



T R U S T
EQUAL EMPLOYMENT
OPPORTUNITIES TRUST



success through diversity
Ahakoā whakaaro kē, ka puta a ihu

the
2002

annual report of the EEO Trust

year ended
30 June 2002

Te Pūrongo-ā-Tau a te Rōpū Tiaki
Kaupapa Whakaōrite Whiwhinga
Mahi mō te tau i mutu i
te 30 o ngā rā o Pipiri 2002

members of the eeo trust board of trustees between 1 july 2001 and 30 june 2002



Michael Barnett
Chief Executive
Auckland Regional Chamber
of Commerce & Industry
(Chairman)



Anne Carter
Chief Executive
Ministry of Youth Affairs



Amanda Hastrop
Head of Employment Solutions
Telecom New Zealand Limited



Kate Lackey
Deputy Secretary
Ministry of Foreign Affairs and Trade



Stuart Low
Head of Human Resources
AMP Financial Services



Alison Quesnel
General Manager
Blackmores (NZ) Ltd



Marie Shroff
Secretary of the Cabinet
Department of the Prime Minister
and Cabinet



Dave Stewart
General Manager
Clayton Ford Recruitment



Paula Thompson
Chief Executive Officer
Tauranga District Council

contents

Introduction	1
EEO Trust Mission	2
EEO Trust Vision	2
Chairperson’s Report	3
Executive Director’s Report.....	5
Financial Statements	
Trustees’ Report.....	9
Auditors’ Report	10
Statement of Financial Performance.....	12
Statement of Financial Position	13
Notes to the Financial Statements	14
EEO Trust Membership List	16
EEO Employers Group Membership List	19

introduction

The Equal Employment Opportunities Trust was registered in 1992 to promote the business benefits of equal employment opportunities to all workplaces throughout New Zealand.

It is a membership-based organisation with a unique blend of public and private sector members. The EEO Trust is resourced by donations from member organisations and matched Government funding 2:1 (to a maximum of \$445,000 per annum).

The nine staff (seven full time equivalents) in the EEO Trust office supply employers with EEO information and support, a national EEO referral database service, publications and networking assistance.

eeo trust mission

The purpose of the Equal Employment Opportunities Trust is to promote to New Zealand employers the implementation of EEO principles and EEO best practice in the workplace as a means of improving their effectiveness, efficiency and competitiveness through the successful management of diversity.

eeo trust vision

A key factor in the success of New Zealand business is the diversity of the workforce. Employers in New Zealand realise the benefits of a diverse workforce and they provide equal employment opportunities for all groups.

No particular groups are over represented in unemployment, a narrow range of occupations, poor educational achievement, poor health and crime. Provision of equal employment opportunities has assisted in achieving these goals.

The EEO Trust is recognised as having played a leadership role in promoting the benefits of EEO to employers and providing them with sound, practical advice. The EEO Trust has assisted in the development of society's enthusiastic commitment to "success through diversity".

chairperson's report

The preceding 12 months have been a very effective and rewarding time for the EEO Trust. It has continued to build on its reputation as the country's leading source of expertise on EEO information, strengthened its links with employers in the private and public sectors, unions, government and other strategic allies, and played an influential role in communication regarding the new paid parental leave legislation.

In 2001, the Ministerial Advisory Group on EEO recognised the importance of EEO Trust's work and recommended that the EEO Trust receive urgent, adequate funding. I am very pleased the Government responded positively to this recommendation and the EEO Trust's submissions regarding the need for additional funding, and I wish to express my appreciation of the Government's support.

I also welcome support from a wide range of individuals and agencies for the work of the EEO Trust. Our supporters have a shared commitment to ensuring that all those living in New Zealand to have a fair go at work. They are also committed to the well-being of older people and families.

These are key concerns of the EEO Trust as it strives to ensure that employment status is based on merit and that workplaces are responsive to the working and personal lives of workers.

Trustees

During the year there were a number of changes amongst the EEO Trust Board of Trustees. Barbara Chapman of the ASB Bank resigned as a private sector trustee, as did Stuart Low of AMP Financial Services due to his relocation to Australia. Kate Lackey completed her term as a public sector trustee and Marie Shroff of the Department of the Cabinet was appointed as a public sector trustee. Paula Thompson of Tauranga District Council also resigned as a public sector trustee. Since the end of the financial year, Stuart Low has been replaced by Leah South, also of AMP Financial Services.

I am grateful for the considered and valuable input of all trustees during the 2001/2002 year and I would particularly like to thank Barbara Chapman for her input as chairperson and trustee during her time on the Board.

I also wish to record my appreciation of Trudie McNaughton and her team for their work during the year. A substantial body of knowledge has been developed



*Michael Barnett
Chairman,
EEO Trust*

during the EEO Trust's 10-year history and the EEO Trust team has a real commitment to build on that knowledge and effectively communicate it to New Zealand workplaces.

The EEO Trust has proven its ability to articulate its values in the marketplace. I greatly look forward to the coming year in the assurance that the EEO Trust now has a solid financial basis from which to continue its work.



Michael Barnett
Chairman
October 2002



executive director's report

I am pleased to write my report this year in the knowledge that the EEO Trust has a sustainable future. After ten years as Executive Director of the EEO Trust, it is rewarding to have the government recognise the value of our work by substantially increasing our baseline funding. We can now focus wholeheartedly on achieving our strategic objectives. These include developing a long-term research strategy which will identify and research current and emerging issues which have implications for New Zealand organisations, workers and families.



