



Presented to the House of Representatives
Pursuant to Section 11 of the EEO Trust Deed
dated 24 March 1992.

the
2003
annual report
of the EEO Trust

year ended
30 June 2003

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 2003



T R U S T
EQUAL EMPLOYMENT
OPPORTUNITIES TRUST



success through diversity
Ahakoia whakaaro kē, ka puta a ihu

members of the eeo trust board of trustees between 1 july 2002 and 30 june 2003



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



Jo Brosnahan
Chief Executive Officer
Auckland Regional Council



Anne Carter
Chief Executive
Ministry of Youth Affairs



Belinda Clark
Secretary for Justice
Ministry of Justice



Amanda Hastrop
Head of Employment Solutions
Telecom New Zealand Limited



Alison Quesnel
Country Manager New Zealand
Blackmores (NZ) Ltd



Marie Shroff
Privacy Commissioner
Office of the Privacy Commissioner



Leah South
General Manager, People and
Performance
AMP Financial Services (NZ) Ltd



Dave Stewart
General Manager
Stratum Consulting Group

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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 including GST per annum).

The eleven staff (9 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 12 months to 30th June 2003 saw the EEO Trust build on its role as the leading source of expertise of EEO information in New Zealand. It worked both directly and indirectly with workplaces and agencies to enable many people working in New Zealand to experience a fair go at work through policies and practices that support equal employment opportunities.

The quality of lives of New Zealanders in paid employment is directly affected by the employment practices and policies of workplaces. Providing information and resources to employers that encourage appropriate policies and practices is core to the work of the EEO Trust and will continue to be so.

The development of innovative, technology-driven resources such as the EEO Trust's Action Track increased the depth and breadth of its influence to members and other audiences and reinforced the EEO Trust's commitment to ensuring users of its services have access to high quality, timely and relevant information easily and effectively.

The EEO Trust enhanced its co-operative and positive relationship with the new EEO Commissioner at the Human Rights Commission, Dr Judy McGregor and Executive Director Trudie McNaughton's continued involvement in government diversity initiatives highlights the significance of the EEO Trust at a national level. Links with employers in the private and public sectors, unions, government and other strategic allies continued to be strengthened, resulting in enhanced quality of service and information to those using our services.

Its strong international links enabled it to offer briefings to EEO Employers Group members and others, including briefings by Jane Pillingier from the UK on pay equity and Juliet Bourke from Australia on international research on work and life issues.

The EEO Trust continues to focus its activities on four key areas: partnership, research, influence and information 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.

Whilst it is heartening to learn the gap between male and female pay rates for similar work is closing, for example, we cannot afford to be complacent but will continue to ask the questions 'why does the gap exist at all?' and 'how can it be closed yet further?' Central to the EEO Trust's activities is the core driver: equal employment opportunities for all.

We are fortunate to have the personal and professional support and expertise of a number of Trustees from both the public and private sectors to guide the work of the EEO Trust. During the year, Leah South of AMP Financial Services joined the Board of Trustees as a private sector trustee following Stuart Low's resignation and Jo Brosnahan of the Auckland Regional Council and Belinda Clark of the Department of Justice were appointed public sector Trustees.

The mix of private and public sector trustees on the Board ensures broad representation and reinforces the partnership between the private and public sectors that make up the EEO Trust.



*Michael Barnett
Chairman,
EEO Trust*

I am grateful to all Trustees for their valuable input and for the support they lend the EEO Trust. The EEO Trust also appreciates Government ministers and officials who continue to support our work.

I also wish to extend my appreciation of Trudie McNaughton and her team at the EEO Trust for their significant achievements during the year. Trudie and her team are committed to providing top-quality service in communicating the benefits of EEO to New Zealand workplaces. There is extensive knowledge and expertise amongst the team which results in high-value service for members.

I'm sure many members of the EEO Trust, past and current Trustees, members of the EEO Trust team and many others will join with me in expressing our sincere gratitude and pay tribute to Trudie for her personal contribution to the EEO Trust in the 11 years since its inception. Trudie has chosen to move on to new challenges and will be leaving the EEO Trust in November 2003.

We wish her every success in her new endeavours and look forward to maintaining professional and personal contact with her in the months and years to come. Trudie's energy, enthusiasm and professional expertise have been a major factor in creating an organisation that is a significant and valuable resource to New Zealand workplaces and that is well placed to ensure the vision and passion she has for EEO continues.

I look forward to the coming year in the assurance that the EEO Trust will continue to focus on the core issues of relevance to New Zealand workplaces and employees and the excellent work it has achieved to date.



