



Government
of South Australia

Office for Women

South Australian Government Strategies SUMMARY REPORT

Contents

Summary	i
Acronyms	ii
Improving women's economic status	1
Achievements – Improving Women's Economic Status	1
Current Strategies – Improving Women's Economic Status	3
Future Strategies – Economic status	5
Increasing women's leadership and participation in decision making	6
Achievements – Leadership and Participation	6
Current Strategies – Leadership and Participation	11
Future Strategies – Leadership and Participation	17
Improving women's safety and wellbeing	20
Achievements – Safety and Wellbeing	20
Current strategies – Safety and Wellbeing	23
Future strategies – Safety and wellbeing	30
INDEX	32

Summary

This report outlines strategies the South Australian Government has implemented and is implementing under each of the three pillars of action identified in the South Australian Government's Women's Policy:

- Improving women's economic status
- Increasing women's leadership and participation in decision making
- Improving women's safety and wellbeing

The vision of the Policy is that women and girls in South Australia will be able to fully participate in and share the benefits of living in South Australia.

This report brings together input received from all South Australian Government departments¹ and draws on the work across different departments to demonstrate the commitment of the South Australian Government to achieving women's equal participation in all aspects of life.

It is important to note that government cannot address the complexity of social, economic, legal and cultural issues without strong partnerships with business, non-government organisations and community. Many of the examples highlighted in this report are a result of such partnerships and it is hoped that future strategies will further strengthen the partnerships between different sectors.

¹ This report does not include a full list of the strategies undertaken across Government, rather it highlights the diverse range of achievements and the ongoing strategies. A full list of the strategies is provided on a separate document *Summary of SA Government Strategies*. This document includes the key partners, a description on initiatives and outcomes identified to date.



Acronyms

AAR	Aboriginal Affairs and Reconciliation
ACRT	Aboriginal cultural respect training
ACWAP	Australasian Council for Women in Policing
AGD	Attorney-General's Department
AHP	Aboriginal Health Practitioner
AHRC	Australian Human Rights Commission
AICD	Australian Institute of Company Directors
APY	Anangu Pitjantjatjara Yankunytjatjara
CAA	Courts Administration Authority
CALD	Culturally and linguistically diverse
CJIM	Criminal Justice Information Management
DASSA	Drug and Alcohol Services South Australia
DCS	Department of Correctional Services
DCSI	Department for Communities and Social Inclusion
DECD	Department for Education and Child Development
DFEEST	Department of Further Education, Employment, Science and Technology
DHA	Department of Health and Ageing
DPC	Department of Premier and Cabinet
DPTI	Department of Planning, Transport and Infrastructure
DSD	Department of State Development
DTF	Department of Treasury and Finance
EOC	Equal Opportunity Commission
ETSA	Electricity Trust of South Australia
FGM	Female genital mutilation
GEAP	Gender Equality Action Plan
LGBTIQ	Lesbian, gay, bisexual, transgender, intersex and queer
MAC	Minnipa Agricultural Centre
MAPS	Multi Agency Protection Service
NAHA	National Affordable Housing Agreement
NGO	Non-government organisation
NPAH	National Partnership Agreement on Homelessness
NPY	Ngaanjatjarra Pitjantjatjara Yankunytjatjara
OFW	Office for Women

ODPP	Office of the Director of Public Prosecutions
PIRSA	Primary Industries and Regions South Australia
RDA	Regional Development Authority
RIRDC	Rural Industries Research and Development Corporation
RTO	Registered training organisation
SAFECOM	South Australian Fire and Emergency Commission
SAPOL	South Australia Police
SARDI	South Australian Research and Development Institute
SBC	Sexual Behaviour Clinic
STEM	Science, technology, engineering and mathematics
TAFE SA	Tertiary and Further Education South Australia
VET	Vocational education and training
VPP	Violence prevention program
WHS	Work health and safety
WiDRI	Women Influencing Defence and Resources Industries
YPG	Young Professionals Group



Improving women's economic status

Achievements – Improving Women's Economic Status

Department	Initiative	Purpose
AGD – SafeWorkSA	Age Matters	Addressing the issues of flexible work and leave arrangements for older workers.
AGD – SafeWorkSA	Fair Work Australia's Equal Remuneration Case	SafeWorkSA led the government's response to the historic equal remuneration case which increased wages in the community services sector.
AGD- SafeWork SA	Work-life balance innovations project	Development of tools and training to assist, manage and support flexible work arrangements.
AGD – SafeWorkSA	Quality part-time work	Flexible work arrangements for nurses and midwives in acute hospital sector.
AGD – SafeWork SA	Productivity Commission inquiry to support a Commonwealth funded scheme for paid parental leave	SA Government response to the Productivity Commission Inquiry to support a Commonwealth funded scheme for paid parental leave.
AGD-SafeWork SA	Submission to the Productivity Commission public inquiry into the performance of the national workplace relations framework	The objects of the Fair Work Act include: ensuring equal remuneration for men and women doing work of equal or comparable value; and to facilitate the effective balancing of work and family responsibilities.
AGD-SafeWork SA	Submission to the Annual Wage Review	SA Government submission to the Review supported an increase in the minimum wage and included comment on how the minimum wage is a crucial part of supporting women to remain in the workforce and plays an important role in closing the gender pay gap
DECD	Flexible Working Provisions	Support the wellbeing of staff.
DECD	Seminar: Your Financial Future	Event with external partners to provide opportunity for DECD employees to gain wisdom to create a secure financial future for themselves.
DFC – Office for the Ageing and Disability	Report: Closing the Gaps – Response to the Abuse of Vulnerable Older People	Report into abuse of vulnerable older people in SA which led to the SA Strategy to Safeguard the Rights of Older South Australians 2014-2021.
DFC – Office for the Ageing and Disability	Improving with Age: Our Ageing Plan for South Australians	Ageing Plan for South Australia 2006-2013.
DPTI	Business Achievement Awards	Increasing the status of women in everyday workplaces and identifying best practices.

Achievements – Improving Women’s Economic Status

Department	Initiative	Purpose
DSD	Women Influencing Defence and Resources Industries Program	Assist in increasing gender distribution in these industries.
DSD	Skills for All	Skills for All aims to increase access to training for all South Australians with an emphasis on those not previously engaged.
DSD	Women in Heavy Industries	Structured mentoring to 15 women with barriers to employment as they undertook certificate in Civil Construction.
DSD	Powerful Pathways for Women – Women in Civil	Accredited training in Civil Construction, six industry tickets and work experience to 15 unemployed women.
DSD	Power Pathways for Women – Electrotechnology	Provided 10 women with a range of industry-specific skills and knowledge combined with two weeks practical training at the ETSA Utilities Davenport Training Centre in Port Augusta.
DSD	Community Learning Places – Roxby Downs	Support to 10 female jobseekers who resided in Roxby Downs, to explore a variety of career pathways.
DSD	Report: Female Participation in STEM study and work in SA	Comprehensive analysis of female participation rates in STEM.
DSD	Women in Innovation Awards 2014	Support for awards to showcase SA’s best female innovators.
DSD	STEM Sista Program pilot	Support for professional development program for girls to help them aspire to STEM related careers.
DSD	Aboriginal Apprenticeship Program	Supports Aboriginal people to complete a Contract of Training.
PIRSA	Productivity Places Program	Part of the Australian Government’s Skilling Australia for the Future Initiative, provided subsidised training to existing workers.
PIRSA	Skills in the Workplace	Provided subsidised training places for existing workers to raise their skill levels and address skill demands.
PIRSA	PIRSA Commitment Statement	A Shift in Focus: Building a Culture to Level the Playing Field – PIRSA’s strategy to address diversity in the workforce including gender balance in executive positions.
PIRSA	Women@PIRSA 90 Day Change Project	Develop a detailed understanding and analysis of the cultural and structural barriers within PIRSA to women’s participation and develop targets and strategies to increase women’s participation in leadership roles at PIRSA.
PIRSA	SARDI Science Bursary	Provides \$1500 to a woman graduate to undertake post-graduate study in science at a tertiary institution in SA.
PIRSA	Women’s Field Days – Minnipa Agricultural Centre	Two events at Minnipa Agricultural Centre aimed at women involved in agriculture.