*Trudie McNaughton
Executive Director,
EEO Trust*

The EEO Trust takes a pragmatic approach to encouraging best EEO practice in New Zealand workplaces. Based on our close relationships with workplaces and our national and international perspective, we identify the workplace issues that are of most concern to New Zealand workers and employers. We then develop solutions that can be applied directly in the workplace and communicate them through our networks of members, strategic allies, and professional associates.

One example of this process is the project which culminated in the launch of the Tools For Tapping Into Talent training resource earlier this year.



Our 1999 research into the experiences of Sri Lankan immigrants seeking employment in New Zealand showed that, despite considerable talent, they faced significant barriers to finding work appropriate to their skills and experience.

As reported in last year's Annual Report, we undertook the Recruiting Talent research project to investigate the perspectives and experiences of recruitment consultants and human resources managers. This confirmed that some people, particularly older people and those with a non-New Zealand accent, faced barriers to having their skills recognised and to finding employment.

We saw that it was not enough for recruiters to understand the benefits of having a diverse workforce, they also needed the practical tools to tap the whole talent pool and communicate the benefits of diversity to managers and clients. As a result we worked with the Recruitment & Consulting Services Association (RCSA) to develop Tools For Tapping Into Talent.

We provide the training kit as a free download from our website and in the first few weeks after its May launch, nearly 700 copies of the full training kit or some of its modules had been downloaded.

We are continuing to work with the RCSA to maximise the use of this

comprehensive and practical resource. I look forward to being able to recommend to employers that they select a recruitment consultancy which not only belongs to the EEO Employers Group, but has also undertaken the Tools For Tapping Into Talent training with its staff.

This whole project was funded by the government's EEO Contestable Fund.

Secure on-going funding will enable the EEO Trust to continue its work in four key areas:

Research

The EEO Trust has in-house expertise and resources, and national and international links from which to develop and implement research projects. A key annual project is the EEO Trust Diversity Index which evaluates the performance of New Zealand workplaces and measures the progress of New Zealand on EEO issues against international benchmarks.

Partnership

The EEO Trust is uniquely placed to work in partnership with a number of key allies. For example, the EEO Trust worked closely with the government and employers to help achieve a common understanding of the issues related to paid parental leave, explore the implications of various legislative options and facilitate the transition to the new legislation.

The EEO Trust also looks forward to working in an effective partnership with Professor Judy McGregor, the newly appointed EEO Commissioner at the Human Rights Commission.

Influence

Another key performance area is assisting workplaces to achieve the business benefits of best EEO practice. One example of our success in influencing employers was the development by the Auckland Regional Chamber of Commerce and Industry of the NewKiwis website to link skilled migrants with employers. Chamber Chief Executive and EEO Trust Chairperson, Michael Barnett, acknowledges the role of the EEO Trust in the decision to develop this site.

Information

Another aspect of the EEO Trust's work is providing information on EEO and related employment issues from its vast store of expertise and resources. A broad cross-section of people ranging from students,

jobseekers and researchers, to employees and employers, government and international allies make use of this service.

As a result of our close relationships with government and researchers and our well established communications procedures, the EEO Trust regularly assists others in their research and communications efforts. For example, we worked with the:

- Department of Labour Future of Work project, stocktaking information sources on work/life balance
- Work & Age Trust to help communicate their work on flexible employment
- Schizophrenia Fellowship Otago Branch to disseminate their research on the experiences of employers of people with psychiatric illness
- Mature Workers Project to help communicate their findings on the experiences of older jobseekers
- Human Rights Commission on a literature review of the nature and extent of age discrimination
- Ministerial Advisory Group on Immigration
- NZCTU to disseminate the Thirty Families research and Get a Life campaign

One of the annual measures of the success of our work is the EEO Trust Diversity Survey which measures the EEO policies and practices of EEO Employers Group members against non-member employers. This research consistently shows that EEO Employers Group members have a stronger commitment to EEO than non-members and act on that commitment. They have the policies in place, they make their managers accountable for EEO and they help their workers achieve balance in their lives. We look forward to further enhancing the performance of our members with the launch of a new on-line self-assessment tool early next year.

Early in the 1990s the EEO Trust identified that work/life balance was becoming an increasingly important issue for employers and employees. With an aging population, more women wishing to return to paid work after having children and a more diverse population, employers cannot assume that the workplace conditions established in different circumstances will continue to suit their organisation or their staff.

Our annual Work & Life Awards recognise organisations which are committed to helping their workers lead balanced lives. The ways of achieving this are surprisingly diverse, from literacy programmes which result in more effective and committed workers and parents to flexible employment options which give people more control around hours worked and policies to help prevent a long-hours work culture.



We know that these work/life initiatives and many others make a real difference to workers and their families. Often they are initiated by unions or workers. Employers may initiate them to solve a workplace problem such as the high staff attrition or low return rates from parental leave. Or they may form part of a broad mix of initiatives designed to create a productive and creative workplace.

I greatly look forward to the year ahead. Secure funding has enabled the EEO Trust to broaden its target audience to include workplaces employing more than 20 people. We previously focussed on those employing more than 50 people. This expanded audience creates an opportunity to make a difference for many more New Zealand workplaces.