Michael Barnett
Chairman
October 2003



Site Map



About the EEO Trust



EEO Employers Group



EEO Diversity Information & Research



Recruitment Consultants



Current News & Events



Work & Life



Job Seekers

executive director's report

The 2002-2003 year was one of consolidation and innovation. The EEO Trust continued to deliver its services to enhance understanding of the business benefits of EEO, and undertook new initiatives to extend its influence.

EEO Employers Group membership continued to grow with 330 members from the public, private and voluntary sectors as at 30 June 2003. Collectively, these workplaces employ approximately 250,000 people.

A major focus for the EEO Trust was enhancing the performance of EEO Employers Group members as benchmarked by the EEO Trust's annual Diversity Survey which measures the progress of New Zealand workplaces in achieving EEO.

The 2002 survey confirmed that members of the EEO Employers Group out-perform other New Zealand employers on a wide range of benchmarks. They are more likely to:

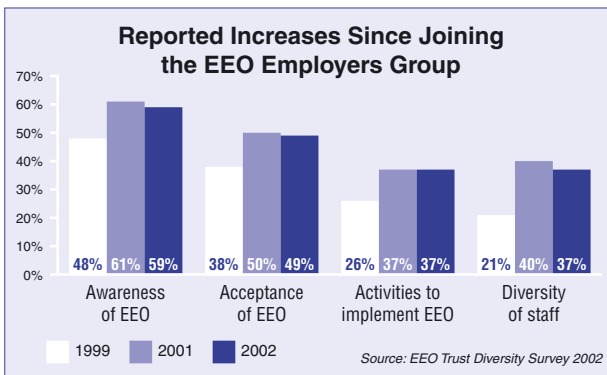
- have the foundations of EEO in place – 48% of members have an EEO policy and plan compared to 22% of non-members
- and be practising EEO in the workplace

EEO Employers Group members report a higher level of awareness and acceptance of EEO than non-members. For example, 30% of members report very high awareness of EEO/diversity compared to 10% of non-members, and 29% of members report very high acceptance of EEO/diversity compared with 14% of non-members.

Members of the EEO Employers Group report gains in awareness and acceptance of EEO within their organisations, as well as an increase in activities to implement EEO. While the proportions are similar to 2001, they represent a significant increase since 1999.



*Trudie McNaughton
Executive Director,
EEO Trust*



EEO Employers Group members are also more likely to provide initiatives to support work/life balance than non-members. For example, 89% of members provide flexible

work options compared with 71% of non-members. EEO Employers Group members are more likely to top up the government-funded paid parental leave than non-members with 27% of them intending to provide additional leave compared with nine percent of non-members. About 20% of both groups had not yet decided.



The survey also asked respondents to rate the level of senior management commitment to EEO/diversity within their organisation. Only seven percent of respondents said there was little or no commitment, and over a quarter (27%) reported very strong commitment. Again, EEO Employers Group members were much more likely to report a high level of commitment (and increasing commitment over time).

The proportion of respondents who have built EEO/diversity responsibilities into managers' performance contracts remains at 25%. Those doing so are more than twice as likely to be EEO Employers Group members (32%) than non-members (14%).

Ensuring recruitment supports EEO/diversity

Organisations which outsource their recruitment function need to feel confident that their EEO/diversity standards are met. Just over a fifth of employers with EEO policies provide them as guidance to recruitment consultants, eight percent more than the previous year.

The 2002 Diversity Survey found that less than half (49%) of the respondents who use recruitment consultants require them to demonstrate that they are attracting a diverse range of applicants (six percent lower than in 1999), with 55% of EEO Employers Group members doing so compared with 38% of non-members.

The proportion of respondents selecting recruitment consultants based on their membership of the EEO Employers Group had increased by 10% since 1999 to 28%. There has been a seven percent increase in the proportion of EEO Employers Group members who select their recruitment consultant on this basis (35%).

The EEO Trust's Diversity Survey remains a key strategy to research and communicate progress being made in New Zealand workplaces towards using EEO to value diversity.

In June 2003, the survey was, for the first time, made available for completion via the internet with a commitment being made to all respondents that they would be sent comparative benchmarking data to enable them to compare their progress with other respondents.

The EEO Trust held its 2002 AGM and annual members briefing in Wellington in response to requests from members that events be held outside Auckland. Those who were able to attend despite fog-bound airports heard from winners of the EEO Trust Work & Life Awards 2002 about the benefits of supporting

work/life balance.

The 2003 AGM and Annual Briefing is being held in Christchurch.

