly, only 15% had participated in moderate, and 11% in vigorous, physical activity during the previous week.

**Program Initiatives for 2001-02:**

During 2001-02 the Office will:

- establish mechanisms and provide guidance and leadership in relation to agency implementation of the two key Northern Territory Government policy documents, *Looking Beyond 2000: Women in the Northern Territory Action Plan 2000 to 2005* and the Domestic Violence Strategy;
- put arrangements in place for the Northern Territory to host the 2002 Commonwealth, State and Territory Conference on the Status of Women in Darwin;
- produce an information kit with helpful advice for women wishing to be appointed to government boards and committees;
- review and expand the Northern Territory Women's Register and design systems to monitor and increase use of the register with the aim of expanding the number of women appointed to government boards and committees;
- strengthen the Territory-wide domestic violence data collection project and include information on sexual assault;
- investigate, create and test new approaches and resources to assist adolescents in building positive relationships and steering clear of domestic and family violence and sexual assault;
- investigate the design and production of new educational resources, in partnership

with Aboriginal Territorians and representatives from ethnic and migrant communities, to assist communities in bringing an end to family violence and sexual assault; and

- produce a Territory directory with region-specific information on contacts and services important to women.

**WOMEN'S ADVISORY COUNCIL**

The Northern Territory Women's Advisory Council (the Council) to the Chief Minister provides a direct communication link between women of the Northern Territory and the Northern Territory Government. The Council comprises 16 women who are appointed by the Chief Minister for a two-year term. It reports directly and is responsible to the Chief Minister. Five new members were appointed in August 2000.

Members meet throughout the year to identify, discuss and plan responses to various issues of concern and interest to Territory women; formulate comprehensive and representative advice to Government and determine strategies to encourage and assist Territory women to become more actively involved in the processes of government.

It is the Council's role not only to seek input from Territory women but also to provide information to women in the community about government programs, services and facilities that may assist them, and about issues of interest and relevance.

It was agreed that by participating in the Northern Territory Show Circuit and holding regular expos and seminars, the Council could raise its profile and ensure women in the community regularly receive information of interest to them.

## LEADERSHIP

### Achievements for 2000-01:

During 2000-01, the Women's Advisory Council:

- convened a total of four meetings in 2000-01, in Darwin, Alice Springs, Palmerston and Katherine. At the first meeting held in Darwin in August 2000, the Council discussed and updated its current Strategic Plan. Strategies were developed to ensure activities, forums and consultations are supported by the community. Four subcommittees were formed to advance issues specifically relating to health and wellbeing, education and training, remote women and Aboriginal issues and profile. Each met 12 times during the year. The subcommittees oversaw research projects on a wide range of issues of interest to women and conducted various seminars and forums;
- visited different local organisations such as the Alice Springs Women's Refuge, Migrant Resource Centre, Alice Springs School of the Air and Old Timers Aged Care Facility as part of meeting programs to identify local issues. These included health concerns, domestic violence support facilities, issues relevant to women from non-English speaking backgrounds, education programs in the Territory and issues of particular relevance to older women such as aged care facilities;
- provided regular advice to the Chief Minister and Government on issues of interest and concern to women such as sexual assault protocols, health and education programs through discussions with the Chief Minister and other Ministers after each council meeting;
- heard addresses by guest speakers at each Council meeting on a range of topics relevant to women. Key speakers were:
  - Angela Hassan from the Palmerston Family Crisis, Accommodation and Support Service; Alderman Carole Miller; Commander Bob Fields and Superintendent Graham Waite from NT Police; and Jenne Roberts, Women's Policy Officer at Territory Health Services, speaking on a range of issues covering services offered by the Palmerston Family Crisis Service, the Centenary of Federation Project, diversionary programs for juveniles and birthing in remote communities;
  - organised meetings including an address by a woman of note. This initiative is designed to acknowledge a woman who has achieved a great deal in her particular area of endeavour and who may not be well recognised despite this contribution. Jane Lloyd, Jan Heaslip and Barbara James addressed meetings, after which they were profiled in the Council newsletter;
  - continued to participate in and contribute to the business of a number of committees and boards such as the Business Women's Consultative Council, Working Women's Centre and the Cancer Prevention Advisory Committee through individual Council members;
  - arranged the 10th Alicia Johnson Memorial Lecture in Darwin and Alice Springs. The 2000 lecture was delivered by Tasmanian Anti-Discrimination Commissioner Dr Jocelynn Scutt and was entitled 'Here for the Millennium, the Bold, Brave and Wise Women Who Won't Go Away'. The profile of this event continues to grow each year and over 200 people attended the 2000 lecture in Darwin, the highest attendance to date. Council subsequently produced the lecture in print; and
  - arranged ongoing consultations with women in regional and remote areas of the Territory. Regional Council members met

with eight School of the Air members, hosted a function of 40 women prior to a 'Reclaim the Night' march, conducted interviews with numerous women for the *Gems of Wisdom* publication, raised money for cancer research, visited the Yapakurlangu Indigenous Women's Issues Regional Meeting, presented Council publications to the Tennant Creek High School Library during Book Week and participated in Senior Citizens Week.

### **ECONOMIC INDEPENDENCE AND CAREER SATISFACTION**

#### **Achievements for 2000-01:**

During 2000-01, the Women's Advisory Council:

- initiated regional consultations and forums with women in Alice Springs, Tennant Creek, Katherine, Palmerston and Darwin. Council members participated in the Katherine Business Expo, which was attended by more than 3 000 people. The Council distributed 300 questionnaires relating to education and training available in the Katherine area. The resulting information is currently being assessed by the Council's Education and Training Subcommittee to identify gaps in education and training;
- arranged, through the Women and Politics Reference Group, a seminar in Darwin entitled 'Networking and Mentoring'. More than 50 women attended the seminar and the majority of the feedback sheets were very positive. The group also conducted a workshop in April 2001 on communicating with the media. The Alice Springs Women and Politics Group held a workshop in April entitled 'Surviving Success and Failure'. The workshops attracted a good number of participants and there was encouraging feedback from attendees. The Tennant Creek Women

and Politics Group had its inaugural event in March 2001, entitled 'Networking Opportunities and Information Sessions'; and

- published and distributed a booklet entitled *Women and Work*. This publication was a joint project of the Council and the Working Women's Centre, with funding support provided by the Northern Territory Law Society Public Purposes Trust. The publication was a result of issues expressed by women who did not seem to be fully informed of the terms and conditions of their employment arrangements, nor of the systems that exist to protect their rights. The booklet aims to provide Territory working women with general information about their rights, entitlements and responsibilities and an overview of workplace and related legislation. To date 1 000 copies of the publication have been distributed throughout the Territory.

### **PUBLIC AND PRIVATE SAFETY**

#### **Achievements for 2000-01:**

During 2000-01, the Women's Advisory Council:

- began a project to identify hospital and court-based services for victims of sexual assault in the Territory including the protection of witnesses, use of sexual assault protocols in hospitals, and the availability of private areas for examination and counselling in hospitals.

### **LIFESTYLE AND WELLBEING**

#### **Achievements for 2000-01:**

During 2000-01, the Women's Advisory Council:

- attended a Women's Health Expo in Tennant Creek where health professionals and agencies from Tennant Creek took the

opportunity to display their services. Council had a display with over 130 visitors and hosted 12 workshops on lifestyle issues during the three-day expo;

- organised various events to celebrate International Women's Day on 8 March 2001. These were coordinated in Darwin, Casuarina, Palmerston, Katherine, Tennant Creek and Alice Springs and included speakers, dancers and singers. A UNIFEM breakfast was organised in conjunction with the Business and Professional Women's Association and the Business Women's Consultative Council in Darwin and attended by 120 women. The Chief Minister attended the breakfast and was a key speaker. The guest speaker was Maria de Ceu Federer, President of Timor Aid and the director of the Economic Empowerment Project in East Timor. She spoke on the challenges facing women in East Timor. A display was set up at Casuarina Shopping Square with colourful performances by local ethnic dancers and belly dancers. The display attracted significant interest from the public.

In Alice Springs, 90 women attended an International Women's Day breakfast, 10 women attended Internet Training for Women, 12 stalls participated in the fiesta at Alice Plaza and 30 women attended a poetry reading. A purse card with details of women's services in Central Australia was launched.

In Tennant Creek, 41 women attended a lunch at Margo Miles Restaurant, 17 women participated in a march from the post office to Peko Park for tree-planting and a council display was placed in the Tennant Creek Food Barn;

- published and distributed four editions of the Council's newsletter, with 2500 of each edition circulated throughout the Territory;

- further developed the Council website with information about the Council, papers, publications including the quarterly newsletter, reports from members, links to other relevant sites, and a feedback page;
- continued support of the International Year of the Older Person to recognise and celebrate the contributions of senior women in the development of the Territory. Council published a booklet commemorating the valuable contributions of older women in the Territory. A Tennant Creek Council representative hosted a number of activities during Seniors Week, which included a morning tea at Kraut Downs;
- facilitated the analysis of a survey conducted by staff and the Northern Territory Department of Education. The survey, entitled 'Body Image, Eating and Exercising', gathered information from male and female students in years 6, 7, 8, 9 and 10 in a sample of schools from around the Northern Territory. Students completed a total of 567 questionnaires. The Northern Territory University has been contracted to oversee the analysis and interpretation of the information contained in the surveys. A final report will be presented to council in July 2001;
- agreed to undertake a project on postnatal depression services in the Northern Territory. The aim is to identify a constructive and realistic role for the Council in the improvement of information, resources and services available to women in the Territory who may be at risk of, or currently suffering from, postnatal depression. The project will identify the current services and information available to women suffering postnatal depression and identify any gaps in the current provision of services and information; and

- presented a Women's Information Expo in Palmerston. This was well attended and provided information from a range of women's organisations and agencies. There were more than 40 exhibitors.

**Program Initiatives for 2001-02:**

During 2001-02, the Council will:

- continue to provide input into the Government's policy framework *Foundations for Our Future* on the development of the Territory through discussions with the Chief Minister and Departmental staff, particularly in relation to issues for and with women, including representation on the *Alice in Ten* lifestyle sub-committee;
- continue to participate, in conjunction with the Office of Women's Policy and Business Women's Consultative Council, in the Ministry of Women's Policy Show Circuit stand in Alice Springs, Tennant Creek, Katherine and Darwin to inform and advise women across the Territory;
- encourage women to become more involved in decision making, including all tiers of government, by continuing to provide forums on lobbying, networking, mentoring and leadership. Extracts of the forums will continue to be collated into information sheets which, in the past, have been very well received by women;
- arrange ongoing consultations with women in regional and remote areas in relation to issues of interest to them. Consultations will continue to be held regularly in each region;
- present the 11th Alicia Johnson Lecture in Alice Springs and Darwin. The lecture will be given by Maxine McKew, ABC 7.30 Report presenter and a booklet will be published for distribution throughout the Territory;

- continue to organise the regular and ongoing Women and Politics forum series in Darwin, Alice Springs and Tennant Creek on issues such as networking, mentoring, lobbying and communication;
- finalise current projects that seek to improve the public and private safety of women and provide written reports on their outcomes;
- continue to progress various projects as determined by the Council's subcommittees on health and wellbeing, education and training, remote women and Aboriginal issues and profile;
- continue to produce the quarterly newsletters and distribute to women throughout the Territory; and
- finalise current projects and provide written reports on their outcomes.

Expenditure in 2000-01 is estimated to be \$264 000, with a budget of \$240 000 in 2001-02. Additional support of approximately \$10 000 is provided by the Department of the Chief Minister annually for office requisites, postage and stationery.

#### OFFICE OF YOUTH AFFAIRS

The objectives of the Office of Youth Affairs (the Office) are to provide a whole of government approach to policy priorities for young people aged from 12 to 25 years, and to develop effective communication mechanisms between young people, Government and the wider community. The budget allocation for the Office of Youth Affairs was \$672 000.

The Office actively supports initiatives that improve young Territorians' personal wellbeing, promotes their positive achievements and assists them to reach their goals. In addition, the Office supports events and activities that promote positive recreational opportunities for young Territorians.

**LEADERSHIP**

**Achievements for 2000-01:**

During 2000-01, the Office of Youth Affairs:

- coordinated the Chief Minister’s Round Table of Young Territorians. The Round Table continues to provide 16 young Territorians with an exciting and innovative opportunity to express their opinions and that of their peers directly to Government. The Round Table generates a greater level of interest from young women than from young men. In 2000, the ratio of female applicants to male applicants seeking membership to the 2001 Round Table was approximately 3 to 1.

During 2000-01, past and current Round Table members continued to make their mark on the community. The majority of these members were young women.

Figure 3.7  
PROPORTION OF MEMBERSHIP BY GENDER

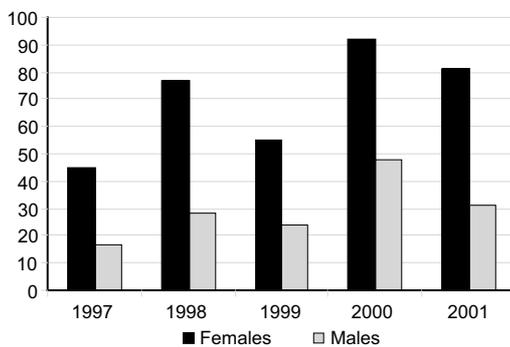
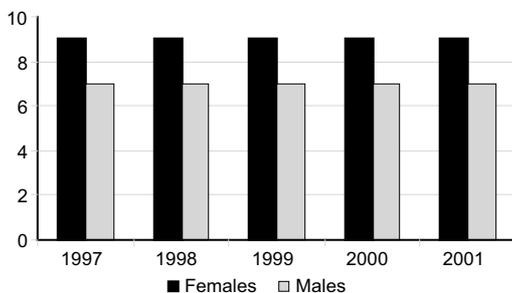


Figure 3.8  
PROPORTION OF APPLICANTS FOR MEMBERSHIP BY GENDER



Paula Fong, a member of the 1999 Round Table, was successful in being selected as one of the five Territory representatives to the International Youth Parliament held in Sydney during October 2000. Paula has also been selected as a member of the National Youth Round Table for 2001.

Four young women from the Year 2000 Round Table were recognised and awarded for their achievements throughout the year.

- Michelle Stephens was selected as one of the youth representatives on the National Youth Week Planning Group and the Youth Affairs Co-ordination Committee;
- Keara Blundell was a finalist in the Young Australian of the Year Awards for the Northern Territory in the category of Minister for Young Territorians Excellence in Youth Leadership;
- Sylvia Smalios was selected as a youth representative on the Youth Affairs Co-ordination Committee; and
- Erika Carnogoy was the Northern Territory finalist for the Plain English Speaking Awards.

- convened regional youth forums, a consultative mechanism by which the Office proactively engages young people throughout the Territory to assist determining future youth policy developments. Of the nine regional youth forums conducted in 2000, five were held within schools; and
- operated the Youth Grants Program, which has been in place since March 1999. Grants are awarded under the categories of drug and alcohol free entertainment and youth development/leadership activities.

Specific attention is paid to ensure that all groups, including young women, are represented in the allocation of grants. During 2000-01, three of the eighty eight grants awarded were provided for activities specifically targeted towards women. These were a grant to the YWCA to conduct the 'Kidsafe for Mum' Program, the Australis 'Self Made Girl' Workshop, and sponsoring a young woman to attend the International Youth Parliament in Sydney in October 2000. The remainder of the grants were directed towards activities of benefit to both young men and women;

- provided sponsorship for activities to promote leadership. Forty young Territorians were given the opportunity to sail on the inaugural Top End Explorer voyage on the STS *Leeuwin II* from 31 July 2000 to 11 August 2000. The program incorporated a mixture of team building, leadership and confidence boosting activities. Half the participants were young women;
- organised and promoted National Youth Week, held from 1 to 8 April 2001, providing an excellent opportunity for young people across the Territory to showcase their talents through a diverse and exciting range of activities and events. The theme for the week, 'Celebrate and recognise the value of all young Australians to their communities', and the slogan, 'Get into It', encouraged young people to promote and celebrate their differences, ideas and achievements. National Youth Week highlighted the contributions that young women and men make to their communities;
- continued to support the Young Australian of the Year Awards, which recognise and reward outstanding achievement by young people. There were eight categories in the Northern Territory's 2001 Young

Australian of the Year Awards, including the Minister for Young Territorians Excellence in Youth Leadership Award. Twenty-three outstanding young people were selected as finalists, of whom twelve were women. Three women, Kara Warner, Debbie Hyder and Amy McDonald, were announced as the winners of their categories. Kara Warner was also awarded the overall Young Achiever of the Year for the Northern Territory; and

- continued to support the Office of Youth Affairs/Australia Day Council Student Citizen Awards. The awards recognise the outstanding contributions young people make to their school and community. Approximately 66% of the awards presented in January 2001 were to young women who had been selected by their schools.

#### **ECONOMIC INDEPENDENCE AND CAREER SATISFACTION**

##### **Achievements for 2000-01:**

During 2000-01, the Office of Youth Affairs:

- promoted and distributed the second edition of the *Scholarships Guide*, which was first released in 1998. The guide assists young people, including women, to access higher education; and
- managed the Youth Grants Program with more than 40 youth development/ leadership grants, which were provided to young people to assist them to participate in activities that focused on leadership, peer skills, self esteem, team building, role modelling, communication skills and community service. Three of these grants were provided for activities specifically targeted towards women.

## PUBLIC AND PRIVATE SAFETY

### Achievements for 2000-01:

During 2000-01, the Office of Youth Affairs:

- chaired the NTsafe Youth Issues Working Group. The Director of the Office chairs the NTsafe Youth Issues Working Group, which provides policy advice to Government on a range of crime prevention and community safety issues affecting young people, including issues specifically relevant to young women; and
- promoted a positive image of young people with a new media campaign being developed and coordinated by the Office to address negative perceptions of young people as portrayed in the media. Research links the negative portrayal of young people in the media, use of public space by young people, and perceptions of safety and fear of crime. Promoting a more positive image of young people can reduce the perception of fear of young people by the community, especially among senior citizens, thereby improving the overall sense of public safety. Public safety is an issue highlighted by women and girls across the Territory.

## LIFESTYLE AND WELLBEING

### Achievements for 2000-01:

During 2000-01, the Office of Youth Affairs:

- promoted a positive image of young people in the media. The Office is coordinating a media campaign to promote positive images of young people and their achievements. The development of the campaign has been based on a partnership approach with consultation with other government agencies, the community youth sector and the media.

The campaign will assist in developing a positive image of young people and counteract the negative portrayal of young

people in the media, which can have a multiplier effect on the relationships they have with others in the community. Counteracting the negative portrayal of young people in the media will assist in improving communication between young people, Government and the wider community and promote the positive achievements and contributions that young people make to their community. The campaign will consider the different needs of young women and young men;

- contributed to the activities of the Northern Territory Interdepartmental Committee on Suicide Prevention. The Director of the Office is a member of the Interdepartmental Committee on Suicide Prevention, which is responsible for developing strategies to combat this problem, including the high incidence of suicide among young men and women; and
- maintained the Office website [www.youth.affairs.nt.gov.au](http://www.youth.affairs.nt.gov.au) throughout 2000-01 to ensure that information provided to young people was up to date and relevant.

### Program Initiatives for 2001-02

During 2001-02, the Office will:

- continue to support and advance established initiatives and programs and improve reporting to more accurately reflect the clients serviced by our programs;
- investigate the viability of establishing a youth register for young people who are interested in being on boards or committees. The register will contain statistical information by gender, age and region; and
- investigate the feasibility of developing, in conjunction with Territory Health Services, a link to the Office of Youth Affairs website providing information about youth suicide and sources of assistance for young people.

## OFFICE OF ETHNIC AFFAIRS

The Office of Ethnic Affairs (the Office) provides policy advice on immigration, ethnic and multicultural issues. It is also responsible for administering programs of assistance that support migrants to integrate into, and participate within, the community, while maintaining their cultural, linguistic and religious backgrounds. The budget allocation in 2000-01 for the Office of Ethnic Affairs was \$1.05 million.

Programs include:

- **Northern Territory Interpreter and Translator Service (NTITS)**

This program aims to improve access by people from diverse cultural and linguistic backgrounds to Northern Territory Government programs and services by providing an efficient and effective on-site interpreting and translation service;

- **Overseas Qualifications Unit (OQU)**

The OQU aims to support and assist overseas trained professional, para-professional, technical, trade and other skilled workers in having their qualifications and skills recognised or assessed in Australia. It provides comparative educational assessments of qualifications for general employment purposes;

- **Policy Development and Community Access**

The Office of Ethnic Affairs coordinates a whole of government approach to policy development and implementation of issues relating to immigration and multicultural affairs; and

- **Ethnic Affairs Sponsorship Program**

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

Although the Office does not have programs or budget allocations specifically targeting women, many of its activities involve the participation of women. The Office is fully committed to improving 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 Northern Territory.

## LEADERSHIP

### Achievements for 2000-01:

During 2000-01, the Office of Ethnic Affairs:

- encouraged participation of migrant and refugee women in issues affecting them in the community. For example, it encouraged women to participate in national consultation on immigration and humanitarian intake held by the Commonwealth Minister for Immigration and Multicultural Affairs;
- included articles prepared by the Women's Advisory Council and Office of Women's Policy in the Ethnic Affairs quarterly newsletter;
- played a major part in the annual review of the Northern Territory Integrated Settlement Plan. A review is undertaken annually in consultation with Commonwealth and Northern Territory Government agencies, local government and ethnic community groups. The annual review ensures that the settlement needs of newly arrived women in the Territory are also addressed;
- provided advice to the Minister for Ethnic Affairs on matters relating to women's issues, especially those concerning women from diverse cultural and linguistic backgrounds;
- provided input into national policies and inquiries on women's issues;

- represented the interests of women from diverse cultural and linguistic backgrounds on committees. These include the Domestic Violence Working Group, Torture and Trauma Survivors Service Committee, Police Ethnic Advisory Group, Anglicare's Community Settlement Services Program and Territory Health Services' Women from Diverse Cultural and Linguistic Backgrounds;
- provided 26 cross cultural awareness and communication sessions to 382 government and non-government agency staff on language and culture-specific issues, to assist them when working with people from diverse cultural and linguistic backgrounds; and
- encouraged and supported multicultural organisations to undertake projects specifically benefiting women in their communities.
- encouraged women to seek employment opportunities within the Northern Territory Police Force. Promotion of this activity was undertaken through networks established through the Police and Ethnic Advisory Group; and
- provided comparative educational assessments for general employment and study purposes to 11 overseas-trained professional and skilled women in a range of occupations such as teaching, dentistry, nursing, linguistics, office administration, electronic engineering and childcare. This represents 42% of the total clients assisted by the Overseas Qualifications Unit. In addition, referral and information services were provided to overseas-trained women seeking employment or educational opportunities in the Territory.

### **ECONOMIC INDEPENDENCE AND CAREER SATISFACTION**

#### **Achievements for 2000-01:**

During 2000-01, the Office of Ethnic Affairs:

- encouraged bilingual women to gain national accreditation as interpreters or translators. Out of 105 interpreters and translators registered with the Northern Territory Interpreter and Translator Service, 79 (75%) are women;
- continued the placement of two part-time female interpreters at Royal Darwin Hospital providing interpreting services in Greek and Chinese languages to patients and hospital staff, the majority of whom are women;
- encouraged women to attend as participants or interpreters during the annual Women's Health Day organised by the Women's Cancer Prevention Program;

### **PUBLIC AND PRIVATE SAFETY**

#### **Achievements for 2000-01:**

During 2000-01, the Office of Ethnic Affairs:

- provided on-site interpreting to government and community-based agencies in their dealings with female survivors of domestic violence or sexual assault;
- continued dissemination of leaflets translated into community languages about road safety, health, cyclone and related safety information;
- provided training to Crisis Line Volunteers on working with telephone interpreters, cross cultural awareness and communication; and
- provided the Top End Women's Legal Service with project funding to assist in the production of a legal resource kit designed for women.