We will be providing an increasingly extensive range of information, resources and practical tools to jobseekers, employers and employees to help ensure that everyone in New Zealand receives a fair go at work and that New Zealand organisations reap the benefits of a diverse, committed workforce.

Trudie McNaughton
Executive Director
October 2002

trustees' report

for the year ended 30 june 2002

Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust as at 30 June 2002:

Michael Barnett

Anne Carter

Amanda Hastrop

Alison Quesnel

Marie Shroff

Dave Stewart

Activity

The EEO trust was incorporated under the Charitable Trusts Act 1957 on 31 March 1992. The purpose of the Equal Employment Opportunities Trust is to promote to New Zealand employers the implementation of Equal Employment Opportunities principles and Equal Employment Opportunities best practice in the workplace.

For, and on behalf of, the Board



TRUSTEE

25-10-02

Date:



TRUSTEE

25-10-02

Date:

auditors' report to the trustees of equal employment opportunities trust

We have audited the financial statements on pages 12 to 15. The financial statements provide information about the past financial performance of the EEO Trust for the year ended 30 June 2002 and its financial position as at that date. This information is stated in accordance with the accounting policies set out on pages 14 and 15.

Trustees' Responsibilities

The Trustees are responsible for the preparation and presentation of financial statements which give a true and fair view of the financial position of the EEO Trust as at 30 June 2002 and its financial performance for the year ended on that date.

Auditors' Responsibilities

We are responsible for expressing an independent opinion on the financial statements presented by the Trustees and reporting our opinion to you.

Basis of Opinion

An audit includes examining, on a test basis, evidence relevant to the amounts and disclosures in the financial statements. It also includes assessing:

- (a) the significant estimates and judgements made by the Trustees in the preparation of the financial statements; and
- (b) whether the accounting policies used and described on pages 14 and 15 are appropriate to the circumstances of the EEO Trust, consistently applied and adequately disclosed.

We have conducted our audit in accordance with generally accepted auditing standards in New Zealand. We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

We have no relationship with or interests in the EEO Trust other than in our capacities as auditors and members of the EEO Trust.

Qualification

In common with other organisations of a similar nature, a proportion of income is derived from donations. Control over this income prior to being recorded is limited. It was not practicable to extend our examination of donations beyond the accounting for amounts received as shown by the accounting records of the EEO Trust, or to determine the effect of the limited control.

Qualified Opinion

In our opinion, except for adjustments, if any, that might have been necessary had we been able to obtain sufficient evidence concerning the completeness of income, the financial statements on pages 12 to 15:

- (i) comply with generally accepted accounting practice in New Zealand; and
- (ii) give a true and fair view of the financial position of the EEO Trust as at 30 June 2002 and its financial performance for the year ended on that date.

Our audit was completed on 25 October 2002 and our qualified opinion is expressed as at that date.



PricewaterhouseCoopers
Chartered Accountants
Auckland

equal employment opportunities trust

statement of financial performance

for the year ended 30 june 2002


	Note	2002 \$	2001 \$
INCOME			
Membership	2	259,478	255,276
Conditional Funding (EEO Contestable Funds)		258,667	129,494
Unconditional Funding (Government Matching funds)		395,556	395,556
Unconditional Gifts (contra Membership)		27,789	24,869
Interest Received		16,610	15,575
Other Sundry Income		<u>118,089</u>	<u>69,124</u>
TOTAL INCOME		1,076,189	889,894
LESS EXPENDITURE			
Salaries		367,487	348,162
Auditors' Remuneration		6,750	6,500
Depreciation on Fixtures and Fittings		12,026	16,873
Depreciation on Computer		44,138	48,579
Depreciation on Motor Vehicles		1,840	1,840
Interest Expense		1,347	2,951
Projects	3	167,964	227,372
Rental		69,357	70,436
Other Expenditure		233,684	243,507
Doubtful Debts		<u>11,225</u>	<u>22,227</u>
TOTAL EXPENDITURE		915,818	988,447
NET INCOME/(EXPENDITURE)		<u>160,371</u>	<u>(98,553)</u>

statement of financial position


as at 30 june 2002

	Note	2002 \$	2001 \$
EEO TRUST EQUITY	4	426,828	266,457
TERM LIABILITIES			
Finance lease Obligations		4,268	10,088
CURRENT LIABILITIES			
Accounts Payable and Accruals	5	70,330	62,617
Finance Lease Obligations		5,821	8,184
GST Payable		<u>4,840</u>	<u>-</u>
		80,991	70,801
TOTAL EQUITY AND LIABILITES		<u>512,087</u>	<u>347,346</u>
FIXED ASSETS	6	57,240	110,299
CURRENT ASSETS			
Bank		90,845	71,586
Term Deposits		291,635	50,039
Bonds & Investments		-	60,589
Accounts Receivable		35,691	24,317
Other Debtors & Prepayments		1,398	8,718
Stock		31,272	20,253
Interest Accrued		<u>4,006</u>	<u>1,545</u>
		<u>454,847</u>	<u>237,047</u>
TOTAL ASSETS		<u>512,087</u>	<u>347,346</u>

For, and on behalf of, the Board


TRUSTEE

25-10-02
Date:


TRUSTEE

25-10-02
Date:

equal employment opportunities trust

notes to the

financial statements

1. Statement of Accounting Policies

The Equal Employment Opportunities Trust (EEO) is incorporated under the Charitable Trusts Act 1957 and is required by Deed of Charitable Trust to prepare audited financial statements. The financial statements have been prepared in accordance with generally accepted accounting practice.