Current Strategies – Improving Women’s Economic Status

Department	Initiative	Purpose
All Government Departments	Disability Access and Inclusion Plans	Implemented across state and local governments DAIPs provide a systematic approach for organisations to identify and address barriers to access and inclusion and develop strategies that meet the participation and service needs of people with disability.
AGD - EOC	Chiefs for Gender Equity	Group of male leaders in SA which aims to change attitudes and break down barriers to increase the participation of women at the highest levels.
AGD - EOC	Return to work and pregnancy review	Update local resources to provide assistance to women and men returning to work.
AGD - EOC	Project: Flexible Workplace Futures	<p>The Flexible Workplace Futures project focused on improving the productivity and innovation of the public sector by adopting more flexible ways of working in the public sector.</p> <p>The Change@ South Australia public sector renewal project involved cultural change and is regarded as a longer term project.</p> <p>The Higher Performing Workplace Index survey is also due to be re-run later in 2015. This will support existing data obtained through the same survey in 2013, and will provide further insight into flexible work and other work place attitudes in the SA Public Sector.</p>
AGD – SafeWork SA	Productivity Commission inquiry to support Commonwealth funded scheme for paid parental leave	SA Government response to the Productivity Commission Inquiry to support a Commonwealth funded scheme for paid parental leave.
AGD- SafeWork SA	Work-life balance innovations project	Development of tools and training to assist, manage and support flexible work arrangements.
DCSI	We Care - Our plan for South Australian carers	Strategy to support and empower carers in South Australia.
DECD	Work-life balance policy	DECD’s commitment to assisting employees to achieve appropriate work-life balance. Includes a booklet for employees <i>Finding the Balance – work life balance for employees</i> and a number of provisions including flexible working and special leave.
DECD	<i>Finding the balance – work life balance for employees</i> booklet	Summarises key provisions available to DECD employees and the issues that managers and employees need to consider in developing, requesting and reviewing mutually agreed flexible working arrangements.
DECD	Flexible Working Provision	Comprise of a suite of procedures that support the wellbeing of staff.

Current Strategies – Improving Women’s Economic Status

Department	Initiative	Purpose
DECD	Special Leave Provisions	DECD has extensive special leave provisions for employees.
DPTI	Sylvia Birdseye Undergraduate Scholarship	Available to female students studying full-time and undertaking their third year of a Bachelor of Engineering (Civil) or (Civil and Specialisation) program.
DPTI	Women in the workforce	Recruitment campaign for Tram Operator roles including promoting vacancies directly to women.
DPTI	Women in the Workface	Targeted recruitment, engagement and retention strategies supporting women.
DPTI	Family Accessibility Package	Available for a period of up to five years to assist in covering the costs of relocation in regional areas for DPTI employees.
DSD	Skills for All	Broad policy initiative guiding provision of government subsidised VET.
DSD	ACE Foundation Skills Grant Funding	ACCES delivers community based education consisting of flexible, short courses.
DSD	Aboriginal Apprenticeship Program	Supports Aboriginal people to complete a Contract of Training.
DSD	Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) Women’s Council	DSD-AAR regularly consults with NPY Women’s Council as a key stakeholder for Aboriginal women in the Far North West of South Australia.
DSD	Women’s Education Program	Certificates are designed to provide women with the skills, knowledge and self-confidence to proceed to further education or employment and deal with career and life changes.
DSD	Learner Support Services	Provide non-clinical case management support to students with complex barriers to training.
DSD	Edith Dornwell internships	Provides three internships to support a female studying a STEM related tertiary course to partner with an employer as part of honours scholarship.
DTF	Women and Super	Fact sheet available via the Super SA website.
PIRSA	Capabilities based approach to recruitment and selection	Capabilities based approach to recruitment and selection.
PIRSA	Flexible working practices	A suite of flexible working practices.
PIRSA	Women Influencing Agribusiness and Regions Strategy and Action Plan	Recognises the significant role women play in SA agribusiness and develop an action plan to promote the opportunities; grown our capabilities; and break down the barriers.
PIRSA	SARDI Science Bursary	The SARDI Science Bursary provides \$1500 to a woman graduate to undertake post-graduate study in science at a tertiary institution in South Australia.
SA Health	Flexible working	A suite of flexible working provisions and other policies and



Current Strategies – Improving Women’s Economic Status

Department	Initiative	Purpose
	conditions	procedures.
SA Health	Workforce participation by older South Australian workers	The <i>Strategy to Safeguard the Rights of Older South Australian’s Action Plan 2015-2021</i> , outlines opportunities for the Office for the Public Sector with support from Office for the Ageing.

Future Strategies – Economic status

Department	Initiative	Purpose
AGD – EOC	Return to work and pregnancy review	Update local resources to provide assistance to women and men returning to work.
DECD	Maximise children and young person’s learning	Implement effective programs to develop students’ capabilities.
PIRSA	Women Influencing Agribusiness and Regions Strategy and Action Plan	Being delivered through initiatives runs by industry, community and government, both individually and collaboratively.
SA Health	Flexible Working Arrangements Research	To measure the impact of Flexible Working Arrangements on the attraction, retention and development of women.
SA Health – Office for the Ageing	Prosperity through Longevity: South Australia’s Ageing Plan 2014-2019	The new ageing vision has two parts (i) the vision and (ii) action plan for the next five years.
SA Health – Office for the Ageing	South Australian Strategy to Safeguard the Rights of Older South Australians 2014-2021	Provides a guide for the wider South Australian community on elder abuse - what it is, how to recognise it, how to prevent it and how to report it. Recognises the types of vulnerability that may result in opportunities for elder abuse in its different forms.
SA Health – Office for the Ageing	South Australian Strategy to Safeguard the Rights of Older South Australians Action Plan 2015-2021	Outlines new and ongoing projects and initiatives across the state to promote and support the rights of older South Australians.

Increasing women's leadership and participation in decision making

Achievements – Leadership and Participation

Department	Initiative	Purpose
AGD-EOC	Amendments to Equal Opportunity Act 1984	Amendments increased protections for South Australians.
AGD-EOC	National Review of pregnancy and return to work	Contribution of SA data and case studies in relation to pregnancy and return to work discrimination.
AGD-EOC	Flexible Workplace Futures	Four Chiefs for Gender Equity signed to Women's Empowerment Principles.
AGD-SafeWork SA	Public seminars/events	Public information sharing events that showcase the benefits and functionality of effective work-life balance.
AGD-SafeWork SA	Response to the House of Representatives Standing Committee on Employment and Workplace Relations Inquiry	The submission included a recommendation regarding the right to request flexible working arrangements as key to women's full and equal participation in the workplace.
AGD-SafeWork SA	Review <i>Workplace Relations Act 1996 (Cth)</i>	Review of the Equal Opportunity for Women in the <i>Workplace Act 1996.(Cth)</i>
AGD-SafeWork SA	Submission to the Parliamentary Committee on Occupational Safety, Rehabilitation and Compensation inquiry into: Working longer: Work health and safety and workers compensation issues	The submission addressed issues relating to flexible workplaces, barriers to work and transition to retirement programs.
AGD-SafeWork SA	Quality part-time work project	Aimed to facilitate the engagement of the private sector through the application of work-life balance initiatives in targeted industries.
DCS	Women in Corrections Workshops	Targeted to increase the number of women working as operational supervisors in and environments (Yatala Labour Prison) traditionally staffed by male officers Building on the earlier workshop held in June 2011, this workshop was targeted at all custodial women.
DCS	DCS Gender Equity Strategy	Challenging the lack of or indifference to women working in areas such as Emergency Response Group and to also further promote gender equity in promotional positions.

Achievements – Leadership and Participation

Department	Initiative	Purpose
DCS	Women's Leadership Journey	Professional development program for women aimed at empowering.
DCSI	Governance for Directors training scholarships	In 2013 and 2014, 25 scholarships were offered for women in the community to attend Governance for Directors training at the AICD. In 2014, 2 of these scholarships were reserved for young women, and 2 for older women. Priority for the scholarships is given to women living in regional areas, Aboriginal women and women from culturally and linguistically diverse backgrounds (CALD).
DECD	DECD Women's Charter	Outlines DECD's commitment to valuing women's contribution, supporting women's participation and hearing women's voices.
DECD	DECD Voices of Women Board	Established in 2006 to provide expert advice, recommendations and leadership to the Chief Executive on issues that affect women employees. Ran a coordinated a seminar <i>Wise Men, Wise Women Thinking Together</i> .
DECD	DECD Voices of Women Board – unconscious bias seminar presented by Dr Margaret Byrne	Dr Margaret Byrne facilitated the seminar <i>Wise Men, Wise Women, Thinking Together</i> . Dr Byrne shared her observations and findings from research she had undertaken into unconscious bias and led the group into workshops focussed on two important issues - encouraging more males to enter the teaching profession and achieving proportional representation of women in leadership roles.
DECD	DECD Voices of Women Board scholarships and leadership development	Two full scholarships to the Governor's Leadership Foundation were awarded to female DECD employees. High Impact Women in Leadership programs were offered to DECD employees.
DECD	SAIEL Advisory Board UN Women International Women's Day Breakfast sponsorship	In March 2015 the Board sponsored two tables of 12 at the UN International Women's Day breakfast. This provided a professional development opportunity for aspiring women site leaders to attend and network with senior membs of the DECD executive team.
DECD	SAIEL leadership professional development opportunities	In 2014/15 the SAIEL offered a broad range of leadership professional development opportunities, including the Leadership Development Centre, the Leadership Insights series featuring inspirational guest speakers, and the Extreme Leadership Program. The programs were open to both male and female employees; however, there was a significantly higher level of participation from female DECD employees.
DECD	SAIEL Advisory Board – Strategic Priority	Leadership gender equality within DECD has been identified as a key strategic priority for the SAIEL Advisory Board in 2015.
DEWNR	DEWNR Women's Strategy	Women's development strategy providing strategies & actions to address cultural, behavioural and skill level issues identified through surveys as key factors in addressing the imbalance of

