



EEO TRUST

Annual Report 2008

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

It is a membership-based organisation including public and private sector members. The EEO Trust is resourced by donations from member organisations and Government funding.

The EEO Trust team provides employers with information, ideas and tools to effectively manage, and reap the benefits of, a diverse workforce.

The EEO Trust's credibility rests on its proven ability to assist employers to take advantage of the increasing diversity of New Zealand's labour force. Regardless of the economic conditions, workforce diversity will continue to be a critical issue for employers seeking to recruit, retain and develop the very best people from the highly competitive global talent pool.



Michael Barnett

The EEO Trust remains true to its vision of having EEO and diversity principles driven from within business throughout New Zealand. As well as forging close ties with its members and championing diversity leaders, it is committed to making its expertise available to all employers. It distributes its resources widely, responds to information requests from around the country and creates contexts in which employers can share their diversity challenges and success stories with each other.

The EEO Trust takes a pragmatic stance to EEO and diversity issues, arguing that business stands to gain more than kudos alone from fair and flexible employment practices. During the eight years that I have been chair, I have seen this argument become increasingly widely accepted in even the most hard-headed business circles. No-one can argue with the diversity of our workplaces. The challenge is to take full advantage of it.

The strength of the EEO Trust's own business processes were recognised at the 2008 Vero Excellence in Business Support Awards, where it won the not-for-profit category. These Awards recognise organisations that make a real contribution to business. The EEO Trust's success confirmed that its operations are based on robust, measurable business practices and processes, demonstrating that EEO and diversity do, in fact, go hand-in-hand with business success.

I wish to thank Dr Philippa Reed and the EEO Trust team. They bring expertise, enthusiasm and a high degree of intelligence to their roles and I am confident they will continue to develop innovative approaches to working with employers. Likewise, my fellow trustees add an enormous amount of value to the work of the EEO Trust. With their experience of the public and private sectors, they contribute commercial acumen, hands-on knowledge of the challenges facing employers and extensive networks throughout Government and business.

The EEO Trust is well-positioned to build on its reputation as a credible and influential agent for change in New Zealand's employment context. It has strong international networks, brings a great deal of value to the work of Government agencies and, most importantly, works closely and effectively with employers around the country to build their business success.

Michael Barnett
Chairman
October 2008

The EEO Trust brings its strengths in research, facilitation and communication to the task of providing the information and tools employers need to take advantage of the opportunities created by New Zealand's changing demographics. Despite our small size, we continue to make a substantial impact on the country's employment scene, working with employers to develop versatile workplaces which maximise employee engagement and productivity.



Dr Philippa Reed

The Diversity Effect symposium in August 2007 created a forum where HR and diversity practitioners could learn from each other and from national and international speakers. This forum is being successfully replicated on a more local level with three-monthly meetings of diversity practitioners in Auckland, Wellington and Christchurch. These lively meetings enable our members to share ideas and inspiration on how to most effectively manage the diversity issues that are so critical to business success.

In late 2007, we undertook a review of the EEO Trust Work & Life Awards to ensure that they were still relevant 10 years after their inception. We found that the Awards had made a substantial contribution to increased awareness of work-life issues and had the potential to continue to stimulate debate and progress on critical employment issues.

For example, the new Diversity Award which we introduced in 2007 attracted the largest number of entries ever for a single category. Consequently, we decided to broaden the awards in 2008, in order to recognise employers who take advantage of our diverse population by encouraging and supporting diversity, either through a single initiative or an organisation-wide approach. We also introduced an award focussing on building the workforce of the future, in recognition that changing demographics and increasing global competition for skilled people for new strategies to grow talent.

In 2007-2008, we also reviewed our publications, launching a new magazine called *Diversity in Action* to replace our newsletter and *Work & Life Bulletin*. *Diversity in Action* is an engaging, forward-looking publication where we can share stories of New Zealand employers who lead the way in tapping into our diverse talent pool.

One of the EEO Trust's most pressing challenges is to demonstrate that diversity initiatives do in fact improve business performance. In late 2007 we reviewed a wealth of international literature on the impact of workforce diversity on business outcomes.