A. General Accounting Policies

The general accounting policies recognised as appropriate for the measurement and reporting of results and financial position under the historical cost method have been followed in the preparation of these financial statements. The financial statements have been prepared on an accruals basis with the exception of the unconditional funding received from the Government which is accounted for on a cash basis.

B. Particular Accounting Policies

The EEO Trust is a qualifying entity under the Framework for Differential Reporting. The Trust qualifies on the basis that they are not publicly accountable or large. The Trust has taken advantage of all differential reporting concessions available to them except for FRS19 Accounting for Goods and Services Tax, with which they have complied fully.

(i) Fixed Assets

The cost of purchased fixed assets is the value of consideration given to acquire the assets.

(ii) Depreciation

Depreciation is charged on a straight line basis using the classifications and rates as determined by the Inland Revenue Department for taxation purpose:

Furniture & Fittings	10%
Computer Hardware	30%
Computer Software	30%

(iii) Accounts Receivable

Accounts Receivable are stated at estimated realisable value.

(iv) Stock

Stock is stated at the lower of cost and net realisable value. Cost is determined on a first in, first out basis. Items of a promotional nature are expensed as incurred.

(v) Grants

Where grants have been received for a specific purpose, the amounts received have been credited to the Statement of Financial Performance, and charged with costs relevant to the purpose for which the grants have been made.

(vi) Taxation

As the EEO Trust is recognised by the Inland Revenue Department as a Charitable Trust, there is no liability for income tax on its income.

(vii) Goods and Services Tax (GST)

The statement of financial performance has been prepared so that all components are stated exclusive of GST. All items in the statement of financial position are stated net of GST, with the exception of receivables and payables, which include GST invoiced.

(viii) Investments

Investments are stated at the lower of cost or net realisable value.

(ix) Leased Assets

Finance Leases

Assets under finance leases are recognised as non-current assets in the statement of financial position. Leased assets are recognised initially at the lower of the present value of the minimum lease payments or their fair value. A corresponding liability is

established and each lease payment allocated between the liability and interest expense. Leased assets are depreciated on the same basis as equivalent fixed assets.

Operating Leases

Leases that are not finance leases are classified as operating leases. Operating lease payments are recognised as an expense in the periods the amounts are payable.

C. Changes in Accounting Policies

There have been no changes in accounting policies during the year.

2. Membership

Membership includes EEO Trust and EEO Employers Group.

3. Projects

Expenditure includes EEO Contestable Fund Project Costs.

4. EEO Trust Equity

	2002 \$	2001 \$
Balance at beginning of period	266,457	365,010
Net Income	<u>160,371</u>	<u>(98,553)</u>
Balance at end of period	<u>426,828</u>	<u>266,457</u>

5. Accounts Payable and Accruals

	2002 \$	2001 \$
Accounts Payable	47,103	7,308
Accruals	<u>23,227</u>	<u>55,309</u>
	<u>70,330</u>	<u>62,617</u>

6. Fixed Assets

	2002			2001		
	Cost \$	Accum. Deprec. \$	Book Value \$	Cost \$	Accum. Deprec. \$	Book Value \$
Furniture & Fittings						
Owned	84,294	63,376	20,918	63,344	35,161	28,183
Capitalised Finance						
Leased Assets	22,042	15,870	6,172	42,992	32,059	10,933
Computer						
Hardware	123,165	98,799	24,366	118,220	65,094	53,126
Software	46,189	40,814	5,375	46,186	30,378	15,808
Vehicles	<u>10,222</u>	<u>9,813</u>	<u>409</u>	<u>10,222</u>	<u>7,973</u>	<u>2,249</u>
	<u>285,912</u>	<u>228,672</u>	<u>57,240</u>	<u>280,964</u>	<u>170,665</u>	<u>110,299</u>

7. Operating Lease Obligations

	2002 \$	2001 \$
Obligations payable after balance date on non cancellable operating leases are as follows:		
Current	15,829	29,792
Non Current	<u>405,042</u>	<u>-</u>
	<u>420,871</u>	<u>29,792</u>

The EEO Trust leases its office premises.

8. Contingent Liabilities

There are no contingent liabilities outstanding (2001: Nil).

eeo trust membership list

as at 30 june 2002

Foundation Members

AFFCO Holdings Limited
Air New Zealand Limited
ANZ Banking Group Limited
ASB Bank Limited
AXA New Zealand
Bank of New Zealand Limited
Bendon Limited
BP Oil New Zealand Ltd
Business New Zealand (*formerly known as New Zealand Employers' Federation*)
Carter Holt Harvey Ltd*
Countrywide Bank*
DB Group Limited
ECNZ – Electricity Corporation of New Zealand*
Efinnace (NZ) Ltd (*formerly known as Goodman Fielder New Zealand Limited*)
Fay Richwhite & Co Ltd*

Fisher & Paykel Industries Ltd
Fletcher Challenge Limited*
Fonterra Co-operative Group Ltd (*formerly known as New Zealand Dairy Group of Companies*)
Independent Newspapers Limited
Lion Nathan Limited*
LWR Industries Limited*
National Australia Bank (NZ)*
New Zealand Post Limited
PricewaterhouseCoopers
Progressive Enterprises Ltd
Telecom New Zealand Ltd
Tranz Rail Limited
WestpacTrust
Woolworths (NZ) Ltd