Membership liaison and support was enhanced during 2002-2003 with the appointment of Joanna Nua as Client Liaison and Philippa Reed as Executive Advisor.

Enhancing work/life balance



Winner of the Large Organisation category was the Auckland University of Technology

The Prime Minister presented the EEO Trust Work & Life Awards 2002 at an event attended by 320 guests. The awards attracted 26 entries, with a record number of entries in the small and medium sized organisation category. Entrants reported that the process of entering the awards was a positive one enabling them to benchmark their progress and communicate it throughout their workplaces.

As an invited member of the judging panel for the Australian Work & Family Awards 2002, I was pleased to note that New Zealand workplaces compare favourably with their counterparts across the Tasman.

With the government's introduction of its paid parental leave scheme in July 2002, the EEO Trust continued to provide information on how workplaces manage paid parental leave for the mutual benefit of employees and employers. While addressing a conference in Sydney in July 2002, I encountered considerable interest in the New Zealand legislation and workplace experiences of paid parental leave. The ability for women to transfer all or part of their leave to eligible partners attracted favourable comment.

During 2002-2003 the EEO Trust developed a work and life "snapshot" research programme designed to engage public awareness and debate on a range of issues affecting a broad cross-section of New Zealand society. Preliminary research was undertaken for the first on-line snapshot on "What do Kiwi Fathers really want?" to be conducted in conjunction with the EEO Trust Work & Life Awards 2003 and Fathers Day.

Employers of Choice Action Track

The annual EEO Trust Diversity Survey has consistently shown that many New Zealand workplaces, including some members of the EEO Employers Group, do not have the building blocks of EEO best practice in place.

In response, the EEO Trust launched the web-based Employers of Choice Action Track to give workplaces ready access to the information and tools they need to successfully build their diversity infrastructure. Based within the EEO Trust's website, the free Action Track enables organisations to:

- identify their own pressing workplace issues
- audit their performance on employment issues
- develop an action plan
- access resources and advice to improve their performance.

It is aimed at a wide range of workplaces, from those beginning to consider the implications of EEO/diversity to EEO Employers Group members who are looking for ways to further enhance their performance.

With growing EEO Employers Group membership and increasing emphasis on delivering services exactly when and where they are needed, the Employers of Choice Action Track provides 24-hour access to wide-ranging information resources, enabling users to develop customised action plans.

In the coming year the EEO Trust will develop new ways of enhancing understanding of EEO while continuing to enhance our successful projects.

After 11 enjoyable years as Executive Director of the EEO Trust, I am moving on to new challenges. I greatly appreciate the personal and professional support I have received over the years from colleagues, Trustees, members and many others and wish the EEO Trust every success for the future.



Trudie McNaughton
Executive Director
October 2003

Employers of Choice



Action Track

equal employment opportunities trust
trustees' report
 for the year ended 30 june 2003

Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust as at 30 June 2003:

Michael Barnett

Jo Brosnahan

Anne Carter

Belinda Clark

Amanda Hastrop

Alison Quesnel

Marie Shroff

Leah South

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

9/9/03

Date:


 TRUSTEE

9/9/03

Date:

auditors' report to the members 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 Trust for the year ended 30 June 2003 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.

Directors' Responsibilities

The Trust's Directors are responsible for the preparation and presentation of the financial statements which present fairly the financial position of the Trust as at 30 June 2003 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 Directors 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 Directors 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 Trust, consistently applied and adequately disclosed.

We 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 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 Trust other than in our capacity as auditors and members of the Trust.

Qualification

In common with other organizations 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 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:

- (a) comply with generally accepted accounting practice in New Zealand; and
- (b) give a true and fair view of the financial position of the Trust as at 30 June 2003 and its financial performance for the year ended on that date.

Our audit was completed on 9 September 2003 and our qualified opinion is expressed as at that date.



Chartered Accountants
Auckland

equal employment opportunities trust
statement of financial performance
 for the year ended 30 june 2003

	Note	2003 \$	2002 \$
Membership	2	268,736	259,478
Government Unmatched Funds		547,556	258,667
Government Matching Funds		395,556	395,556
Unconditional Gifts (contra Membership)		20,700	27,789
TOTAL SALES		1,232,548	941,490
LESS EXPENSES:			
Auditors Remuneration		6,000	6,750
Doubtful Debts		(8,050)	11,225
Depreciation - Motor Vehicles		409	1,840
Depreciation - Office Furniture & Equipment		18,704	44,138
Depreciation - Furniture & Fittings		11,062	12,026
General Expenses		362,647	233,684
Interest		952	1,347
Projects		141,577	167,964
Rent & Lease		67,985	69,357
Salaries		425,085	367,487
TOTAL EXPENSES		1,026,371	915,818
Net Operating Surplus		206,177	25,672
Other Revenue			
Interest Received		22,676	16,610
Sundry Income		73,826	118,089
Net Surplus before Tax		302,679	160,371
Less Trustees Income Tax		-	-
Net Surplus Transferred to Equity		302,679	160,371

equal employment opportunities trust
statement of movements in equity
 for the year ended 30 june 2003