Achievements – Leadership and Participation

Department	Initiative	Purpose
		women in senior roles.
DEWNR	Women in Leadership Committee and Working Group	Focusing on providing development and forums to increase women in leadership roles
DEWNR	International Women's Day event	Key speakers at a lunch time event organised in collaboration with DTF/DPTI/Health
DEWNR	Emerging Leaders Program	Annual Program targeting potential/new leaders to prepare for greater involvement at the leadership level
DPC	Learning Management System	Extensive catalogue of customised and off-the-shelf online training programs that can be accessed on the web, enabling part-time employees to access the system from any location.
DPTI	Wendy Ey Scholarships	Provides assistance to women in or aspiring to elite sport or recreation coaching or officiating, for development opportunities.
DPTI	Women in Leadership Summit Adelaide 2013	Leadership development opportunity for existing and emerging leaders across all industries.
DPTI	Youth Communication Platform Team	Providing a networking and knowledge sharing opportunity to empower and encourage young women.
DPTI	Transformative Leadership Program	Leadership program for Executives across SA Public Sector partnering with the University of Texas to gain international perspectives.
DPTI	Women on Boards	Focus on female representation on Rail Commissioner Board.
DPTI	Women in Executive Roles	Divisional focus on female representation in executive roles.
DPTI	Women in Local Government Strategy	Working with the Local Government Association on the implementation of the national <i>Women in Local Government</i> Strategy.
DPTI	Excellence in Advancing the Status of Women in Local Government	Co-sponsored an award 'Excellence in Advancing the Status of Women in Local Government'.
DPTI	Apply Design in the Public Sector - workshop for the Office for Women	Professional development workshop regarding innovative ways of working. Open to women in the public sector.
DPTI	Women in Leadership Group in Land Services Group	The purpose of the Women in LSG (WiL) group is to ensure that LSG has a framework in place to identify and respond to issues, obstacles and challenges in the workplace that may be unique to women.
DPTI	Strategies to bolster numbers of women in leadership	A number of strategies were developed in the former Safety and Regulation Division of DPTI
DPTI	Equity and Workforce Planning	Develop strategies to advance achievement of SASP targets.

Achievements – Leadership and Participation

Department	Initiative	Purpose
DPTI	Divisional Women in Leadership Group	Provide leadership in supporting and promoting the department's achievement of the State Strategic Plan target 6.3 to have women comprising half of employees in executive levels (including the chief executive) by 2014.
DPTI	International Women's Day recognition/celebrations	Personal and professional development opportunity made available to all female members of staff including a networking lunch with key speakers.
DPTI	Women's Champions Groups	DPTI representative contributed to an across SA Public Sector program for women in the Executive Feeder Group.
DPTI	Foundations of Directorship Program	Professional development for female staff who work directly with stakeholder boards.
DPTI	Governance, Diversity and Opportunity – Are You On Board? Conference	The conference aimed to raise the profile of and acknowledge the important role that women play in the governance of sport in SA and promote the need for gender diversity within the world of sport.
DPTI	Steer Your Career	Professional development for industry delivered in Metro Adelaide in 2013 and Regional South Australia in 2014.
DPTI	Industry Professional Development	Available to female working in the Sport Sector and made available to female staff who missed the previous session.
DSD	Catalyst Women in Leadership Program	Invitational program to develop women to undertake leadership roles within their organisation.
DTF	Learning Management System	Extensive catalogue of customised and off-the-shelf online training programs that can be accessed on the web, enabling part-time employees to access the system from any location.
PIRSA SA Health	Springboard Women's Career Development Program	Springboard is an internationally recognised career development program specifically designed for women in non-management roles.
PIRSA	Catalyst Women in Leadership Program	The Catalyst Women in Leadership Program offers women an opportunity to build their leadership capabilities in their current roles, without needing to be in formal leadership or management positions.
PIRSA	PIRSA Leadership for the Future Program	Engaged participants in contemporary leadership and management thinking and practice while focusing on the future business context of the Agency.
PIRSA	PIRSA Leadership Development Strategy	Developed to enable PIRSA leaders to be successful personally and professionally in achieving strategic goals and in collaborating with industry, government and community partners.
PIRSA	PIRSA Emerging Leadership Program	Part of the PIRSA Leadership Development Program, was designed to support high performing women and men at any level of the organisation who were clearly demonstrating strong leadership potential, but were newer to leadership roles.



Achievements – Leadership and Participation

Department	Initiative	Purpose
PIRSA	PIRSA Sustaining Leadership Program	Designed for participants currently in a leadership role who had previously completed an emerging leadership program.
PIRSA	PIRSA Growing Sustaining Team Leaders Program	Catered to women and men with significant leadership responsibility for key organisational projects. Participants had previously undertaken foundational leadership or management training. The program established a peer learning relationship between the 7 participants.
PIRSA	SA Rural Leadership Program	Builds capacity and develops a network of rural people with leadership skills and the confidence to influence decision-making processes in rural South Australia and in the primary production sector.
PIRSA	Women in Leadership – Emerging Leaders Program / Stepping into Leadership Program	Program targets emerging women leaders looking for leadership training to step into leadership roles in their industry, community or business.
PIRSA	Governor's Leadership Foundation Program	Designed to broaden, enhance and accelerate leadership capability and develop in participants the capacities of mind that enable them to contribute more effectively to all the communities of which they are a part - workplace, family and society.
SA Health	Women in Leadership Intranet Page and LinkedIn group	Resources provided online designed to increase staff awareness about the work of the Women in Leadership Steering Committee, the issues faced by women aspiring to be leaders and providing tools women can access to assist them.
SA Health	Women in Leadership Mentor program (online)	This program has linked women across SA Health with male and female mentors also working in the SA health system. Mentors and mentees are able to share information, and mentors provide support and encouragement to women on the leadership journey.
SA Health	Application for recognition as an Employer of choice for women	The application for recognition as an 'Employer of Choice for women' facilitated a gap analysis – identifying the actions and changes that needed to be made if SA Health were to develop a culture which was more supportive of women in the workplace and conducive to women successfully winning leadership roles.
SA Health	Networking Events for women	Networking events with inspirational female leaders aimed at providing opportunities for women to build their knowledge and their networks across health.
SA Health	Survey of women working in SA Health	The survey gathered valuable information and opinions about the barriers faced by women working in SA Health and the ways they could be assisted.
SA Health	Health LEADS	Leadership development initiative that complemented the technical excellence of SA Health staff with enhanced leadership skills, enabling them to further develop their

Achievements – Leadership and Participation

Department	Initiative	Purpose
		leadership capabilities.
SA Health and DASSA	Aboriginal Workforce Development	In 2010 DASSA commenced delivery of the Certificate III Community Services Work (alcohol and other drugs) <i>Strong Spirit, Strong Mind</i> . This qualification is a culturally secure, nationally recognised and industry-relevant training program relevant to the needs of Aboriginal workers from a range of community and health sector services.

Current Strategies – Leadership and Participation

Department	Initiative	Purpose
All Government Departments	SA Strategic Plan Targets 30 and 31	SA Strategic Plan Targets 30 and 31: Increase the number of women on all State Government boards and committees and as Chairs to 50% on average by 2014 and maintain thereafter.
All Government Departments	SA Strategic Plan Target 52	SA Strategic Plan set a target to see an increase the number of women on all state government boards and committees to 50 per cent on average by 2014, and maintain thereafter by ensuring that 50 per cent of women are appointed, on average, each quarter.
AGD-EOC	Flexible Workplace Futures Project partner	Support the use and application of flexible work in the public sector to ensure equitable outcomes and increases the agility of the public sector workforce.
AGD-SafeWork SA	Online tools to support flexible work arrangement	Developed tools to assist public, private and non-government (NGO) sectors to implement and manage flexible work arrangements.
DCSI – OFW	State Aboriginal Women's Gathering	Event enables Aboriginal and Torres Strait Islander women to share their experiences and issues from their communities, to meet and network with other Aboriginal women from across South Australia and be informed about key issues affecting them and their communities.
DCSI – OFW	Gladys Elphick Awards	The first South Australian Aboriginal Awards to be created for and by Aboriginal women.
DCSI – OFW	Premier's Women's Directory	An online database of women seeking to serve on boards and committees.
DCSI – OFW	Online network for South Australian and Indian business women network	Establishing an online network for business women from South Australia and India to increase women's participation as leaders and entrepreneurs.
DCSI – Multicultural SA	Women's Leadership Course	Certificate IV in Frontline Management delivered by TAFESA, tailored towards women from culturally and linguistically diverse backgrounds.
DCS	Provision of a gender inclusive learning	Review of learning materials, facilitation and program offerings to ensure provision of gender inclusive training.