## LIFESTYLE AND WELLBEING

### Achievements for 2000-01:

During 2000-01, the Office of Ethnic Affairs:

- completed, through the Northern Territory Interpreter and Translator Service, over 1 000 translations. Of these, approximately 40% provided information on health, employment, education, road safety and self-development much of which was useful to women. Approximately 75% of clients who required interpreting services were women;
- assisted the Northern Territory Government and community-based agencies in determining linguistic and cultural appropriateness of their information material on a range of issues, many of which were vital to women, for example, information about the annual Women's Health Day;
- continued to make available the Interpreter Card to benefit many women living in the Territory who are not fluent in English;
- continued to fund three Darwin-based welfare worker positions: Greek, Chung Wah (Chinese) and the Canossian Sisters (Italian and Timorese). The majority of their clients are women;
- distributed a range of information material on the services and programs of the Office which included publications such as the quarterly *Ethnic Affairs Newsletter*, *Multicultural Information Directory*, Interpreter Card promotion package, *2000 Multicultural Calendar of Events* and the recently updated *A Handbook for Migrants Looking for Work*. Assisted in distributing

information products produced by the Office of Women's Policy relating to Elimination of Violence against Women and Advancing Women;

- enabled the participation of migrant and refugee women and children in activities relevant to their personal interests and general needs by funding specific groups under the 2000-01 Ethnic Affairs Sponsorship Program.

### Program Initiatives for 2001-02:

During 2001-02, the Office of Ethnic Affairs will:

- provide information to migrant and refugee women relating to study and career opportunities;
- promote interpreting or translating as a viable profession for women;
- encourage female interpreters and translators to obtain national accreditation in community and business languages in demand with assistance under the NTITS examination fee scheme;
- continue to encourage and support community projects that enhance the wellbeing of, and strengthen networking among, women from diverse cultural and linguistic backgrounds;
- continue to provide language services to government and community-based agencies in their dealings with migrant and refugee women in the Territory; and
- provide information to ethnic community groups regarding women's issues to enable them to make informed decisions on matters affecting them and their families.

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# OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

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The mission of the Office of the Director of Public Prosecutions (the Office) is to provide the people of the Northern Territory with an independent, professional and effective criminal prosecution service that:

- operates with integrity;
- is fair and just to both victims and the accused; and
- is sensitive to the needs of victims and witnesses and to the interests of the community on whose behalf it acts.

## VICTIM SUPPORT UNIT

Since 1995, the Office has provided support to victims of crime, witnesses and their families. In April 1997, the Victim Support Unit (VSU) was established. The VSU provides support, information, referral and assistance to victims, witnesses and their families.

## LEADERSHIP

In accordance with the Equal Employment Opportunities plan, the Office's executive committee meets weekly. Quarterly rotation of committee members ensures opportunities exist for professional women to contribute and participate in decision making.

The VSU is active in representing and fostering partnerships with other Government agencies such as the Crime Victims Advisory Committee and the Indigenous Family Violence Reference Group. As all VSU staff are currently women, they are gaining experience at participating on government committees.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

All administrative and base grade professional positions within the Office were reviewed and re-evaluated, resulting in the upgrade of seven positions. All these positions are currently occupied by women.

Women occupy 83% of professional positions. Furthermore, 37% of executive positions are occupied by women.

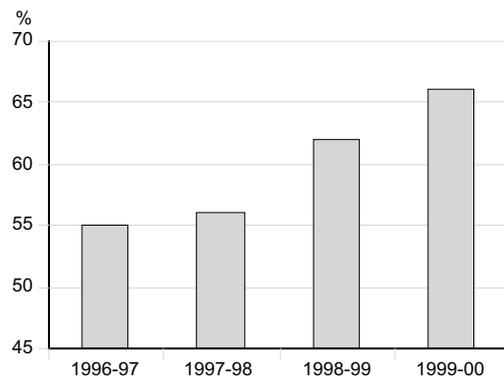
The Office has implemented individual development plans and a professional development scheme that focus on skills development. These are designed to enhance the skills needed for an employee's current position and those needed for career planning and personal development.

## PUBLIC AND PRIVATE SAFETY

In 1999-00, 66.1% of clients of the VSU were women or girls, an increase of 6.5% since 1998-99.

Figure 3.9

PROPORTION OF FEMALE CLIENTS



There was a threefold increase in victim support services in remote localities in 2000. As the majority of victims are women and girls, they are the ones most benefiting from the increased victim support services in remote localities.

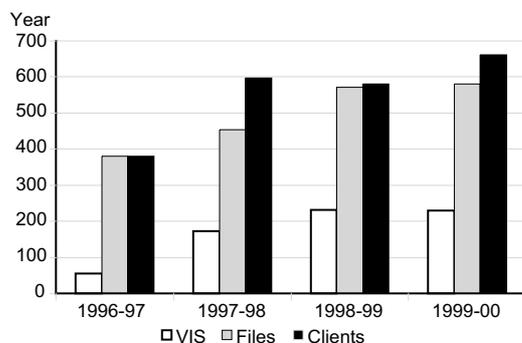
The VSU is responsible for organising the provision of interpreters for witnesses and victims, the majority of whom are women or girls.

The Office continues to support and provide input into government policies such as:

- Domestic Violence Strategy;
- Crime Prevention Strategy; and
- Law Reform Committee Sexual Assault Inquiry.

The VSU promoted the use of the vulnerable witness facilities including closed circuit television screens during court proceedings, resulting in those facilities being established in the Darwin Supreme and Magistrates Courts.

Figure 3.10  
VSU CLIENT NUMBERS



A report was published in February 2000 on the audit of VSU operations. Interviewees included judges, magistrates, police officers, counsellors and victims. Those interviewed reported the effectiveness of the VSU as high. The VSU has proved an appropriate means of assisting with the preparation of victim impact statements (VIS). Since the introduction of VIS in 1997, the assistance given by the VSU in the preparation of the statements has increased fourfold.

## LIFESTYLE AND WELLBEING

The Office provided information through mailing services, website, police stations, other government and non-government agencies. Information includes the following publications:

- *The Northern Territory Charter for Victims of Crime;*
- *Financial Assistance for Victims of Crime;*
- *Dealing with the Media;*
- *Do I have to be a Witness?;*
- *Support for Victims of Crime;*
- *Victim Impact Statements;* and
- *Training and Public Awareness.*

The VSU Aboriginal Support Coordinator gives presentations to groups of Aboriginal workers in communities including:

- Top End Women's Legal Service community legal workers;
- Aboriginal Community Police Officers; and
- interpreters in training.

The VSU raises public awareness by networking and giving presentations, lectures and talks to a wide variety of organisations including:

- Police recruits – specialist Police training for domestic violence liaison officers, sexual crimes unit and the Domestic Violence Unit;
- Northern Territory University law, social work and welfare studies students; and
- various other agencies such as the Sexual Assault Referral Centre, Ruby Gaea, Dawn House, Top End Women's Legal Service, the Victims of Crime Assistance League and interagency network meetings.

The presentations will enhance the services provided to victims in the future, the majority of whom are currently women and girls.

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# ANTI-DISCRIMINATION COMMISSION

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The sole role of the Northern Territory Anti-Discrimination Commission (the Commission) is to administer the *NT Anti-Discrimination Act 1992*.

The Commission undertakes both complaint resolution and public education functions to ensure the needs of more vulnerable groups are considered.

Women traditionally have been disadvantaged economically and disempowered socially. The complaint resolution and education functions of the Commission have played a significant role in overcoming this disadvantage, in particular with sex discrimination and sexual harassment.

## LEADERSHIP

### Achievements for 2000-01:

- through public education, advice and consultations with agencies, encouraged employers to make reasonable accommodation for employees to discharge parental responsibilities; and
- provided public education, advice and consultation to agencies to enhance equal opportunity and merit in employment issues.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

### Achievements for 2000-01:

- promoted flexible and innovative working conditions and practices in all training and public education programs;
- promoted principles of equal opportunity and merit and provided education to break down community stereotypes and cultures that disadvantage women; and

- raised awareness of the remedies available to women to correct discriminatory practices.

## PRIVATE AND PUBLIC SAFETY

### Achievements for 2000-01:

- worked with the community and organisations to increase knowledge of rights and responsibilities to provide environments free from illegal discrimination and harassment; and
- established data by gender of complaint, public education, training and consultation with women's groups across the Territory.

## LIFESTYLE AND WELLBEING

### Achievements for 2000-01:

- developed and delivered training sessions addressing both direct and indirect discrimination faced by women;
- wrote articles for inclusion in community and organisation newsletters across the Territory to increase the awareness of women of their right to environments free from discrimination and harassment; and
- utilised networks to ensure that information on services is available so women can make informed choices.

### Program Initiatives for 2001-02:

The implementation of a new database that captures and analyses the Commission's information by gender, to determine the usage of the Commission's services by women.

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# OFFICE OF COURTS ADMINISTRATION

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The role of the Office of Courts Administration (the Office) is to support the 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 the agency's programs and services affect 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.

## **PUBLIC AND PRIVATE SAFETY**

### **Achievements for 2000-01:**

Closed circuit television facilities have been installed in the Katherine Courthouse. These facilities allow victims of crime and vulnerable witnesses to provide evidence without having to be present in the actual courtroom situation.

A pilot court chaplaincy service began in 2000 with the objective of providing pastoral care, advice and assistance to court clients and their families in the Darwin Magistrates Courts. Funding has been sought to continue this program.

### **Program Initiatives for 2001-02:**

The Office makes an important contribution to advancing the specific goal of enhancing the criminal justice system's responsiveness and sensitivity in dealing with women as victims of domestic violence and sexual assault. Specific initiatives that we will continue to support during 2001-02 include the following:

### **'FAST-TRACKING'**

Domestic violence hearings are 'fast-tracked' through the court system and dealt with as soon as possible in order to protect the victim.

### **CLOSED CIRCUIT TELEVISION**

Facilities are available to allow victims of crime and vulnerable witnesses to give evidence by means of closed circuit television, providing greater security and reassurance. This facility is available in the Supreme Court Darwin and in the Magistrates Courts in Darwin, Katherine and Alice Springs.

### **SEPARATE WAITING ROOMS FOR VICTIMS OF ASSAULT**

Separate waiting areas allowing isolation of victims and witnesses from defendants are available in the Darwin Magistrates Court building and the Darwin Supreme Court building. In other court buildings vacant interview rooms or separate areas are utilised in consideration of victim protection and support, wherever possible.

In consultation with the Victim Support Unit of the Office of the Director of Public Prosecutions, the specific facilities and options available in Alice Springs are being assessed.

### **FACILITIES FOR DOMESTIC VIOLENCE LEGAL SERVICES AND COUNSELLORS**

Office accommodation and facilities are provided for staff of the Domestic Violence Legal Service at courts in Darwin and Alice Springs. The services provide legal assistance to victims of domestic violence. 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.

**ACCESS POINTS FOR INFORMATION**

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

**FACILITIES FOR VOLUNTEER SUPPORT SERVICES**

The Office continues to support and promote the work of the Victims of Crime Assistance League, which provides support and assistance, on a voluntary basis, to victims of crime.

An office has been provided at the Darwin Magistrates Courts for a voluntary support officer from the Salvation Army. The officer provides pastoral care, advice and assistance to court clients and their families. A bridging program to assess clients for alcohol rehabilitation is also available.

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# NORTHERN TERRITORY ATTORNEY-GENERAL'S DEPARTMENT

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

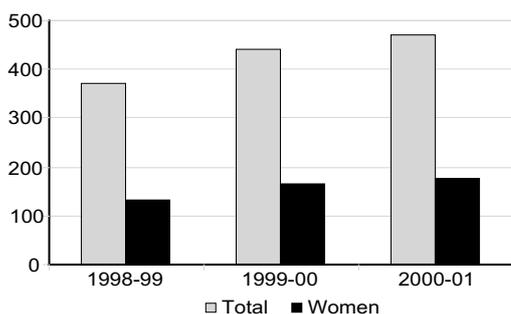
- a legal service and legal policy advice to Government;
- opportunities for private, local law firms to undertake Government business; and
- community services to the public and Government through the Office of the Registrar-General and the Office of the Public Trustee for the Northern Territory.

## LEADERSHIP

As at January 2001, there were 471 legal professionals registered with the Northern Territory Law Society who were eligible to practice law. Of these, 178 (38%) were women.

It is expected that in 2001-02 the percentage of women in the legal profession will increase by one to two per cent with further increases anticipated for future years.

Figure 3.11  
LEGAL PROFESSIONALS



During 2000-01, five law graduates were offered Articles of Clerkship by the Department. Two were women.

Of the 19 vacation students offered work experience by this agency during 2000-01, nine were women.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

### TRAINING COURSES

In the year to date, the agency approved training and staff development for 35 people, of whom 23 were women.

Since July 2000, tertiary study was approved for five staff members, all of whom were women. This is consistent with last year, where 100% of approved tertiary study was for women. There was an increase from 50% in 1998-99 to 100% in the last two financial years.

### WORK ENVIRONMENT

Although there were no equal opportunity complaints received during 2000-01, the target is to investigate complaints within seven working days.

Flexible work arrangements are managed on a needs basis at branch level to accommodate work and family responsibilities. As at January 2001, there were three women in part-time employment.

## PUBLIC AND PRIVATE SAFETY

### DOMESTIC VIOLENCE STRATEGIES

The Department provides the core funding for domestic violence legal services in Darwin and Alice Springs. Funding for the 2000-01 financial year will total \$356 000 for the two services, of which the NTsafe program will contribute \$128 000.

### **SUPPORT FOR VICTIMS OF CRIME ASSISTANCE LEAGUE**

The Victims of Crime Assistance League (VOCAL) was established to provide support, counselling and information to victims of crime and their families, and to protect their rights in the criminal justice system. Last year the Department provided \$50 000 to VOCAL to enable it to employ a full-time executive officer. The Office of the Director of Public Prosecutions provided a further \$30 000 to cover operational expenditure. This financial year the funding has been combined, with this Department having full carriage of \$80 000 for VOCAL.

### **WORK OF THE CRIME VICTIMS ADVISORY COMMITTEE**

The *Crime Victims Advisory Committee Act* establishes the committee and regulates its membership and terms of office.

The committee advises the Attorney-General on matters affecting the interests of victims of crime, including those that affect female victims of crime. It also acts as a forum for coordinating organisations involved in delivering services to victims of crime. The committee meets approximately four times a year. A female member of the Department staff takes part as a member and provides administrative support to the committee. Six of the eleven members are women.

### **CRIMES (VICTIMS ASSISTANCE) ACT**

The *Crimes (Victims Assistance) Act* provides for the payment of assistance to victims of crime in the Northern Territory.

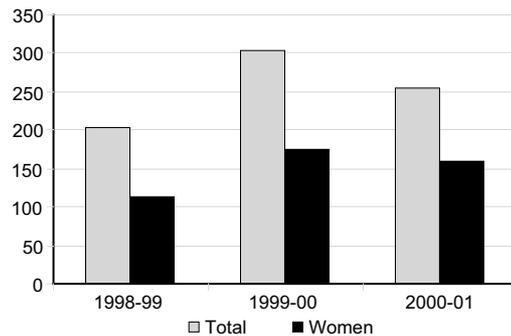
As at the end of February 2001, the total amount of assistance paid to victims was \$2 011 491 and legal costs amounted to \$725 244.

As at 22 February 2001, a total of 255 victims of crime have applied for assistance under this scheme. Of these, 159 were women.

The increase in the number of women claiming assistance as victims of crime reflects Territory women achieving a greater awareness of their rights for assistance under the *Crime (Victims Assistance) Act*. It is anticipated that this awareness will continue to increase.

Figure 3.12

#### **CRIMES VICTIMS ASSISTANCE CLAIMS**



### **THE LAW REFORM COMMITTEE**

The Law Reform Committee comprises representatives from a cross-section of lawyers from the public and private sector. The committee receives references from the Attorney-General on matters of legal importance. The committee has produced two reports during the year which are particularly important to women, on the topics of sexual assault and provocation and self-defence, with particular emphasis on the 'battered wives syndrome'.

## **LIFESTYLE AND WELLBEING**

### **BIRTHS, DEATHS AND MARRIAGES – ASSISTANCE TO NEW MOTHERS**

The *Births, Deaths and Marriages Registration Act* provides for the registration of births, deaths and marriages and related matters.

From 1 July 2000 to 31 January 2001, there were 2 100 births (50% were female), 559 deaths and 634 marriages registered.

Staff from the Office of the Registrar-General are available to assist women in hospital in registering births. Since 1 July 2000, a total

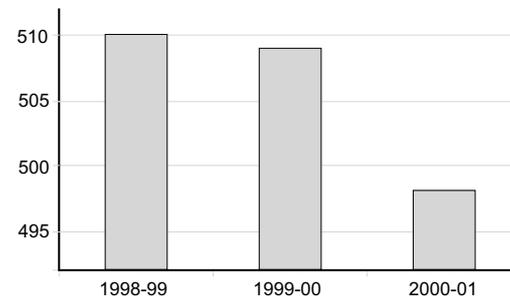
of 498 women in Darwin and Alice Springs received assistance to register their babies. Staff also make home visits to new mothers who may have difficulty in completing registration forms.

Territory women have developed a greater awareness of registration requirements, so it was expected the number of women requiring assistance would decrease. This is reflected in Figure 3.13.

Figure 3.13

**WOMEN ASSISTED TO REGISTER BABIES**

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# NORTHERN TERRITORY TREASURY

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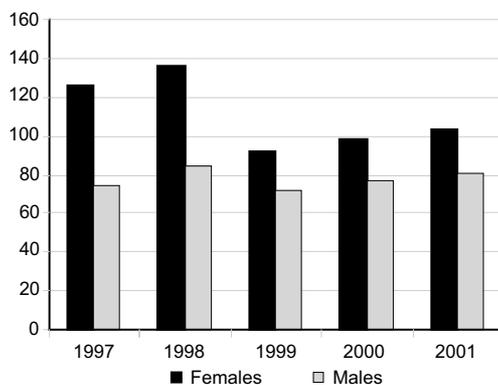
Northern Territory Treasury is responsible for the economic and financial management of the Northern Territory within the fiscal targets identified by Government. Through these responsibilities, Treasury strives to assist in securing the long term viability of the Territory.

With the production of the *Women in the Budget* publication, Treasury makes a significant contribution to identifying initiatives that impact on women. As in other years, Treasury continued its major editorial role involving coordinating agency information and, in conjunction with the Office of Women's Policy, publishing the 2001-02 *Women in the Budget*.

The majority (56%) of Treasury's workforce is women. This has been the trend for a number of years, as shown in Figure 3.14.

Figure 3.14

**TREASURY STAFF BY GENDER**



## LEADERSHIP

In 2000 women constituted 40% of the executive management positions in the organisation. This equated to eight of the twenty senior management positions being held by women.

During 2000-01, Treasury's female senior executives were appointed to six Government boards.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

Treasury encourages the professional development of female staff through attendance at various courses and seminars. During this financial year, the department has spent over \$30 000 on course and training fees for female staff, including specific training courses for women.

Treasury also encourages participation by women in relevant personal and professional development programs. A number of female staff members are currently undertaking part-time study towards tertiary qualifications.

In recognition of the importance of family and home responsibilities, Treasury provides access to flexible working practices. Part-time working arrangements have been negotiated by a number of women returning from maternity leave to enable pursuit of their career goals while managing family commitments.

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# NORTHERN TERRITORY TOURIST COMMISSION

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The mission of the Northern Territory Tourist Commission (the Commission) is to market and influence the development of the Northern Territory as a competitive tourism destination for the continuing benefit of Territorians.

The Commission's functions are directed towards achieving Foundations 5 and 6 of *Foundations for Our Future*: diversify the economy through service industry growth; and encourage strong Northern Territory regions and communities.

The Commission's key functions are to:

- increase the Territory's market position as a desirable and unique tourism destination;
- maximise product accessibility to ensure easy purchase by international and domestic consumers;
- facilitate the development of Territory tourism products relevant to market demand;
- increase the number of options available for consumers in travelling to the Territory as a tourism destination; and
- advise the Minister on all matters relating to tourism.

## LEADERSHIP

The Commission continues to encourage the professional development of its female staff by offering study assistance comprising both financial and flexible working arrangements, and the opportunity to attend employer-funded training to develop management and leadership skills.

The Commission is predominantly staffed by women: 70% of its 108 staff are women and

several female officers are members of the Board of Commissioners and senior management team.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

The Commission is cognisant of Government's goal to advance the economic independence and career satisfaction of women. In accordance with strategies outlined in the *Looking Beyond 2000* strategic plan, the Commission provides access to a range of flexible and innovative working conditions and practices, and to education, training and professional development that can lead to career development, satisfaction and promotion.

The Commission's Enterprise Agreement enables women to work within a span of hours that assists them to balance their family responsibilities. Several female staff who, for financial reasons, cannot work part-time have opted to work from early morning to mid-afternoon. This enables them to spend quality time with their children after school hours, while saving on childcare expenses.

The Commission has entered into several work-from-home arrangements with female staff, particularly women who wish to undertake a gradual return to office-based work after maternity leave.

The Commission continues to encourage the professional development of its female staff by offering study assistance comprising both financial and flexible working arrangements.

Female officers are members of the Commission's Board of Commissioners and senior management team.

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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 (NTPFES) is to serve and protect the community.

The agency has ongoing strategies in place to:

- advance the role of women in the organisation through participation in career development in an industry which has been traditionally male dominated;
- assist in the elimination of violence against women; and
- provide support for victims of domestic and sexual violence.

## LEADERSHIP

One of the female scientists in Forensic Services represents the Northern Territory Police on the National Biology Specialist Advisory Group under the auspices of the National Institute of Forensic Science and the Senior Managers of Australian and New Zealand Forensic Science Laboratories.

Sergeant Jeanette Kerr attended the FBI Academy for international negotiator training and has been appointed the Assistant Training Adviser for the national Counter-Terrorist Negotiation body.

Two NTPFES women represent the Northern Territory on the Commissioners' Australasian Women in Policing Advisory Committee.

A female police member has been appointed the Coordinator for the Violent Crime Linkage Analysis System.

The NTPFES Women's Advisory Committee (WAC) has a watching brief on a number of projects within NTPFES including uniform issues, flexible work practices, light duties and

special uniform requirements for pregnant police, childcare, mentoring in the workplace including the establishment of a mentor register, investigation of sexual assaults, women in specialist areas, and research.

The WAC advises the Commissioner to ensure issues affecting female employees are taken into account, including ensuring there is a woman on transfer panels. The committee is currently examining the inclusion of women on all panels and boards affecting employment, career advancement and relocation.

The WAC is also considering the limited career advancement opportunities some women face if attached to a specialist unit.

The 2000 Police Ethnic Advisory Group (PEAG) Award was presented to Lisa Greenslade of the Filipino Australia Association of the NT. The award recognised Lisa's remarkable performance in promoting the objectives of PEAG to the members of the association. Lisa was one of the many PEAG members who volunteered for the Darwin Show police display and youth events in September and October 2000. The majority of the PEAG volunteers were women.

The NT Police Ethnic Services Unit is headed by a female officer whose role has been instrumental in promoting policing as a career to ethnic communities and also to encourage ethnic women to consider policing as a career option.

Public information provided by the officer and members of PEAG has generated many inquiries and applications about joining the Police Force from women of ethnic backgrounds. The Ethnic Services Unit provides continuous support to female and

male members who are from an ethnic background.

The Ethnic Services Officer has represented the Northern Territory Police and provided assistance at key events throughout the year including:

- the National Police and Ethnic Youth Partnerships Forum, hosted by the National Police Ethnic Advisory Bureau in November 2000;
- the APEC conference held in Darwin in June 2000;
- Northern Territory Expo in Darwin in July 2000; and
- two youth fun events for young people aged 13 to 21 years held in Darwin in September and October 2000. PEAG members volunteered their time and effort for these events and many of them were women. Nearly half of the youth participants were female.

During the October youth event, PEAG recruited 20 youths to become permanently involved in the PEAG Youth Advisory Group, 9 of whom are female.

### ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

In relation to the agency's commitment to advance the role of women in an industry, which has been traditionally male dominated, it is of interest to compare the success of our strategies with that of other Australian States and Territories and New Zealand.

The following statistics are taken from the Australasian Police Agencies' HR Benchmarking 1999-00, prepared by the Western Australian Police Service:

- Percentage of Females against Total Sworn and Unsworn Personnel:

- The Territory Police has 29.94%, just behind Queensland Police 31.87% and the Australian Federal Police (AFP) 31.56%. Six Police Services had lower percentages than the Territory.

- Percentage of Sworn Female Members against Total Sworn Members:

- The percentage of women in the Territory Police increased from 22.06% in 1998-99 to 23.61% in 1999-00. The Territory has the highest percentage of female sworn members.

Table 3.1

PERCENTAGE OF SWORN FEMALE MEMBERS

	1997-98	1998-99	1999-00
NT	21.40%	22.06%	23.61%
WA	11.37	11.69	12.00
SA	16.57	16.34	17.69
QLD	16.06	17.46	18.45
VIC	14.40	14.44	15.35
TAS	16.68	16.17	17.63
NSW	16.84	18.27	19.85
AFP	19.26	20.18	21.56

Source: WA Police Service HR Benchmarking

Further achievements include one female member who attended the Management Skills for Women Program for the year 2000.

There are currently six female Aboriginal Community Police Officers (ACPOs) attached to positions throughout the Territory and when positions become available, Aboriginal women are encouraged to apply. All six members are participants in the ACPO Development Program that has been designed to:

- raise the status and standard of Aboriginal community policing;
- facilitate the entry of Aboriginal people into mainstream policing; and
- foster Aboriginal community development through partnership policing.

The ACPO Development Program promotes competency-based training and has attracted funding from the Northern Territory Employment and Training Authority for traineeships. The job competencies have been grouped into qualifications at Certificate levels 2, 3 and 4.

The ACPO traineeship strategy allows for on-the-job training and assessment, short training courses, and recognition of prior learning at Certificate Level 4 for those ACPOs who are successful in applying for mainstream policing. This enhances and supports the employee's ability to balance work with other life elements, including family. The ACPO need not be away from the family or community for long periods of time. This overcomes some of the barriers to ACPOs enhancing their personal and professional development.

There are eight permanent scientists in the Forensic Services Section of the NT Police Crime and Support Command, all of whom are women.

The last two appointments to the Crime Scene Examination Section have been women.

The only female fingerprint examiner recently received her national accreditation as an expert.

## **PUBLIC AND PRIVATE SAFETY**

### **DOMESTIC VIOLENCE**

The Northern Territory Police has specialised domestic violence units in Darwin and Alice Springs. The Darwin unit now has a dedicated police prosecutor. There are also 68 domestic violence liaison officers throughout the Territory. These officers undergo specialised training in dealing with domestic violence.

While the units provide support, advice, training and assistance to general duties members, they also liaise with other Government departments, community groups,

and agencies that deal with domestic violence and provide information, advice, assistance and training to those groups.

Police have played an active role in seeking amendments to legislation to enable an improved police and criminal justice response to reports of domestic violence.

The general order on the police response to domestic violence has been reviewed and amended and a new general order in relation to domestic violence where police members are participants has been developed and implemented.

The central police information system is being upgraded to enable further detailed recording of information in relation to domestic violence incidents throughout the Northern Territory. From the data gathered since March 2000 to the start of February 2001, 3 048 domestic-related incidents ranging from family arguments, breaches of restraining orders and assaults by one family member on another were attended by police in the greater Darwin region.

Of these incidents, 26% involved alcohol or other drugs and 18% involved a weapon. Of the victims identified by gender, 84% were female and 16% were male. Of suspected perpetrators identified by gender, 85% were male and 15% were female.

The data gathered Territory wide for the same period indicates that a total of 6 151 domestic violence related incidents were attended by police. Of these, 31% involved alcohol or other drugs and 22% involved a weapon. Of the victims identified by gender, 87% were female and 13% were male. Of suspected perpetrators identified by gender, 88% were male and 12% were female.

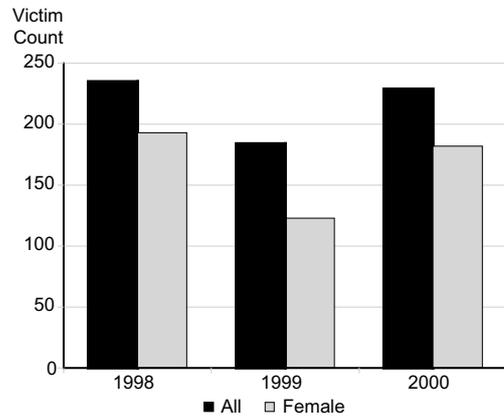
### **SEXUAL VIOLENCE**

In the reported incidents of sexual violence in 2000, a total of 229 people were victims, 182 being women. In 1999, there were 184 victims

of sexual assault, with 123 being female. In 1998, out of a total of 235 victims, 193 were female.

Figure 3.15

**VICTIMS OF SEXUAL ASSAULT**



Note: 'All' includes victims where gender was not stated or inadequately described. The lower figure for 1999 may have been the result of the commissioning and start up of the PROMIS Police information system.

**LIFESTYLE AND WELLBEING**

(PEAG) has chosen one of its female members as a youth development and project officer for the group. Katherine Yuen, of the NT Hong Kong Club, has volunteered. She has years of experience working with youth in Hong Kong.

PEAG is represented on the NTsafe Committee by Lea Mussak (PEAG Deputy Chairperson 1998-2000). A significant part of her role is to represent PEAG on the NTsafe Youth Working Group. She was also the PEAG community representative at the National Police Ethnic Youth Partnerships Forum, hosted by the National Police Ethnic Advisory Bureau, held in November 2000 in Melbourne.

The aim of the Cross-Cultural Youth with Leadership program is to empower young Territorians from diverse ethnic backgrounds to create a communicative, responsible and contributing cross-cultural environment. This program is designed to help young people to:

- bridge the cross-cultural gaps of ethnic and local young people to generate an

understanding of each other's values and backgrounds;

- learn to communicate and support each other through partnerships to create a safe, trusting, respectful and contributing environment in which they live; and
- assist ethnic young people in their early settlement in Australia.

The objective is for participants to develop:

- higher self esteem;
- effective communication skills;
- leadership in daily lives;
- responsibility for making results;
- the ability to create teamwork and partnership in the cross-cultural community; and
- cross-cultural values and skills (diversity versus differences).

**NTSAFE**

The NTsafe Secretariat is a whole of government office, situated at Northern Territory Police, Fire and Emergency Services. The Secretariat is responsible for the coordination of Government's NTsafe initiative, a whole of Territory response to crime prevention and community safety issues. NTsafe was announced by the Chief Minister in June 2000 and subsequently an upper level coordination committee was formed to oversight the initiative and act as the primary source of crime prevention advice to Government.

The NTsafe Secretariat conducted community consultations across the Territory during the second half of 2000 to obtain information from Territorians on crime prevention and community safety issues of importance to them. The consultations were also used to identify a range of positive actions already in place in communities to address crime prevention issues and to flag possible solutions to current issues.

This information is being used to inform the strategy currently under development. Public meetings were held in 18 urban communities and 17 remote communities and approximately 25% of those who attended the meetings were women.

Committee members comprise six Chief Executive Officers from key Government agencies and community members to represent the business community, local government, Aboriginal communities, ethnic communities and the youth sector.

A number of working groups were also formed to support the committee and cover the following areas: domestic violence; youth issues; early intervention; remote areas; alcohol and other drugs; public order; and data and research. Members of the working groups are also drawn from Northern Territory and Commonwealth Government agencies, local government, the business sector, youth, the liquor industry, Council of Churches, ACOSS and other community groups.

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# PARKS AND WILDLIFE COMMISSION OF THE NORTHERN TERRITORY

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The functions of the Parks and Wildlife Commission (the Commission) include:

- managing or participating in the management of parks, reserves, sanctuaries and other land by agreement with owners or occupiers of land;
- promoting and enforcing, where necessary, the protection, conservation and sustainable use of wildlife; and
- protecting human life and property from wildfires in the rural and pastoral areas of the Territory.

## LEADERSHIP

The Commission supports involvement in the development of policies and positions on issues of concern to women, although it does not undertake any specific programs that are directed towards women.

Northern Territory women are involved and represented in a number of cooperative initiatives between the Commission and all levels of Government, industry and communities. These include:

- Parks and Wildlife Commission Board (29%);
- Parks and Wildlife Commission Management Committee (7%);
- regional bushfires committees (5%);
- Cobourg Peninsula Sanctuary and Marine Park Board (25%);
- Barranyi (North Island) National Local Management Committee (30%);
- Djukbinj National Park Local Management Committee (33%);

- Nitmiluk (Katherine Gorge) National Park Board of Management (38%);
- Tnorala Local Management Committee (16%); and
- Tjuwalyin (Douglas) Hot Springs Interim Committee (50%).

The Commission encourages and proactively supports attendance by its female employees at management training courses and career development programs.

There are ten women in upper management positions in the commission including senior scientists and a Chief District Ranger.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

The Commission provides access to a range of flexible and innovative working conditions and practices. For example, the following flexible work arrangements are currently in place:

- Secretariat – one AO6 job-share position and one AO4 part-time position;
- Information Technology – one part-time P2 position;
- Interpretation – one T3 job-share position;
- Desert Park – one part-time T1 position;
- Territory Wildlife Park – two part-time T1 guides, one part-time AO2 records position, and one part-time T1 zookeeper; and
- Bushfires Council in Katherine – one part-time AO2 position.

The Commission also offers casual employment at the Territory Wildlife Park, Window on the Wetlands and the Alice Springs Desert Park.

The Commission supports the professional development of its female employees through providing incentives for further education. Currently there are ten women studying through the Commission's Study Assistance Scheme. This comprises five bachelor degrees, two graduate diplomas, two graduate certificates and one masters degree.

The Commission also encourages female staff to attend training sessions, including Management Skills for Women and Springboard for Women.

## LIFESTYLE AND WELLBEING

The Commission takes care to make as many of its parks and reserves as family friendly as possible.

The Commission delivers wildlife rescue training programs on a regular basis and the majority of trained wildlife carers in the Territory are women.

The Junior Ranger Program employs two women who liaise extensively with schools and community groups to plan activities for all age groups. Of Junior Ranger members, 50% are girls.

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# OFFICE OF THE COMMISSIONER FOR PUBLIC EMPLOYMENT

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The Office of the Commissioner for Public Employment (OCPE) is responsible for developing employment policy and practice frameworks to support the objectives of the Northern Territory Government as the largest single employer in the Territory. The employment of a workforce from a rich and diverse community aims to enhance the achievement of Government objectives. As women make up 60% of the public sector, the OCPE has a key role in advancing women's issues in the workplace.

OCPE develops sector-wide policies on all aspects of employment such as recruitment, promotion, mobility, discipline, redeployment and retirement. The Office is also responsible for the monitoring of equal employment opportunity and managing a range of development programs across the public sector. An ongoing focus for the Office is to initiate activities that lead to an increase in the diversity and flexibility of the public sector. These policies and programs directly influence the status and economic independence of women.

## LEADERSHIP

OCPE has continued to support the Government's commitment to encourage and enhance women's involvement as leaders and decision makers in the public sector. The office has provided opportunities and pathways for women by way of development programs to further their participation in strategic Government positions.

### LEADERSHIP DEVELOPMENT PROGRAMS

A Leadership Development Program was designed for the Department of Education to enhance the leadership capabilities of school principals and assistant principals. The program runs over two financial years. Expenditure for 2000-01 is reflected in Table 3.2.

Table 3.2

#### DEPARTMENT OF EDUCATION LEADERSHIP DEVELOPMENT PROGRAM

	Participants	Expenditure
<b>Total</b>	38	\$187 000
<b>Women</b>	18 (47%)	\$ 88 000

A one-off Leadership Development Program was developed for Library and Information Services. The ten-month accredited program was tailored to meet the needs of Library Services managers. The program aims to provide a significant high-level learning experience for staff, which concurrently links to organisational strategic development. The program runs over two financial years. The expenditure for 2000-01 is reflected in Table 3.3.

Table 3.3

#### LIBRARY SERVICES LEADERSHIP DEVELOPMENT PROGRAM

	Participants	Expenditure
<b>Total</b>	19	\$18 000
<b>Women</b>	16 (84%)	\$15 000

A series of non-accredited courses to assist with leadership development was offered. These included Leadership and the Middle Manager, HR Management Skills, Ethics and Accountability, Leading and Directing Successful Projects, Managing Excellence in Customer Service and Advanced Mentoring.

Table 3.4

**NON-ACCREDITED LEADERSHIP DEVELOPMENT COURSES**

	Participants	Expenditure
<b>Total</b>	180	\$65 000
<b>Women</b>	90 (50%)	\$32 500

**PUBLIC SECTOR MANAGEMENT COURSE**

The Public Sector Management Course is a nationally accredited graduate certificate program specifically designed for managers working in the Territory, Commonwealth or local governments. The course provides broad management skills, cross-fertilisation of ideas and knowledge of practices and reforms across the three tiers of government.

Table 3.5

**PUBLIC SECTOR MANAGEMENT COURSE**

	Participants	Expenditure
<b>Total</b>	81	\$365 000
<b>Women</b>	50 (62%)	\$225 000

### ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

OCPE is committed to providing opportunities for women to enter and remain in the workplace. The Office continually looks for ways to further enhance the options available to women through flexible work arrangements, career development and financial planning.

**FLEXIBLE WORKING CONDITIONS**

The Office continues to provide coordination and secretariat support to the Public Sector Consultative Council. The council's newly formed Equity, Diversity and Flexibility Working Party is currently working towards raising the profile of flexible work options in the public sector. These options aim to accommodate the complex demands on women's time while balancing individual, family and community responsibilities, and to provide innovative solutions for time management dilemmas.

In addition, OCPE has been conducting research into the changing nature of work and work patterns. The Workloads Working Party

has been investigating current world trends in workplace change in order to respond appropriately within the Territory public sector. It is anticipated that this research will provide the Office with information on the needs of employees with respect to balancing work and family commitments.

In conjunction with the Workloads Working Party, the Commissioner is also formulating strategies for the future direction of human resource management in the Northern Territory public sector. These strategies could further enhance the flexible and innovative working conditions already available within the public sector.

**EDUCATION, TRAINING AND****PROFESSIONAL DEVELOPMENT**

During 2000-01, the Office offered a wide range of educational and professional development courses.

The Springboard Program is aimed at women in AO1 to AO4 level positions. This program enables women to decide on the next steps for their development and equips them with the positive attitudes and skills to take those steps.

Table 3.6

**SPRINGBOARD PROGRAM**

	Participants	Expenditure
<b>Total</b>	63	\$27 000
<b>Women</b>	63 (100%)	\$27 000

A wide variety of information technology training courses was offered, ranging from basic Word and Excel to advanced web design courses.

Table 3.7

**INFORMATION TECHNOLOGY TRAINING COURSES**

	Participants	Expenditure
<b>Total</b>	596	\$110 000
<b>Women</b>	429 (72%)	\$ 80 000

Aimed at improving employees' skills in gaining promotion, the Office offered two free courses: Effective Job Applications and Effective Interviews, and a one-day Winning the Job course.

Table 3.8  
EFFECTIVE JOB APPLICATIONS, EFFECTIVE INTERVIEWS AND WINNING THE JOB

	Participants	Expenditure
<b>Total</b>	208	\$8 000
<b>Women</b>	153 (74%)	\$6 000

In addition, one-to-one coaching for job interviews was offered to women throughout 2000-01.

These initiatives to assist employees with job seeking skills are expected to continue in 2001-02, further enhancing the ability of Territory women to advance their careers.

Two levels of career planning workshops were offered: an introductory workshop for AO1 to AO3 levels that aimed to provide participants with the skills and knowledge to actively manage their own careers, and an intermediate workshop for AO4 and above that further developed these abilities.

Table 3.9  
CAREER PLANNING WORKSHOPS

	Participants	Expenditure
<b>Total</b>	100	\$30 000
<b>Women</b>	75 (75%)	\$22 000

A new 15-day Women's Development Program aimed at women in AO5 to AO8 level began in 2001.

Table 3.10  
WOMEN'S DEVELOPMENT PROGRAM

	Participants	Expenditure
<b>Total</b>	20	\$58 000
<b>Women</b>	20 (100%)	\$58 000

The recruitment programs for graduates, Aboriginal and Torres Strait Islander cadets and apprentices (Business Office Skills), an important component of succession management, provides young women with pathways for career development. The administration cost for the 2001 intake is reflected in Table 3.11. In 2002, it is anticipated that the program will run with similar participation and cost levels.

Table 3.11  
GRADUATE, CADET AND APPRENTICESHIP PROGRAMS

	Participants	Expenditure
<b>Total</b>	90	\$40 500
<b>Women</b>	54 (60%)	\$24 300

### FINANCIAL PLANNING

Free half-day retirement planning courses were conducted, offering employees advice and information on preparing the financial aspects of retirement.

During the latter half of 2000, a two-day holistic program focusing on lifestyle and health issues as well as financial planning was also offered.

Table 3.12  
FINANCIAL PLANNING

	Participants	Expenditure
<b>Total</b>	149	\$14 000
<b>Women</b>	72 (48%)	\$ 7 000

## PUBLIC AND PRIVATE SAFETY

OCPE strives for a work environment that is free from prejudice and harassment. Through Equal Opportunity Management Plans, agencies are required to develop policies and procedures to protect traditionally targeted groups, such as women, by deterring unacceptable behavior within the workplace.

To foster harassment-free work environments, the Office now offers three programs developed by the Anti-Discrimination Commission: Harassment Contact Officer Training; Harassment: What is it and what can you do about it?; and Introduction to Anti-Discrimination Law.

Table 3.13  
ANTI-DISCRIMINATION PROGRAMS

	Participants	Expenditure
<b>Total</b>	120	\$10 800
<b>Women</b>	90 (75%)	\$ 8 100

The Office also promotes proactive approaches that enhance safety through the provision of courses such as:

- Action to be Taken in the Event of an Armed Hold Up (74% women);
- Fire Safety (51% women);
- Defensive Four-Wheel Driving (29% women);
- Professional Assault Response Training (75% women); and
- Senior First Aid (52% women).

Table 3.14 shows current rates of participation and expenditure for these courses. It is expected that similar trends of participation and expenditure will continue in 2001-02.

Table 3.14

**OCCUPATIONAL HEALTH AND SAFETY COURSES**

	Participants	Expenditure
<b>Total</b>	904	\$56 000
<b>Women</b>	562 (62%)	\$35 000

**LIFESTYLE AND WELLBEING**

In recognising the Government's commitment to establishing foundations upon which women can build satisfying, healthy and rewarding lives, OCPPE has developed three new courses aimed at improving wellbeing:

- Building Greater Confidence will give participants the opportunity to become aware of their emotions, behaviours and why they may lack self-confidence. The course aims to strengthen self-confidence through ongoing self-reflection;

- Stress Less is a one-day course designed to increase awareness of stress triggers and to provide resources and strategies for coping more effectively with stress; and
- Talking With Others is designed to enhance skills in verbal face-to-face communication with others in the workplace.

Rates of participation and expenditure for these courses are reflected in Tables 3.15–3.17.

Table 3.15

**BUILDING GREATER CONFIDENCE**

	Participants	Expenditure
<b>Total</b>	91	\$35 000
<b>Women</b>	73 (80%)	\$28 000

Table 3.16

**STRESS LESS**

	Participants	Expenditure
<b>Total</b>	115	\$30 000
<b>Women</b>	92 (80%)	\$24 000

Table 3.17

**TALKING WITH OTHERS**

	Participants	Expenditure
<b>Total</b>	75	\$12 000
<b>Women</b>	56 (75%)	\$ 9 000

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# DEPARTMENT OF INDUSTRIES AND BUSINESS

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The Department of Industries and Business (the Department) seeks to 'help business do business', by working in partnership to actively stimulate a competitive economy for the benefit of all Territorians.

The Territory offers many opportunities for women in business or women seeking to enter business. The Department provides a number of programs that aim to assist women to further grow their business or to assist potential business women to establish a career in business.

## LEADERSHIP

### **NORTHERN TERRITORY TELSTRA BUSINESS WOMEN'S AWARDS**

The agency continued to support the Telstra Business Women's Awards, which aim to promote and recognise the success of Territory business women. Winners of the Territory award categories are eligible to compete in the National Telstra Business Women's Awards.

The NT 2000 Telstra Business Woman of the Year was won by Marie Morrison, owner-manager of Troppi Kids Clothing. The inaugural Chief Minister's Award for Innovation was also sponsored by the Department and was won by Darralyn Duffy, a podiatrist in Alice Springs.

### **Program Initiatives for 2001-02:**

#### **HUMAN RESOURCE INFORMATION GUIDE AND PILOT MENTORING PROGRAM**

The Business Women's Consultative Council, with assistance from the department, has developed a guide book to assist home-based and micro-businesses with employment issues. The guide book includes ready references on employment types and conditions,

Occupational Health and Safety, training and development, and tips for success.

A pilot mentoring program will also be coordinated by the council in Alice Springs to assist women in business. Mentors will be selected from a range of industries and have a range of business and management skills.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

### **BUSINESS WOMEN'S CONSULTATIVE COUNCIL**

The Business Women's Consultative Council (BWCC) was established in 1993 as a link between Territory business women and Government. The purpose of the council is to advise Government on creating and maintaining a business environment, that facilitates the success of women in business.

The BWCC objectives are to:

- provide relevant quantitative data to inform Government's objective analysis and decision-making process;
- develop and maintain a wide support base to ensure that the BWCC is able to accurately reflect the needs and desires of Territory women in business; and
- lobby and promote proactively the need for contemporary and appropriate information and support services that will contribute to the success of women in business.

The BWCC comprises 12 members from Darwin, Katherine, Alice Springs and Nhulunbuy, who represent a variety of industries including training, construction, engineering, pastoral, health and tourism.

Ties between the BWCC and other women's groups continue to grow with regular meetings with members of the Women's Advisory Council and Business and Professional Women.

**Program Initiatives for 2001-02:**

The Business Development Group within the Department of Industries and Business supports the activities of the council by providing a part-time Executive Officer, who assists with secretariat functions, ongoing website maintenance, research and project management.

**BUSINESS INFORMATION SERVICES**

The BWCC, in conjunction with the Department, hosted a series of Women in Business seminars featuring keynote speakers in Darwin, Katherine, Alice Springs and Tennant Creek.

Women in Business functions continue to grow in popularity and in 2000 were very well attended. The average number of attendees at Darwin functions grew from approximately 60 to 80 and in Alice Springs attendee numbers increased from an estimated average of 27 women to close to 40 regularly attending.

The following speakers presented at Women in Business functions in the 2000-01 year:

- Kerrie Nairn, Smart Edge Solutions;
- Gary Hullin, Project Manager, Agribusiness;
- John Dinoris, Manager Australian Food Merchants;
- Brenda Jamnik, Project Business Solutions and BWCC Member;
- Dr Alex Taylor, Director Learning Centre OCPE;
- Marie Morrison, Troppi Kids and 2000 Telstra NT Business Woman of the Year;
- Michelle Cox, Melanka and Glen Helen Resorts and BWCC member; and

- Kate Merry, Bellette Media.

The BWCC also hosted a Key Issues luncheon with identified Darwin business people from a range of industries including retail, law, building and construction, hospitality and education.

**Program Initiatives for 2001-02:**

The BWCC, with the support of the Department, has scheduled a full calendar of events for 2001. Seminars include networking, leadership and a workshop on dealing with the media.

Guest speakers will include local business women such as Project Business Solutions director Brenda Jamnik and interstate business women such as Robyn Henderson.

**LIFESTYLE AND WELLBEING**

**WEBSITE FOR WOMEN IN BUSINESS**

Development of a new Northern Territory Women in Business website is almost complete and will be hosted at [www.bwcc.nt.gov.au](http://www.bwcc.nt.gov.au). The website will provide women with details on the role and objectives of the BWCC and offer women an opportunity to provide feedback and input to the council.