	2003 \$	2002 \$
Net Surplus For Year	302,679	160,371
Equity at Start of Year	426,828	266,457
EQUITY AT END OF YEAR	729,507	426,828

equal employment opportunities trust
statement of financial position
 as at 30 june 2003

	Note	2003 \$	2002 \$
Trust Equity		729,507	426,828
Non Current Liabilities			
Hire Purchase Liabilities		-	4,268
		-	4,268
Current Liabilities			
Trade Creditors		94,014	47,103
Accruals		50,906	23,227
G.S.T. Payable		39,521	4,840
Finance Lease Obligations		4,254	5,821
		188,695	80,991
Total Funds Employed		918,202	512,087
Current Assets			
Cash at Bank		61,863	90,845
Term Deposits		740,000	291,635
Prepayments		1,708	1,398
Accounts Receivable		58,177	39,697
Inventories		8,094	31,272
		869,842	454,847
Non Current Assets			
Property, Plant and Equipment	3	48,360	57,240
Total Assets		918,202	512,087

For, and on behalf of, the Board

Aislinn Quesnel
 TRUSTEE

9/9/03
 Date:

Jo Boyle
 TRUSTEE

9/9/03
 Date:

notes to and forming part of the financial statements

1. Statement of Accounting Policies

These are the financial statements of Equal Employment Opportunities Trust. Equal Employment Opportunities Trust is a Charitable Trust established under the Charitable Trusts Act 1957.

The financial statements are prepared in accordance with the reporting requirements of Section 11 of the Financial Reporting Act 1993.

The entity qualifies for differential reporting based on the following criteria:

- It is not publicly accountable *and*
- The entity is not large as defined in the Institute of Chartered Accountants New Zealand Framework for Differential Reporting.

The entity has adopted all available differential reporting exemptions except for FRS19 Accounting for Goods and Services Tax, with which they have complied fully.

1.1 Measurement System

The measurement system adopted is that of historical cost. The reporting currency used in preparation of these financial statements is New Zealand dollars. 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.

1.2 Particular Accounting Policies

The following is a summary of the significant accounting policies adopted by the trust in preparation of these financial statements.

Non Current Assets

Property, Plant and Equipment are included at cost less accumulated depreciation.

Depreciation

Depreciation has been calculated using the maximum rates permitted by the Income Tax Act 1994.

<i>Asset Class</i>	<i>Depn Rate</i>	<i>Depn Method</i>
Furniture & Fittings	6%-30%	Straight Line Basis
Computer Hardware	14%-36%	Straight Line Basis
Computer Software	36%	Straight Line Basis

Valuation of Inventories, Work in Progress and Raw Materials

Inventories are valued at the lower of cost and net realisable value. Cost has been assigned inventory items on hand at balance date using the first in first out basis.

Accounts Receivable

Accounts receivable are stated at their estimated realisable value.

Goods and Services Tax

Financial information in these accounts is recorded exclusive of GST, with the exception of receivables and payables, which include GST. GST payable or receivable at balance date is included in the appropriate category in the Statement of Financial Position.

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.

1.3 Changes in Accounting Policies

There have been no changes in accounting policies. All policies have been applied on bases consistent with those used in previous years.

2. Memberships

Membership includes EEO Trust and EEO Employers Group.

3. Property, Plant and Equipment

	COST	ACC'M DEPN.	2003 BOOK VALUE
Motor Vehicles	10,222	(10,222)	-
Office Furniture & Equipment	112,191	(93,663)	18,528
Furniture & Fittings	120,142	(90,310)	29,832
	<u>242,555</u>	<u>(194,195)</u>	<u>48,360</u>

	COST	ACC'M DEPN.	2002 BOOK VALUE
Motor Vehicles	10,222	(9,813)	409
Office Furniture & Equipment	169,354	(139,613)	29,741
Furniture & Fittings	106,336	(79,246)	27,090
	<u>285,912</u>	<u>(228,672)</u>	<u>57,240</u>

4. Contingent Liabilities

There are no contingent liabilities at 30 June 2003 (2002: \$ Nil).