Current Strategies – Leadership and Participation

Department	Initiative	Purpose
	environment	
DCS	Journey to Success	A succession planning program aimed at identifying hidden talent while empowering women to expand their knowledge and skills and boosting confidence to work in more senior operational positions in prisons.
DCS	Tomorrow's Senior Managers	Succession planning initiative aimed at identifying 'hidden' talent - people in DCS who aspire to work in senior operational positions.
DCS	Strategic workforce planning	The comprehensive plan provides a range of initiatives and programs.
DCS	Leadership and management programs	Ensuring the profile of women offenders with complex needs is included in training programs, enhancing understandings and ensuring contemporary management techniques are employed.
DECD	School based leadership positions – job sharing	This provision allows job sharing of school based leadership positions and supports pathways of part-time employees to leadership.
DECD	Merit Selection Policy	Affirms DECD's practice to select on the basis of merit.
DECD	Training and Professional Support Strategy	Provides staff in schools and preschools (including leaders) with the opportunity to offset professional learning and development undertaken outside of normal working hours against attendance during the final week of the school year.
DECD	SA Institute for Educational Leadership (SAIEL)	One of the DECD flagship initiatives announced in the 2012 discussion paper <i>Leadership in Public Education</i> to address leadership development requirements of DECD leaders.
DECD	SAIEL leadership professional development opportunities	The SAIEL regularly offers a broad range of leadership professional development opportunities for both men and women in the department.
DECD	SA Excellence in Public Education Awards	Recognises, rewards and celebrates the contributions of staff and leaders in our public schools, preschools and corporate offices.
DEWNR	Towards 50:50 Achieving equal representation of women in leadership roles	Strategies to support women who aspire to leadership roles, creating a culture of inclusiveness.
DEWNR	Mentoring program, women's panel events, Springboard Women's Development Program, Women on Boards, Inspirit program, group mentoring	A range of corporately funded programs which target senior women. These programs have had a positive impact on the feeder group with an increase of 9% in this target group.
DEWNR	Women's Day forum	Cross agency collaboration, sharing of information, working



Current Strategies – Leadership and Participation

Department	Initiative	Purpose
		together to develop programs & functions.
DPC	Professional Development opportunities	Professional development opportunities for talented women are promoted in order to prepare them for promotion to executive levels.
DPC	Flexible working arrangements	Flexible work arrangements are available and promoted.
DPTI	Towards 50:50 Achieving equal representation of women in leadership roles	Strategies to support women who aspire to leadership roles, creating a culture of inclusiveness.
DPTI	Leadership and Management DPTI Policy	DPTI is committed to identifying and promoting talented women to senior levels including executive levels within the department. To achieve this goal the department engages in a number of programs.
DPTI	Art of Executive Leadership	This program is targeted at aspiring executives through the executive feeder group and new SAES 1 level executives.
DPTI	Certificate IV in Government	Designed to build the key leadership and management capabilities required for employees who aspire to become an effective supervisor/manager.
DPTI	Fundamentals of Leadership/ Public Sector Management Program (Middle Managers)	A unique national leadership program for middle to senior level managers from across State, Commonwealth, Territory and Local Government sectors.
DPTI	Leadership Skills Development Program	Targeted to prospective leaders within selected areas of DPTI.
DPTI	Public Sector Management Program	The PSM Program is a unique national leadership program. The program targets mid-level to senior managers from across State, Commonwealth, Territory and Local Government sectors.
DPTI	Increasing women's involvement in technical roles in regional South Australia	Support and encourage the development of female staff through on the job training and tertiary studies to enable them to undertake technical roles, which is historically a male dominated field.
DPTI	Women in leadership and feeder groups	Promotion of IPAA programs including 'Women in Leadership' and 'Aspiring Women' to DPTI staff to encourage networking with women in similar roles in the SA Public Sector, gaining the confidence, skills and tools to progress your career.
DPTI	Development of women in the workforce in the Corporate Finance Division	Promotion and active engagement of women in Corporate Finance in a number of professional and technical development activities/courses.
DPTI	Our Female Workforce DPTI Policy	Supporting the department's commitment to identifying and promoting talented women to senior levels including executive levels within the department.

Current Strategies – Leadership and Participation

Department	Initiative	Purpose
DPTI	Monitoring and reporting	Workforce reports and regularly updated data available to all DPTI staff detailing percentage of women in executive level and feeder groups with the purpose of promoting awareness and achievements.
DPTI	Encouraging women to join the 'Women in Construction' Network group	Encouragement of women working on construction projects to become a member of the council with an aim of increase the profile of women, inspire diversity, and support women in construction-related careers.
DPTI	Young People's Team, Workforce Development Community	Offers a number of opportunities for young women in DPTI to engage with and learn from women executives.
DPTI	DPTI Mentoring Program	Encourages the building of beneficial relationships which involve a more experienced person helping someone to achieve their goals.
DPTI	Container Terminal Monitoring Panel (CTMP)	The CTMP is an industry based, legislated Panel that monitors the operations of the Port Adelaide Container Terminal in the context of its monopoly situation. The Minister for Transport and Infrastructure appoints the members of the CTMP. There has been an emphasis on achieving increased female participation on the CTMP.
DPTI	Increase the representation of women on the Design Review Panel	Increase the representation of women on panels including the Container Monitoring Panel and Design Review Panel.
DPTI	International Women's Day event	'Inspiring Change' light networking lunch with key speakers.
DPTI	Developing Future Sport Leaders	Individual and group coaching sessions to fast track careers of women in sport leadership roles.
DPTI	Women in DPTI focus	The key objective of the project is to deliver a framework to inform and influence an improved focus on women across DPTI.
DPTI	Women in the Workforce	Strategies to create the right, sustainable environment to lead to the achievement of SASP targets 30, 31 and 52.
DPTI	Promoting the participation of women in Local Government	A joint initiative with the Local Government Association (LGA) and the Electoral Commissioner to promote the participation of women in Local Government.
DPTI	Success rate of women in Local Government elections	A joint review is undertaken by the Office of Local Government and the Local Government Association and a report is prepared which includes statistics and commentary on the participation rate of women as candidates and those women successful in the election.
DSD -AAR	State Aboriginal Heritage Committee - oversees the	In accordance with the Aboriginal Heritage Act 1988, section 7(3), the Minister must, as far as is practicable, appoint equal

Current Strategies – Leadership and Participation

Department	Initiative	Purpose
	Aboriginal Heritage Act 1988 (the AHA)	numbers of men and women to the Committee.
DSD - AAR	South Australian Aboriginal Advisory Council	Provide government with advice on development and implementation of current and future programs and policies as they affect Aboriginal people. In appointing members, the Minister will consider the Council's gender and age balance.
DSD - AAR	State Aboriginal Lands Trust Board	Holds the titles to 64 Aboriginal owned properties covering well over 500,000 hectares of land. Consultations on a major review of the Act commenced in 2013. The ALT Board has equal numbers of women and men members.
DTF	Women in Treasury (WiT)	The principal body that advises the Under Treasurer, the HR Committee and the Executive Management Group on matters relating to women in the department.
DTF	WiT Mentoring Program	The Program provides an opportunity for employees in DTF to engage in a supported learning opportunity, where encouragement and counsel is available, utilising education and inspiration, relevant knowledge and life experience.
DTF	WiT Programs and Initiatives	The WiT Group also co-ordinate a number of in-house programs, information session and development opportunities for women.
DTF	Flexible Working Arrangements	DTF supports flexible working arrangements that will assist employees at all levels to achieve a greater balance between their work and other responsibilities.
DTF	Professional development opportunities	Professional development opportunities for talented women are promoted in order to prepare them for promotion to executive levels.
PIRSA	RIRDC Rural Women's Award	The RIRDC Award identifies and supports the capabilities of emerging women leaders who have the desire, commitment and leadership potential to make a greater contribution to primary industries and rural communities.
PIRSA	Women in Leadership – Emerging Leaders Program/Stepping into Leadership Program	The Stepping into Leadership Program targets emerging women leaders looking for leadership training to step into leadership roles in their industry, community or business.
PIRSA	Governor's Leadership Foundation Program	The Governor's Leadership Foundation Program is designed to broaden, enhance and accelerate leadership capability and develop in participants the capacities of mind that enable them to contribute more effectively to all the communities of which they are a part - workplace, family and society.
PIRSA	Talent Development Program	This program aims to provide a small group of potential leaders in senior roles in the organisation with exposure to the Executive Group and the varied roles and responsibilities that accompany leadership at this level and support succession