The site will continue to evolve. Plans for the site include Stories of Success, a page which will feature motivating stories of successful women in business in the Territory, and a profile of guest speakers presenting at Women in Business seminars and workshops.

**Program Initiatives for 2001-02:**

**WOMEN IN BUSINESS DATABASE**

A dedicated Women in Business database is being developed that will include information pertinent to decision making, such as the number of employees in the workplace, the number of years in business and interest in participating in the proposed pilot mentoring program.

Once established, the database will incorporate the current Women in Business mailing list and will facilitate direct e-mailing of information directly to business women.

#### **WOMEN AS CONSUMERS**

The Department's Consumer Affairs Unit, in conjunction with the Motor Trades Association NT, participated in a national project investigating discrimination against women by people in the motor vehicle industry.

The project included two national surveys focusing on female car buyers and motor vehicle repairs and services. The findings of the project, including the survey results, are presented in the report, *The Way Ahead: Women and the Motor Vehicle Industry*. The report was endorsed by all State and Territory Ministers responsible for Consumer Affairs and Women's Policy and launched in the Northern Territory by the Minister for Industries and Business in February 2001.

In the Territory, 284 women participated in the Women Car Buyers survey and 134 in the Motor Vehicle Repairs and Services survey. Overall, the results indicated that Territory women were, in general, less dissatisfied when dealing with the motor vehicle industry than other jurisdictions.

#### **Program Initiatives for 2001-02:**

The Minister for Industries and Business is forming a working group consisting of representatives from the motor vehicle industry, women's and community groups to further the recommendations of the report.

#### **FINANCIAL ASSISTANCE**

This Department currently provides funding of \$60 000 to the BWCC, in addition to \$40 000 for secretariat operations and approximately \$16 000 in advertising, promotion and research assistance to women in business throughout the Territory.

In addition, the Department supports initiatives by women in business, such as the recent Business and Professional Women Australian Study Tour Team, which included in its delegation the Northern Territory President of the BPW, Julie Ross, who travelled to Uzbekistan and China in 2000.

The delegation met with members of various associations including the Samarkand Business Women's Association and female business owners.

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# DEPARTMENT OF LANDS, PLANNING AND ENVIRONMENT

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The Department of Lands, Planning and Environment (the Department) provides an integrated framework for effective land use, planning and decision making. It incorporates land and water resources, environment protection and heritage conservation matters. The agency also manages the Northern Territory estate, ensuring that it is protected and enhanced for future generations.

## LEADERSHIP

Women have been appointed to a number of significant standing committees, advisory groups, councils and boards, including:

- National Environment Protection Council Committee;
- National Coastal Acid Sulphate Soils Advisory Committee;
- National Coastcare coordinators;
- Standing Committee on Environment Protection;
- Territory Anti-Litter Committee;
- Greening Australia Board of Directors;
- Indigenous Land Management Facilitator Project;
- Aboriginal Land Environment Program Steering Committee;
- Mapping Sciences Institute of Australia (NT branch);
- NT Cotton Working Group; and
- Integrated Monitoring of Water Quality and Biodiversity in Darwin Harbour and its Marinas Steering Committee.

In addition, the Department sponsors 30 statutory authorities and committees. Of the 223 members, 24 (10.76%) are women. The statutory authorities and committees are:

- Development Consent Authority;
- Community Living Areas Tribunal;
- Heritage Advisory Council;
- Land Acquisition Tribunal;
- Rapid Creek and Mary River Catchment Advisory Committees; and
- NT Waterwatch Steering Committee.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

Female staff are encouraged to develop their skills through training and further education that can lead to higher positions within the public service by taking part in the following courses:

- Public Sector Management course – since 2000-01 the department has had 13 employees enrolled in this program, of which four (30%) are women;
- Interview Skills Training – so far this year six women have attended interview skills training to assist in gaining promotion;
- Certificate in Land Park and Wildlife Management;
- Certificate IV in Community Work;
- Women in Management; and
- Graduate Diploma in Geographic Information Systems.

The Department sponsors staff directly in higher education and formal course training.

Of the 24 staff who gained study assistance during 2000, 16 (66%) were female.

To date in 2001, of the eight staff with study assistance, six (75%) are female.

## LIFESTYLE AND WELLBEING

### **Program Initiatives for 2001-02:**

- development of harassment awareness workshops; and
- implementation of the Equal Opportunity Management Plan.

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# DEPARTMENT OF MINES AND ENERGY

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The Department of Mines and Energy (the Department), incorporating the Office of Resource Development, facilitates the development of Northern Territory mineral, petroleum, major agribusiness and allied industries. It regulates the operations of mineral and petroleum enterprises to assist in the development of a robust Territory economy with benefits flowing to the people of the Territory.

The key functions of the agency are:

- the provision of information, advisory and facilitation services to stimulate primary resource industry developments;
- the operation of mining and petroleum title regimes; and
- the provision of regulatory services for resource access, health, safety and environmental management.

The Department is equitable when providing services to clients. Although its clients are predominantly mining and petroleum companies, the services provided to these companies are for the benefit of the whole community.

The majority of the large companies the Department assists with development opportunities have senior women executives in their project management teams.

By facilitating the supply and service requirements for these industries, the Department is providing development opportunities for Territory companies.

## LEADERSHIP

### Achievements for 2000-01:

During 2000-01:

- the role of women on committees has been expanded to 13, which represents 7% of the Department; and
- a female staff member has completed the Public Sector Management Course.

### Program Initiatives for 2001-02:

During 2001-02, the Department will:

- nominate of a female staff member for the Public Sector Management Program; and
- review the mentoring program and the number of women using this program for development.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

### Achievements for 2000-01:

During 2000-01, the Department has:

- completed of the achievement review process which highlighted development needs of all staff, including the 40% female agency staff who are women;
- supported for a female staff member in the completion of her Doctorate in Chemistry;
- assistance for 11 individual women in accessing external study programs (from Diploma to Bachelor); and
- training and awareness sessions held for appropriate ergonomic use at computer workstations.

**Program Initiatives for 2001-02:**

During 2001-02, the Department will:

- continue assistance for individual women in accessing external study programs; and
- implement training requirements identified in the achievement review process.

**LIFESTYLE AND WELLBEING**

**Achievements for 2000-01:**

During 2000-01, the Department has:

- involved female staff in the community education programs held in remote regions, which provides an avenue for Indigenous women to participate and interact with female staff.

**Program Initiatives for 2001-02:**

During 2001-02, there will be:

- further enhancement of the community education programs for remote and Indigenous communities so that informed decision making regarding land access can occur.

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# NORTHERN TERRITORY CORRECTIONAL SERVICES

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Northern Territory Correctional Services provides an essential service to the community by delivering key outcomes under the broad headings of adult custodial services, juvenile detention and community corrections. This is achieved by administering without favour an order of a court, the Parole Board or other lawful authority in a humane manner, while aiming to reduce repeat offending.

## LEADERSHIP

The agency is continuing with strategies to increase the participation of women in management and the delivery of correctional services in the Northern Territory.

The agency has two female directors who sit as members of the Agency Management Board.

Two female assistant directors sit on various boards and committees within the agency and as representatives of the agency.

The Parole Board and the Juvenile Justice Board of Management have two female members. All members of these boards are from the community and do not work for to the public service.

The National Police Management Development course had one female graduate from Northern Territory Correctional Services in 2000.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

The agency was proud to have a female trainee complete her 12-month traineeship at head office. She received a Certificate 3 in Business (Administration) in December 2000 and was

rewarded with special recognition for outstanding achievement and effort.

The agency is actively involved in attracting more women into Prison Officer Recruitment courses. Five women in the 2000 recruit course are currently undertaking units in Certificate 3 in Correctional Practice and the training should be completed by August 2001. Three women completed Certificate 3 in Correctional Practice in September 2000.

A total of eighteen experienced female Prison Officers are currently enrolled in Certificate 4 in Correctional Practice. Eleven female Community Correctional Officers are enrolled in Certificate 4 in Correctional Practice, six of whom have also undertaken training and assessment units through an external provider.

Five women completed the Senior Prison Officer course in November 2000.

Participation by women prisoners in vocational education and training is significant, with all women sentenced to greater than three months in custody actively engaging in a program. Women were enrolled in 144 modules, with a completion rate of 75%.

A female Indigenous offender studying horticulture externally through Northern Territory University was awarded the Northern Land Council Award for the most outstanding horticulture student in May 2000.

## PUBLIC AND PRIVATE SAFETY

The agency has again been successful in 2000-01 in sourcing Commonwealth monies to trial the implementation of an Indigenous Family Violence Program. The Office of Women's Policy has facilitated both the

preliminary research and funding contracts for the offender programs on the agency's behalf.

In 2000 the court-mandated program for offenders of domestic violence received an Australian Institute of Criminology award for violence prevention. The Indigenous Family Violence Program is conducted in both Darwin and Alice Springs Correctional Centres, using a male/female co-facilitation process that encourages respectful behaviours to women.

The program is aimed specifically at Indigenous men, and shows those offenders who have used abusive, violent and controlling behaviours that domestic and/or family violence is a crime and is not acceptable behaviour. It also:

- challenges the attitudes and behaviours that allow violence to occur and to continue;
- encourages offenders to accept responsibility for the violence they commit; and
- provides new skills and strategies to cope with violent tendencies.

Anger management and cognitive skills development programs were also made available to female prisoners to address issues of escalating levels of violence and to understand causal factors or triggers for male type offending.

## LIFESTYLE AND WELLBEING

A major achievement in 2000-01 has been the continuation of the multi-media offender rehabilitation project Ending Offending - Our Message. This project is a rehabilitation and reparation initiative implemented by the Alcohol and Other Drugs Unit and the Prisoner Education Unit of the Offender Program Management Branch. The contribution by women to the program in

2000 was substantial and will increase as the project evolves.

Participants have produced a collection of stories, paintings, songs, music and an interactive website [www.ourmessage.org](http://www.ourmessage.org) addressing the issues of offending, including alcohol and drug abuse. Throughout this process, they receive nationally accredited education and training in areas such as literacy, numeracy, music, art industry skills, computing, woodwork and various trades. So far, 38 female offenders have successfully completed modules in this program.

Offender art and music exhibitions have also been held in community venues across the Territory. Young offenders contributed to the project via their involvement with the National Alcohol Campaign and the Next Wave Youth Festival held in Melbourne in April 2000. In support of reparation commitments, all profits resulting from the sale of music and artwork produced through the program have been channelled back into community projects via the NT Council of Churches and the Victims of Crime Assistance League.

Specific health programs for women and juveniles are provided under the primary health care services available to all offenders and juveniles at Darwin and Alice Springs correctional centres, Don Dale Centre and the Alice Springs Juvenile Holding Facility. All services provided are at a standard commensurate with that in the community.

A Parents as Teachers program will be implemented at the Darwin Correctional Centre later this year. This program aims to help participants understand, value and appreciate their role as parents in their children's lives and to introduce positive, fun and constructive ways for parents to interact with children.

Also, the program aims to increase participants' self-esteem as parents and so contribute to the development and maintenance of healthy relationships between parents and children through:

- increasing parents' understanding of children's developmental stages;

- providing participants with practical ways to assist in their children's learning; and
- drawing on parents' existing skills, knowledge and understanding.

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# DEPARTMENT OF PRIMARY INDUSTRY AND FISHERIES

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The Department of Primary Industry and Fisheries (the Department) works in partnership with its industry clients to ensure profitable and sustainable primary industries in the Northern Territory. With its valued staff, and in partnership with its clients, it develops and protects the primary industries of the Northern Territory within an economically, ecologically and socially sustainable framework.

The Department contributes to the *Looking Beyond 2000* themes of leadership and economic independence and career satisfaction from strategies that contribute to three departmental outcomes:

- increasing the value of primary industry production;
- establishing new primary industries and expanding existing industries with a strong regional growth;
- emphasising the creation of jobs; and
- the Department striving for organisational excellence and continuous improvement.

The Department contributes to a national program from the Standing Committee on Agriculture and Resource Management (SCARM) called A Vision for Change: National Plan for Women in Agriculture and Resource Management. The national plan encourages the development of profitable and innovative agricultural industries, sustainable natural resource management and vibrant rural communities, by realising the full potential of women.

Many primary industry enterprises are family based and consist of partnerships and companies with male and female participation.

## LEADERSHIP

### Achievements for 2000-01:

During 2000, the Department implemented an Australian Business Excellence Framework from the Australian Quality Council (AQC), which involved a management-led self-assessment process to allow the Department to carry out self-assessment. Focus teams were trained to evaluate the Department through staff interviews in seven major categories: leadership and innovation; strategy and planning process; data information and knowledge; people, customer and market focus; processes; products and services; and business results. Of the focus groups, 36% were women. Resulting from the focus groups, 33 priority projects were developed. Of these, four were in the leadership and innovation category and four were in the people category. The goals of *Looking Beyond 2000* will be utilised in these projects.

Two female staff in the Fisheries Division hold key positions of principal investigator in the Research and Development Corporation joint Northern Territory and Queensland mud crab project and the National Indigenous Fishing Survey.

Women continue to play an important part in Property Management Planning (PMP) and make up 41% of the participants. The Department has employed a female PMP coordinator.

Key appointments of women to industry groups were: Liz Brown, the coordinator for the Roper River Landcare Group; Kate Forrest, the PMP facilitator for the southern region, based in Alice Springs; Helen Carrell,

the Executive Officer for the Central Australia Producers Action Group; and Claire Hill, Secretary of Enterprising Territorians, a youth group mainly comprising but not restricted to, rural youth. Claire O'Brien is the Territory representative on the Board of Management for Australian Women in Agriculture Limited and holds the media portfolio. She is also the vice-president of the subcommittee for NT Women in Agriculture.

Table 3.18

**WOMEN ON NT STATUTORY BOARDS**

Number of boards	2
Number of women	2
Number of men	17
Women as % of total	11

**Program Initiatives for 2001-02:**

During 2001-02, the AQC process continue to be implemented. The categories of people, leadership and innovation will advance women in leadership within the Department. Departmental business plans will incorporate strategies that will meet the goals of *Looking Beyond 2000*.

**ECONOMIC INDEPENDENCE AND CAREER SATISFACTION**

**Achievements for 2000-01:**

Discussions began for a joint Northern Territory University/Department of Primary Industry and Fisheries program for training access programs for rural, regional and remote women in the Northern Territory.

The Rural Industries Research and Development Corporation (RIRDC) Award is sponsored by ABC Radio and Rural Press Limited. The award seeks to encourage further personal and career development opportunities for rural women. This year the encouragement consists of a bursary of up to \$20 000 and attendance at a national leadership seminar in Canberra in March 2001. The award, now in its second year, offers the opportunity for women to play

a significant role in the future of rural Australia. The Minister for Primary Industry and Fisheries presented the award to the winner, Carmel Wagstaff from Brunette Downs Station.

A best practice case study, Supporting Strategic Growth of Regional Rural Industries, is being undertaken by the Central Australian Producers Action Group (CAPAG). The CAPAG steering committee of three women and seven men received seed funding from the Department and engaged rural development and e-Business strategist, Monica Bradley, as their business advisor, coordinator and coach.

Darwin hosted the Australian Women in Agriculture annual conference and annual general meeting in August 2000. The Department provides assistance in kind to the Northern Territory branch in organising this conference to recognise the role of rural women across Australia in the industry.

Through the Farm Business Improvement Scheme (FarmBis), the Department continued to assist people to attend courses to further develop their business and technical skills. Women made up approximately 25% of the participants, with the highest numbers coming from the horticulture industry, where more women than men participated. Women were also well represented in the beef industry (see Table 3.19). Six rural women participated in a leadership, communication and staff management course held in Katherine. This course was a FarmBis initiative and was run by Jabiru Human Resource Services.

Table 3.19

**WOMEN'S PARTICIPATION IN FARMBIS 1999-00**

Sector	NT Total	%
Fruit	73	63.5
Vegetable	7	6.1
Beef	30	26.1
Other	5	4.3
<b>TOTAL</b>	<b>115</b>	<b>100</b>

**Program Initiatives for 2001-02:**

The Department will assist in updating and implementing an action plan for the strategy for Northern Territory women in rural, regional and remote areas.

The Department will continue to run FarmBis programs in conjunction with strategies for *Looking Beyond 2000* and *The Vision for Change: National Plan for Women in Agriculture and Resource Management*.

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# DEPARTMENT OF TRANSPORT AND WORKS

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The Department of Transport and Works specialises in public works construction and infrastructure development, transport policy, regulation and systems, and a range of Government advisory and commercial services, including NT Fleet and Darwin Bus Service.

## LEADERSHIP

### **Achievements for 2001-02:**

The agency continues to support a range of women's staff development programs provided across the Northern Territory public sector.

Women also comprise 20% of the major boards and committees across the agency.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

### **Achievements for 2001-02:**

A balance between work and family issues is encouraged where reasonably applicable through a flexible work practices policy and work from home arrangements in accordance with the *Public Sector Employment and Management Act*.

Various forms of flexible work practices are used by 20% of our female workforce.

## PUBLIC AND PRIVATE SAFETY

### **Achievements for 2001-02:**

The Palmerston and Casuarina bus interchanges have undergone renovations to provide greater safety for users of public transport. Lighting and video surveillance equipment has been upgraded, resulting in a safer interchange environment for travellers, particularly women and children.

The agency has established construction and maintenance programs with the goal of safely and effectively sheltering passengers at bus stops, including the construction of eight new bus shelters each year.

The agency developed the rural and remote road network, providing an increase in the capacity for women and children of rural and remote locations to access the broader community.

### **Program Initiatives for 2001-02:**

Of all registered drivers in the Northern Territory, 43% are women. It is estimated that the agency will spend \$29 million on maintaining the rural and remote road network, along with \$12 million on improvements to the network in 2001-02.

# TERRITORY HEALTH SERVICES

The mission of Territory Health Services (THS) is to improve the health status and wellbeing of all people in the Northern Territory. This links closely with *Foundations for Our Future* Foundation One: Preserve and build on the lifestyle of all Territorians. This emphasises the importance of establishing support services for families to function in the community.

Good community infrastructure supports women to further develop their own strengths, and to contribute to the Northern Territory's social and economic wellbeing. Support services for children and families, such as child care, are important components of this infrastructure. These services are planned and funded through the Family and Children's Services program of Territory Health Services.

The purpose of the Territory Health Services Women's Health Strategy Unit is to ensure that the health and wellbeing of women are addressed and promoted throughout the Territory through the delivery of sensitive, relevant and holistic services. Objectives and strategies are developed through implementation of the Territory Women's Health Policy.

THS has the lead role in providing medical, counselling and support services to victims of domestic or family violence and sexual assault.

## LEADERSHIP

Territory Health Services is responsible for 11 professional boards, with a total membership of 52. Women members comprise 31, or 60% of the membership.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

The majority of women in management positions within THS are at the middle management level, for example, AO6-AO8, RN4-5 and P3. Table 3.20 provides details of women in management by classification stream since 1997.

Table 3.20

### WOMEN IN MANAGEMENT BY CLASSIFICATION

Classification Stream	2001	2000	1999	1998	1997
Administrative AO6-8	161	174	172	174	143
AHW 5-6	8	10	11	8	n/a
Executive Administrative	18	15	13	14	18
Executive Contract	10	6	9	6	4
Medical	7	7	5	4	2
Nursing RN4-5	32	30	36	39	36
Professional P3-4	59	58	48	51	41
<b>Grand Total</b>	<b>295</b>	<b>300</b>	<b>294</b>	<b>296</b>	<b>244</b>

- Participation of women in the above classification streams has increased since 1997, reaching 300 in the year 2000 (prior to implementation of Strategy 21).
- The exceptions are in the areas of Aboriginal Health Work and Nursing.
- The number of women on an executive contract has more than doubled since 1997.
- 62% of women with management responsibilities have a length of service of five years or more.
- The majority of nursing positions with management responsibilities have a length of service period of ten years and more.

- The majority of women with executive contracts have a service period between one and five years.

Table 3.21 provides current details of women in management by age group.

Table 3.21

**WOMEN IN MANAGEMENT BY AGE AND CLASSIFICATION**

Classification Stream	20-29	30-39	40-49	50-59	60+
Administrative AOG-8	8	52	47	51	3
AHW 5-6		2	4	2	
Executive Administrative		4	9	5	
Executive Contract		2	3	5	
Medical		1	2	3	1
Nursing RN4-5		3	15	13	1
Professional P3-4	1	15	24	15	4
<b>Grand Total</b>	<b>9</b>	<b>79</b>	<b>104</b>	<b>94</b>	<b>9</b>

- Only 30% of all female managers are under the age of 40.
- 35% of all women in management are over the age of 50.
- 67% of women in management in the nursing classification stream are over the age of 40. This reflects the current nursing profile within the Territory and nationally.

#### NEW CHILD CARE PLACES

Between June 1996 and June 2000, the net number of new child care centre places rose by 750, an increase of nearly 50%. This includes three services established in remote Aboriginal communities. In 2000-01, work progressed on the development of child care services in six remote Aboriginal communities. An extra 300 new places are anticipated to be created by June 2002. The majority of both capital and recurrent funding is to be provided by the Commonwealth Government and administered by THS.

#### PUBLIC AND PRIVATE SAFETY

THS is actively involved in supporting the Northern Territory Government initiative NTsafe, established in 2000 as a formal crime

prevention framework. Under NTsafe, THS participates in the NT Domestic Violence Strategy, has responsibility for the Aboriginal Family Violence Strategy and actively implements the NT Sexual Assault Policy.

#### DOMESTIC VIOLENCE

THS 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 to ensure access to domestic violence counsellors. They are located in Darwin, Katherine, Nhulunbuy, Jabiru, Tennant Creek and Alice Springs.

Community development and training services have continued to implement community-based education and localised violence prevention strategies, including facilitating the establishment of safe houses at Bagot community, Lajamanu, Jabiru, Borroloola and Ali-Curung.

Expenditure on the Northern Territory Domestic Violence Strategy in 2000-01 is estimated to be \$364 000, with a budget of \$351 000 in 2001-02.

#### ABORIGINAL FAMILY VIOLENCE STRATEGY

A team of Aboriginal Family Violence Strategy workers facilitated responses to Aboriginal family violence in remote communities. They support communities to develop a plan of action to reduce and respond to family violence, and provide information to schools and town councils on promoting violence-free communities. The strategy is currently being evaluated and new directions for the strategy will be developed for consideration by Government during 2001.

Funding for the strategy is provided through the Living with Alcohol Program. Expenditure on the Aboriginal Family Violence Strategy in 2000-01 is estimated to be \$303 000, with the same budget in 2001-02.

### **SEXUAL ASSAULT SERVICES STRATEGY**

THS continues to implement recommendations under the Sexual Assault Services Strategy to ensure appropriate and coordinated delivery of services. Sexual assault support services are now available in Darwin, Katherine, Tennant Creek and Alice Springs.

The Darwin Sexual Assault Referral Service employs a specialist Aboriginal community education officer and the Alice Springs Sexual Assault Referral Service is facilitating an inter-agency response for Aboriginal clients in the local area. Both agencies are providing Aboriginal support workers through the after-hours on-call service.

Sexual assault services have been focusing on the provision of expert medical attention to women living in remote areas, emergency contraception for rape survivors and emotional support for women negotiating the legal system as a result of sexual assault of them or their children. Achievements also include the development of hospital-based protocols for the collection of medical forensic evidence and the provision of training in the recognition of child sexual abuse.

The Women's Health Adviser coordinates sexual assault health policy throughout the Territory and represents sexual assault services, both government and non-government, on the Domestic Violence Subcommittee of NTsafe. The Women's Health Adviser also convenes and chairs the NT Sexual Assault Reference Group.

Expenditure on the Sexual Assault Strategy in 2000-01 is estimated to be \$630 000, with a budget of \$608 000 in 2001-02.