* Not a current financial member

Trust Members

3M New Zealand Ltd
AC Nielsen (NZ) Ltd
Accident Compensation Corporation (ACC)
ACI Glass Packaging New Zealand
Adcorp New Zealand Ltd
Adecco Personnel Ltd
AFFCO Holdings Ltd
Age Concern Canterbury Inc
AgResearch
Agriculture ITO
Air New Zealand Ltd
Alpha Personnel Recruitment Ltd
Alpha Scientific Ltd
AMP Financial Services Ltd
ANZ Banking Group (NZ) Ltd
Archives New Zealand
Arthritis New Zealand
ASB Bank Limited
Auckland Central Remand Prison
Auckland City Council
Auckland College of Education
Auckland District Health Board
Auckland District Law Society
Auckland International Airport Ltd
Auckland Kindergarten Association
Auckland Museum
Auckland New Ventures (Inc)
Auckland Regional Chamber of Commerce & Industry
Auckland Regional Council
Auckland Student Job Search
Auckland University of Technology (AUT)
Aviation Tourism and Travel Training Organisation (ATTTTO)
AXA New Zealand
Bailey Printing Ltd
Bank of New Zealand Limited
Barnardos New Zealand
Bay of Plenty Polytechnic
Baycorp Advantage (NZ) Ltd
Bayer New Zealand Ltd
BearingPoint.Inc
Beattie Rickman

Bell Gully
Bendon Ltd
BHP New Zealand Steel Ltd
Blackmores (NZ) Ltd
BP Oil New Zealand Ltd
Bristol-Myers Squibb (NZ) Ltd.
Brookfields Lawyers
Buddle Findlay
Buller District Council
Burke Melrose
Business In The Community Ltd
Business New Zealand
Business Professional Services Ltd
Cadbury Confectionery Ltd
Caltex New Zealand Ltd
Candle New Zealand Ltd
Canterbury Employers' Chamber of Commerce
Carich Training Centre Ltd
CCS Wellington
Central Hawkes Bay District Council
Centre Consulting
Chapman Tripp
Cheryle Randall & Associates
Christchurch City Council
Christchurch College of Education
Civil Aviation Authority of NZ
Clayton Ford Recruitment
Coca-Cola Amatil New Zealand Ltd
Compudigm International
Crown Forestry Rental Trust
Crown Plaza Auckland
David J Patten & Associates
DB Group Limited
Delamore & Reidy Ltd
Department for Courts
Department of Child Youth and Family Services
Department of Conservation
Department of Corrections
Department of Internal Affairs
Department of Labour
Department of the Prime Minister and Cabinet

Drake Personnel (NZ) Ltd
 Duncan Cotterill
 Dynasty Hotel Management Ltd
 EAP Services
 Early Childhood Development
 Eden Brown (New Zealand) Ltd
 EDS (New Zealand) Ltd
 Effinance (NZ) Ltd
 Electricity Supply ITO
 Electro Technology ITO
 Emerge Supported Employment Trust
 Employers & Manufacturers (Northern) Association
 Employers' & Manufacturers' Association (Central) Inc
 Enting Real Estate Ltd
 Environment Waikato Regional Council
 Environmental Risk Management Authority (ERMA)
 Ernst and Young New Zealand Ltd
 Executive Taskforce Ltd
 Face to Face Ltd
 Fisher and Paykel Industries Ltd
 Fletcher Aluminum Ltd
 Fletcher Challenge Forests
 Focus Trust Inc. Supported Employment
 Fonterra Co-operative Group Ltd
 Foodie Finders
 Ford Motor Company of New Zealand Ltd
 Formway Furniture Ltd
 Framework Trust
 Franklin District Council
 Franklin Free Kindergarten Association
 Fuji Xerox New Zealand Limited
 Galatea School
 GBL Personnel Ltd
 Geneva Health International
 Gilmour McGregor & Associates Ltd
 GL Bowron & Co Ltd
 GlaxoSmithKline
 Goodman Fielder New Zealand Limited
 Group Special Education
 GSB Supplycorp Ltd
 Haines NZ Ltd
 Hamilton City Council
 Harding Consultants Ltd
 Harrison Grierson Consultants Ltd
 Hawke's Bay Regional Council
 Health Advocates Trust
 Heaney & Co
 Hearing Dogs for Deaf People New Zealand
 Hesketh Henry Partnership
 Hine Kou Tou Ariki Trust
 Hope-Cross Consulting Ltd
 Horowhenua District Council
 HortResearch
 HR Consult
 Human Resource Associates (NZ)
 Human Resources Institute of New Zealand
 Human Rights Commission
 IBM New Zealand Ltd
 IEC House
 IHC NZ Inc.
 Imagetext Systems
 Independent Newspapers Limited
 Information Tools Ltd
 Inland Revenue
 Institute of Chartered Accountants of New Zealand
 Intelli Group
 J R Courtenay (NZ) Ltd
 Janssen-Cilag New Zealand
 Kapiti Coast District Council
 Kelly Services (NZ) Ltd
 Kidsfirst Kindergartens – Canterbury Westland Kinetic
 Recruitment Consultants
 Kinetic Recruitment Consultants Ltd.
 Kirwan Consulting Ltd
 KPMG (Wellington Office)
 KPMG Legal
 Land Transport Safety Authority
 LawStaff (NZ) Ltd
 Learning Media Ltd
 Lingard Labour Markets Limited
 Literacy Aotearoa Inc.
 Low Yim Partners
 Manaaki Whenua Landcare Research NZ Ltd
 Manukau City Council
 Manukau Institute of Technology
 Massey University
 Masterton District Council
 Maunu Children's Health Camp
 McDonald's Restaurants (NZ) Ltd
 McFoodies Ltd
 McIntyreWhite
 Medical Staffing International
 Mental Health Commission
 Mental Health Foundation of New Zealand
 Merck Sharp & Dohme (New Zealand) Ltd
 MercyAscot
 Merial New Zealand Limited
 Methanex New Zealand Ltd
 Metro Water Ltd
 MidCentral District Health Board
 Milburn New Zealand Ltd
 Miller Bradley
 Milne Ireland Walker
 Ministry for Culture and Heritage
 Ministry for the Environment
 Ministry of Economic Development
 Ministry of Education
 Ministry of Fisheries
 Ministry of Foreign Affairs and Trade
 Ministry of Housing
 Ministry of Maori Development (Te Puni Kokiri)
 Ministry of Pacific Island Affairs
 Ministry of Research, Science & Technology
 Ministry of Social Development
 Ministry of Transport
 Ministry of Women's Affairs
 Ministry of Youth Affairs
 Minter Ellison Rudd Watts
 Momentum Consulting Group
 Morrison Kent Barristers & Solicitors
 National Library of New Zealand
 Navman NZ Ltd
 Nelson City Council
 Nelson Marlborough Institute of Technology
 Netball New Zealand Inc.
 Network Personnel
 New Plymouth District Council
 New Zealand AIDS Foundation Inc