Current Strategies – Leadership and Participation

Department	Initiative	Purpose
		planning at a senior leadership level and build a sustainable workforce.
PIRSA	Chiefs for Gender Equity	In conjunction with the Equal Opportunity Commission, the Chiefs for Gender Equity act collectively and individually to improve gender equity in South Australian and in our businesses- PIRSA CE is a member.
SA Health	SA Health Women in Leadership Steering Committee	The committee provides a voice for women of all ages and at all levels in the Health portfolio and is a high level influencer of change. It has increased the target for women in executive roles in health and helped SA Health achieve this target. In addition to actions/projects already completed/underway, the committee is currently implementing an executive shadowing program for women and partnering with influential women like the EO Commissioner and Commissioner for Public Sector Employment to increase its realm of influence.
SA Health	Young Professionals Group	Promotes the interests of all SA Health employees, regional and metropolitan.
SA Health	Aboriginal Health Scholarship	The SA Health Aboriginal Health Scholarship is a long standing Aboriginal employment initiative aimed at improving the attraction, recruitment and retention of professionally qualified Aboriginal people into the SA Health workforce.
SA Health	Aboriginal Health Practitioner Project	This project aims to professionalise the Aboriginal Health Worker workforce to become registered Aboriginal Health Practitioners through the National Registration and Accreditation Scheme by the development of a clinical governance framework, scope of practice and career structure.
SA Health	Aboriginal Learning Set Project	The department, in partnership with Flinders University, delivered the Learning Set for Aboriginal Managers in SA Health program.
SA Health	Aboriginal Nursing Cadetship Program	The Aboriginal Cadetship program operating in the Lyell McEwin Hospital continues to support Aboriginal people to undertake Registered Nursing, Enrolled Nursing and Midwifery qualifications and successful employment outcomes on completion are reported.
SA Health	Women's participation on Government boards and committees	SA Health is responsible for several Ministerial Boards and Committees that enable management and professional leadership in the SA public health system.
SAFECOM	Establishment of Female Firefighters Forum	The aim of the forum is to contribute to the MFS recruitment, retention & promotion programs through the development of goals & strategies that advance outcomes for women firefighters.
SAPOL	Springboard Program	Personal and professional development program open to all female members of staff.

Current Strategies – Leadership and Participation

Department	Initiative	Purpose
SAPOL	Women's Focus Group and Forums	Provides support and information to all female employees – sworn and non-sworn. Includes facilitating forums designed to inspire and equip SAPOL women with a range of skills and strategies to help improve their professional and personal lives.
SAPOL	Gender Equity Action Plan	Gender Equity Action Plan (GEAP) that identifies key activities in selected areas to enhance policy and practice in furthering the participation of women within SAPOL.
SAPOL	Excellence in Policing Awards	The Australasian Council of Women and Policing Inc (ACWAP) annually hold the Excellence in Policing Awards. SAPOL to support these awards and regularly nominates employees for recognition in one of the award categories.
SAPOL	High impact - Women in Leadership Program	The program is run by the Leaders Institute of SA and Locher Human Resources and has been developed for female senior level managers, directors, and/or confirmed high potentials.
SAPOL	Increase women in leadership positions	Strategies to increase women in SAPOL leadership positions

Future Strategies – Leadership and Participation

Department	Initiative	Purpose
CAA	Mentoring Program	An internal mentoring program provides for women aspiring to leadership to enter into a mentoring relationship with one of the CAA's leaders.
DCS	Creating sustainable leadership by continuing to invest in the DCS Suite of leadership and management programs	DCS is committed to creating a more gender inclusive work environment and as a minimum will continue to require significant participation of women in the suite of leadership and management programs.
DCS	DCS 'New values, ethical and respectful behaviours program.	Continued priority on building and maintaining a professional and positive culture.
DCSI – Multicultural SA	Expanding the Women's Leadership Course in 2014-15	Expanding the Women's Leadership Course in 2014-15, to include the existing Women's Leadership Course (Certificate IV in Frontline Management), and introducing the new Introductory Leadership Skills Course (Certificate III in Women's Education).
DCSI – Multicultural SA	Facilitating practical leadership opportunities for graduates of the 2013 Women's Leadership Course	A stocktake of the Women's Leadership Course found that the effectiveness of the course could be maximised by facilitating practical leadership opportunities for its graduates.

Future Strategies – Leadership and Participation

Department	Initiative	Purpose
DECD	Build leadership capability and continue to improve teaching quality	Develop and implement a teaching quality strategy and a preschool and school leadership development strategy.
DECD	Change Priority Project – develop a leadership development strategy	Develop a leadership charter and a leadership development strategy for all DECD employees.
DPC	Towards Inclusive Leadership	Strategy which takes a whole of sector approach to build inclusive leadership in which men and women are equally represented, valued and rewarded.
DPC	Diversity as Disruption	SAES event at which the Premier will launch the Women in Leadership strategy.
DPC	Women in Leadership: Achieving and Flourishing Program	OPS has negotiated with the Australia and New Zealand Schopol of Government to provide a women in leadership program in South Australia.
DPC	Women in Leadership SA	OPS will coordinate an across government steering committee to ensure the actions of the Towards Inclusive Leadership strategy are implemented.
DPC	Women's Committee or Action Group	Implement a dedicated group to look at improving opportunities for women within DPC
DPTI	Developing Future Sport Leaders	Mentoring for Future Sports leaders.
DPTI	Diversity Conference	Staff and external participants to understand and implement strategies for boards and organisations to better reflect society.
DPTI	Business Meets Sport	An industry networking event committed to supporting the sport and recreation industry to redefine their governance structures and practices.
DPTI	Board Governance and Gender Diversity Project	Improving the gender diversity of State sporting organisations to ensure systemic change in the way boards operate.
DPTI	Networking breakfasts	Raising the profile of women at all levels and in all aspects of sport.
PIRSA	Women in Leadership – Emerging Leadership Program/Stepping into Leadership Program	The Stepping into Leadership Program targets emerging women leaders looking for leadership training to step into leadership roles in their industry,
PIRSA	Governor's Leadership Foundation Program	The Governor's Leadership Foundation Program is designed to broaden, enhance and accelerate leadership capability and develop in participants the capacities of mind that enable them to contribute more effectively to all the communities of which they are a part - workplace, family and society.
PIRSA	Chiefs for Gender Equity	In conjunction with the Equal Opportunity Commission, the Chiefs for Gender Equity act collectively and individually to

Future Strategies – Leadership and Participation

Department	Initiative	Purpose
		improve gender equity in South Australian and in our businesses- PIRSA CE is a member.
SA Health	Leadership Development	A new Leadership Development program being proposed for SA Health will have a unit specifically focused on raising the awareness of future leaders in regard to the issues women face and the importance of supporting women in leadership roles.
SA Health	Country scholarships to promote, attract and retain employees	Country Health SA Local Health Network has provided the scholarships to support the studies of country students who have chosen to work in health related fields in regional areas.
SA Health	Clinical Leadership Program (Developing LEADS)	The Clinical Leadership Program is a 12-month professional development program for health professionals, conducted in an inter-professional experiential adult learning model for allied & scientific health professionals, pharmacists, doctors, nurses and midwives across the state.



Improving women's safety and wellbeing

Achievements – Safety and Wellbeing

Department	Initiative	Purpose
AGD SafeWork SA	Submission to the Parliamentary Committee on Occupational Safety, Rehabilitation and Compensation's Inquiry into Mental Health in the Workplace: Preventing Suicide	The Inquiry looked at an employer's legal responsibility to ensure the psychological health of its workers; privacy concerns, potential activities to identify suicide prevention initiatives; occupational, gender or age groups most at risk of work-related suicide and the main causes.
AGD – SafeWork SA	Submission to the Parliamentary Committee on Occupational Safety, Rehabilitation and Compensation Inquiry into: Working longer; Work health and safety and worker's compensation issues	The submission addressed issues relating to flexible workplaces, barriers to work and transition to retirement programs.
DCS – CAA	Domestic Violence Prevention Program	The Implementation of the Domestic Violence Prevention Program (DVPP) 2011-2014.
DCS	Pre-release program and facilities for women	Preparing women for community re-engagement.
DCS	Stakeholder consultation and research on women offenders' needs	Undertook stakeholder consultation, literature review and research on DCS assessment and case management to identify priority areas for incorporation into a Framework and 5 Year Action Plan to enhance services for women offenders in prison and community settings.
DCSI	White Ribbon Accredited Workplace	The first Government Agency in SA, and one of only a few across Australia to achieve White Ribbon workplace accreditation.
DCSI	Notifications of all Intervention Orders from the Courts to DCSI to Housing SA.	All operational staff has received training on how to respond to an Intervention Order.
DCSI – Office for Women: Women's Information Service	Body Image Campaign	Run by the Women's Information Service in partnership with YWCA Adelaide and Centacare's PACE Program, the campaign sought to improve body image for girls aged 7-12 years.
DECD	White Ribbon Australia Workplace Accreditation Program – completion of	The Program recognises workplaces that are taking active steps to prevent and respond to violence against women. By completing Step 1, DECD has made a formal commitment to