We found that the key potential benefits of workforce diversity are improved staff recruitment and retention and improved creativity, innovation and problem-solving. However, achieving these outcomes depends on having sufficient diverse people on board, along with proactive, skilled management practices. The old ways of doing things will not necessarily work in the rapidly changing labour market.

In New Zealand, another key potential business benefit from diverse workforces lies in matching the growing diversity of our customer base locally and internationally. In addition, the move to a knowledge economy requires a highly educated and skilled

workforce. There is evidence that New Zealand lacks some of the key skills required to sustain and expand the economy and that many of these skills will be found in the emerging economies of Asia.

Being an employer which supports diversity can also enhance business reputation, thereby attracting top employees, customers and suppliers. Many of the new labour-force entrants, both young and old, and those with responsibility for children and other dependents are attracted by a broad range of diversity initiatives, including flexible work schedules and other work-life measures.

Still on the theme of business benefits, other research in the 2007-2008 year explored the links between work-life initiatives, employee engagement and productivity. Through the involvement of 15 of our members, 880 employees completed a survey on the work-life initiatives available to them, their workplace culture, their engagement with their work and their productivity.

The findings confirmed that work-life initiatives do generate engagement and productivity, provided the workplace culture is supportive. One critical aspect of support is manageable workloads – high workloads were frequently cited as the primary obstacle to work-life balance.

Managers tended to have a more positive view of their workplace's support for work-life balance than did other staff, indicating either that support was more available at higher levels or that the message was not getting through to all staff. In addition, senior managers tended to be seen by employees as poor role models for work-life balance although senior managers themselves tended to rate themselves in the mid-range for work-life balance.

Our 2007 Diversity Survey, which was completed by 361 organisations, demonstrated that employers which take diversity seriously are likely to have much better employment outcomes than other employers, particularly in terms of improved recruitment and retention.

We also used the survey to explore how workplace culture impacts on staff diversity and other employment outcomes, finding that inclusive workplaces with senior management who believe diversity is important are likely to have greater diversity of staff at all levels and higher staff retention.

The findings of this and other EEO Trust research raises a challenge for all New Zealand employers – how can they too take advantage of our diverse labour force by building both a culture that supports diversity and a strategic framework that ensures sustainability and consistency of diversity practices.

The EEO Trust's work is based on substantial research alongside strategic alliances which span international boundaries,

Government networks, employer groups, unions and special-interest groups. We work closely with individual employers of every size, responding directly to their requests for assistance, as well as proactively providing information, ideas and other opportunities to our members.

Our 2008 Work-Life Survey created an opportunity for us to work with the Department of Labour, which was conducting a survey on flexible work practices. By collaboratively developing our survey tools and sharing our results, both organisations gained a more comprehensive view of employer and employee views on work-life issues.

As well as responding to a large number of one-off information requests from EEO Employers Group members and other employers, we also work with members on more substantial projects with the potential to advance diversity practice in New Zealand. For example, in the 2007-2008 year we worked with the New Zealand Post Group on a research project to explore issues related to women in leadership at NZ Post.

The EEO Trust also worked with the Human Rights Commission, the Retirement Commission, Business New Zealand, the Council of Trade Unions and the Canterbury Employers' Chamber of Commerce on the development of a guide to help employers make the most of older workers. This was released in conjunction with our own research findings on employers' perceptions of older workers.

We have proven our ability to deliver information and ideas that employers can use to make a real difference to their people and to their bottom line. Looking ahead, we will continue to deliver real value to employers looking for innovative ways to make the most of the talent pool.



Dr Philippa Reed
Chief Executive
October 2008



Financial Statements *Year Ended 30 June 2008*

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Auditors' Report to the members of the Equal Employment Opportunities Trust

We have audited the financial statements on pages 12 to 16. The financial statements provide information about the past financial performance of the Equal Employment Opportunities Trust for the year ended 30 June 2008 and its financial position as at that date. This information is stated in accordance with the accounting policies set out on pages 14 to 15.

Trustees' Responsibilities

The Trustees are responsible for the preparation and presentation of the financial statements which give a true and fair view of the financial position of the Trust as at 30 June 2008 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 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.

