

### Agreement in Principle

**Mr JOHN AQUILINA** (Riverstone—Leader of the House) [12.09 a.m.]: I move:

That this bill be now agreed to in principle.

Part 9A of the Anti-Discrimination Act 1977 has two objects. The first is to eliminate and ensure the absence of discrimination in public sector employment on the grounds of race, sex, marital status and—as stated in the current Act—"physical impairment". The second is to promote equal employment opportunity in public sector agencies for women, members of racial minorities and—as stated in the current Act—"physically handicapped persons". Section 122J of part 9A requires each public sector agency to prepare and implement an equal employment opportunity management plan to achieve the objects of part 9A. Section 122L of the Act also requires each agency to report annually to the Director of Equal Opportunity in Public Employment on the programs undertaken to eliminate discrimination and promote equal employment opportunity, the results achieved and the proposed activities for the following year. Public sector agencies are also required under the annual reporting legislation to report on equal employment opportunity strategies, outcomes and statistics in their annual report.

The internal government red tape review, stage 1, recommended that agencies be required to report on equal employment opportunity outcomes only once in their annual reports, instead of being required to report in both their annual report and separately to the Director of Equal Opportunity in Public Employment. The bill implements this recommendation. It merely removes the duplicative requirement to report on equal employment opportunity outcomes to the Director of Equal Opportunity in Public Employment. This will lead to administrative savings for agencies without affecting their substantive obligations to prepare and implement management plans under the Act. The bill does not affect the functions of the Director of Equal Opportunity in Public Employment. The director will continue to evaluate the effectiveness of management plans and can refer a matter to the Anti-Discrimination Board of New South Wales if he has any concerns.

The bill also makes minor changes to make terms used in part 9A consistent with the rest of the Act. The term "physically handicapped persons" is replaced by "persons who have a disability". The reference to discrimination on the ground of "physical impairment" in part 9A is also replaced with a reference to discrimination on the ground of "disability". This corrects an oversight from when discrimination on the ground of physical impairment was previously changed to discrimination on the ground of disability. I commend the bill to the House.