

Public Authorities (Equal Employment Opportunity) Bill 1987

EXPLANATORY MEMORANDUM

PART 1

Clause 1 sets out the purpose of the Bill.

Clause 2 contains the commencement provisions.

Clause 3 defines “Designated Group”, “Discrimination”, “Employee”, “Employment matters”, “Equal Employment Opportunity Program”, “Public Authority” and “Trade Union”.

Clause 4 provides that the Bill continues to apply to an authority with 40 or more employees unless and until the number of employees falls below 30.

PART 2

Clause 5 contains the commencement provision for the development and implementation of equal employment opportunity programs.

Clause 6 outlines the contents of equal employment opportunity programs.

Clause 7 requires public authorities and those exercising powers on behalf of public authorities to take any action necessary to give effect to equal employment opportunity programs.

Clause 8 requires public authorities to observe personnel management principles and outlines those principles.

Clause 9 provides that public authorities may use special tests and qualifications to enhance recruitment and promotion of persons in designated groups.

Clause 10 provides that employment quotas may be imposed on authorities which contravene or fail to comply with this Act.

Clause 11 provides that a public authority may be granted an exemption from this Part in relation to a specific designated group.

PART 3

Clause 12 requires authorities to prepare annual equal employment opportunity reports.

Clause 13 provides for the lodging of annual equal employment opportunity reports.

Clause 14 requires the Minister administering this Act to prepare and table in Parliament a general annual report on the implementation of equal employment opportunity programs.

Clause 15 provides that the Minister responsible for an authority may require the authority to submit a special report and may direct the authority in relation to its obligations under this Act.

Clause 16 provides for the Governor in Council to make regulations in relation to this Act.