5. Capital Commitments

The business did not have any capital commitments at 30 June 2003 (2002: \$ Nil)

6. Operating Leases

	2003 \$	2002 \$
Commitments under non-cancellable operating leases:		
Current	94,140	15,829
Non-current	250,346	405,042
	<u>344,486</u>	<u>420,871</u>

7. Related Parties

There were no material related party transactions during the year (2002: \$ Nil).

eeo trust membership list

as at 30 june 2003

Foundation Members

AFFCO Holdings Limited
 Air New Zealand Limited
 ANZ Banking Group (New Zealand) Ltd
 ASB Bank Limited
 AXA New Zealand
 Bank of New Zealand
 Bendon Limited
 BP Oil New Zealand Ltd
 Business New Zealand
 Carter Holt Harvey Ltd
 Countrywide Bank
 DB Breweries Ltd
 ECNZ - Electricity Corporation of New Zealand
 Goodman Fielder New Zealand Limited
 Fay Richwhite & Co Ltd

Fisher & Paykel Appliances
 Fletcher Challenge Limited
 Fonterra
 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
 Trust Bank New Zealand Ltd
 Westpac Banking Corporation
 Woolworths (NZ) Ltd

Trust Members

3M New Zealand Ltd
 Accident Compensation Corporation
 ACI Glass Packaging New Zealand
 Adcorp New Zealand Ltd
 Adecco Personnel Limited
 AFFCO Holdings Limited
 AgResearch
 Agriculture ITO
 Air New Zealand Limited
 Alpha Personnel Recruitment Limited
 Alpha Scientific Ltd
 AMP Financial Services (NZ) Ltd
 Animal Control Services Ltd
 ANZ Banking Group (New Zealand) Ltd
 Archives New Zealand
 Arthritis New Zealand
 ASB Bank Limited
 Auckland Business School (NSTC) Ltd
 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
 Australasian Correctional Management Ltd
 Authentic Plasterers Ltd
 Aviation Tourism & Travel Training Organisation (ATTTO)
 AXA New Zealand
 Bailey Printing Ltd
 Bank of New Zealand
 Barnardos New Zealand
 Bay of Plenty Polytechnic
 Baycorp Advantage (NZ) Ltd
 Bayer New Zealand Ltd
 Beattie Rickman
 Bell Gully
 Bell Trading Ltd
 Bendon Limited

Blackmores NZ Ltd
 BP Oil New Zealand Ltd
 Briscoe Group Limited
 Brookfields Lawyers
 BTI New Zealand Ltd
 Buddle Findlay
 Buller District Council
 Burke Melrose
 Business New Zealand
 Cadbury Confectionery Ltd
 Caltex New Zealand Limited
 Candle New Zealand Ltd
 Canterbury Employers' Chamber of Commerce
 Carich Training Centre Ltd
 Carter Holt Harvey Futurebuild
 CCS Wellington
 Central Hawkes Bay District Council
 Centre Consulting Group
 Chapman Tripp
 Cheryle Randall & Associates
 Christchurch Chiropractic Centre Ltd
 Christchurch City Council
 Christchurch College of Education
 Civil Aviation Authority of NZ
 Clayton Ford Recruitment
 Coca-Cola Amatil New Zealand Ltd
 Compensation Advisory Services Ltd
 Compudigm International
 Conversa Global Limited
 Crown Forestry Rental Trust
 Crowne Plaza Auckland
 David J Patten
 DB Breweries Ltd
 Delamore & Reidy Ltd
 Deloitte Touche Tohmatsu - New Zealand
 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