Auditors' Report to the members of the Equal Employment Opportunities Trust

Qualification

In common with other organisations of a similar nature, control over the revenues from contributions and donations prior to being recorded is limited. It was not practicable to extend our examination of contributions and 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 this respect alone we have not obtained all the information and explanations we have required.

In our opinion, except for adjustments, if any, that might have been necessary had we been able to obtain sufficient evidence concerning contributions and donations, the financial statements present fairly the financial position of the Trust as at 30 June 2008 and its financial performance for the year ended on that date.

Our audit was completed on 14 October 2008 and our qualified opinion is expressed as at that date.



PricewaterhouseCoopers
Chartered Accountants
Auckland

Equal Employment Opportunities Trust
Income Statement For The Year Ended 30 June 2008

	NOTES	2008 \$	2007 \$
Income			
Membership Income		316,825	314,586
Government Unmatched Funds		547,556	547,556
Government Matching Funds		395,556	395,556
Unconditional Gifts (contra Membership)		10,925	10,550
Total Income		1,270,862	1,268,248
Expenses			
Depreciation		11,351	19,366
Audit Fee		6,750	6,750
General Expenses		460,459	398,171
Doubtful Debts		5,225	(275)
Loss on Sale of Fixed Assets		47	62
Projects		410,250	246,914
Rent		74,185	74,185
Salaries		607,889	617,361
Total Expenses		1,576,156	1,362,534
Net Operating Deficit		(305,294)	(94,286)
Other Income			
Interest Received		106,390	88,545
Sundry Income		235,693	62,532
Total Other Income		342,083	151,077
Net Surplus		36,789	56,791

Statement of Movements In Equity For The Year Ended 30 June 2008

	2008 \$	2007 \$
Opening Equity	1,135,140	1,078,349
Net Surplus	36,789	56,791
Total Recognised Revenues & Expenses	36,789	56,791
Closing Equity	1,171,929	1,135,140

The attached Notes and Auditors' Report form an integral part of these financial statements.

Equal Employment Opportunities Trust
Balance Sheet *As at 30 June 2008*

	NOTES	2008 \$	2007 \$
Current Assets			
Cash at Bank		42,411	67,346
Term Deposits		1,180,000	1,165,000
Trade Debtors		27,894	175,524
Interest Receivable		39,499	30,490
GST Receivable		4,085	-
Prepayments		16,309	13,530
Total Current Assets		1,310,198	1,451,890
Non Current Assets			
Fixed Assets	2	22,297	21,812
Total Non-Current Assets		22,297	21,812
Total Assets		1,332,495	1,473,702
Current Liabilities			
Trade Creditors		103,998	122,779
Accruals		56,446	47,112
Income in Advance		-	155,000
GST Payable		-	12,194
Current Portion of Term Liabilities	4	122	1,355
Total Current Liabilities		160,566	338,440
Non Current Liabilities			
Borrowings	4	-	122
Total Non Current Liabilities		-	122
Total Liabilities		160,566	338,562
Net Assets		1,171,929	1,135,140
Trust Equity			
Trust Capital		1,135,140	1,078,349
Trustee Income		36,789	56,791
Total Trust Equity		1,171,929	1,135,140



Michael Barnett
Trustee
30 September 2008



Neil Padley
Trustee
30 September 2008

The attached Notes and Auditors' Report form an integral part of these financial statements.

Equal Employment Opportunities Trust

Notes to the Financial Statements For The Year Ended 30 June 2008

1. Statement of Accounting Policies

Reporting Entity

Equal Employment Opportunities Trust is a Charitable Trust established under the Charitable Trusts Act 1957 and governed by the trust deed dated 24 March 1992. It was registered as a charitable entity under the Charities Act 2005 on 8 April 2008.

Statutory Base

The financial statements are prepared in accordance with applicable financial reporting standards and generally accepted accounting policies appropriate to the circumstances of Equal Employment Opportunities Trust.