## **LIFESTYLE AND WELLBEING**

### **WOMEN'S CANCER PREVENTION PROGRAM**

The Territory is participating in a number of programs aimed at reducing the incidence of, and deaths from, breast and cervical cancer

among Territory women. These programs are funded under the Public Health Outcomes Funding Agreement, a joint Territory and Commonwealth initiative.

### **BREASTSCREEN NT**

BreastScreen Australia provides free mammography (breast X-ray) screening for the early detection of breast cancer in women. The service targets women aged 50 to 69 for whom the occurrence of breast cancer is more common, although women aged 40 to 49 may attend. Screening and assessment centres are well established in Darwin and Alice Springs. A mobile screening unit makes annual visits to Tennant Creek and Katherine, and biennial visits to Nhulunbuy. The assessment clinics are made up of a multi-disciplinary team, which currently consists of local and interstate specialists.

The BreastScreen NT screening rate of the eligible target population (women aged 50 to 69) is estimated to be 65.9% for the year.

Expenditure for BreastScreen NT in 2000-01 is estimated to be \$750 000, with the same budget in 2001-02.

### **NT CERVICAL SCREENING PROGRAM**

#### **2000-01**

Two-yearly pap smears can reduce the incidence of cervical cancer by up to 90%. Death rates from cervical cancer among Northern Territory Indigenous women are six to seven times higher than the national rate and four times higher than the Territory's non-Indigenous rate.

For 2000-01, the cervical screening rate for women aged 20 to 69 in the Territory is estimated to be 64.4%.

Seventeen women's health projects were funded across the Territory during 2000-01, promoting cervical screening and cancer awareness education. A project to assess why urban Aboriginal women do not present for screening was also established.

Special projects during the year also concentrated on women from culturally and linguistically diverse backgrounds.

The Remote Areas Well Women's Screening Program is designed to meet the unique needs of Territory women living in rural and remote communities, in particular Aboriginal women. The program aims to decrease preventable illness and unnecessary deaths, and to promote early detection of disease especially through breast and cervical screening, among women in rural and remote communities.

The program's screening protocols incorporate the requirements of the Preventable Chronic Disease Strategy.

Training courses for well women's checks were held throughout the Territory, increasing the number of trained practitioners in each district. An evaluation of the course content and implementation was carried out during the year, and resulted in re-accreditation by the Northern Territory Employment and Training Authority.

Expenditure for the NT Cervical Screening Program in 2000-01 is estimated to be \$800 000, with the same budget for 2001-02.

## **FAMILY AND CHILDREN'S SERVICES**

### **IMPROVING LINKS BETWEEN CHILDREN'S CARE AND EDUCATION SERVICES**

Under an agreement between Territory Health Services and the Department of Education, a number of projects aim to improve early childhood service planning and delivery. An integrated care and pre-school education service was opened at Jingili in November 2000, funded jointly by the Territory and Commonwealth Governments, while policy, protocols and resource materials have been jointly developed by THS and the Department of Education to support the effective delivery of outside school hours care services in schools.

Two comprehensive children's services programs are being piloted in Alice Springs and Moulden (Palmerston) for three years, to provide a broader range of child and family care and support services from a single school site. In addition, delivery of a preschool program funded by the Department of Education is being piloted at the child care centre on the Royal Darwin Hospital campus (Top End Learning Centre), extending the experience of integrating young children's care and early education services. Initial evaluation of these projects is being jointly undertaken by THS and the Department of Education.

### **STRONG WOMEN, STRONG BABIES, STRONG CULTURE**

The Strong Women, Strong Babies, Strong Culture (SWSBSC) program is based on a bi-cultural approach to the delivery of antenatal and child health education.

The goals of the SWSBSC Program are to:

- improve maternal health and birth outcomes among Aboriginal women; and
- improve the growth and nutritional status of children aged three and under.

Maternal under nutrition and poor weight gain during pregnancy are major risk factors for low birth weight. Low birth weight and growth failure in the early stages of infancy and childhood are linked to the development of diabetes, cardiovascular disease and renal disease, all of which are far more prevalent in the Indigenous population.

The program is currently operating in four communities in Central Australia and six communities in the Top End. In Central Australia, the focus has been on teenage pregnancies, and on promoting action to support child growth. In the Top End, the emphasis has been on antenatal care, health education of post-primary school girls and education for new mothers. Training

workshops have been held locally for all the women involved in the program.

The program has demonstrated improvements in birth outcomes. The program was independently evaluated by the Menzies School of Health Research and the results showed a 44% reduction in the number of low birth weight infants and a 171 gram increase in the mean birth weight. More recent reviews have demonstrated sustained improvements in the participating communities, although not at the same levels seen in the first few years after implementation.

Expenditure for the SWSBSC Program in 2000-01 is estimated to be \$568 000, with the same budget for 2001-02.

#### **SUPPORTED ACCOMMODATION ASSISTANCE PROGRAM**

Services for women funded under the Supported Accommodation Assistance Program (SAAP) provide effective crisis support in safe and secure environments to assist women to re-establish their independence following a crisis. Service delivery to Aboriginal women escaping family violence who utilise women's shelters has been examined. As a result, a number of initiatives have been introduced, including a joint project with Territory Housing to provide outreach support in Katherine, extension of the accommodation service in Nhulunbuy to a 24-hour operation and resources to support the operation of the Ali Curung safe house.

Funding is provided to dedicated women's projects through grants to community organisations including:

- Alice Springs Women's Shelter;
- Dawn House;
- Ruby Gaea Centre Against Rape;
- Darwin Aboriginal and Islander Women's Shelter;
- Katherine Women's Crisis Centre;
- Tennant Creek Women's Shelter;
- Palmerston Family Crisis Service;
- Salvation Army Catherine Booth House; and
- Ali Curung Women's Safe House.

Expenditure on the Supported Accommodation Assistance Program for women's services in 2000-01 is estimated to be \$2.768 million, with a budget of \$2.760 million in 2001-02.

#### **ADULT GUARDIANSHIP SUPPORT FOR WOMEN**

Territory Health Services has provided individual support for older women and women with a diverse range of intellectual disabilities in the context of identifying their need for substitute decision makers. The Adult Guardianship team also promotes the rights of people with intellectual disabilities and protection of the rights of disabled people to make their own decisions where they are able.

# POWER AND WATER AUTHORITY

The principle role of the Power and Water Authority (PAWA) is to provide essential services to Territorians in a safe, cost-effective manner with consideration to minimising the impacts of the provision of services on the environment.

Essential services are provided for the benefit of the community as a whole. However, there are specific initiatives which PAWA pursues internally to acknowledge and enhance the contribution women make to the achievement of its corporate goals.

## LEADERSHIP

Due to its technical nature, PAWA has historically seen a predominance of men in senior positions within the organisation. While this is still the case, there have been moves in recent times which have seen the appointment of women to positions of significant responsibility. The Managers Finance, Environment and Water Quality and the Director Executive Services are all women who have key corporate responsibilities.

Figure 3.16  
WOMEN IN SELECTED POSITIONS IN PAWA

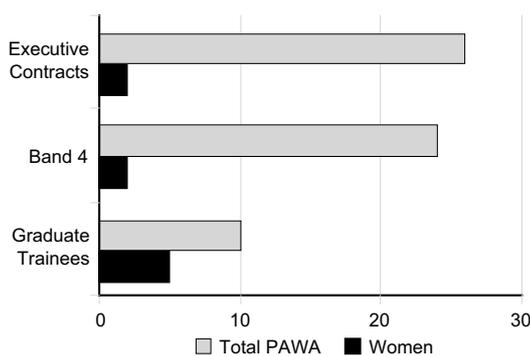


Figure 3.16 shows the numbers of women in executive contract, Band 4 management, and graduate trainee positions across the organisation (comparative statistics).

PAWA's graduate intake, including in the technical and engineering fields, has seen a dramatic increase in the number of women which, with time, will inevitably see an increase in their representation at more senior levels in these fields.

In April 2000, a PAWA Board was appointed to provide high level advice to Government and PAWA's senior management team on the path towards commercialisation. Judith King is a member of the Board and comes to PAWA with extensive experience in the Victorian utilities industry. She is also the Chairperson of the Environment Committee.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

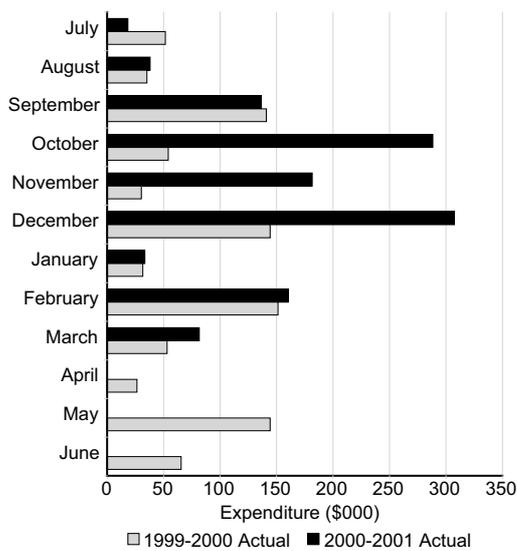
PAWA's management acknowledges the significant contribution that women make to the activities of the organisation, the skills they have and the experience they obtain and/or bring with them when they join it.

It is also acknowledged that, at different times in their lives, women may make lifestyle choices, particularly relating to spending more time participating in the activities of young children. In order for women to continue to contribute to PAWA in a meaningful way, part-time working options or the ability to work flexible hours or from home are offered where possible. This is facilitated by the PAWA-specific Enterprise Bargaining Agreement (EBA). There are several examples where this is working well.

Under the EBA, salary progression is now performance based. As a consequence, a much greater emphasis is placed on training. Informal feedback has indicated that PAWA is increasingly perceived as an employer which encourages development and training.

Figure 3.17 shows the increase in training over the last financial year.

Figure 3.17  
**TRAINING AND STUDY COSTS COMPARISON**



**PUBLIC AND PRIVATE SAFETY**

PAWA installs, maintains and provides electricity for the operation of streetlights on behalf of local government councils and the Department of Transport and Works. PAWA determines the standard of street lighting to be provided. Its policy to rectify lighting faults within established time frames is aimed at preventing crime and enhancing security so members of the community, particularly women, are safer and feel safer in public spaces.

Opportunities to improve this service are currently being examined.

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# DEPARTMENT OF EDUCATION

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The role of the Department of Education is to ensure the delivery of quality educational programs to preschool, primary and secondary students throughout the Northern Territory.

Over 75% of employees in this agency are female. As such, a significant range of opportunities and resources exists to assist with the professional development and promotion of women within the education sector.

## LEADERSHIP

The agency has identified development of leadership as being a priority area and it is committed to supporting development programs offered across the Northern Territory public sector including the Leadership Development Program, Executive Development Program, Public Sector Management Course and the Annual Principals Forum. In 2001, the Executive Board will continue to support these programs, which claim a legitimate share of female participants.

The UK Links Program is a short-term reciprocal teacher exchange program targeted toward school principals. In the United Kingdom, the role of the principal is the focal point for educational activities. Involvement in this program is used as a basis to strengthen the role of school principals in the Territory. Four principals from the Territory have been selected to travel to Oxford County to visit schools in the area. Three of the four participants in this program are women.

The Association of Women Educators (AWE) is a professional organisation that is committed to the full participation of women and girls in education. In 2000, the AWE secured funding from the Professional Associations Staff Development Advisory Committee to support a workshop conducted throughout the

Territory, entitled Developing and Promoting Resiliency for Women in the New Millennium. In 2001, the AWE is planning to run a Leadership and Learning workshop.

The agency supports women's involvement on a number of government boards and committees. These include various sub-committees of the Ministerial Council on Employment, Training and Youth Affairs, Women in Government, Women's Advisory Council, *Alice in Ten* Lifestyles subcommittee, the Northern Territory Development Planning Authority and the Northern Territory Local Government Authority. Director of the International Services Branch, Kerry Moir, has recently been invited to represent the Territory at the national 50 Years for Women in Local Government assembly to be held during 2001.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

The agency continues to demonstrate its commitment to the personal and professional development of its workforce and recognises the important contribution its significant female base makes to meeting corporate objectives. The recent corporate restructure resulted in the establishment of a professional development branch to focus primarily on the needs of its workforce in this regard.

Women educators are active participants in professional development activities and study programs that will have positive career rewards. Forty-seven per cent of principals in the Territory are women.

Teacher of Exemplary Practice (TEP) status is granted on application and assessment at the different teaching levels and carries significant economic benefit. Of the total 281 teachers

with TEP status, 240 (85%) are women. In 2000, 48 teachers achieved TEP status, of whom 92% were women.

The Indigenous Teacher Education Salary Scheme (ITESS) is a workplace study assistance program to support Aboriginal and Torres Strait Islander students undertaking full-time study in teacher education courses. Students are paid a part-time salary to study and are expected to undertake tasks associated with school placement. During 2000-01, a total of 24 women accessed this scheme, representing 77% of the total ITESS participants. The total outlay for women participants in the ITESS program amounted to \$125 000.

During 2000-01, a total of 39 women (71% of program participants) accessed the Special Remote Study Leave program after spending specified periods in remote localities throughout the Territory. Study was undertaken in a wide range of areas including Graduate Diploma in Educational Administration, Masters of Education, Masters in Community Development, Bachelor of Education and Certificate in Indigenous Education.

The European Council of International Schools (ECIS) assesses the quality of school programs that offer services to international students. There are currently five accredited ECIS assessors in the Territory, of whom two are women. During 2000, these women were given the opportunity to conduct assessments on schools interstate (Bendigo, Victoria) and overseas (Brussels, Belgium).

In 2000, the Northern Territory Board of Studies issued 789 Northern Territory Certificates of Education to students. Of the year twelve students who received certificates, 61% were female. Two female students achieved the top student accolade for 2000. Twenty-six students were recognised as achieving the top 20 scores, of whom, 77% were female.

Ongoing opportunities exist for women to take advantage of flexible working practices. One area particularly relevant for women educators is job sharing, where placement in part-time positions is becoming increasingly popular. The agency has 372 part-time female employees, of whom over 50% are taking advantage of a job share arrangement.

In 2001, in conjunction with the Federal Agency of Employment, Workplace Relations and Small Business, the agency will employ four education and one business cadet under the Aboriginal and Torres Strait Islander cadetship program. The cadets will complete tertiary degrees in education or business over the next four years. The cadets are offered job placement within the agency at the conclusion of each academic year. A mentor from within the agency is nominated for each cadet to provide ongoing professional support, advice and performance feedback. Four of the five positions have been filled; all have been awarded to women.

The AWE has an ongoing commitment to encourage and support women throughout the Territory to effectively pursue careers in education and to encourage and support women in the decision-making processes at all levels in the education system. In 2001, the association will support a workshop for women educators entitled Maximising your Potential: Career Pathways.

#### **PUBLIC AND PRIVATE SAFETY**

Territory schools continue to implement bullying and harassment prevention policies which aim to protect students and staff from all forms of harassment, including racial and sexual discrimination, bullying and slander. Harassment Contact Officers are appointed in schools to be the first point of contact for harassment issues.

In 2000, the AWE conducted a workshop for women entitled 'Harassment/Bullying: You don't have to put up with it!' Conducted throughout the Territory, this workshop attracted about 70 participants.

The agency assisted with gaining approval for three Territory schools to participate in a new domestic violence intervention research project being coordinated by the Office of Women's Policy. Students at Darwin, Katherine and Anzac Hill high schools will be involved in discussion groups to aid the development of an educational package for schools on domestic violence and sexual assault.

In some Central Australian schools, particular emphasis is placed on developing pastoral care programs that promote positive self-image and encourage peer conflict mediation and resolution. At Anzac Hill High School, for example, a Peer Skills program is offered to year nine and ten students who are trained to counsel their peers on bullying and harassment issues. Additionally, this school incorporates a protective behaviours component into health/welfare classes to educate students, particularly girls, in ways to protect themselves against harm.

## LIFESTYLE AND WELLBEING

To enhance learning opportunities for students, secondary schools are increasingly offering single-sex classes. Katherine High School, for example, has introduced gender specific physical education classes throughout the school to assist in improving the participation and development of girls in this area. Darwin High School has increased to ten the number of all-girl classes on offer across grades eight, nine and ten in the areas of social science, English and maths.

In Central Australia, all-girl language classes delivered by female Indigenous staff aim to promote self esteem and leadership

development among Indigenous female students.

In 2000, Anzac Hill High School trialled single sex year seven classes. This was to remove classroom disruption and improve the learning environment for students. The all-girl class achieved significantly improved learning outcomes. In 2001, an all-girl dance class will be offered for year eight students.

The number of opportunities available to primary school girls to compete in school sport at a representative level is significantly lower than for their male counterparts. To enable an equitable opportunity for girls to participate in school sport, a strategy encouraging girls-only sport has been implemented through the Sport Health and Physical Education in Schools program (SHAPES). In some sports, for example touch football, only girls' teams are represented at national school sport competitions.

Additionally, an Active Policy has been introduced for school sport, which enables girls to qualify for selection in a male team, where a girls' team is not available. This is applied to both regional and interstate travelling teams. Girls are regularly selected in teams for football codes and cricket.

To assist women to manage their environment better and develop wellness in the workplace through better management of work and other life issues, the AWE held a workshop entitled 'Juggling Many Hats'. More than 70 women from throughout the Territory participated.

In 2001, Casuarina Senior College is trialling a new initiative to assist with the personal development and stress management of staff. A series of after-school activities such as yoga, gym activities and cookery classes will be offered. Approximately 76% of staff at the college are women.

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# NORTHERN TERRITORY EMPLOYMENT AND TRAINING AUTHORITY

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The Northern Territory Employment and Training Authority (NTETA) is the Northern Territory Government's lead agency for employment and training. It is responsible for providing leadership and strategic direction to the vocational education and training sector in the Northern Territory.

While NTETA's programs are for all Territorians, it is committed to increasing opportunities and improving outcomes for under-represented clients, including women.

## LEADERSHIP

### WOMEN'S TASKFORCE

The National Ministerial Council on Education, Employment, Training and Youth Affairs Women's Taskforce has a responsibility to advise ministers on matters affecting women's access to and participation in vocational education and training. NTETA has a representative on this taskforce.

### SENIOR MANAGEMENT TEAM

The authority is supportive of women in the organisation and women have majority representation on the senior management team.

### NTETA BOARD

The NTETA Board consists of ten members, drawn from employer, employee, business, industry, government, community and regional interest groups. Of the ten members, three are women, including one Indigenous representative.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

### AUSTRALIAN AND NORTHERN TERRITORY TRAINING AWARDS

The Australian Training Awards were announced in November 2000 in Hobart and the Territory's Natasha McAdam was named the Australian Aboriginal and Torres Strait Islander Student of the Year.

At the Northern Territory Training Awards, held in September in Darwin, Natasha McAdam won the New Apprenticeships (Trainee) of the Year and the Aboriginal and Torres Strait Islander Student of the Year, following completion of a Small Business Operations New Apprenticeship with Northern Territory Correctional Services in Alice Springs.

Belinda Hunt was named Vocational Student of the Year on completion of an apprenticeship with the Power and Water Authority and has continued her studies in a Diploma of Engineering (Electrical).

### NORTHERN TERRITORY GOVERNMENT SCHOLARSHIPS

Scholarships are presented each year to students who are high achievers in year twelve. Scholarships are presented for studies in both higher education and vocational education and training.

Thirty-seven scholarships were awarded for studies in 2000. Of these, 28 were awarded to young women.

## **WORKSKILLS AND WORLDSKILLS COMPETITIONS**

The Northern Territory Workskills Competition was held in October 2000. Of the 80 competitors, 28 young women competed in the open categories of cookery and hairdressing and in the schools categories of Internet challenge, retail and office administration.

The winners of the Northern Territory competition proceeded to the national Workskills Australia Competition held in Adelaide in March 2001. Five young women represented the Territory at this competition in the areas of ladies' hairdressing, retail, business and Internet challenge.

## **NTETA STAFF DEVELOPMENT**

The agency is committed to personal and professional development of its staff. Opportunities exist within the agency for study leave.

## **NTETA BOARD STAFF STUDY AWARD**

The aim of the award is to enable the board to recognise agency staff efforts and to ensure members of staff are provided with opportunities for personal career development and individual advancement.

## **VOCATIONAL EDUCATION AND TRAINING ENROLMENTS**

Vocational Education and Training female enrolments in the total vocational education and training programs in the Northern Territory over the past 10 years have shown considerable growth, from 4 400 enrolments in 1990 to 9 100 in 1999.

Of the 1999 students, 52.6% were male and 47.4% female, which represented a slightly higher male participation rate than in the rest of Australia (50.9% males and 49.1% females). However, this is in line with the Northern Territory population.

Female commencements in apprenticeships and traineeships have also shown growth, from 250 commencements in 1994-95 to 449 in

1999. Preliminary statistics for 2000 show a considerable increase, to 730.

## **LIFESTYLE AND WELLBEING**

### **FLEXIBLE RESPONSE FUNDING**

Flexible Response Funding is available to ensure clients in remote areas can access training courses. The funding targets Aboriginal people in regional and remote communities and is designed to meet immediate training needs that cannot be met through any other funding source. The funding is available for both accredited and non-accredited training.

Examples of training programs requested by women are Certificate 1 in Family and Community Services, Arts for Communications and Saleable Crafts, Driver Education and Senior First Aid.

### **EQUITY PROGRAM**

The NTETA's Competitive Tendering Program for 2000-01 maintained a separate category of tender document for equity programs. This program was first introduced in 1999 to meet the needs of equity target groups or individuals.

### **EQUITY AND INNOVATION FUND**

Commonwealth funds are provided for Equity Development through the Equity Development and Training Innovation Fund to the Australian National Training Authority for projects that will contribute to the achievements of equitable outcomes in vocational education and training. Under this program, funds are provided to States and Territories to assist in meeting equity priorities.

### **INTERNATIONAL WOMEN'S DAY**

The agency, in conjunction with the Northern Territory University, hosted a series of events to showcase participation by women in vocational education and training for International Women's Day.

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# DEPARTMENT OF SPORT AND RECREATION

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The Department of Sport and Recreation (the Department) aims to provide sporting and recreational opportunities to all Territorians, thereby promoting a healthy and active lifestyle.

These opportunities are available to women through grants and other assistance to sport and recreation organisations, assistance to elite athletes to perform at the highest level and the conduct of significant sporting events.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

Salary funding is provided for 20 development officer positions, of which 40% are held by women. The role of a development officer is to retain and increase participation and to assist with the development of the sport.

Salary funding is allocated to 30 positions to provide direction and manage sporting and recreation organisations. Women currently hold 50% of these positions, maintaining the same rate of employment as for 1999-00.

## LEADERSHIP

An initiative known as 'Thanks Coach' was launched in February, running until April, for the promotion and recognition of coaches. There are 634 accredited female coaches in the Northern Territory of a total of 1 885. By mid-March, nominations for 357 coaches had been received, 187 of whom were female.

## LIFESTYLE AND WELLBEING

### NORTHERN TERRITORY INSTITUTE OF SPORT

The Northern Territory Institute of Sport (NTIS) has 19 individual scholarship holders, 42% of whom are female. Of the institute's 148 squad athletes, 26% are female.

Of the institute's athletes playing mixed sports (sports not predominantly male or female such as football or netball), women maintained participation at 42%.

Of the institute's five-member basketball squad, 60% are female. The hockey squad of 20 is evenly divided between men and women.