Dunedin City Council
 EAP Services
 Early Childhood Development
 Eden Brown (New Zealand) Ltd
 EDS (New Zealand) Limited
 Electricity Supply ITO
 ElectroTechnology ITO
 Emerge Supported Employment Trust
 Employers & Manufacturers Association (Central) Inc
 Employers & Manufacturers Association (Northern) Inc
 Enting Real Estate Ltd
 Environment Southland
 Environment Waikato Regional Council
 Environmental Risk Management Authority (ERMA)
 Ernst & Young New Zealand Ltd
 Executive Taskforce Limited
 Fisher & Paykel Appliances
 Fisher & Paykel Healthcare Ltd
 Fletcher Aluminium Ltd
 Fletcher Challenge Forests
 Fonterra
 Foodie Finders
 Ford Motor Company of New Zealand Ltd
 Forest Research Institute Ltd
 Formway Furniture Ltd
 Franklin District Council
 Franklin Free Kindergarten Association
 Galatea School
 GBL Personnel Limited
 Geneva Health International
 Getleys Co-Partnership Ltd & Company
 Gilmore Brown Ltd
 Gilmour McGregor & Associates Ltd
 GlaxoSmithKline
 Goodman Fielder New Zealand Limited
 Government Communications Security Bureau
 Haines NZ Limited
 Hallmark Cards NZ Ltd
 Hamilton City Council
 Harding Consultants Limited
 Harrison Grierson Consultants Limited
 Hawke's Bay Regional Council
 Health Advocates Trust
 Heaney & Co
 Hearing Dogs for Deaf People New Zealand
 Heritage Hotel Management Ltd
 Hesketh Henry Partnership
 Hine Kou Tou Ariki Trust
 Hope-Cross Consulting Ltd
 Horowhenua District Council
 HortResearch
 HR Consult
 HR Solutions Limited
 Human Resource Associates (NZ)
 Human Resources Institute of NZ (HRINZ)
 Human Rights Commission
 IBM New Zealand Ltd
 IEC House
 IHC NZ Inc
 Imagetext Publishing Systems Ltd
 Independent Newspapers Limited
 Information Tools Limited
 Inland Revenue
 Institute of Chartered Accountants of New Zealand
 Investment Savings and Insurance Association of NZ Inc
 James Keat
 Janssen-Cilag New Zealand
 JR Courtenay NZ Ltd
 Juken Nissho Ltd
 Kapiti Coast District Council
 Kelly Services (NZ) Ltd
 Kensington Swan
 Kidsfirst Kindergartens - Canterbury Westland Free
 Kindergarten Association Inc
 Kindergarten Wairarapa Inc
 Kinetic Recruitment Consultants Ltd
 Kirwan Consulting Limited
 KPMG (Wellington)
 KVB Kunlun New Zealand Ltd
 Land Transport Safety Authority
 LawStaff (NZ) Limited
 Learning Media Limited
 Legal Services Agency
 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
 McIntyreWhite
 Meat Industry Association of NZ Inc
 Medical Staffing International
 Mental Health Commission
 Mental Health Foundation of New Zealand
 Merck Sharp & Dohme (New Zealand) Ltd
 MercyAscot
 Meredith Connell
 Merial New Zealand Limited
 Metro Water Limited
 MidCentral District Health Board
 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 and 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
 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 Army
 New Zealand Council of Trade Unions (NZCTU)
 New Zealand Customs Service
 New Zealand Defence Force

New Zealand Federation of Voluntary Welfare Organisations
 New Zealand Fire Service
 New Zealand Institute of Management Auckland
 New Zealand Institute of Management Inc Wellington
 New Zealand Police
 New Zealand Post Limited
 New Zealand Property Institute
 New Zealand Public Service Association Inc
 New Zealand Retailers Association
 New Zealand Steel Limited
 New Zealand Trade Development Board
 North Shore City Council
 Northland Polytechnic
 New Zealand Amalgamated Engineering, Printing &
 Manufacturing Union
 New Zealand Federation of Graduate Women Auckland
 Charitable Trust Inc (NZFGW)
 NZ Post Primary Teachers' Association
 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
 Otago Museum
 Otago Polytechnic
 Pacific Business Trust
 Pacific Independent Brokers
 Palmerston North City Council
 Paramount Institute of Auckland
 Parents Centres New Zealand Inc
 Parliamentary Service
 Paul Dickinson & Associates Ltd
 PeopleSearch Consulting Limited
 Pharmacy Guild of New Zealand Inc
 Philippa Walker & Associates Ltd
 Phillips Fox
 Phoenix Inc Supported Employment Services
 Pohlen Kean Ltd
 Point of View Productions
 Poppet's Nanny Bureau Ltd
 Prepared Foods Limited
 Presbyterian Church of Aotearoa New Zealand
 PricewaterhouseCoopers
 Progressive Enterprises Ltd
 Public Trust Corporate Office
 Rebel Sport
 Recovered Materials Foundation
 Recruitment & Consulting Services Association (RCSA)
 Reserve Bank of New Zealand
 Restaurant Trend Ltd
 Retirement Commission
 Robert Walters PLC
 Rodgers & Partners Consultants Ltd
 Rotorua District Council
 Royal New Zealand Air Force
 Royal New Zealand Navy
 Sapphire Technologies
 SC Johnson & Son Pty Ltd
 Scientific and Technical Recruitment Limited
 Seek Communications (NZ) Ltd
 Select Appointments Limited - Auckland
 Select Appointments Limited - Wellington
 Selwyn District Council
 Sheffield Limited
 Shell New Zealand Limited
 Shell Todd Oil Services Limited
 Sheraton Auckland Hotel & Towers
 Shieff Angland
 Simpson Grierson
 SKF New Zealand Ltd
 Sky City Auckland Limited
 South Waikato District Council
 Southern Cross Medical Care Society
 Southland District Council
 Special Persons Attendant Network Agency Ltd
 Stagecoach New Zealand
 Staples Rodway Ltd
 State Services Commission
 Statistics New Zealand
 Strategy Recruitment Consultancy
 Strutex Networks (NZ)
 Stratum Consulting Group
 Student Job Search Aotearoa
 Supported Employment Agency (Bay of Plenty)
 Sustainable Business Network
 Tall Poppies & Co Ltd
 Taranaki Healthcare Limited
 Tauranga Regional Free Kindergarten Association Inc
 Te Runanga O Ngai Tahu
 Te Taura Whiri I te Reo Maori - Māori Language
 Commission
 Te Utuhina Manaakitanga Trust (The Addiction Resource
 Centre Rotorua)
 Telecom New Zealand Ltd
 Television New Zealand Limited
 TelstraClear Ltd
 Tertiary Education Commission
 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/Hudson Global Resources
 Top Drawer Consultants
 Tower Insurance Limited
 Transfield Worley Limited
 Transfund New Zealand
 Transit New Zealand
 Transpower New Zealand Limited
 Tranz Rail Limited
 UNITEC Institute of Technology
 Universal College of Learning (UCOL)
 University of Canterbury
 University of Otago
 Upper Hutt City Council
 Vero Insurance New Zealand Limited
 Victoria University of Wellington
 Viscount Plastics (NZ) Ltd
 Waiairiki Institute of Technology