Achievements – Safety and Wellbeing

Department	Initiative	Purpose
	Step 1: Recognition	establishing change processes within the organisation to address this issue.
DECD	Work, Health, Safety and Injury Management Policy	Defines the governance framework for the management of work health, safety and injury management programs across all DECD worksites and core business functions and describes the Injury Management Systems and how the system is to be implemented in the workplace.
DPTI	Professional one-on-one coaching	The former Safety & Regulation Division through a targeted performance management process, implemented tailored professional coaching to women to support their career progression and improve confidence.
DPTI	CCTV review and intelligent monitoring	Upgrade of CCTV facilities from analogue to digital to improve commuter safety in rail cars, buses, trams, some interchanges and park and ride facilities. A trial is currently being facilitated to determine the benefits of upgrading the CCTV monitoring control.
DPTI	Lighting review	Upgrade of lighting to reduce shadows and improve commuter safety in rail cars, buses, trams, some interchanges and park and ride facilities.
DPTI	Women's Information and Resources Portal	Forum containing links and resources to promote developmental opportunities and provide advice including from the Australian Human Rights.
DPTI	Equity and Workforce Planning Coordinator	A dedicated resource engaged to coordinate activities to promote the status of women.
DPTI	Flexible office working environments	Introduce a flexible office environment for government by creating a government Hub location where the work space environment is shared.
DTF	Nursing Mothers Room	A private and comfortable room available for women to express milk or for visiting parents to feed their babies.
SA Health	Before-Birthing and Beyond – A Healthy Start for Women from Rural and Remote Areas	An eight month project funded by the National Women's Health Program which aimed to increase system coordination and more appropriate support services for women from rural and remote areas requiring pre-natal and post-natal care.
SA Health	South Australian Women's Health Policy and first Women's Health Action Plan	Women's health issues were to inform the way the health system plans, develops, drives and delivers these changes consistent with the then in place South Australian Strategic Plan. The plan provided direction for planning, implementation and evaluation of health initiatives and services for women in SA, whilst building on existing programs and services.
SA Health (then Dept of Human Services)	Alternative Birthing Services Program	The Commonwealth Government funded ABSP supported the establishment of a range of midwife based birthing services in the SA public health system through incentive funding scheme. SALHN (Flinders Women's and Children's Division) developed various models of midwifery and maternity care for women (Southern Midwifery Group Practice model) to meet goals of the

Achievements – Safety and Wellbeing

Department	Initiative	Purpose
		Alternative Birthing Services program. .
SA Health (then Dept of Human Services)	National Women's Health Program	Supported a number of initiatives in SA for women including the Country Women's Health Program.
SA Health	Multicultural Women's Health Peer Education Project	This project trained peer educators from refugee backgrounds regarding women's health check-ups (including cervical screening).
SA Health	Effectively manage the implementation and monitoring of the SA Cervix Screening Program	An organised approach to preventing cervical cancer was established as a joint initiative of Australian, state and territory governments.
SA Health	BreastScreen SA	BreastScreen SA is a population-based, state-wide breast cancer screening mammography program funded by both the State and Commonwealth governments.
SA Health	Access to Traditional Healers	Women's Health Statewide facilitated access to recognised female Traditional Healers for Aboriginal women across South Australia.
SA Health	Aboriginal Family Birthing Program	Acting in a positive evidence-based approach to the delivery and expansion of its services to Aboriginal people.
SA Health	Metropolitan Aboriginal Family Birthing Program	The program aims to improve pregnancy outcomes for Aboriginal families and is based on the principles of the Our Culture Our Babies Our Future (unpublished) report.
SA Health	Increase cervical screening participation during targeted campaigns (Pap Smear Awareness Week) in under-screened and vulnerable groups	The Pap Smear Awareness Week campaign occurs every year during May. In 2013, the campaign was predominantly digitally led (via Facebook targeted posts) to raise awareness about the importance of regular Pap smears amongst under-screened women.
SA Health	South Australian Women's Health Policy tools – Gender Analysis	Gender analysis helps policy makers and program and service developers understand how a proposed policy, program or service will impact on women and men differently.
SA Health	Closing the Gap – Aboriginal Women's Maternal Health and Pregnancy Outcomes	Working to improve access to care during pregnancy, birth and the post-natal period for Aboriginal women and thereby enable a range of risk factors to be addressed that will affect future health outcomes.
SA Health	State Program for the Prevention of Female Genital Mutilation	This program aimed to prevent the occurrence of FGM among women and especially girls and to minimise the risk of harm to those at risk or who have been subjected to FGM.
SA Health	Review of Gender Safety Practice and protocols in Mental Health Inpatient Settings	Review of gender safety practices and protocols in mental health inpatient settings.
SAPOL	Breaking Down Barriers –	A weekly drop in program to provide assistance to African



Achievements – Safety and Wellbeing

Department	Initiative	Purpose
	a program for African women	women and their children to improve their integration into living in SA
SA Health	Same Gender accommodation policy	The Same Gender Accommodation Policy Directive mandates that all patients staying overnight in a South Australian public hospital are to be placed in same gender accommodation.
SA Health	Women's Health centres	Women's Health Centres offered a wide range of direct and other services for targeted groups of at risk women with complex needs.

Current strategies – Safety and Wellbeing

Department	Initiative	Purpose
All government departments	Family Safety Framework	The Framework seeks to ensure that services to families most at risk of violence are provided in a more structured and systematic way, through agencies sharing information about high risk families and taking responsibility for supporting these families to navigate the system of services to help them.
All government departments	Intervention Orders	Different departments have implemented different strategies based on their role.
All government departments	South Australian Strategy for the inclusion of Lesbian, Gay, Bisexual, Transgender, Intersex and Queer People	The strategy is the first step in identifying the barriers faced by LGBTIQ people and aims to address them through improved access to government services.
All government departments	Domestic Violence Workplace Policies	The Domestic Violence Workplace Policy underpins the South Australian Government's commitment to taking all reasonable steps to improve the safety of, and support for, employees experiencing or escaping from domestic violence, and who are working towards a life free from domestic violence.
All government departments	White Ribbon Accreditation program	White Ribbon's workplace accreditation program, aims to strengthen our stance against bullying. The program will increase everyone's understanding of the issue, empower staff to make change and improve how we do things so there is no place for violence. This is part of a government wide push to improve the health and safety of women at work and their overall wellbeing.
AGD	Intervention Orders (Prevention of Abuse) Act 2009 - from 2014 Criminal Justice Information Management Project (CJIM)– Intervention Orders	Reforms the previous system of domestic and personal violence restraining orders to offer better protection for people subjected to domestic and personal abuse. The CJIM Project has undertaken extensive review and analysis of the information exchanges and business processes associated with Intervention Orders and recommendations are currently being implemented. Phase One is currently underway which makes significant improvements to the electronic exchange of information between SAPOL and the Courts. These improvements will ultimately ensure better outcomes for victims of

Current strategies – Safety and Wellbeing

Department	Initiative	Purpose
		<p>domestic violence.</p> <p>Phase Two, which is planned for implementation in 2016 aims to enhance the management of Intervention Orders to improve notification, timeliness and administration which will ensure better outcomes for victims of domestic violence.</p>
AGD – SafeWork SA	Augusta Zadow Awards	Initiative to fund the costs of a work health and safety initiative that can positively impact women's safety at work: a project, research or further education.
AGD – SafeWork SA	Family violence awareness training for WHS Inspectors	SafeWork SA is upskilling agency personnel to better understand and be able to respond to family violence as it presents in South Australia's workplaces. This will be particularly valuable to inspectors as they will be better placed to identify and provide advice about this form of violence, including referrals to support services.
AGD – EOC	White Ribbon Workplace Accreditation	The purpose of the Project is to assist departments in recognising the negative impacts violence has on the health and safety of women at work, their wellbeing and productivity.
DCS	Violence Prevention Program and Sexual Offending Clinic	Preventing future adult and child victims. Evidence-based moderate to high intensity programs for violent and sexual offenders who have been assessed as medium/moderate to high risk of reoffending.
DCS	Dialectical Behaviour Therapy Program for female prisoners	<p>Preventing and reducing self-harm and risk.</p> <p>Dialectical Behaviour Therapy Program for female prisoners who engage in problematic and sometimes life-threatening behaviours.</p>
DCS	Making Changes Program	A general offending and offending related to substance misuse program delivered to women offenders in custody and under community supervision.
DCS	The Respect Sista Girl 2 Program	A strengths based program aimed at walking along side women as they draw on their personal strengths to reconnect with their cultural knowledge and re-engage in family relationships and responsibilities.
DCS	Spiritual support, mentoring and community engagement	The aim is to enhance community safety by building resilience and hope, and engaging women and men in prosocial community based networks and support agencies.
DCS	Domestic Abuse Program (DAP)	Focuses on inviting perpetrators to accept personal responsibility for their offending behaviour whilst encouraging them to increase their level of accountability to the wider community.
DCS	Victims Services	Consults with government and non-government victim support agencies (in particular Victim Support Services) and Departmental stakeholders to ensure that the rights of victims