The Trust has chosen not to adopt the New Zealand Equivalents to International Financial Reporting Standards ("NZ IFRS"). The decision not to adopt is consistent with the exemption provided by the Accounting Standards Review Board ("ASRB") Release 9, issued in September 2007. ASRB Release 9 provides a choice to certain qualifying entities to either adopt NZ IFRS or to continue to apply New Zealand Financial Reporting Standards ("NZ FRS"). The Trust is a qualifying entity on the basis that it is not an issuer, is not required to file financial statements with the Registrar of Companies under section 19 of the Financial Reporting Act 1993 and is not considered large (less than \$20m revenue and less than 50 full time employee equivalents).

Measurement Base

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

Differential Reporting

The Trust is a qualifying entity within the framework for differential reporting. The Trust qualifies on the basis that it is not publicly accountable and the entity is not large. The Trust has taken advantage of all available differential reporting concessions except for FRS 9 paragraph 8.11 Information to be disclosed in Financial Statements and FRS 19 Accounting for Goods and Services Tax, with which they have complied fully.

Valuation Of Fixed Assets

Fixed Assets are recorded at cost, less accumulated depreciation.

Depreciation

Depreciation is charged to the Statement of Financial Performance at the same rate as is allowed by the Income Tax Act 2004 over the estimated useful lives of each part of an item of property, plant and equipment.

The method and rates applied are as follows:

Asset Class	Method	Rate
Furniture & Fittings	Prime Cost	6.5 - 80.4%
Computer Hardware	Prime Cost	14.4 - 48.0%
Computer Software	Prime Cost	36.0 - 48.0%

Equal Employment Opportunities Trust

Notes to the Financial Statements For The Year Ended 30 June 2008

Leased Assets

Leases under which the Trust assumes substantially all the risks and rewards incidental to ownership have been classified as finance leases and are capitalised.

The asset and corresponding liability are recorded at the inception of the lease at the fair value of the leased asset, at amounts equivalent to the discounted present value of the minimum lease payments including residual values. Finance charges are apportioned over the terms of the respective leases using the actuarial method. Capitalised lease assets are depreciated over their expected lives in accordance with rates established for other similar assets.

Operating lease payments are representative of the pattern of benefits derived from the leased assets and accordingly are charged to the Income Statement in the periods in which they are incurred.

Income Tax

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.

Trade And Other Receivables

Accounts Receivable are recorded at expected realisable values as determined by the Trustees of the Trust.

Goods And Services Tax (GST)

All revenue and expense transactions are recorded net of GST. Where applicable, all assets and liabilities have been stated net of GST with the exception of receivables and payables which are stated inclusive of GST.

Operating Revenue

Revenue represents membership income and Government funding recognised when it is received or becomes receivable. Interest income is accounted for as earned. The increase in revenue this year was largely due to Symposium funding.

Employee Entitlements

Employee entitlements to salaries and wages, annual leave and other benefits are recognised when they accrue to employees.

Changes In Accounting Policies

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

2. Fixed Assets

	2008	2007
Furniture & Fittings	\$	\$
At Cost	81,986	94,949
Less Accumulated Depreciation	63,428	80,400
	18,558	14,549
Computer Hardware		
At Cost	13,301	14,966
Less Accumulated Depreciation	13,301	14,592
	-	374
Computer Software		
At Cost	46,001	45,262
Less Accumulated Depreciation	42,262	38,373
	3,739	6,889
Total Fixed Assets	22,297	21,812

Equal Employment Opportunities Trust
Notes to the Financial Statements For The Year Ended 30 June 2008

3. Depreciation

	2008	2007
	\$	\$
Furniture & Fittings	6,814	6,103
Computer Hardware	374	1,352
Computer Software	4,163	11,911
Total Depreciation	11,351	19,366

4. Borrowings

	2008	2007
	\$	\$
Hire Purchase Liability	122	1,477
Total Borrowings	122	1,477

Represented by:

Current Portion	122	1,355
Non Current Portion	-	122
Total Borrowings	122	1,477

5. Capital Commitments

No capital commitments have been contracted for or provided for at balance date (2007:Nil).

6. Contingent Liabilities

There were no contingent liabilities at balance date (2007:Nil).

7. Operating Leases

	2008	2007
	\$	\$
Non-Cancellable Operating Leases:		
Current	107,853	94,435
Non Current	257,824	33,497
Total Operating Lease Commitments	365,677	127,932

8. Membership Income

Membership includes EEO Trust and EEO Employers Group.