New Zealand Amalgamated Engineering, Printing and
 Manufacturing Union
 New Zealand Army
 New Zealand Businesses for Social Responsibility
 New Zealand Council of Trade Unions (NZCTU)
 New Zealand Customs Service
 New Zealand Dairy Board
 New Zealand Defence Force
 New Zealand Federation of Graduate Women Auckland
 Charitable Trust Inc. (NZFGW)
 New Zealand Federation of Voluntary Welfare Organisations
 New Zealand Fire Service
 New Zealand Free Kindergarten Association Inc.
 New Zealand Institute of Management Inc
 New Zealand Institute of Management Inc. Wellington
 New Zealand Meat Industry Association Inc.
 New Zealand Police
 New Zealand Post Ltd
 New Zealand Property Institute
 New Zealand Public Service Association Inc
 New Zealand Retailers Association
 New Zealand Trade Development Board
 North Shore City Council
 Northland Polytechnic
 NZ Post Primary Teachers' Association Inc
 Oasis Education Ltd
 OCG Consulting Ltd
 Office of Film and Literature Classification
 Office of the Auditor General
 Office of the Parliamentary Commissioner for the
 Environment
 Opal Consulting Group
 Otago Museum
 Otago Polytechnic
 Pacific Business Trust
 Pacific Island Chamber of Commerce
 Palmerston North City Council
 Parliamentary Service
 Paul Dickinson & Associates Ltd
 PeopleSearch Consulting Ltd
 Pharmacy Guild of N.Z. (Inc)
 Philippa Walker & Associates Ltd
 Phoenix Inc. Supported Employment Services
 Pohlen Kean Ltd
 Point of View Productions
 Poppet's Nanny Bureau Ltd
 Prepared Foods Ltd
 Presbyterian Church of Aotearoa New Zealand (PCANZ)
 PriceWaterhouseCoopers
 Progressive Enterprises Ltd
 Public Trust Corporate Office
 R Cubed Global Ltd
 Recovered Materials Foundation
 Recruitment & Consulting Services Association
 Reed Recruitment Ltd
 Remuera Primary School
 Reserve Bank of New Zealand
 Retirement Commission
 Rivers O'Regan Lynch
 Robert Walters PLC
 Rodgers & Partners Consultants Ltd
 Rotorua District Council
 Royal New Zealand Air Force
 Royal New Zealand Navy
 Sapphire Technologies
 Scientific and Technical Recruitment Ltd
 Seek Communications (NZ) Ltd
 Select Appointments - Auckland
 Select Appointments Limited - Wellington
 Selwyn District Council
 Sheffield Ltd
 Shell New Zealand Ltd
 Shell Todd Oil Services Ltd
 Sheraton Auckland Hotel & Towers
 Shieff Angland
 Simpson Grierson
 Skill New Zealand Pukenga Aotearoa
 Sky City Auckland Ltd
 South Waikato District Council
 Southern Cross Medical Care Society
 Southland District Council
 Southland Regional Council
 Special Persons Attendant Network Agency Ltd
 Stagecoach New Zealand
 Staples Rodway
 Starf Ltd
 State Services Commission
 Statistics New Zealand
 Strategy Recruitment Consultancy
 Stratex Networks (NZ)
 Student Job Search Aotearoa
 Supported Employment Agency (Bay of Plenty)
 T. C. Daniell Chartered Accountant
 Tall Poppies & Co Ltd
 Taranaki Healthcare Ltd
 Taskforce JCT Personnel Ltd
 Tauranga Regional Free Kindergarten Association Inc.
 Te Runanga O Ngai Tahu
 Telecom New Zealand Ltd
 Television New Zealand
 TelstraClear Ltd
 The Correspondence School
 The Empower Group
 The Hermitage Hotel
 The Hub Business Services Ltd
 The National Bank of New Zealand Ltd
 The National Foundation For The Deaf Inc
 The Omnia Group (NZ) Ltd
 The Open Polytechnic of New Zealand
 The Pharmaceutical Society of New Zealand
 The Todd Corporation
 The Treasury
 The University of Auckland
 The University of Waikato
 The Upper Hutt Kindergarten Association
 The Warehouse Group Ltd
 Thornton Earl Ltd
 TMP Worldwide-Advertising and Communications
 TMP Worldwide E-Resourcing
 Top Drawer Consultants
 Tower Insurance Ltd
 Transfield Worley Ltd
 Transfund New Zealand
 Transpower New Zealand Ltd
 Tranz Rail Limited
 UNITEC Institute of Technology
 University Of Canterbury
 University of Otago