Outstanding achievements by Territory sportswomen in 2000-01 include:

- Nova Peris-Kneebone was in the top 16 in the world for the 400m at the 2000 Olympic Games;
- Christine Trefry was in the top 16 in the world in pistol shooting at the 2000 Olympics and is number one in Australia;
- Danni Miatke, 13, has qualified in the 100m backstroke for the National Open Swimming Championships, the first Territory junior for over 10 years to achieve this feat;
- Elizabeth Andrew was selected in the Australian team for the Hong Kong International Women's Rugby Sevens tournament. She represented Australia in this tournament in 1997, 1999 and 2000;

- Nadia Romeo and Mellissa Dunn won silver at the 2000 Paralympic Games in wheelchair basketball;
- Michaela Mihailou was selected in the U16 national hockey merit team in 2000;
- Jay Davies was selected to conduct a swimming course in Nepal on behalf of the Australian Swimming Association. She was then coach to the Nepal and Micronesian swimming teams and also the Iranian swimming team at the 2000 Olympic Games;
- Judith Green (Paralympic swimmer) was joint winner of this year's Northern Territory Sportsperson of the Year Award (with Stephen Holt, a Kookaburra hockey player). She was also last year's Sportsperson of the Year. She has since come first in national and international championships, breaking a number of Australian and world records. Judith also won gold in the 100m breaststroke event at the 2000 Sydney Paralympics; and
- Jenna Milner (Equestrian) won the Northern Territory Junior Sportsperson of the Year Award. Jenna was champion rider under 18 at every show in which she competed in 2000, winning supreme on three of those occasions. She also defeated the National Champion Intermediate Rider 14 and under 18 years in Victoria during the year.

#### **EVENTS**

In the eighth Honda Masters Games in Alice Springs in October 2000, there were 3 796 competitors, of whom 1 673 were women. Of the 30 sports for mature age athletes, 28 offered multiple age group events for women.

Initial interest from countries for participation in the sixth Arafura Games in May this year indicates there will be significant female participation. Of the 30 sports on the Arafura Games program, 28 offer events for women.

More than 50% of all volunteers are expected to be women. There are three women on the Arafura Games 2001 management team, four female directors and twelve female sports coordinators.

The Northern Territory Sports Awards, held in April 2001, recognised outstanding achievements by sportsmen and sportswomen in the previous 12 months. Among the 76 nominations received, 23 individual and 4 team nominations were for women.

#### **SPORT AND RECREATION GRANTS**

Sport and Recreation grant funding assists organisations in providing opportunities for the community to embrace physical activity.

Women have access to funding for organisational development and travel to recognised championship events.

Organisations such as the YWCA Darwin, Playgroup NT, Girl Guides Association, NT Calisthenics, NT Ladies Bowls, the NT Netball Association and the NT Softball Association all provide services specifically for women.

Funding under regional and club development has been provided to:

- assist a young women's team with travelling expenses to compete in the 'Reach for the Stars' competition in Canberra at the Australian Institute of Sport development camp;
- initiate a netball umpiring mentors' program in Alice Springs to bring 30-50 juniors to a level where they are confident in umpiring junior grades and develop pathways in netball other than playing; and
- establish a kinder-gym program in Nhulunbuy to allow children to develop hand-eye coordination, balance and gross motor skills, as well as to develop socially, cognitively and emotionally.

The inaugural Leaders In Sport conference was held in Darwin in May 2000. A regional conference was organised for April 2001 in Alice Springs.

Women will have the opportunity to present and attend the training conference to further develop their skills and increase their awareness of regional, state and national issues.

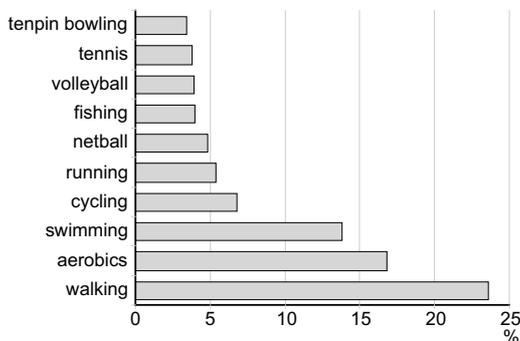
**INTERSTATE INVOLVEMENT**

The Department is represented on the National Standing Committee of Recreation and Sport. Relevant networks are established to address particular issues as they arise related to women and girls in sport. This arrangement takes the place of the former Special Subcommittee on Women in Sport.

**DEVELOPMENT PROGRAMS**

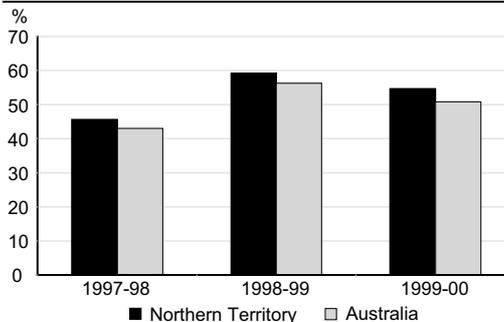
A 'Mentor as Anything' workshop was aimed at increasing the number of women in coaching and sports administration positions. Due to limited interest in this concept, and taking into consideration the size of the Northern Territory, it is now proposed that an overall coach mentor program be implemented for male and female coaches.

Figure 3.18  
**PROPORTION OF TERRITORY WOMEN AND GIRLS PARTICIPATING IN SELECTED SPORTS**



Source: ABS cat. 4177.0 1999-2000

Figure 3.19  
**FEMALE PARTICIPATION IN SPORT AND PHYSICAL ACTIVITY (AUSTRALIA vs NORTHERN TERRITORY)**



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# DEPARTMENT OF CORPORATE AND INFORMATION SERVICES

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The Department of Corporate and Information Services (DCIS) provides a broad range of services to all Northern Territory Government agencies. These cover the areas of human resources, finance, corporate services, library, archives, procurement, superannuation, government printing and information technology services.

Through centralisation, DCIS is able to deliver services in a cost-effective manner and at a higher standard than previously possible.

The agency's Equal Opportunity Management Program supports the use of family-friendly flexible work practices to create a work environment that allows employees to balance work commitments and family responsibilities. The program is continually reviewed in order to provide ways in which the agency can assist women as an identified target group within the workplace.

## LEADERSHIP

DCIS has an overall predominance of women in positions across all employment levels. The middle management levels (AO5 to AO7) reflect higher female than male staffing levels, while the ratio is 30% at the executive level.

Within the DCIS decision-making processes, Executive Group, Branch Heads Committee and the Staff Development Advisory Committee, female members comprise 30%.

Three branch heads have recently been invited to participate in the Executive Group to allow for a broader range of input to decision making. Two of the three nominees are female.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

The changing needs of the workplace and family lifestyles present management with the challenge of accommodating employees with a wide range of family circumstances. This challenge is especially relevant to DCIS, with the high ratio of female staff members.

As a best-practice employer, DCIS supports the use of appropriate flexible working arrangements in order to achieve the best possible way to meet the agency's business interests and the personal circumstances of employees. Options currently available within the agency include part-time employment, job-share arrangements, home-based work, career break schemes and flexitime.

The benefits enjoyed by employees using flexible work arrangements include increased life satisfaction from a balanced lifestyle, the potential to reduce stress levels created by matching work and personal commitments, the retention of work skills and an ongoing employment record.

DCIS has provided employees with a carer's room, situated in the Darwin office. The carer's room provides a private area for employees responsible for the care of family members during emergencies, to maintain work productivity.

Provision has been made to continue this facility when the staff move to new office accommodation later this year. The Katherine office has called for tenders in order to provide a carer's room in the regional office.

DCIS is currently researching the feasibility of several flexible work options which, if implemented, would be of immense benefit to female employees with dependent children.

The agency supports women with their professional development and training needs through higher education courses, vocational education and training and short courses.

Since the agency's inception two years ago, it has supported seven female employees in the Public Sector Management course. Of the current DCIS participants in the course, 75% are women, compared with 55% whole of government female participation.

One female AO8 staff member has attended the Executive Development Program run by the Office of the Commissioner for Public Employment.

## **PUBLIC AND PRIVATE SAFETY**

DCIS has instituted an Employee On-Site Support and Counselling Program, which complements the Off-Site Employee Assistance Program currently provided by the Employee Assistance Service (EAS).

This proactive on-site program involves regular workplace visits to managers, groups and individual employees by EAS. The program is designed to assist staff members with both work-related and personal issues.

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# OFFICE OF COMMUNICATIONS, SCIENCE AND ADVANCED TECHNOLOGY

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The Office of Communications, Science and Advanced Technology (OCSAT) strategically positions the Northern Territory to take advantage of opportunities in the areas of science and innovation, advanced and emerging technology, and telecommunications and broadcasting. OCSAT provides opportunities for Territorians to meet the challenge of change, through information in publications, seminars and other means. OCSAT achieves this by anticipating future directions, supporting the development of communications infrastructure, providing community advice, representing the Territory on national committees and promoting science and innovation.

While OCSAT projects target all Territorians, it recognises the scope for women to play a leading role and take advantage of opportunities presented by technology, improvements in telecommunications, and science and innovation in Australia and globally.

## LEADERSHIP

### Achievements for 2000-01:

There are a number of initiatives that support the goal of building on the number of women appointed to Government boards and committees.

- OCSAT provides executive assistance to the Northern Territory Research and Development Advisory Council (NTRDAC), which consists of academics, scientists and leaders in innovation, research and development in the Territory. In the past six months, OCSAT has seen an increase in the percentage of women on the council from 16% to 25%.

- The acting Chief Executive Officer of OCSAT is a member of the Online Council Directors, a national committee consisting of government representatives from across Australia. She is also on the Northern Territory Government Information Technology and Communications Subcommittee of the Coordination Committee.
- Colleen Pellegrin, the NT Internet Advocate, is the Project Manager of Communications for the *Alice in Ten* project.

## ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

### Achievements for 2000-01:

- OCSAT supports the development of telecommunications infrastructure and services in remote and regional areas. With the expansion of these services, more organisations will be able to adopt flexible working practices such as telecommuting. This will enable workers, particularly women with children, to work from home with an Internet connection to their workplace.
- OCSAT provides access to education, training and professional development that can lead to career development, career satisfaction and promotion.
- The Internet Advocate in Alice Springs provides links through her website to information technology and telecommunications training available in the Alice Springs region. This would be useful for women wanting to learn new computer skills before re-entering the workforce.

## **PUBLIC AND PRIVATE SAFETY**

### **Achievements for 2000-01:**

- OCSAT assisted in distributing promotional material from Net Alert, a not-for-profit organisation funded by the Commonwealth Government, which covers tips for parents on the safe use of the Internet. This information is particularly targeted at parents supervising their child's use of the Internet. OCSAT promoted and distributed the posters, pamphlets and fridge magnets to libraries and through the education system in order to reach parents and teachers.

## **LIFESTYLE AND WELLBEING**

### **Achievements for 2000-01:**

- OCSAT facilitates telecommunications infrastructure growth across the Territory. In remote and regional areas, this is achieved through the Electronic Outback

Project. The project will provide broadband communications on demand via satellite. More government services are becoming available online and women of all ages will benefit from health services available online. It will enable women to access specialist counsellors without having to travel long distances. This will particularly benefit older women and mothers with small children.

- OCSAT makes information on services available so women can make informed choices. OCSAT produces publications online and in hard copy, and promotes Commonwealth Government publications that may be of interest to women. These include publications with information on shopping online, connecting to the Internet and home Internet access.

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# DEPARTMENT OF ARTS AND MUSEUMS

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The Department of Arts and Museums (the Department) enriches Northern Territory lifestyle by nurturing a vigorous and inclusive cultural environment that enlightens, inspires and stimulates the people of the Territory. The agency aims to increase participation in and access to cultural experiences, develop and showcase diverse programs, collect, preserve and research the Territory's natural and cultural assets, and nurture and contribute to the economic and social development of the Territory.

The agency is committed to providing equitable and accessible programs and initiatives. It recognises women as key contributors to and beneficiaries of the Territory's cultural environment, and supports, promotes and showcases women's contribution to the cultural sector.

In order to address our role in relation to women's issues, and potentially identify programs targeted at women, the agency will establish a 'Women in the Budget' committee during 2001-02. With representation across the agency, the committee will recommend initiatives to management allowing for measurable outcomes against the themes and goals identified in *Looking Beyond 2000*.

## LEADERSHIP

### **Achievements for 2000-01:**

Agency women contributed significantly towards the decision-making processes of Government, representing almost 75% of management positions (over the AO6 or equivalent level) within the Department.

Agency women were well represented on Territory and national boards and committees, with female representation on fifteen boards (and male representation on two).

There is significant representation by women within the arts sector. Of the sixteen major arts organisations that receive operational and project funding from Arts NT, nine are led by women.

Women manage strategic arts industry initiatives and programs including cooperative arts marketing projects, arts and cultural festivals and other regular performance events supported by Arts NT.

There is high representation by women on arts organisations' boards and committees contributing to arts policy and activity throughout the Territory and at a national level. For example, the Araluen Advisory Committee has nine of twelve positions filled by women.

Women were represented in more than 50% of visual arts exhibitions at Araluen in 2000-01. Six exhibitions featured only women artists or an overwhelming percentage of women artists. For example, the Namatjira Gallery, which opened in 2001 at the Alice Springs Cultural Precinct and features the Rex Batterbee Collection, specially highlights works by Aboriginal women artists from Hermannsburg.

Seven women participated in research and scholarship activities at the Museum and Art Gallery of the Northern Territory in 2000-01.

*Territory Artifacts*, the Department of Arts and Museums' magazine, continued to profile women's contributions to arts and cultural activity and highlighted their achievements in the arts sector. Major stories featured included:

- Territory artist Mary Jane Overall, who has written, illustrated and published her own children's book, *Camille's Fakes*;

- Leah Handley, trainee theatre lighting technician at the Darwin Entertainment Centre, who is supported through the Arts Sponsorship Skills Development Program;
- Katherine Main Street Performance, coordinated by Arts Katherine's Jane Nankivell, with resident artist Ruby Red and Darwin artist Bilha Smith;
- Dorothy Galedba from Maningrida, winner of the 2000 Telstra Bark Painting Award for her work *Pandanus Mat Dreaming* in the Telstra National Aboriginal and Torres Strait Islander Aboriginal Art awards;
- Corrugated Iron Youth Arts Indigenous Youth Networker, Noeletta Young; and
- 30<sup>th</sup> Alice Prize winner, Mitjili Napurrula from Ikuntji Women's Centre, Haast's Bluff, with her painting depicting an important women's story.

Program initiatives to advance the goals outlined in *Looking Beyond 2000* for 2001-02 include:

- the Alice Springs Cultural Precinct Visual Arts Exhibition Program, which aims to achieve at least a 50% representation of women artists in 2001-02;
- thirty-eight per cent of performances in the Araluen Theatre Season 2001 are from all-female cast members (47% mixed and 15% all-male cast). In many cases, the productions feature women as artists, producers, directors, company managers and technicians.

### ECONOMIC INDEPENDENCE AND CAREER SATISFACTION

#### Achievements for 2000-01:

The economic independence and careers of women involved in the development of local arts and culture are recognised as a key function of the agency.

Arts sponsorship support has provided significant benefits to female artists and contributed to a more positive portrayal of women in public life and a recognition of their contribution to the arts and cultural sector.

Table 3.22 provides a summary of arts sponsorships approved by program category, reflecting sponsorships that were directly beneficial to female artists or where the primary applicant was female. In addition, it is estimated that 50% of all remaining arts sponsorships with a wide community focus would also involve female artists.

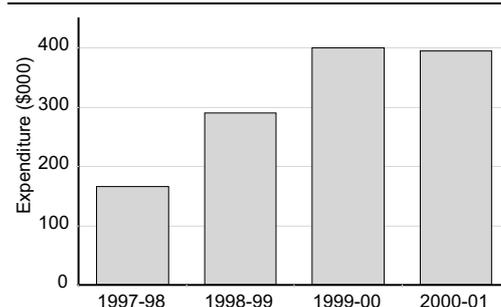
Table 3.22  
ARTS SPONSORSHIP TO WOMEN 2000-01

Program	No.	Value \$	%
Festivals and Events	7	35 300	4.1
Projects	43	186 593	21.5
Regional Arts Projects	22	99 140	11.4
Regional Arts Festivals and Events	8	50 255	5.8
Scholarships	6	12 000	1.4
Skills Development	10	11 880	1.4
<b>TOTAL</b>	<b>96</b>	<b>395 168</b>	<b>45.6</b>

Note: Total Arts Sponsorship is calculated at \$868 819 excluding major organisations' annual funding.

Overall, there have been significant increases over the past four years in arts sponsorship support to female Territory artists.

Figure 3.20  
SUPPORT TO WOMEN ARTISTS



Many female artists are establishing businesses and developing livelihoods as arts practitioners. Many, including Indigenous artist Judy Watson, receive commissions to produce artwork for public installations such as the new Sydney Airport and for etched designs at the new

Museum of Victoria. Christian Clare Robertson was commissioned to provide artistic services by the Defence Forces in Darwin.

A number of Territory female writers are successfully progressing their literary careers. In the 2000 NT Literary Awards, the six women who received awards were from Darwin, Tennant Creek and Alice Springs.

The Department facilitated and promoted workshops and forums for artists, arts workers and managers, many of whom are women. For example, in 2000-01, of the 14 Territory arts coordinators and volunteers assisted in attending the 'Creating Waves' national conference on regional arts held in Esperance, Western Australia, 11 were women.

According to the Australian Bureau of Statistics publication on *Work in Culture/Leisure Activities (1998-99)*, there were 15 000 Northern Territory women involved in paid and unpaid work in the culture/leisure industries, compared to 14 300 men. Of these women, 9 000 were involved in an unpaid capacity and 4 300 in a mix of paid and unpaid work, demonstrating the significant commitment by Territory women to the development, maintenance and provision of arts and cultural activities.

Information was provided to staff concerning flexible work arrangements and various leave entitlements such as maternity and family leave. The agency actively supports higher learning through study assistance. Of the seven employees currently undertaking tertiary studies, three are female.

#### **Program Initiatives for 2001-02:**

During 2001-02 the agency will continue to promote its programs to all clients and to encourage female artists and arts workers to access agency services.

## **PUBLIC AND PRIVATE SAFETY**

### **Achievements for 2000-01:**

Projects and activities supported by arts sponsorships can have outcomes that assist with preventing and reducing violence and with communicating an intolerance of violence in the community. One recent example of such activities is the Australian Red Cross SHAK Music Mentorship Program, an arts project involving disadvantaged youth, which provides successful diversionary activities as well as arts outcomes.

### **Program Initiatives for 2001-02:**

- The Women in the Budget Committee will make representation to the Occupational Health and Safety Committee to address issues concerning the public safety of women visiting and working within the agency's facilities. Many activities and events occur after hours and late into the evening. The need for well-lit car parking close to facilities, the use of contract security staff where necessary, the implementation of appropriate policies for staff working alone and the handling of cash have already been identified.
- Women staff involved in tasks requiring physical activity (for example, theatre technical duties, installation of visual arts exhibitions, handling of heavy packages) will be further encouraged to attend courses on manual handling and safe working practices.

## **LIFESTYLE AND WELLBEING**

### **Achievements for 2000-01:**

Evidence suggests that theatre, cinema and visual arts audiences are predominantly female and that women make the majority of visitation, booking and buying decisions.

The agency recognises the strong patronage of the arts and culture by women in the Northern Territory and strives to actively balance the content of its exhibitions and programs so they contain a high level of interest for women.

The agency's programs offer a diverse range of opportunities to facilitate a positive portrayal of women in public life, and to improve public awareness of the contribution made by women to the Territory's artistic, cultural and scientific life.

The agency disseminates information about programs, activities and services offered through a redesigned website and regular publications. The agency also holds Arts Exchanges to provide information and advice on programs and to consult with the arts sector in Territory centres.

Through participation in the arts, many women are able to access quality leisure experiences that have significant health and social benefits. Recent examples of projects involving senior women include:

- a series of workshops leading to the production and staging of several performances by the Grey Panthers, a unique group of Territory women over 60 years of age who are involved in a diverse range of art forms. The workshops, led by professional artists, offered skills development in music, dance, theatre and scriptwriting; and
- the Palmerston Senior Songsters' Coming of Age project involved two women artists, Ingrid Gersmanis and Merrilee Mills, working with the members to design and develop banners and theme songs to assist in the promotion of the newly formed choir. The banners and songs will also be used in future performances.

The Alice Springs Cultural Precinct theatre program actively seeks to provide clear, strong role models for young women in particular, both in terms of the artists contracted and the choice of performance and film product.

Women generally comprise between 60% and 70% of audiences for performing arts, cinema and visual arts events at the Alice Springs Cultural Precinct.

The Museums and Art Galleries of the Northern Territory (MAGNT) is committed to a wide-ranging exhibition policy, which includes displays that will have a high level of appeal to women. The MAGNT actively seeks the input of women to the Museums and Art Galleries' program in recognition of the high level of female patronage at these cultural institutions.

MAGNT's 2000-01 exhibition program included:

- *Windows on Australian Art*, featuring works by prominent Australian women artists;
- *The Artists' Camp*, featuring works by 11 women artists;
- *Palmerston Paraphernalia*, focusing on two Territory pioneer women;
- The Telstra National Aboriginal and Torres Strait Islander Art Award, in which three women artists were among the five major award category prize winners;
- *Behind the Scenes*, an exhibition highlighting MAGNT's collections including objects that provide a glimpse into the life of pioneer Territory woman, Joyce Skew;
- MAGNT's acquisition policy also reflected the strong role of women artists in the community. The Shell Aboriginal Art Fund, targeting new artists and emerging art forms, acquired most of its works in 2000-01 from young Aboriginal women artists. Similarly, MAGNT acquired a

number of works from Aboriginal women artists for its new collection area, Aboriginal Women's Fibre Craft; and

- MAGNT provided support to the National Pioneer Women's Hall of Fame in Alice Springs, including a special grant of \$5 000 through its Regional Museums Grants Program, for improved lighting for its *Women of the Heart* exhibition.

Program initiatives to advance the goals outlined in *Looking Beyond 2000* for 2001-02 include:

- maintaining responsive and effective services to female clients through operational programs and strategic support services;

- a new initiative to encourage greater involvement of multicultural artists and community groups in arts projects was announced in December 2000. The Multicultural Arts Referral Service, to be run by Brown's Mart Community Arts Inc., will expand its current arts development role which offers liaison, advice, support and referral for emerging artists and community groups. The expansion will allow the further development of existing networks and programs to effectively service the multicultural community; and

- MAGNT's 2001-02 exhibition program will include the Tamworth Fibre Textile Biennial and the National Craft Award, both popular exhibitions with strong interest for women. MAGNT will also host the Barddiy'wanga String Festival in its grounds. This festival features Aboriginal women's basket and mat weaving.

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# OFFICE OF ABORIGINAL DEVELOPMENT

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The primary role of the Office of Aboriginal Development (the Office) is to encourage and support the contribution and participation of Aboriginal people in the economic and social development of the Northern Territory by:

- generating greater economic value for Aboriginal people from their land and resources;
- improving the social wellbeing of Aboriginal people, their communities and the Territory through effective law and justice strategies; and
- improving Government policy projects related to women.

There are a number of areas in which the work of the Office targets the advancement of Aboriginal women.

## WOMEN'S ECONOMIC SECURITY AND INDEPENDENCE

The Office of Aboriginal Development has become well known for the service it extends to remote areas in assisting Aboriginal families in setting up small businesses and business partnerships. This service can take the form of direct hands-on assistance to families in formulating and planning business proposals, or conducting community-wide workshops on business issues. The Office currently services about 90 clients with proposals at various stages of development, most involving women as sole or joint owners. While recognising that any family developing a small business has to be self starting to meet any degree of success, a move away from welfare dependence will enhance self esteem and standing. The Office is committed to providing all assistance possible to those taking the initiative.

Through the cooperative NT Aboriginal Economic Development Model administered by this office, Territory and Commonwealth stakeholder agencies support and work with the project.

## ELIMINATION OF VIOLENCE AGAINST WOMEN

An innovative approach to community law and justice management developed by the Office of Aboriginal Development has become a turning point for participating communities. The Aboriginal Law and Justice Strategy offers holistic support to Aboriginal community law and order initiatives developed as local Law and Justice Plans. The development of such plans calls for the participation and coordination of whole of Government and whole of community. The ultimate objectives are to:

- increase Aboriginal people's participation in the law and justice process through an appropriate local structure using local organisations;
- encourage greater responsibility and accountability by Aboriginal people in law and justice matters;
- reduce the level of family and community violence and ultimately the rate of Aboriginal incarceration; and
- formalise arrangements between the community, Government agencies and non-government agencies in relation to law and justice responses and resources.