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

Dave Stewart
Director
Human Value

Neil Padley
General Manager
Human Resources
Air New Zealand

Marie Shroff
Privacy Commissioner
Office of the Privacy
Commissioner

Alison Thom
Deputy Secretary
Relationships &
Information, Te Puni
Kokiri



Felicity Evans
Head of People Capital,
Institutional NZ
ANZ National Bank Ltd

Steve Murray
Managing Director
EDS (New Zealand)
Limited

Belinda Clark
Secretary for Justice
Ministry of Justice

Peter Hughes
Chief Executive
Ministry of Social
Development

Carol Beaumont
Secretary
NZCTU

Trustees

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2008:

Michael Barnett	Dave Stewart	Felicity Evans
Steve Murray	Belinda Clark	Marie Shroff
Alison Thom	Peter Hughes	Neil Padley

Carol Beaumont, Secretary, New Zealand Council of Trade Unions (NZCTU) is a co-opted member of the Board of Trustees representing the NZCTU.

Activity

The EEO Trust was incorporated under the Charitable Trusts Act 1957 on 31 March 1992. The purpose of the EEO Trust is to promote to New Zealand employers the implementation of equal employment opportunities principles and best practice in the work place.

For and on behalf of the Board of Trustees

Michael Barnett
Trustee
30 September 2008

Neil Padley
Trustee
30 September 2008

EEO Trust Members As at 30 June 2008

Foundation Members

AFFCO Holdings Limited
 Air New Zealand Limited
 ANZ Banking Group (NZ) Ltd
 ANZ National Bank Ltd
 ASB Group
 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
 Fay Richwhite & Co Ltd
 Fisher & Paykel Appliances Limited
 Fletcher Building Limited
 Fonterra
 Goodman Fielder New Zealand Limited
 Independent Newspapers Ltd
 Toll NZ Consolidated Ltd
 Lion Nathan Australia
 LWR Industries Limited
 National Australia Bank (NZ)
 New Zealand Post Limited
 PricewaterhouseCoopers
 Progressive Enterprises Ltd
 Telecom New Zealand Ltd
 Tenon Limited
 Trust Bank New Zealand Ltd
 Westpac Banking Corporation
 Woolworths (NZ) Ltd

EEO Trust Members

Accident Compensation Corporation
 Adcorp New Zealand Ltd
 Agility Group Ltd
 AgResearch
 Agriculture ITO
 Air New Zealand Limited
 Alpha Personnel Recruitment Limited
 Anderson Lloyd Lawyers
 Antarctica New Zealand
 ANZ National Bank Ltd
 Arai Te Uru Whare Hauora
 Archives New Zealand
 ASB Group
 Association of University Staff (AUSNZ)
 Auckland Chamber of Commerce
 Auckland City Council
 Auckland District Law Society
 Auckland International Airport Ltd
 Auckland Kindergarten Association

Auckland Regional Council
 Auckland Regional Migrant Services
 Charitable Trust (ARMS Trust)
 Auckland University of Technology
 Authentic Plasterers Ltd
 Aviation Tourism & Travel Training
 Organisation (ATTTT)
 Balance Personnel Ltd
 Bank of New Zealand
 Bay of Plenty District Health Board
 Tauranga Hospital
 Bay of Plenty Polytechnic
 Bayer New Zealand Ltd
 Bell Gully
 Bell Trading Ltd
 Best Solutions Ashburton Ltd
 Beyond Recruitment
 Blackmores Ltd
 BP Oil New Zealand Ltd
 Briscoe Group Limited
 British American Tobacco (NZ) Ltd
 Brookfields Lawyers
 Buller District Council
 Burke Melrose
 Business New Zealand
 Cadbury Confectionery Ltd
 Candle New Zealand Ltd
 Canterbury Business Association Incorporated
 Canterbury Development Corporation (CDC)
 Canterbury Employers' Chamber of Commerce
 Capability Group Limited
 Career Services
 Carter Holt Harvey Forests
 Carter Holt Harvey Ltd
 Carter Holt Harvey Packaging NZ
 Carter Holt Harvey Pulp & Paper
 Carter Holt Harvey Woodproducts
 Catapult Employment Services Trust
 CCS Disability Action
 Central Hawkes Bay District Council
 Chandler Macleod Group
 Chapman Tripp
 Cheal Consultants Ltd
 Chevron New Zealand
 Christchurch City Council
 Christchurch Polytechnic Institute of Technology
 Civil Aviation Authority of NZ
 Clayton Ford Recruitment
 Clinical One
 Coca-Cola Amatil New Zealand Ltd
 Computer Power Institute New Zealand
 Comvita New Zealand Ltd
 CRA International Ltd
 Creative New Zealand