Current strategies – Safety and Wellbeing

Department	Initiative	Purpose
		are upheld.
DCSI – Office for Women: Women’s Information Service	Body Image SA	Continuing the conversation about body image with girls and women in South Australia via digital and face to face community engagement initiatives.
DCSI – Homelessness Strategy	National Affordable Housing Agreement (NAHA) and National Partnership Agreement on Homelessness (NPAH) funded Domestic and Aboriginal Family Violence services	Since 2008, funding to Domestic and Aboriginal Family Violence services (within the Specialist Homelessness Sector) have increased by 28%.
DCSI – Office for Women	Coroner’s Research Position	The position identifies domestic violence issues, contexts and relevant services systems while investigating the adequacy of system responses.
DCSI	Safeguard people with disability	A suite of policies have been developed to provide direction for maintaining safeguarding systems within disability services provided or funded by DCSI.
DCSI	Australian Research Council Linkage Grant project: Responsie, Reparative and Responsible Fathering (The RRRReF Project)	Using a multi-method research design, this research study will establish principles and best practice guidelines to address fathering issues with men who have perpetrated domestic and family violence in Australia.
DECD	Complaint Resolution Policy and Procedures	Developed to provide appropriate and fair avenues for employees to resolve complaints.
DECD	Sexual Harassment Prevention Policy	Underpins DECD's commitment to taking preventative action to ensure that there is no place for sexual harassment in DECD worksites.
DECD	Work, Health, Safety and Injury Management System	Safe systems of work established to enhance the safety and wellbeing of employees; and assistance provided to promptly rehabilitate and return injured workers to pre-injury duties.
DECD	Employee Assistance Program	Provides DECD employees and their immediate family members with counselling for both personal and work related matters.
DECD	Child Protection in Schools, Early Childhood Education and Care Service Policy	Describes the roles and responsibilities of education and care staff and volunteers in prioritising the safety and wellbeing of children and young people and women affected by domestic and family violence.
DECD	Support for families affected by domestic violence	Families SA has implemented strategies to support families affected by domestic violence.
DECD	Families SA Domestic and Aboriginal Family Violence - Financial	Implemented a model for delivery of financial support services to vulnerable families across SA.



Current strategies – Safety and Wellbeing

Department	Initiative	Purpose
	Support Practice Guideline	
DECD	Parent Room	Located in the Education Centre, the Parent Room provides a private facility for parents/caregivers to feed and change babies and toddlers.
DECD	Integrated Support Services Project	Focussed on reviewing how DECD provides specialist support services to children and young people with additional needs.
DECD	White Ribbon Australia Workplace Accreditation Program	The Program recognises workplaces that are taking active steps to prevent and respond to violence against women. Through participation in the Accreditation step of the Program, DECD will reflect on current initiatives and then build on these to address the issue of violence against women. In May 2015 DECD successfully completed step 1 of the 3 step program.
DEWNR	Workplace Safety & Wellbeing & Injury Management Framework	Defines the governance framework for the management of work health, safety and injury management programs across all DEWNR worksites and describes the Injury Management Systems and how the system is to be implemented in the workplace.
DEWNR	Domestic Violence Policy & Guideline	Provides mechanisms that encourage employees who experience domestic violence to seek support and to provide access to Departmental assistance, including paid time off work.
DEWNR	Employee & Manager Assistance Program	Available for employees, managers and their immediate family members to access confidential professional counselling services to discuss work or personal issues.
DPC	Women's health information	DPC Work Health & Safety intranet has a page dedicated to information on health issues that relate to women.
DPC	White Ribbon Workplace Accreditation	DPC has moved to stage 2 of the accreditation process.
DPTI	Occupational Violence Training (Accredited)	The former Safety & Regulation Division rolled out occupational violence training to promote staff (in particular women) awareness of staying safe in customer service environments.
DPTI	Training on the prevention of bullying in the workplace	The former Safety & Regulation Division implemented training to skill staff in understanding the Code of conduct, organisational values, how to report suspected bullying behaviours and resources available.
DPTI	Employee Assistance Program	Available for employees and their immediate family members to access confidential professional counselling services to discuss any work or personal issues.
DPTI	DPTI Family Room	Family Rooms have been established at main metropolitan worksites to provide employees with a safe and quiet area to work from while caring for their dependents to assist in alleviating short term and ad hoc emergency care accessibility problems.
DPTI	'The Chosen Ones'	The strategy will promote the understanding of customers and

Current strategies – Safety and Wellbeing

Department	Initiative	Purpose
	Adelaide Metro Customer Service Strategy 2014-2016	their needs and create a door-to-door experience that is easy, safe and comfortable.
DPTI	Workplace Contact Officers	Contact Officers were nominated and adequately trained to be the first point of contact for an employee who believes they have or are experiencing unethical behaviours.
DPTI	Work Life Balance	Actively supporting the return to work of staff from maternity leave and providing a family friendly office to enable staff to maintain a good work life balance.
DPTI	Flexible working arrangements in the State Valuation Office	Provide policies/guidelines around flexible working arrangements within the State Valuation Office following the completion of a 12 month flexible working pilot which looked at increased mobility and a more flexible approach to work practices.
DPC	Employee Assistance Program	Available to employees and their immediate family members to confidentially discuss any work or personal issues that are an inevitable part of life.
DPC	Policies and Guidelines supporting women	Support the equitable and fair treatment of women in the workplace.
DPC	Family Rooms	Family Rooms have been established to provide employees with a safe and quiet atmosphere in which they can carry out aspects of their normal work while caring for their dependents.
SA Health	Challenging Behaviour Strategy	The strategy aims at preventing and when required, responding to challenging behaviour (such as verbal abuse through to threats or acts of physical violence) in a systematic way in health services.
SA Health	Remote and Isolated Work	This is the development of a policy aimed at ensuring the safety of all persons working in remote or isolated circumstances including working alone or in isolation off site (such as home visiting and working from home, travelling in a vehicle).
SA Health	Job Analysis Management System (JAMS)	This is a new task a job analysis system which will allow the matching of job requirements to worker capacity including during life events such as pregnancy and through the whole employment journey.
SA Health	White Ribbon Accreditation application	Through this application process, SA Health will monitor and influence organisational cultures, practices and procedures that promote and foster safe workplaces for women.
SA Health	Women's Health Service	Development and implementation of the single integrated metropolitan Women's Health Service model across metropolitan Adelaide. WHS provides specialised, trauma-informed, women-centred, evidence-based and accessible health care interventions for women who have difficulty accessing the health system. Services are for Aboriginal and/or Torres Strait Islander women, refugee and newly arrived migrant women, women living with HIV, women experiencing challenging health or life

Current strategies – Safety and Wellbeing

Department	Initiative	Purpose
		issues who have significant difficulty in accessing health services.
SA Health	BreastScreen SA	BreastScreen SA aims to reduce illness and death resulting from breast cancer through organised free mammography screening to detect cases of unsuspected breast cancer in women, enabling intervention at an early stage.
SA Health	Yarrow Place Country Response Program	Support the development of a state-wide service for victims of sexual assault of whom the majority are women.
SA Health	Yarrow Place Country Response Program – Forensic Nursing Program	Yarrow Place has employed a Clinical Nurse Consultant in Forensic Nursing to further develop forensic nursing to support better access to time crucial forensic services for victims of sexual assault as well as creating a new career opportunity for nurses in SA.
SA Health	Aboriginal Health Care Plan for 2010-2016	The plan aims to address the full spectrum of health services from primary prevention, early detection and intervention, effective management of chronic disease, through to acute care, rehabilitation and palliative care to increase their relevance and accessibility for Aboriginal people.
SA Health	Aboriginal Cultural Respect Training	Increase the confidence and capacity of mainstream health providers to deliver culturally respectful and inclusive services to Aboriginal women and children. Increase access and engagement to health services and support for Aboriginal women and children.
SA Health	Major Grants Program 2014-2015	Grants of up to \$10,000 for projects that increase participation of CALD women in cervical screening.
SA Health	Provision of training (to Nurse Pap smear Providers) on the provision of Pap smears to survivors of sexual assault in the ongoing training and development for Nurse Pap smear Providers in SA	The training will increase cervical screening access for women in SA who are survivors of sexual assault.
SA Health	Reducing Smoking during Pregnancy	Delivery of specific initiatives that are designed to help reduce smoking during pregnancy.
SA Health	Quit Smoking Initiatives	Support to quit smoking is delivered through the Aboriginal community controlled health sector and involves the creation of a specialist tobacco workforce to deliver a range of tobacco action initiatives to individuals (including pregnant Aboriginal women), families and communities.
SA Health	Metropolitan Youth Health	Development and implementation of the single integrated Metropolitan Youth Health service model across metropolitan Adelaide. Metropolitan Youth Health (MY Health) provides clinical health services to young people including young women