Women are invariably the victims of any breakdown in law and justice in communities. With the adoption of community plans, women and their children stand to gain the

most benefit. Women are usually among the leaders in demonstrating innovative approaches.

Implementation of an initial strategy at Ali-Curung has achieved excellent results. Supporting agencies and the community have agreed to a further three year extension of the Ali-Curung Law and Justice Plan. A similar plan has now begun at Lajamanu after endorsement by five community organisations and nine agencies with law and justice services to the community. The Office has now responded to a request from the Yuendumu community to extend the strategy to that community, and other communities are currently being considered for future expansion of this program.

Across communities, the primary concern tends to be family violence. The participation of women at Lajamanu and Ali-Curung in the development of initiatives under the plans has been significant. Empowerment of Aboriginal women is apparent under this strategy. Examples at Ali-Curung include the Safe House and Night Patrol service. Both are managed and operated by local Aboriginal women. The work of these women, with the support of the community, has led to a

significant reduction in the level of family and community violence. In October 2000, these women delivered the keynote speech for the Alice Springs Reclaim the Night rally.

At Lajamanu, a Women's Safe House Management Committee has been formed and is one of the community organisations that is a signatory to the Lajamanu Law and Justice Plan. This committee will also play a major role in initiatives addressing family violence issues. The committee has undertaken significant research already into the Ali-Curung Safe House and its dispute resolution techniques. The Lajamanu community has been nominated by the Ministerial Council for Aboriginal and Torres Strait Islander Affairs to pilot the National Indigenous Family Violence Strategy, based on the progress of the community under the Aboriginal Law and Justice Strategy. The Women's Safe House Committee will be a significant contributor to the strategy developed for this pilot program.

This project gained an honourable mention for the office from the International Commonwealth Association for Public Administration and Management at the 2000 Innovative Awards Program in Cape Town.

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# TERRITORY HOUSING

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Territory Housing aims to provide access to appropriate and affordable housing for those Territorians most in need. The functions of Territory Housing are delivered through the agency and government business division, Territory Housing Business Services. The key functions of Territory Housing are:

- public housing;
- Government employee housing;
- home ownership; and
- Indigenous housing.

In the Government's *Foundations for Our Future* initiatives, Territory Housing has significant responsibilities in the objectives outlined in Foundation 1: Preserve and Build on the Lifestyle of All Territorians, and Foundation 4: Foster Partnerships in Aboriginal Development.

Specific responsibilities include the implementation of Housing 2003 reforms and a significant role in the Government's Domestic Violence Strategy (DVS).

As part of these strategies, Territory Housing is responsible for programs targeted at improving the position of Territory women and providing valuable opportunities for women in the Territory.

## **ECONOMIC INDEPENDENCE AND CAREER SATISFACTION**

### **BOND ASSISTANCE PROGRAM**

Territory Housing's Bond Assistance Program (BAP) was previously aimed at providing assistance to Territorians in the private rental market while they were on the waiting list for public housing. In 2000-01, a major review was conducted of the BAP. From January 2001, the new BAP allows applicants a choice between public and private housing.

The BAP provides Territorians with a no-interest loan up to the equivalent of four weeks rent as a bond or, in situations of hardship, up to six weeks rent as bond and rent in advance.

In 2000-01, approximately 140 single women or women with dependants accessed the BAP at an estimated cost of \$76 000. Since the introduction of the new BAP in January 2001, 40% of recipients were single women or women with dependants.

### **HOMENORTH**

The home ownership function of Territory Housing is responsible for the management of the HomeNorth loan portfolio. The aim of HomeNorth is to provide opportunities for home ownership for low to middle income earners.

In 1999-00, \$23.1 million was provided through HomeStart to assist first home buyers in the private market. Of HomeStart recipients, 41% were single women or women with dependants.

An additional 30% of HomeShare recipients (tenants purchasing their public housing dwelling) were single women or women with dependants. The success of HomeNorth products demonstrates the significant opportunities available for women in accessing home ownership in the Northern Territory.

## **PUBLIC AND PRIVATE SAFETY**

### **SAFE ROOM POLICY**

Territory Housing continues to contribute towards the DVS by providing housing modifications for tenants who are at risk of family violence.

In 1999-00 the total cost of modifications under the Safe Room Policy was \$79 000. This represents an increase of 18% from the previous year.

The increase in expenditure demonstrates an increase in awareness by tenants of the safety and security options provided by Territory Housing. In 2000-01 and 2001-02, similar allocations will be made available to Safe Room modifications, which include:

- security screens to all windows (including a fitted emergency exit);
- a solid core door that can be locked from the inside;
- additional telephone connection to the Safe Room; and
- screen doors to external doors of the dwelling.

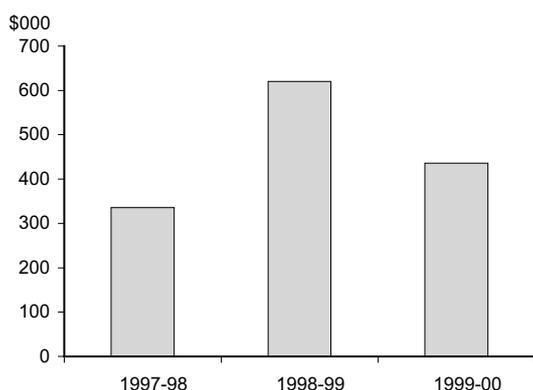
#### **CRISIS ACCOMMODATION PROGRAM**

Territory Housing continues to provide assistance to women in crisis through grants under the Crisis Accommodation Program (CAP).

CAP is jointly funded by the Northern Territory and Commonwealth Governments.

Figure 3.21

#### **CRISIS ACCOMMODATION PROGRAM**



In 1999-00, CAP projects to the value of \$436 000 were granted including:

- completion of construction for the Bagot Women's Crisis Centre;
- major renovations to the Alice Springs Women's Centre to expand accommodation capacity;
- kitchen renovations to Ruby Gaea Darwin Centre Against Rape;
- upgrades to yard lighting and fencing to improve security at the Tennant Creek Women's Centre; and
- renovations to an existing community house for the Lajamanu Women's Crisis Centre.

In 2000-01, Territory Housing was committed to major projects including:

- major renovations for the extension of counselling services and the achievement of improved case management for the Darwin Aboriginal and Islander Women's Shelter;
- significant renovations to increase accommodation capacity at the Tennant Creek Women's Refuge; and
- capital works for the Alice Springs Women's Shelter to increase accommodation capacity.

#### **COMMUNITY HOUSING PROGRAM**

In 1999-00 Territory Housing, through its Community Housing Program, contributed towards major upgrades of the Darwin Women's Housing Association and supported the association's staff to undertake property management training to improve housing outcomes for women.

## **LIFESTYLE AND WELLBEING**

### **URBAN LIVING SKILLS**

Territory Housing and the Indigenous Housing Authority of the Northern Territory jointly fund the establishment of an Indigenous Housing Advisory Service in the Darwin, Alice Springs and Katherine urban areas.

This service provides urban living skills programs to prepare prospective and current public housing tenants to better understand

their responsibilities in managing their tenancy. The services also create awareness and understanding of health and nutrition.

In 2000-01, courses in urban living skills were held throughout regional centres, with approximately 150 Territorians participating. The majority of course participants were women.

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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. The information is presented for all budget agencies and has been sourced from the Government's Personnel Information Payroll System (PIPS), as at 31 March 2001. Centralian College supplied its own figures.

Agency staffing data is at the Full Time Equivalent (FTE) level, and has been rounded to the nearest whole number.

The FTE data from PIPS is based on a 'salary based' algorithm to ensure consistency across agencies. The data is for the purpose of analysis of gender staffing levels and is not related to the agency's staffing quota.

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## AUDITOR-GENERAL'S OFFICE

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	Female	Male	Total
Administrative Officer 5	1	–	1
Executive Officer 1	–	1	1
Executive Officer 1 – Executive Contract	–	2	2
Executive Officer 5 – Executive Contract	–	1	1
<b>Total</b>	<b>1</b>	<b>4</b>	<b>5</b>

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## OMBUDSMAN'S OFFICE

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	Female	Male	Total
Administrative Officer 2	1	–	1
Administrative Officer 3	1	–	1
Administrative Officer 4	1	–	1
Administrative Officer 5	2	1	3
Administrative Officer 6	1	–	1
Administrative Officer 7	4	2	6
Executive Officer 1	–	1	1
Executive Officer 1 – Executive Contract	1	–	1
Executive Officer 5 – Executive Contract	–	1	1
<b>Total</b>	<b>11</b>	<b>5</b>	<b>16</b>

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## DEPARTMENT OF THE CHIEF MINISTER

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	Female	Male	Total
Administrative Officer 1	3	2	5
Administrative Officer 2	8	1	9
Administrative Officer 3	26	7	33
Administrative Officer 4	30	4	34
Administrative Officer 5	15	5	20
Administrative Officer 6	16	3	19
Administrative Officer 7	10	8	18
Administrative Officer 8	9	8	17
Executive Officer 1	8	6	14
Executive Officer 1 – Executive Contract	3	16	19
Executive Officer 2	–	1	1
Executive Officer 2 – Executive Contract		5	5
Executive Officer 3 – Executive Contract	1	1	2
Executive Officer 4 – Executive Contract	–	3	3
Executive Officer 5 – Executive Contract	–	2	2
Executive Officer 6 – Executive Contract	–	1	1
Professional 2	1	1	2
Professional 3	1	–	1
Professional 4	1	–	1
Physical 2	–	5	5
Physical 3	2	4	6
Physical 6	1	–	1
Physical 7	1	–	1
Technical 3	–	2	2
Technical 4	–	1	1
<b>Total</b>	<b>136</b>	<b>86</b>	<b>222</b>

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## DEPARTMENT OF THE LEGISLATIVE ASSEMBLY

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	Female	Male	Total
Administrative Officer 1	1	–	1
Administrative Officer 2	3	1	4
Administrative Officer 3	1	2	3
Administrative Officer 4	27	5	32
Administrative Officer 5	2	–	2
Administrative Officer 6	3	1	4
Administrative Officer 7	1	1	2
Administrative Officer 8	2	2	4
Executive Officer 2 – Executive Contract	–	1	1
Executive Officer 5 – Executive Contract	–	1	1
Member of the Legislative Assembly	4	21	25
Technical 3	–	1	1
Technical 6	–	1	1
Trainee (ATS) 2001	1	–	1
<b>Total</b>	<b>45</b>	<b>37</b>	<b>82</b>

ATS = Australian Traineeship Scheme

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## OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

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	Female	Male	Total
Administrative Officer 2	1	–	1
Administrative Officer 3	10	1	11
Administrative Officer 4	4	1	5
Administrative Officer 5	1	–	1
Administrative Officer 6	1	–	1
Director Public Prosecutions	–	1	1
Executive Officer 1 – Executive Contract	2	4	6
Executive Officer 2 – Executive Contract	–	1	1
Professional 1	3	3	6
Professional 2	4	1	5
Professional 3	3	1	4
Professional 4	1	3	4
<b>Total</b>	<b>30</b>	<b>16</b>	<b>46</b>

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## ANTI-DISCRIMINATION COMMISSION

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	Female	Male	Total
Administrative Officer 2	2	–	2
Administrative Officer 4	1	–	1
Administrative Officer 6	3	–	3
Administrative Officer 7	2	–	2
Executive Officer 3 – Executive Contract	–	1	1
Professional 4	–	1	1
Trainee (ATS) 2001	1	–	1
<b>Total</b>	<b>9</b>	<b>2</b>	<b>11</b>

ATS = Australian Traineeship Scheme

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## OFFICE OF COURTS ADMINISTRATION

---

	Female	Male	Total
Administrative Officer 1	1	–	1
Administrative Officer 2	31	10	41
Administrative Officer 3	20	3	23
Administrative Officer 4	19	2	21
Administrative Officer 5	4	3	7
Administrative Officer 6	3	2	5
Administrative Officer 7	1	1	2
Administrative Officer 8	4	1	5
Chief Justice	–	1	1
Chief Magistrate	–	1	1
Territory Coroner	–	1	1
Deputy Chief Magistrate	1	–	1
Executive Officer 1	1	–	1
Executive Officer 1 – Executive Contract	1	–	1
Executive Officer 2 – Executive Contract	1	–	1
Executive Officer 6 – Executive Contract	–	1	1
Judges	1	4	5
Magistrate	–	8	8
Master of the Supreme Court	–	1	1
Professional 3	1	–	1
Professional 4	1	–	1
Physical 2	2	–	2
<b>Total</b>	<b>92</b>	<b>39</b>	<b>131</b>

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## NORTHERN TERRITORY ATTORNEY-GENERAL'S DEPARTMENT

---

	Female	Male	Total
Administrative Officer 1	1	3	4
Administrative Officer 2	7	1	8
Administrative Officer 3	11	3	14
Administrative Officer 4	19	2	21
Administrative Officer 5	6	1	7
Administrative Officer 6	6	3	9
Administrative Officer 7	1	1	2
Administrative Officer 8	2	1	3
Executive Officer 1	1	1	2
Executive Officer 1 – Executive Contract	1	6	7
Executive Officer 2	–	1	1
Executive Officer 2 – Executive Contract	2	3	5
Executive Officer 3 – Executive Contract	–	1	1
Executive Officer 6 – Executive Contract	1	–	1
Professional 1	2	2	4
Professional 2	4	3	7
Professional 3	3	–	3
Professional 4	2	–	2
Solicitor-General	–	1	1
Technical 2	–	1	1
Technical 3	–	1	1
Technical 4	–	1	1
<b>Total</b>	<b>69</b>	<b>36</b>	<b>105</b>

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## NORTHERN TERRITORY TREASURY

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	Female	Male	Total
Administrative Officer 1	1	2	3
Administrative Officer 1	1	–	1
Administrative Officer 2	2	1	3
Administrative Officer 3	20	11	31
Administrative Officer 4	15	12	27
Administrative Officer 5	16	4	20
Administrative Officer 6	13	12	25
Administrative Officer 7	10	12	22
Administrative Officer 8	5	7	12
Executive Officer 1	1	1	2
Executive Officer 1 – Executive Contract	5	5	10
Executive Officer 2 – Executive Contract	2	2	4
Executive Officer 3 – Executive Contract	–	4	4
Executive Officer 5 – Executive Contract	1	–	1
Executive Officer 6 – Executive Contract	–	1	1
Trainee (ATS) 2001	–	2	2
<b>Total</b>	<b>92</b>	<b>76</b>	<b>168</b>

ATS = Australian Traineeship Scheme

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## NORTHERN TERRITORY TOURIST COMMISSION

---

	Female	Male	Total
Corporate – Classification 1	15	–	15
Corporate – Classification 2	7	2	9
Corporate – Classification 3	1	–	1
Corporate – Classification 4	1	1	2
NT Tourist Commission Executive Officer 1	2	–	2
NT Tourist Commission Executive Officer 2	1	–	1
NT Tourist Commission Executive Officer 7	1	–	1
Executive Officer 6 – Executive Contract	–	1	1
Marketing – Classification 1	3	1	4
Marketing – Classification 2	13	3	16
Marketing – Classification 3	5	2	7
Marketing – Classification 4	–	3	3
Marketing Senior Management	2	6	8
Sales – Classification 1	16	4	20
Sales – Classification 2	4	1	5
Sales – Classification 3	3	1	4
Sales – Classification 4	–	2	2
<b>Total</b>	<b>74</b>	<b>27</b>	<b>101</b>

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## NORTHERN TERRITORY POLICE, FIRE AND EMERGENCY SERVICES

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	Female	Male	Total
Assistant Commissioner of Police – Executive Contract	1	3	4
Aboriginal Community Police Officer	7	33	40
Administrative Officer 1	7	6	13
Administrative Officer 2	47	7	54
Administrative Officer 3	19	6	25
Administrative Officer 4	11	8	19
Administrative Officer 5	6	–	6
Administrative Officer 6	11	7	18
Administrative Officer 7	2	1	3
Administrative Officer 8	2	–	2
Brevet Sergeant	2	32	34
Brevet Senior Sergeant	–	1	1
Commander of Police – Executive Contract	–	6	6
Constable	108	404	512
Constable	2	39	41
Commissioner of Police – Executive Contract	–	1	1
Divisional Commander	–	6	6
Deputy Commissioner of Police – Executive Contract	–	1	1
Executive Officer 1	2	2	4
Executive Officer 1 – Executive Contract	–	5	5
Executive Officer 3 – Executive Contract	–	1	1
Fire Auxiliary	–	11	11
Firefighter Qualified	–	26	26
Firefighter Class B	–	7	7
Firefighter Class C	–	9	9
Firefighter Recruit	–	10	10
Professional 2	7	1	8
Professional 3	1	2	3
Police Auxiliary	76	47	123
Physical 2	3	11	14
Physical 4	–	2	2
Physical 5	1	5	6
Physical 7	–	3	3
Senior Firefighter	1	33	34
Senior Firefighter (Qualified)	–	8	8
Sergeant	16	92	108
Station Officer	–	20	20
Special Constable	–	1	1
Senior Pilot NT Police	–	2	2
Senior Sergeant	6	33	39

Northern Territory Police, Fire and Emergency Services

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	Female	Male	Total
Senior Station Officer	–	1	1
Station Commander	–	15	15
Superintendent – Police	2	27	29
Technical 2	3	2	5
Technical 3	–	6	6
Technical 4	–	5	5
Technical 5	–	1	1
Technical 6	–	3	3
<b>TOTAL</b>	<b>343</b>	<b>952</b>	<b>1 295</b>

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## PARKS AND WILDLIFE COMMISSION OF THE NORTHERN TERRITORY

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	Female	Male	Total
Administrative Officer 2	14	–	14
Administrative Officer 3	7	1	8
Administrative Officer 4	7	–	7
Administrative Officer 5	3	1	4
Administrative Officer 6	3	3	6
Administrative Officer 7	–	1	1
Administrative Officer 8	1	4	5
Executive Officer 1 – Executive Contract	–	5	5
Executive Officer 2 – Executive Contract	–	1	1
Executive Officer 5 – Executive Contract	–	1	1
Horticulture Trainee	1	–	1
Professional 1	9	7	16
Professional 1 – RDO (Dual Banding Ranger)	7	18	25
Professional 2	7	25	32
Professional 2 – RDO (Dual Banding Ranger)	1	2	3
Professional 3	3	8	11
Professional 4	–	3	3
Physical 2	2	–	2
Physical 2 – RDO	–	3	3
Physical 3 – RDO	–	2	2
Physical 5 – RDO	1	–	1
Technical 1	7	13	20
Technical 1 – RDO	32	49	81
Technical 1 Trainee Junior	1	–	1
Technical 2	5	9	14
Technical 2 – RDO	8	28	36
Technical 3	5	20	25
Technical 3 – RDO	5	20	25
Technical 4	–	7	7
Technical 4 – RDO	2	9	11
Technical 5	1	11	12
<b>TOTAL</b>	<b>132</b>	<b>251</b>	<b>383</b>

RDO = Rostered Day Off

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**OFFICE OF THE COMMISSIONER FOR  
PUBLIC EMPLOYMENT**

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	Female	Male	Total
Administrative Officer 1	–	1	1
Administrative Officer 2	4	1	5
Administrative Officer 3	10	–	10
Administrative Officer 4	11	2	13
Administrative Officer 5	1	1	2
Administrative Officer 6	19	5	24
Administrative Officer 7	5	8	13
Administrative Officer 8	4	2	6
Executive Officer 1	2	1	3
Executive Officer 2 – Executive Contract	1	2	3
Executive Officer 6 – Executive Contract	–	1	1
Professional 2	–	1	1
Trainee (ATS) 2000	1	1	2
<b>Total</b>	<b>58</b>	<b>26</b>	<b>84</b>

ATS = Australian Traineeship Scheme

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## DEPARTMENT OF INDUSTRIES AND BUSINESS

---

	Female	Male	Total
Administrative Officer 1	1	1	2
Administrative Officer 2	7	1	8
Administrative Officer 3	28	3	31
Administrative Officer 4	24	3	27
Administrative Officer 5	7	10	17
Administrative Officer 6	11	14	25
Administrative Officer 7	7	12	19
Administrative Officer 8	1	7	8
Executive Officer 1	–	2	2
Executive Officer 1 – Executive Contract	2	5	7
Executive Officer 2 – Executive Contract	2	–	2
Executive Officer 3 – Executive Contract	–	1	1
Executive Officer 4 – Executive Contract	–	1	1
Executive Officer 5 – Executive Contract	–	1	1
Professional 4	–	1	1
Technical 3	–	9	9
Technical 4	1	20	21
Technical 5	–	6	6
Trainee (ATS) 2001	2	–	2
<b>Total</b>	<b>93</b>	<b>97</b>	<b>190</b>

ATS = Australian Traineeship Scheme

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## ABORIGINAL AREAS PROTECTION AUTHORITY

---

	Female	Male	Total
Administrative Officer 2	2	–	2
Administrative Officer 3	2	–	2
Administrative Officer 4	1	–	1
Administrative Officer 5	–	1	1
Administrative Officer 6	1	–	1
Administrative Officer 7	–	1	1
Administrative Officer 8	1	–	1
Executive Officer 4 – Executive Contract	–	1	1
Professional 1	1	–	1
Professional 2	2	4	6
Professional 4	1	1	2
Technical 4	1	1	2
<b>Total</b>	<b>12</b>	<b>9</b>	<b>21</b>

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## DEPARTMENT OF LANDS, PLANNING AND ENVIRONMENT

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	Female	Male	Total
Administrative Officer 1	3	2	5
Administrative Officer 2	21	3	24
Administrative Officer 3	15	2	17
Administrative Officer 4	31	5	36
Administrative Officer 5	9	5	14
Administrative Officer 6	7	9	16
Administrative Officer 7	5	5	10
Administrative Officer 8	3	6	9
Board Members	–	1	1
Executive Officer 1	–	4	4
Executive Officer 1 – Executive Contract	–	4	4
Executive Officer 2 – Executive Contract	1	2	3
Executive Officer 3 – Executive Contract	–	3	3
Executive Officer 6 – Executive Contract	–	1	1
Professional 1	15	11	26
Professional 2	21	35	56
Professional 3	3	20	23
Professional 4	–	8	8
Technical 1	–	10	10
Technical 2	5	22	27
Technical 3	7	40	47
Technical 4	1	22	23
Technical 5	–	8	8
Technical 6	–	1	1
Trainee (ATS) 2001	2	1	3
Trainee Technical Officer	–	3	3
<b>Total</b>	<b>149</b>	<b>233</b>	<b>382</b>

ATS = Australian Traineeship Scheme

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## TRADE DEVELOPMENT ZONE AUTHORITY

---

	Female	Male	Total
Administrative Officer 3	1	–	1
Administrative Officer 4	1	–	1
Administrative Officer 5	–	2	2
Administrative Officer 8	–	1	1
Executive Officer 1 – Executive Contract	–	1	1
Physical 2	–	1	1
<b>Total</b>	<b>2</b>	<b>5</b>	<b>7</b>

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## DEPARTMENT OF ASIAN RELATIONS AND TRADE

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	Female	Male	Total
Administrative Officer 2	2	–	2
Administrative Officer 3	4	1	5
Administrative Officer 4	1	1	2
Administrative Officer 5	4	–	4
Administrative Officer 6	2	2	4
Administrative Officer 7	3	2	5
Administrative Officer 8	–	2	2
Executive Officer 1	1	1	2
Executive Officer 1 – Executive Contract	1	1	2
Executive Officer 4 – Executive Contract	1	–	1
<b>Total</b>	<b>19</b>	<b>10</b>	<b>29</b>

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## DEPARTMENT OF MINES AND ENERGY