Crown Forestry Rental Trust
 David Forman Ltd
 David J Patten
 David Jenkins & Associates Ltd
 DB Breweries Ltd
 DC Workplace Consulting
 Deloitte
 Department of Building and Housing
 Department of Child, Youth & Family Services
 Department of Conservation
 Department of Corrections
 Department of Internal Affairs
 Department of Labour
 Department of the Prime Minister & Cabinet
 Dispute Resolution Services Ltd
 DLA Phillips Fox
 Drake International
 Dunedin City Council
 EAP Services Ltd (Employee
 Assistance Programmes)
 EDS
 Electricity Supply ITO
 ElectroTechnology ITO
 Elevator
 Elizabeth Harper - Diversity Consultant
 Emerge Supported Employment Trust
 Emergency Management Academy
 of New Zealand (EMANZ)
 Employers & Manufacturers
 Association (Central) Inc
 Employers & Manufacturers
 Association (Northern) Inc
 Energizer New Zealand Ltd
 Engage
 Enterprise IT Ltd
 Enterprise Recruitment
 Enterprising Manukau
 Enterprize Steel Ltd
 Environment Bay of Plenty
 Environment Southland
 Environment Waikato Regional Council
 Environmental Risk Management
 Authority (ERMA New Zealand)
 Equinox Limited
 Ernst & Young Group Ltd
 Essential HR Limited
 Euroasia
 Expertise Limited
 Extra Mile Training
 Families Commission
 Fire & Rescue Service ITO
 Fisher & Paykel Appliances Limited
 Fisher & Paykel Healthcare Ltd
 Fletcher Aluminium