Upper Hutt City Council
 Victoria University of Wellington
 ViscountPlastics (NZ) Ltd
 Waikato Bay of Plenty District Law Society
 Waikato District Council
 Waikato Institute of Technology
 Wainuiomata High School
 Waipa District Council
 Wairarapa Free Kindergarten Association
 Waitakere City Council
 Waitomo District Council
 Wanganui District Library
 Watercare Services Ltd
 Watson Wyatt New Zealand Ltd
 WEL Networks Ltd
 Wellington City Council
 Wellington College of Education
 Wellington Community Child Care Association (WCCCA)

Wellington Newspapers Ltd
 Wellworkers 2000 Ltd
 Westaff (NZ) Ltd
 Western Bay of Plenty District Council
 WestpacTrust
 Whangarei District Council
 Wheeler Campbell Consulting Group
 Woolworths (NZ) Ltd
 Work Environment (NZ) Ltd
 Workbase, The National Centre for Workplace Literacy and Learning
 Workbridge Inc
 Workforce Personnel
 Working In Ltd
 Workplace Support Northern Region
 Yeoman Contracting Ltd
 Zespri International Ltd

eeo employers group membership list

as at 30 june 2002



3M New Zealand Ltd
 AC Nielsen (NZ) Ltd
 Accident Compensation Corporation (ACC)
 ACI Glass Packaging New Zealand
 Adcorp New Zealand Ltd
 Adecco Personnel Ltd
 AFFCO Holdings Ltd
 AgResearch
 Agriculture ITO
 Air New Zealand Ltd
 Alpha Personnel Recruitment Ltd
 Alpha Scientific Ltd
 AMP Financial Services Ltd
 ANZ Banking Group (NZ) Ltd
 Archives New Zealand
 Arthritis New Zealand
 ASB Bank Ltd
 Auckland Central Remand Prison
 Auckland City Council
 Auckland College of Education
 Auckland District Health Board
 Auckland International Airport Ltd
 Auckland Kindergarten Association
 Auckland Museum
 Auckland New Ventures (Inc)
 Auckland Regional Chamber of Commerce & Industry
 Auckland Regional Council
 Auckland Student Job Search
 Auckland University of Technology (AUT)
 Aviation Tourism and Travel Training Organisation (ATTTO)
 AXA New Zealand
 Bank of New Zealand

Barnardos New Zealand
 Bay of Plenty Polytechnic
 Baycorp Advantage (NZ) Ltd
 Bayer New Zealand Ltd
 BearingPoint.Inc
 Beattie Rickman
 Bell Gully
 Bendon Ltd
 BHP New Zealand Steel Ltd
 Blackmores (NZ) Ltd
 BP Oil New Zealand Ltd
 Brookfields Lawyers
 Buddle Findlay
 Buller District Council
 Burke Melrose
 Business In The Community Ltd
 Business New Zealand
 Business Professional Services Ltd
 Cadbury Confectionery Ltd
 Caltex New Zealand Ltd
 Candle New Zealand Ltd
 Canterbury Employers' Chamber of Commerce
 Carich Training Centre Ltd
 CCS Wellington
 Central Hawkes Bay District Council
 Centre Consulting
 Chapman Tripp
 Christchurch City Council
 Christchurch College of Education
 Clayton Ford Recruitment
 Coca-Cola Amatil New Zealand Ltd
 Compudigm International