Current strategies – Safety and Wellbeing

Department	Initiative	Purpose
		in our community aged 12-25 with a focus on young people under 18 years. Services are tailored to young people who are currently or previously under the Guardianship of the Minister, Aboriginal and/or Torres Strait Islander, young pregnant and/or parenting women and their partners, refugees, not able to live at home, same sex attracted and/or gender diverse, currently at the Adelaide Youth Training Centre, struggling to understand and/or attend to their health issues.
SA Health	Journey Home	Focus on addressing factors contributing to a young person's ongoing involvement in the juvenile justice system and connecting young people and their families with their communities. Facilitation of 'Our Journey to Respect' and Respect Sista Girls 2 groups forms an integral component of the broader program.
SA Health	SA Health Traditional Healer Brokerage Program	The SA Health Traditional Healer Brokerage Program provides funding support to SA Health sites including hospitals, health services and clinics for Aboriginal clients to access the services of recognised Traditional Healers.
SA Health	Aboriginal Family Birthing Program	Acting in a positive evidence-based approach to the delivery and expansion of culturally appropriate antenatal and birthing services to Aboriginal women and their families.
SA Health	Birthing services	Various models of midwifery and maternity care for women are provided across major hospitals with birthing services.
SA Health	National Perinatal Depression Initiative	Routine and universal screening for perinatal depression has been maintained at all major public birthing hospitals and a large number of country sites across the state.
SA Health	The Mums e-Talk Program	Provides mothers with information about children's development and solutions to common problems experienced by new parents.
SA Health	Community-based antenatal services	Antenatal services are being delivered by experienced midwives in children's centres, allowing pregnant women to link with parenting information and support services and have their health and pregnancy checks in their local community.
SA Health	Employee Assistance Program	Available for SA Health employees, volunteers and their immediate family members to access confidential professional counselling services to discuss any work or personal issues.
SA Health	The South Australian Strategy to Safeguard the Rights of Older South Australians Action Plan 2015-2021	Provides a guide for the wider South Australian community on elder abuse.
SA Health	Women's and Children's Health Network Multi-Agency Protection Service Team	Providing support, case coordination, training and education and key information to key service providers and staff within the SA public health system to ensure appropriate action and support for women experiencing domestic violence.

Current strategies – Safety and Wellbeing

Department	Initiative	Purpose
SA Health	Multi Agency Protection Service (MAPS) and Women's and Children's Health Network Women's Safety Strategy Program	The SA Health MAPS team provides relevant health related information that contributes to assessment of risk to inform local health service responses and action and supports coordinated support for women and .supports training and education of health workers to improve understanding and improve responses for women who are at risk of family and domestic violence.
SA Health	SA Immunisation	The school based human papillomavirus (HPV) vaccine program for girls and boys prevents cervical cancer in girls and other cancers and transmissible diseases for both genders. Free pertussis (whooping cough) vaccine has been made available through maternity hospitals and GPs to pregnant women in their third trimester since March 2015.
SAFECOM	Firey Women Program	Designed to provide rural women with a safe non-threatening setting to learn new skills to protect their families and livelihoods.
SAPOL	Multi-Agency Protection Service (MAPS)	An inter-agency information sharing program which co-locates all partner agencies under one roof to share information in real-time regarding Domestic Violence and Child Protection referrals.
SAPOL	Commitment to reducing domestic violence	SAPOL developed the Domestic Violence Strategy which is an overarching corporate framework which sets clear direction for SAPOL's response to DV. Regular internal reviews have resulted in changes to ensure SAPOL adequately respond to DV.
SAPOL	Home Assist Program	Aims to improve the safety and quality of life for older people living in their own homes, many of whom are women.
SAPOL	Women on Wheels Workshop	A national vehicle and safety awareness program for women.

Future strategies – Safety and wellbeing

Department	Initiative	Purpose
AGD SafeWork SA	Community Engagement Plans	SafeWork SA is working closely with industry sectors with identified high incidences of workplace injuries over the next two years to deliver injury prevention programs in industries with high volumes of women in the workforce.
AGD	Domestic Violence Reforms to the Residential Tenancies Act	The Government is pursuing changes to tenancy laws to strengthen the level of protection afforded to victims of domestic violence in the tenancy sector. In March, Cabinet approved the drafting of Domestic Violence Reforms to the Residential Tenancies Act 1995.
DCS	Domestic and Family Violence Framework	Ensuring a coordinated approach across service areas in the identification and compliance management of Intervention Orders and in addressing women's safety in case management and supervision processes.

Future strategies – Safety and wellbeing

Department	Initiative	Purpose
DCS	Female Offenders Framework and 3 year action plan	Improving correctional environments, services and processes for women under supervision in prison and community correctional services.
DCSI – Community Connect	DCSI Re-accreditation as a White Ribbon Accredited Workplace	In order to achieve re-accreditation DCSI must continue to monitor and influence organisational cultures, practices and procedures which promote and foster safe workplaces for women.
DCSI – Housing SA	Risk and Vulnerability Framework	An integral part of Housing SA's new practice culture and will be interwoven through all aspects of service delivery.
DCSI – Homelessness Strategy	Renegotiate State and Commonwealth funding post 30 June 2015	Aim to maintain service level and specialist domestic and Aboriginal family violence services.
DECD	Establish an effective platform of universal family health and preschool and school services with targeted interventions	Will implement strategies for early identification, targeted interventions, and support services that reduce developmental vulnerabilities.
DECD	Support the safety of children and young people	Implement a range of programs to support families and build their capacity to provide safe and nurturing homes, so that more children can remain with their families when it is safe to do so.
DECD	Support those who need it most by directing resources to meet the specific and identified needs of priority populations	Build the role of integrated service hubs and children's centres. Review how services are delivered and implement an integrated service delivery model. Develop and implement a One Child, One Plan service and intervention planning approach.
SA Health	Coping with Shift work: Understanding and Communicating Resilience Strategies for Performance, Safety and Health	Examine individual and team strategies for coping with shift work in health care in order to develop strategies that could be used in a broad range of roles (e.g. reordering of tasks, cross checking of safety-critical tasks).
SA Health	SA Health Fatigue Risk Management Strategy Advisory and Working Group	The development of a whole of Health strategy to mitigate risk arising from fatigue in the workplace.
SA Health	Yarrow Place Country Response Program	Further extension will be made to the Yarrow Place Country Response Program.
SA Health	Multi Agency Protection Service (MAPS)	Working in partnership to ensure timely and effective sharing of information and action for family and domestic violence concerns.
SA Health	Women's HIV Peer Support and Community Development Program	The Program will focus on the development of community awareness raising, building varied and diverse social and peer connections for women, and building stronger links between clients and services, commencing in mid-2015.

INDEX

- Aboriginal Affairs and Reconciliation
 - AAR, 4, 14, 15
- Attorney-General's Department
 - SafeWorkSA, 1
- Attorney-General's Department
 - AGD, 1, 3, 5, 6, 11, 20, 23, 24, 30
 - SafeWorkSA, 1, 3, 6, 11, 20, 24, 30
- Courts Administration Authority
 - CAA, 17, 20
- Department for Communities and Social Inclusion
 - DCSI, 3, 7, 11, 17, 20, 25, 31
 - Housing SA, 20, 31
 - Multicultural SA, 11, 17
- Department for Correctional Services
 - DCS, 6, 7, 11, 12, 17, 20, 24, 30, 31
- Department for Education and Child Development
 - DECD, 1, 3, 4, 5, 7, 12, 18, 20, 21, 25, 26, 31
- Department for Primary Industries and Technology
 - DPTI, 1, 4, 8, 9, 13, 14, 18, 21, 26, 27
- Department of Education and Child Development
 - DECD, 12, 21, 25, 26
- Department of Environment, Water and Natural Resources, 7, 8, 12, 26
- Department of Premier and Cabinet
 - DPC, 8, 13, 18, 26, 27
- Department of State Development
 - DSD, 2, 4, 9, 14, 15
- Department of Treasury and Finance
 - DTF, 4, 8, 9, 15, 21
- Office for Women. *See* OFW
- OFW, 11
- Pillars of action
 - Leadership and participation, 6
 - Women's economic status, 1
 - Women's safety and wellbeing, 20
- Primary Industries and Regions South Australia
 - PIRSA, 2, 4, 5, 9, 10, 15, 16, 18
- SA Health, 4, 5, 10, 16, 19, 21, 22, 27, 28, 29, 30, 31
- South Australia Police
 - SAPOL, 16, 17, 22, 23, 30
- South Australian Fire and Emergency Services
 - Commission
 - SAFECOM, 16, 30
- Women's Information Service, 20, 25

