

## **Public Forum Question and Response**

**Subject: Women in senior management roles and corporate development and training of female employees**

**Question From:** Vincent De Luca

**Meeting Date:** 11 November 2003

**Question:** How many female employees of Council are:

a. Directors of Council?

**Answer:** Council has three (3) Directors – currently all three are male. They were recruited by open advertisement and selected on merit as council is an EEO (Equal Employment Opportunity) employer.

b. Service Unit Managers?

**Answer:** The title “Service Unit Manager” is generally used for the level of management below Directors. The ‘Operational Management Team’ is the title for all managers at this level. This team consists of eleven (11) managers, two (2) of whom are female.

c. Team leaders?

**Answer:** The title ‘Team Leader’ is a common title for supervisory staff below the level the Operational Management Team, however different titles are used across council for ‘supervisors’. There are approximately twenty five (25) ‘Supervisors’ reporting to Operational Management Team managers. Of these ten (10) are female.

d. What training and corporate development programs are being conducted by Council to encourage and promote the many talented women we have at this Council to senior executive positions?

**Answer:** We are aware of the benefits of increasing the participation of female staff in management and have already implemented a range of strategies, including training and corporate development programs, to encourage and promote the many talented women we have at this Council. These strategies include:

A. Development and Implementation of a Management Development Framework

Last year our senior managers, supervisors and joint consultative committee considered a detailed and comprehensive framework to develop managers. This framework has been extended as part of the Warringah Transition Plan and will now cater for over 100 ‘supervisors’ across council, many of whom are female. Many activities under the framework will also be available to aspiring managers – this will assist women to develop their management potential. Of particular note is the already implemented provision of accredited training such as “Frontline Manager” so that participating staff gain credit towards nationally recognised tertiary qualifications.

B. Joint management development activities with SHOROC Councils

For example, a Management Development Challenge was held recently. Nine (9) of the ten (10) Warringah participants were female, and the winning team was led by a female Warringah staff member and included several other Warringah female staff members.

Another activity in June this year was a leadership breakfast. Warringah participants numbered twelve (12), of whom five (5) were female.

#### C. International Women's Day

Last year as part of our EEO (Equal Employment Opportunity) activities the General Manager hosted an International Women's Day breakfast. The activity was well attended and feedback from staff indicates they found value in the guest speaker's insights on career development for women.

Warringah is sending a representative to the National Framework for Women in Local Government seminar at Campbelltown on 27 November 2003. This seminar will be considering further means by which local, state and national initiatives can foster the participation of women at senior levels in Local Government. Warringah already has in place many of the policies and procedures, such as family friendly policies, that are proposed under the National Framework; however, we will consider adoption of other actions suggested at the seminar or as part of the National Framework.