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	Female	Male	Total
Administrative Officer 1	–	1	1
Administrative Officer 2	6	3	9
Administrative Officer 3	18	4	22
Administrative Officer 4	12	2	14
Administrative Officer 5	6	5	11
Administrative Officer 6	5	9	14
Administrative Officer 7	3	3	6
Administrative Officer 8	–	3	3
Executive Officer 1	–	1	1
Executive Officer 1 – Executive Contract	–	5	5
Executive Officer 2 – Executive Contract	–	6	6
Executive Officer 3 – Executive Contract	–	1	1
Executive Officer 4 – Executive Contract	–	1	1
Executive Officer 6 – Executive Contract	–	1	1
Professional 1	–	2	2
Professional 2	9	27	36
Professional 3	3	11	14
Professional 4	–	8	8
Technical 1	–	3	3
Technical 2	2	5	7
Technical 3	4	5	9
Technical 4	1	5	6
Technical 5	–	3	3
Trainee Technical Officer	–	1	1
<b>Total</b>	<b>69</b>	<b>115</b>	<b>184</b>

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## NORTHERN TERRITORY CORRECTIONAL SERVICES

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	Female	Male	Total
Administrative Officer 2	9	4	13
Administrative Officer 3	10	2	12
Administrative Officer 3 – RDO	2	19	21
Administrative Officer 4	20	12	32
Administrative Officer 4 – RDO	4	1	5
Administrative Officer 5	16	9	25
Administrative Officer 6	8	6	14
Administrative Officer 7	4	4	8
Administrative Officer 8	2	4	6
Chief Industries Officer	–	15	15
Chief Prison Officer	–	26	26
Deputy Superintendent	–	4	4
Executive Officer 1 – Executive Contract	–	2	2
Executive Officer 2 – Executive Contract	–	1	1
Executive Officer 5 – Executive Contract	–	1	1
Head Lecturer/Manager Prisoner Education Level 3	–	2	2
Lecturer Prisoner Education	3	3	6
Professional 1	2	–	2
Professional 2	2	1	3
Physical 4	–	2	2
Prison Officer 1st Class	15	97	112
Prison Officer In Training – RDO	5	24	29
Prison Officer	12	64	76
Senior Industries Officer	2	4	6
Senior Prison Officer	4	43	47
Superintendent – Prisons	–	2	2
Technical 3	–	1	1
Technical 6	–	1	1
Trainee (ATS) 2001	2	–	2
<b>Total</b>	<b>122</b>	<b>354</b>	<b>476</b>

RDO = Rostered Day Off

ATS = Australian Traineeship Scheme

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## DEPARTMENT OF PRIMARY INDUSTRY AND FISHERIES

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	Female	Male	Total
Administrative Officer 1	1	4	5
Administrative Officer 2	6	1	7
Administrative Officer 3	25	3	28
Administrative Officer 4	10	1	11
Administrative Officer 5	8	4	12
Administrative Officer 6	8	11	19
Administrative Officer 7	1	1	2
Administrative Officer 8	1	2	3
Executive Officer 1	–	4	4
Executive Officer 1 – Executive Contract	–	5	5
Executive Officer 2 – Executive Contract	–	3	3
Executive Officer 5 – Executive Contract	–	1	1
Professional 1	4	5	9
Professional 2	11	38	49
Professional 3	4	26	30
Professional 4	1	8	9
Physical 2	1	1	2
Physical 6 – RDO	–	1	1
Physical 7	–	2	2
Physical 7 – RDO	–	2	2
Technical 1	6	12	18
Technical 1 – RDO	1	10	11
Technical 2	19	38	57
Technical 2 – RDO	–	3	3
Technical 3	22	47	69
Technical 3 – RDO	–	2	2
Technical 4	2	25	27
Technical 4 – RDO	–	2	2
Technical 5	–	5	5
Technical 5 – RDO	–	2	2
Trainee (ATS) 2001	1	1	2
<b>Total</b>	<b>132</b>	<b>270</b>	<b>402</b>

RDO = Rostered Day Off

ATS = Australian Traineeship Scheme

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## DEPARTMENT OF TRANSPORT AND WORKS

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	Female	Male	Total
Administrative Officer 1	6	–	6
Administrative Officer 2	73	14	87
Administrative Officer 3	38	22	60
Administrative Officer 3 – RDO	–	3	3
Administrative Officer 4	33	21	54
Administrative Officer 5	24	9	33
Administrative Officer 6	20	16	36
Administrative Officer 7	7	6	13
Administrative Officer 8	5	12	17
Executive Officer 1	1	9	10
Executive Officer 1 – Executive Contract	1	11	12
Executive Officer 2 – Executive Contract	–	4	4
Executive Officer 3 – Executive Contract	–	2	2
Executive Officer 6 – Executive Contract	–	1	1
Professional 1	6	8	14
Professional 2	2	25	27
Professional 3	2	20	22
Professional 4	–	6	6
Physical 2 – RDO	–	1	1
Physical 3 – RDO	5	39	44
Physical 5	–	2	2
Physical 6 – RDO	–	4	4
Technical 1	1	2	3
Technical 2	3	22	25
Technical 2 Trainee	1	6	7
Technical 3	4	53	57
Technical 4	–	72	72
Technical 5	1	21	22
Technical 5 – RDO	–	1	1
Technical 6	–	6	6
Trainee (ATS) 2001	3	2	5
Trainee Technical Officer	–	5	5
<b>Total</b>	<b>236</b>	<b>425</b>	<b>661</b>

RDO = Rostered Day Off

ATS = Australian Traineeship Scheme

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## DARWIN PORT CORPORATION

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	Female	Male	Total
Administrative Officer 1	1	–	1
Administrative Officer 2	1	–	1
Administrative Officer 3	1	–	1
Administrative Officer 4	3	–	3
Administrative Officer 7	1	1	2
Administrative Officer 8	1	–	1
Executive Officer 1 – Executive Contract	–	2	2
Chief Executive Officer	–	1	1
Professional 4	–	1	1
Marine Pilot 2	–	2	2
Marine Pilot 3	–	1	1
Marine Pilot 6	–	1	1
Port Service Worker 2	1	5	6
Port Service Worker 3	–	1	1
Port Service Worker 4	–	9	9
Port Service Worker 5	–	4	4
Port Service Worker 6	–	1	1
Port Service Worker 7	1	–	1
Port Service Worker 8	–	1	1
Port Service Worker Coxswain 2	–	3	3
Port Service Worker Coxswain 3	–	1	1
Port Service Worker Duty Officer 2	1	6	7
Port Service Worker Duty Officer 3	–	1	1
<b>Total</b>	<b>11</b>	<b>41</b>	<b>52</b>

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## TERRITORY HEALTH SERVICES

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	Female	Male	Total
Apprentice Fitter Machinist	–	1	1
Aboriginal Health Worker – Grade 2	2	–	2
Aboriginal Health Worker – Class 2	30	7	37
Aboriginal Health Worker – Class 3	23	8	31
Aboriginal Health Worker – Class 4	12	6	18
Aboriginal Health Worker – Class 5	4	2	6
Aboriginal Health Worker – Class 6	3	1	4
Administrative Officer 1	29	20	49
Administrative Officer 2	281	31	312
Administrative Officer 3	117	13	130
Administrative Officer 3 Trainee	2	–	2
Administrative Officer 4	74	35	109
Administrative Officer 5	63	19	82
Administrative Officer 6	106	42	148
Administrative Officer 7	49	19	68
Administrative Officer 8	15	10	25
Clinical Manager	–	4	4
Clinical Manager – Coordinating Function	–	1	1
Darwin Community Support Careworker	2	4	6
Darwin Community Support Night Patrol Officer	2	4	6
Darwin Community Support Night Patrol Coordinator	–	1	1
Darwin Community Support Transport Officer	4	3	7
Darwin Community Support Transport Control Coordinator	1	–	1
Dentist	5	3	8
Enrolled Nurse	35	1	36
Enrolled Nurse RDO	111	17	128
Executive Officer 1	14	9	23
Executive Officer 1 – Executive Contract	2	7	9
Executive Officer 2	1	–	1
Executive Officer 2 – Executive Contract	4	13	17
Executive Officer 3 – Executive Contract	4	2	6
Executive Officer 4 – Executive Contract	1	1	2
Hospital Medical Officer	5	10	15
Hospital Medical Officer K	4	11	15
Professional 1	45	10	55
Professional 2	171	66	237
Professional 2 Dental Therapist	13	–	13
Professional 3	51	22	73
Professional 4	2	6	8
Physical 2	20	13	33
Physical 2 – RDO	146	92	238

	Female	Male	Total
Physical 3	13	16	29
Physical 3 – RDO	55	69	124
Physical 4	–	4	4
Physical 4 – RDO	18	14	32
Physical 5 – RDO	8	4	12
Physical 6	–	1	1
Physical 6 – RDO	–	12	12
Rural/Community Medical Officer	6	4	10
Rural/Community Medical Officer K	3	1	4
Registrar	22	39	61
Resident Medical Officer	43	33	76
Resident Medical Officer K	1	–	1
Registered Nurse – Level 1	160	12	172
Registered Nurse – Level 1	423	61	484
Registered Nurse – Level 2	28	–	28
Registered Nurse – Level 2	153	13	166
Registered Nurse – Level 3 (Category A)	21	1	22
Registered Nurse – Level 3 (Category A)	203	35	238
Registered Nurse – Level 3 (Category B)	2	1	3
Registered Nurse – Level 3 (Category B)	45	10	55
Registered Nurse – Level 4 (Category 1)	5	–	5
Registered Nurse – Level 4 (Category 2)	12	–	12
Registered Nurse – Level 5 (Category 1)	2	–	2
Registered Nurse – Level 5 (Category 2)	6	2	8
Registered Nurse – Level 5 (Category 3)	1	1	2
Registered Nurse – Level 5 (Category 4)	1	–	1
Specialist Clinician	12	12	24
Specialist Clinician K	–	1	1
Senior Hospital Medical Officer	1	5	6
Senior Hospital Medical Officer K	–	2	2
Specialist Public Health Medicine	3	8	11
Specialist Public Health Medicine K	1	2	3
Senior Registrar	4	14	18
Senior Specialist Clinician Grade 1	1	4	5
Senior Specialist Clinician Grade 2	2	18	20
Senior Specialist Public Health Medicine 1	2	–	2
Senior Specialist Public Health Medicine 2	1	1	2
Technical 1	25	5	30
Technical 1 Dental Assistant	24	1	25
Technical 1 – RDO	22	7	29
Technical 2	12	9	21
Technical 2 – RDO	4	–	4
Technical 3	29	25	54
Technical 3 – RDO	1	3	4

Territory Health Services

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	Female	Male	Total
Technical 4	3	9	12
Technical 4 – RDO	–	1	1
Technical 5	–	3	3
Trainee (ATS) 2001	7	2	9
Youth Development Worker	5	5	10
<b>Total</b>	<b>2 843</b>	<b>984</b>	<b>3 827</b>

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RDO = Rostered Day Off  
ATS = Australian Traineeship Scheme  
K = Remote – Outside Darwin

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## POWER AND WATER AUTHORITY

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	Female	Male	Total
PAWA Band 1 Corporate Services Officer	36	11	47
PAWA Band 1 Corporate Services Officer Part Time	1	–	1
PAWA Band 1 Customer Services Officer	35	2	37
PAWA Band 1 Customer Services Officer Part Time	2	–	2
PAWA Band 2 Corporate Services Coordinator	29	13	42
PAWA Band 2 Customer Services Coordinator	8	1	9
PAWA Band 2 Professional Officer	–	6	6
PAWA Band 3 Corporate Services Manager	14	11	25
PAWA Band 3 Customer Services Manager	3	3	6
PAWA Band 3 Senior Professional Officer	–	25	25
PAWA Band 3 Senior Technical Specialist	–	5	5
PAWA Band 4 Manager Technical	–	2	2
PAWA Band 4 Senior Manager Administrative	1	2	3
PAWA Band 4 Senior/Principal Advisor	1	17	18
Apprentice Electrical Fitter Mechanic	–	3	3
Apprentice Fitter Machinist	–	1	1
Apprentice Linesman 'A' Grade	–	4	4
Channel Island Unit Operator Det1019/01	–	3	3
Executive Contract Manager	1	9	10
Executive Contract Manager Part Time	1	–	1
PAWA Executive Officer 1 Executive Contract	–	9	9
PAWA Executive Officer 2 Executive Contract	–	5	5
PAWA Executive Officer 3 Executive Contract	–	1	1
PAWA Executive Officer 4 Executive Contract	–	1	1
PAWA Executive Officer 6 Executive Contract	–	1	1
PAWA Trainee Technical Officer	–	1	1
PAWA Service Coordinator	1	95	96
PAWA Service Worker 1	–	3	3
PAWA Service Worker 2	–	45	45
PAWA Service Worker 3	–	47	47
PAWA Service Worker 4	–	70	70
PAWA Service Worker 5	–	27	27
PAWA Service Worker 6	–	17	17
PAWA Service Worker 7	–	23	23
Trainee (ATS) 2001	4	1	5
PAWA Graduate Trainee	3	5	8
PAWA Technical Officer 6	–	4	4
PAWA Technical Specialist	2	41	43
<b>Total</b>	<b>142</b>	<b>514</b>	<b>656</b>

ATS = Australian Traineeship Scheme

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## DEPARTMENT OF EDUCATION

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	Female	Male	Total
Administrative Officer 1	42	5	47
Administrative Officer 1 – 92%	123	3	126
Administrative Officer 1 – 96%	60	1	61
Administrative Officer 1 – CBAT	3	1	4
Administrative Officer 1 – CBAT 92%	12	–	12
Administrative Officer 2	65	9	74
Administrative Officer 2 – 92%	72	2	74
Administrative Officer 2 – 96%	28	–	28
Administrative Officer 3	43	7	50
Administrative Officer 3 – 92%	63	10	73
Administrative Officer 3 – 96%	16	–	16
Administrative Officer 4	78	13	91
Administrative Officer 4 – 92%	49	15	64
Administrative Officer 4 – 96%	21	4	25
Administrative Officer 5	25	6	31
Administrative Officer 5 – 96%	–	1	1
Administrative Officer 6	21	9	30
Administrative Officer 7	6	5	11
Administrative Officer 8	8	5	13
Assistant Teacher	169	32	201
Educational Administrator 1 (Centralian College)	1	1	2
Educational Administrator 2 (Centralian College)	2	5	7
Centralian College Lecturer	27	47	74
Executive Contract Principal 1	6	6	12
Executive Contract Principal 1 A	12	18	30
Executive Contract Principal 2	6	14	20
Executive Contract Principal 3	5	5	10
Executive Officer 1	–	2	2
Executive Officer 1 – Executive Contract	5	5	10
Executive Officer 2	1	–	1
Executive Officer 2 – Executive Contract	1	3	4
Executive Officer 3	–	1	1
Executive Officer 3 – Executive Contract	–	2	2
Executive Officer 4 – Executive Contract	1	–	1
Executive Officer 6 – Executive Contract	–	1	1
Executive Teacher Level 1	33	17	50
Executive Teacher Level 2	240	118	358
Executive Teacher Level 3	20	8	28
Executive Teacher Level 4	52	22	74
Executive Teacher Level 5	36	28	64
Executive Teacher Level 6	5	1	6

	Female	Male	Total
Executive Teacher Level 7	3	2	5
Executive Teacher Level 8	1	2	3
Executive Teacher Level 9	1	–	1
Executive Teacher Level 9 – Executive Contract	2	5	7
Rural College Instructor Rural Studies	–	1	1
Professional 1	1	–	1
Professional 2	1	1	2
Professional 3	2	1	3
Physical 2	15	23	38
Physical 2 – 6 to 12 Months Experience	–	1	1
Physical 2 – RDO	4	30	34
Physical 3	–	5	5
Physical 3 – RDO	–	27	27
Physical 4 – RDO	–	2	2
Registered Nurse – Level 3 (Category A)	1	–	1
Technical 3	–	3	3
Trainee (ATS) 2001	7	5	12
Teacher	1277	379	1656
Lecturer	1	1	2
TAFE Management 2	–	1	1
TAFE Management 4	–	1	1
<b>Total</b>	<b>2 644</b>	<b>869</b>	<b>3 513</b>

RDO = Rostered Day Off

ATS = Australian Traineeship Scheme

CBAT = Competency Based Training

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## CENTRALIAN COLLEGE

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	Female	Male	Total
Administrative Officer 1	–	5	5
Administrative Officer 2	2	19	21
Administrative Officer 3	1	9	10
Administrative Officer 4	2	4	6
Administrative Officer 5	6	1	7
Administrative Officer 7	1	–	1
Assistant Teacher	–	1	1
Executive Officer 1	1	–	1
Chief Executive Officer	1	–	1
Executive Contract Principal 3	–	1	1
Educational Administrator 1	1	1	2
Educational Administrator 2	4	2	6
Lecturer	47	27	74
Physical Officer 2	6	6	12
Professional Officer 2	–	1	1
<b>Total</b>	<b>72</b>	<b>77</b>	<b>149</b>

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## NORTHERN TERRITORY EMPLOYMENT AND TRAINING AUTHORITY

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	Female	Male	Total
Administrative Officer 1	1	–	1
Administrative Officer 2	4	1	5
Administrative Officer 3	4	1	5
Administrative Officer 4	3	–	3
Administrative Officer 5	3	–	3
Administrative Officer 6	7	7	14
Administrative Officer 7	3	1	4
Administrative Officer 8	3	2	5
Executive Officer 2 – Executive Contract	1	–	1
Executive Officer 6 – Executive Contract	–	1	1
Trainee (ATS) 2001	–	1	1
<b>Total</b>	<b>29</b>	<b>14</b>	<b>43</b>

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ATS = Australian Traineeship Scheme

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## DEPARTMENT OF SPORT AND RECREATION

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	Female	Male	Total
Administrative Officer 1	1	1	2
Administrative Officer 2	1	2	3
Administrative Officer 3	3	–	3
Administrative Officer 4	5	7	12
Administrative Officer 5	5	9	14
Administrative Officer 6	6	1	7
Administrative Officer 7	1	3	4
Administrative Officer 8	–	2	2
Executive Officer 1	1	1	2
Executive Officer 1 – Executive Contract	–	1	1
Executive Officer 2 – Executive Contract	–	1	1
Head Coach Level 2	–	1	1
Head Coach Level 3	1	4	5
Professional 2	1	1	2
Professional 4	–	1	1
Trainee (ATS) 2001	1	1	2
<b>Total</b>	<b>26</b>	<b>36</b>	<b>62</b>

ATS = Australian Traineeship Scheme

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## DEPARTMENT OF CORPORATE AND INFORMATION SERVICES

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	Female	Male	Total
Administrative Officer 1	20	13	33
Administrative Officer 2	144	49	193
Administrative Officer 3	142	51	193
Administrative Officer 3 Trainee	2	–	2
Administrative Officer 4	136	36	172
Administrative Officer 5	55	40	95
Administrative Officer 6	42	44	86
Administrative Officer 7	26	24	50
Administrative Officer 8	18	19	37
Executive Officer 1	2	7	9
Executive Officer 1 – Executive Contract	2	6	8
Executive Officer 2 – Executive Contract	1	4	5
Executive Officer 4 – Executive Contract	–	1	1
Executive Officer 6 – Executive Contract	1	1	2
Executive Teacher Level 2	1	–	1
Professional 1	8	1	9
Professional 1 Trainee	1	–	1
Professional 2	19	2	21
Professional 3	1	–	1
Professional 4	1	–	1
Physical 2	1	–	1
Physical 2 – RDO	2	–	2
Physical 3 – RDO	2	1	3
Physical 4 – RDO	2	2	4
Physical 5 Apprentice – RDO	–	1	1
Physical 6	1	1	2
Physical 6 – RDO	1	8	9
Physical 7	1	–	1
Physical 7 – RDO	–	1	1
Physical 8	–	1	1
Physical 8 – RDO	–	3	3
Printing Production Supervisor – RDO	–	1	1
Trainee (ATS) 2001	4	2	6
<b>Total</b>	<b>636</b>	<b>319</b>	<b>955</b>

RDO = Rostered Day Off

ATS = Australian Traineeship Scheme

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**OFFICE OF COMMUNICATIONS, SCIENCE AND  
ADVANCED TECHNOLOGY**

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	Female	Male	Total
Administrative Officer 3	1	–	1
Administrative Officer 4	2	–	2
Administrative Officer 5	–	2	2
Administrative Officer 6	1	–	1
Administrative Officer 8	4	1	5
Executive Officer 1 – Executive Contract	–	1	1
Executive Officer 4 – Executive Contract	1	–	1
Trainee (ATS) 2001	1	–	1
<b>Total</b>	<b>10</b>	<b>4</b>	<b>14</b>

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ATS = Australian Traineeship Scheme

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## DEPARTMENT OF ARTS AND MUSEUMS

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	Female	Male	Total
Administrative Officer 1	14	7	21
Administrative Officer 1 – CBAT	3	–	3
Administrative Officer 2	10	5	15
Administrative Officer 3	6	3	9
Administrative Officer 4	4	1	5
Administrative Officer 5	5	–	5
Administrative Officer 6	6	–	6
Administrative Officer 7	3	1	4
Administrative Officer 8	1	1	2
Executive Officer 1	1	1	2
Executive Officer 1 – Executive Contract	1	–	1
Executive Officer 2 – Executive Contract	1	–	1
Executive Officer 4 – Executive Contract	1	–	1
Professional 1	4	2	6
Professional 2	1	3	4
Professional 3	7	5	12
Professional 4	2	2	4
Physical 2 – RDO	2	–	2
Physical 4	1	–	1
Technical 1	1	2	3
Technical 2	3	5	8
Technical 3	1	7	8
Technical 4	–	1	1
<b>Total</b>	<b>78</b>	<b>46</b>	<b>124</b>

RDO = Rostered Day Off

CBAT = Competency Based Training

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## STREHLOW RESEARCH CENTRE

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	Female	Male	Total
Administrative Officer 4	1	–	1
Professional 1	–	1	1
Professional 4	–	1	1
Technical 3	1	–	1
<b>Total</b>	<b>2</b>	<b>2</b>	<b>4</b>

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## OFFICE OF ABORIGINAL DEVELOPMENT

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	Female	Male	Total
Aboriginal Interpreter	8	7	15
Administrative Officer 1	1	–	1
Administrative Officer 2	1	–	1
Administrative Officer 4	2	1	3
Administrative Officer 5	4	3	7
Administrative Officer 6	2	2	4
Administrative Officer 7	–	5	5
Administrative Officer 8	1	2	3
Executive Officer 1	–	2	2
Trainee (ATS) 2001	1	–	1
<b>Total</b>	<b>20</b>	<b>22</b>	<b>42</b>

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ATS = Australian Traineeship Scheme

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## DEPARTMENT OF LOCAL GOVERNMENT

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	Female	Male	Total
Administrative Officer 1	1	–	1
Administrative Officer 2	1	1	2
Administrative Officer 3	7	1	8
Administrative Officer 4	5	3	8
Administrative Officer 5	3	–	3
Administrative Officer 6	8	18	26
Administrative Officer 7	–	6	6
Administrative Officer 8	1	5	6
Executive Officer 1	–	2	2
Executive Officer 2 – Executive Contract	–	1	1
Executive Officer 6 – Executive Contract	–	1	1
Technical 3	–	1	1
Technical 4	–	3	3
Trainee (ATS) 2001	2	–	2
<b>Total</b>	<b>28</b>	<b>42</b>	<b>70</b>

ATS = Australian Traineeship Scheme

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## TERRITORY HOUSING

---

	Female	Male	Total
Administrative Officer 1	1	1	2
Administrative Officer 2	31	9	40
Administrative Officer 3	12	1	13
Administrative Officer 4	33	12	45
Administrative Officer 5	5	2	7
Administrative Officer 6	10	7	17
Administrative Officer 7	4	3	7
Administrative Officer 8	4	2	6
Executive Officer 1	–	1	1
Executive Officer 1 – Executive Contract	–	1	1
Executive Officer 2 – Executive Contract	1	–	1
Executive Officer 5 – Executive Contract	–	1	1
Professional 2	–	1	1
Professional 3	–	1	1
<b>Total</b>	<b>101</b>	<b>42</b>	<b>143</b>