Crown Forestry Rental Trust
 Crowne Plaza Auckland
 David J Patten & Associates
 Delamore & Reidy Ltd
 Department for Courts
 Department of Child Youth and Family Services
 Department of Conservation
 Department of Corrections
 Department of Internal Affairs
 Department of Labour
 Department of the Prime Minister and Cabinet
 Drake Personnel (NZ) Ltd
 Duncan Cotterill
 Dynasty Hotel Management Ltd
 EAP Services
 Early Childhood Development
 Eden Brown (New Zealand) Ltd
 EDS (New Zealand) Ltd
 Electricity Supply ITO
 Electro Technology ITO
 Emerge Supported Employment Trust
 Employers & Manufacturers (Northern) Association
 Employers' & Manufacturers' Association (Central) Inc
 Enting Real Estate Ltd
 Environment Waikato Regional Council
 Ernst and Young New Zealand Ltd
 Executive Taskforce Ltd
 Face to Face Ltd
 Fisher and Paykel Industries Ltd
 Fletcher Aluminum Ltd
 Fletcher Challenge Forests
 Focus Trust Inc. Supported Employment
 Fonterra Research Centre
 Foodie Finders
 Ford Motor Company of New Zealand Ltd
 Formway Furniture Ltd
 Framework Trust
 Franklin District Council
 Franklin Free Kindergarten Association
 Galatea School
 GBL Personnel Ltd
 Geneva Health International
 GL Bowron & Co Ltd
 GlaxoSmithKline
 GSB Supplycorp Ltd
 Haines NZ Ltd
 Hamilton City Council
 Harding Consultants Ltd
 Harrison Grierson Consultants Ltd
 Health Advocates Trust
 Heaney & Co
 Hearing Dogs for Deaf People New Zealand
 Hesketh Henry Partnership
 Hine Kou Tou Ariki Trust
 Hope-Cross Consulting Ltd
 Horowhenua District Council
 HortResearch
 HR Consult
 Human Resources Institute of New Zealand
 Human Rights Commission
 IBM New Zealand Ltd
 IHC
 Imagetext Systems
 Information Tools Ltd
 Inland Revenue
 Intelli Group
 Janssen-Cilag New Zealand
 Kapiti Coast District Council
 Kelly Services (NZ) Ltd
 Kidsfirst Kindergartens – Canterbury Westland Kinetic
 Recruitment Consultants
 Kinetic Recruitment Consultants Ltd.
 Kirwan Consulting Ltd
 KPMG (Wellington Office)
 KPMG Legal
 Land Transport Safety Authority
 LawStaff (NZ) Ltd
 Learning Media Ltd
 Literacy Aotearoa Inc.
 Low Yim Partners
 Manaaki Whenua Landcare Research NZ Ltd
 Manukau City Council
 Manukau Institute of Technology
 Massey University
 Masterton District Council
 McDonald's Restaurants (NZ) Ltd
 McFoodies Ltd
 Medical Staffing International
 Mental Health Commission
 Mental Health Foundation of New Zealand
 Merck Sharp & Dohme (New Zealand) Ltd
 MercyAscot
 Methanex New Zealand Ltd
 Metro Water Ltd
 MidCentral District Health Board
 Milburn New Zealand Ltd
 Miller Bradley
 Milne Ireland Walker
 Ministry for the Environment
 Ministry of Economic Development
 Ministry of Education
 Ministry of Fisheries
 Ministry of Foreign Affairs and Trade
 Ministry of Housing
 Ministry of Maori Development (Te Puni Kokiri)
 Ministry of Pacific Island Affairs
 Ministry of Research, Science & Technology
 Ministry of Social Development
 Ministry of Women's Affairs
 Ministry of Youth Affairs
 Minter Ellison Rudd Watts
 Momentum Consulting Group
 Morrison Kent Barristers & Solicitors
 National Library of New Zealand
 Navman NZ Ltd
 Nelson City Council
 Nelson Marlborough Institute of Technology
 Netball New Zealand Inc.
 Network Personnel
 New Plymouth District Council
 New Zealand AIDS Foundation Inc
 New Zealand Amalgamated Engineering, Printing and
 Manufacturing Union
 New Zealand Army
 New Zealand Businesses for Social Responsibility
 New Zealand Council of Trade Unions (NZCTU)
 New Zealand Customs Service
 New Zealand Dairy Board

New Zealand Defence Force
 New Zealand Federation of Graduate Women Auckland
 Charitable Trust Inc. (NZFGW)
 New Zealand Fire Service
 New Zealand Institute of Management Inc
 New Zealand Institute of Management Inc. Wellington
 New Zealand Police
 New Zealand Post Limited
 New Zealand Public Service Association Inc
 New Zealand Retailers Association
 New Zealand Trade Development Board
 North Shore City Council
 Northland Polytechnic
 NZ Post Primary Teachers' Association Inc
 Oasis Education Ltd
 OCG Consulting Ltd
 Office of Film and Literature Classification
 Office of the Parliamentary Commissioner for the
 Environment
 Opal Consulting Group
 Otago Polytechnic
 Pacific Business Trust
 Parliamentary Service
 Paul Dickinson & Associates Ltd
 PeopleSearch Consulting Ltd
 Philippa Walker & Associates Ltd
 Phoenix Inc. Supported Employment Services
 Pohlen Kean Ltd
 Poppet's Nanny Bureau Ltd
 Prepared Foods Ltd
 Presbyterian Church of Aotearoa New Zealand (PCANZ)
 PriceWaterhouseCoopers
 Progressive Enterprises Ltd
 Public Trust Corporate Office
 R Cubed Global Ltd
 Recovered Materials Foundation
 Recruitment & Consulting Services Association
 Reed Recruitment Ltd
 Reserve Bank of New Zealand
 Retirement Commission
 Robert Walters PLC
 Rodgers & Partners Consultants Ltd
 Rotorua District Council
 Royal New Zealand Air Force
 Royal New Zealand Navy
 Sapphire Technologies
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 Transfund New Zealand
 Transpower New Zealand Ltd
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 Workforce Personnel
 Working In Ltd
 Workplace Support Northern Region
 Yeoman Contracting Ltd
 Zespri International Ltd



Site Map



About the
EEO Trust



EEO Employers
Group



EEO Diversity
Information
& Research



Recruitment
Consultants



Current News
& Events



Work & Life



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Auckland

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Private Bag 92518
Wellesley Street
Auckland

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PricewaterhouseCoopers
Private Bag 92162
Auckland

Secretary:
Trudie McNaughton