Waikato Bay of Plenty District Law Society
 Waikato District Council
 Waikato Institute of Technology
 Waipa District Council
 Waitakere City Council
 Waitomo District Council
 Wanganui District Library
 Watercare Services Limited
 Watson Wyatt New Zealand Ltd
 WEL Networks Limited
 Wellington City Council
 Wellington College of Education
 Wellington Community Child Care Association (WCCCA)
 Wellington District Law Society
 Wellworkers 2000 Limited

Westaff (NZ) Ltd
 Western Bay of Plenty District Council
 Westpac Banking Corporation
 Whangarei District Council
 Wheeler Campbell Consulting Limited
 Whitecliffe College of Arts & Design
 Women's Health Action Trust
 Workbase, The National Centre for Workplace Literacy & Language
 Workbridge Inc Corporate Office
 Workforce Personnel
 Workmates - Supported Employment Agency
 Workplace Support Northern Region
 ZESPRI International Limited

eeo employers group membership list

as at 30 june 2003

3M New Zealand Ltd
 Accident Compensation Corporation
 ACI Glass Packaging New Zealand
 Adcorp New Zealand Ltd
 Adecco Personnel Limited
 AFFCO Holdings Limited
 AgResearch
 Agriculture ITO
 Air New Zealand Limited
 Alpha Personnel Recruitment Limited
 Alpha Scientific Ltd
 AMP Financial Services (NZ) Ltd
 Animal Control Services Ltd
 ANZ Banking Group (New Zealand) Ltd
 Archives New Zealand
 Arthritis New Zealand
 ASB Bank Limited
 Auckland Business School (NSTC) Ltd
 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
 Australasian Correctional Management Ltd
 Authentic Plasterers Ltd
 Aviation Tourism & Travel Training Organisation (ATTO)
 AXA New Zealand
 Bank of New Zealand
 Barnardos New Zealand
 Bay of Plenty Polytechnic
 Baycorp Advantage (NZ) Ltd

Bayer New Zealand Ltd
 Beattie Rickman
 Bell Gully
 Bell Trading Ltd
 Bendon Limited
 Blackmores NZ Ltd
 BP Oil New Zealand Ltd
 Briscoe Group Limited
 Brookfields Lawyers
 BTI New Zealand Ltd
 Buddle Findlay
 Buller District Council
 Burke Melrose
 Business New Zealand
 Cadbury Confectionery Ltd
 Caltex New Zealand Limited
 Candle New Zealand Ltd
 Canterbury Employers' Chamber of Commerce
 Carich Training Centre Ltd
 Carter Holt Harvey Futurebuild
 CCS Wellington
 Central Hawkes Bay District Council
 Centre Consulting Group
 Chapman Tripp
 Christchurch Chiropractic Centre Ltd
 Christchurch City Council
 Christchurch College of Education
 Clayton Ford Recruitment
 Coca-Cola Amatil New Zealand Ltd
 Compensation Advisory Services Ltd
 Compudigm International
 Conversa Global Limited
 Crown Forestry Rental Trust
 Crowne Plaza Auckland
 David J Patten
 Delamore & Reidy Ltd
 Deloitte Touche Tohmatsu - New Zealand



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
 Dunedin City Council
 EAP Services
 Early Childhood Development
 Eden Brown (New Zealand) Ltd
 EDS (New Zealand) Limited
 Electricity Supply ITO
 ElectroTechnology ITO
 Emerge Supported Employment Trust
 Employers & Manufacturers Association (Central) Inc
 Employers & Manufacturers Association (Northern) Inc
 Enting Real Estate Ltd
 Environment Waikato Regional Council
 Ernst & Young New Zealand Ltd
 Executive Taskforce Limited
 Fisher & Paykel Appliances
 Fisher & Paykel Healthcare Ltd
 Fletcher Aluminium Ltd
 Fletcher Challenge Forests
 Fonterra
 Foodie Finders
 Ford Motor Company of New Zealand Ltd
 Forest Research Institute Ltd
 Formway Furniture Ltd
 Franklin District Council
 Franklin Free Kindergarten Association
 Galatea School
 GBL Personnel Limited
 Geneva Health International
 Getleys Co-Partnership Ltd & Company
 Gilmore Brown Ltd
 Gilmour McGregor & Associates Ltd
 GlaxoSmithKline
 Government Communications Security Bureau
 Haines NZ Limited
 Hallmark Cards NZ Ltd
 Hamilton City Council
 Harding Consultants Limited
 Harrison Grierson Consultants Limited
 Health Advocates Trust
 Heaney & Co
 Hearing Dogs for Deaf People New Zealand
 Heritage Hotel Management Ltd
 Hesketh Henry Partnership
 Hine Kou Tou Ariki Trust
 Hope-Cross Consulting Ltd
 Horowhenua District Council
 HortResearch
 HR Consult
 HR Solutions Limited
 Human Resources Institute of NZ (HRINZ)
 Human Rights Commission
 IBM New Zealand Ltd
 IHC NZ Inc
 Imagetext Publishing Systems Ltd
 Information Tools Limited
 Inland Revenue
 James Keat
 Janssen-Cilag New Zealand
 Juken Nissho Ltd
 Kapiti Coast District Council
 Kelly Services (NZ) Ltd
 Kensington Swan
 Kidsfirst Kindergartens - Canterbury Westland Free
 Kindergarten Association Inc
 Kinetic Recruitment Consultants Ltd
 Kirwan Consulting Limited
 KPMG (Wellington)
 KVB Kunlun New Zealand Ltd
 Land Transport Safety Authority
 LawStaff (NZ) Limited
 Learning Media Limited
 Legal Services Agency
 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
 Meat Industry Association of NZ Inc
 Medical Staffing International
 Mental Health Commission
 Mental Health Foundation of New Zealand
 Merck Sharp & Dohme (New Zealand) Ltd
 MercyAscot
 Meredith Connell
 Metro Water Limited
 MidCentral District Health Board
 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 and 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
 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 Army
 New Zealand Council of Trade Unions (NZCTU)
 New Zealand Customs Service
 New Zealand Defence Force
 New Zealand Fire Service
 New Zealand Institute of Management Auckland
 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 Steel Limited
 New Zealand Trade Development Board
 North Shore City Council
 Northland Polytechnic
 New Zealand Federation of Graduate Women Auckland
 Charitable Trust Inc (NZFGW)
 NZ Post Primary Teachers' Association
 Oasis Education Ltd
 OCG Consulting Ltd
 Office of Film and Literature Classification
 Office of the Parliamentary Commissioner for the
 Environment
 Otago Polytechnic
 Pacific Business Trust
 Pacific Independent Brokers
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 Workplace Support Northern Region
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About the
EEO Trust



EEO Employers
Group



EEO Diversity
Information
& Research



Recruitment
Consultants



Current News
& Events



Work & Life



Job Seekers

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Auckland

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E-mail: admin@eeotrust.org.nz
Internet: www.eeotrust.org.nz

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ANZ Banking Group Limited
126 Queen Street
Auckland

Solicitors:
Simpson Grierson
Private Bag 92518
Wellesley Street
Auckland

Auditors:
PricewaterhouseCoopers
Private Bag 92162
Auckland

Secretary:
Trudie McNaughton