EEO Trust Members (continued) As at 30 June 2008

Fletcher Building Limited	Kensington Swan Lawyers	Ministry of Social Development
Fonterra	Kidsfirst Kindergartens - Canterbury Westland	Ministry of Transport
Framework Trust	Free Kindergarten Association Inc	Ministry of Women's Affairs
Franklin District Council	Kinetic Recruitment Consultants Ltd	Minter Ellison Rudd Watts
Franklin Kindergarten Association	Kirwan Consulting Limited	Mollies
Frog Recruitment Limited	KPMG	Momentum Consulting Group
Frucor Beverages Ltd	KVB Kunlun New Zealand Ltd	Momentum Pacific Ltd
GBL Personnel Limited	Lakes District Health Board	Morrison Kent (Wellington)
Genesis Energy	Land Information New Zealand	Morrison Kent Barristers & Solicitors (Auckland)
Getley Co-Partnership Limited and Company	Land Transport New Zealand	Mosaic Training Ltd
Glamorton Developments Ltd	Laura Fergusson Trust Canterbury	Mt Albert PAK'nSAVE
Glenelg Children's Health Camp	LawStaff (NZ) Limited	National Institute of Water &
Goldman Sachs JBWere (NZ) Ltd	LawWorks	Atmospheric Research Ltd (NIWA)
Good Shepherd School	Learning Media Limited	National Library of New Zealand
Gore District Council	Legal Services Agency	Nelson City Council
Government Communications Security Bureau	LexisNexis NZ Ltd	Nelson Marlborough Institute of Technology
Haines New Zealand Limited	Life Links	Netball New Zealand Inc
Hair To Train	Lindsay Corban Associates Ltd	Netconcepts
Hamilton City Council	Literacy Aotearoa Inc	Network Personnel
Harding Consultants Limited	Longbay Petroleum Associates Ltd	New Plymouth District Council
Harris Stratex Networks (NZ) Ltd	Low Yim Partners Ltd	New Zealand AIDS Foundation Te
Harrison Grierson Consultants Limited	Madeleine Wilson - HR Consultant	Tuuapaapa Mate Aaraiore o Aotearoa
Health and Disability Commissioner	Manaaki Whenua Landcare Research NZ Ltd	New Zealand Army
Health Research Council of New Zealand	Manukau City Council	New Zealand Council for Educational Research
Health Staff Specialists Ltd	Manukau Institute of Technology	New Zealand Council of Trade Unions (NZCTU)
Heaney & Co	Massey University	New Zealand Customs Service
Heritage Hotel Management Ltd	Masterton District Council	New Zealand Defence Force HQ
Hesketh Henry	Matisse International	New Zealand Drug Foundation
Hope-Cross Consulting Ltd	McDonald's Restaurants (NZ) Ltd	New Zealand Federation of Voluntary
Horizon Group Ltd	Meat Industry Association of NZ	Welfare Organisations
Horowhenua District Council	Medical Staffing International	New Zealand Fire Service
HortResearch - Mt Albert Research Centre	Mental Health Commission	New Zealand Institute of Chartered Accountants
HR Solutions Limited	Mental Health Foundation of New Zealand	New Zealand Police
Hudson	Mercer Human Resource Consulting (NZ) Ltd	New Zealand Post Limited
Human Resources Institute of NZ (HRINZ)	Merck Sharp & Dohme (New Zealand) Ltd	New Zealand Post Primary Teachers' Association
Human Rights Commission	Mercy Hospice Auckland	New Zealand Property Institute
Human Value	Mercy Hospital	New Zealand Public Service Association Inc
Hutt City Kindergartens	MercyAscot	New Zealand Retailers Association
IAG New Zealand Ltd	Meredith Connell	New Zealand Steel
IBM New Zealand Ltd	Merial New Zealand Limited	North Shore City Council
IHC NZ Inc	Metrowater Limited	NorthTec
InfoAge Business Development Ltd	MidCentral District Health Board	NZ Amalgamated Engineering Printing
Information Tools Limited	Ministry for Culture and Heritage	& Manufacturing Union
Inland Revenue Department	Ministry for the Environment	NZ Business Excellence Foundation
INSIGHT Specialists in Assessment	Ministry of Agriculture & Forestry (MAF)	O-I New Zealand
and Rehabilitation Ltd	Ministry of Economic Development	OCG Consulting Ltd
Intercultural Dynamics	Ministry of Education	Office of Film & Literature Classification
James Keat	Ministry of Fisheries	Office of the Controller & Auditor-General
Janssen-Cilag New Zealand	Ministry of Foreign Affairs and Trade	Office of the Privacy Commissioner
JoyWorkz Ltd	Ministry of Justice	OfficeMax
JR Courtenay NZ Ltd	Ministry of Māori Development (Te Puni Kōkiri)	Otago Museum
K C Temps Ltd	Ministry of Pacific Island Affairs	Otago Polytechnic
Kapiti Coast District Council	Ministry of Research, Science & Technology	Outsource Recruitment Ltd
Kelly Services (NZ) Ltd		Pac Resources Services Ltd

EEO Trust Members (continued) As at 30 June 2008

Pacific Business Trust	SHL New Zealand Ltd	The University of Auckland
Palmerston North City Council	Simpson Grierson	The University of Waikato
Papakura District Council	Six Degrees Ltd	The Warehouse Group Ltd
Parents Centres New Zealand Inc	SKF New Zealand Ltd	Thornton Earl Ltd
Parker Bridge (NZ) Ltd	Sky City Auckland Limited	Thought Partners
Parliamentary Service	Soar Printing	Tiaho Trust
Paul Dickinson & Associates Ltd	Solid Energy New Zealand Ltd	TL Jones Ltd
PeopleSearch Consulting Limited	South Canterbury District Health Board	TLC Recruitment Solutions
Personnel Resources/Temp Resources	South Waikato District Council	TMP Worldwide Advertising & Communications
Phoenix Inc Supported Employment Services	South Wairarapa District Council	TNS Conversa
Phoenix Recruitment Services Ltd	Southern Cross Healthcare	Toll NZ Consolidated Ltd
Pohlen Kean Ltd	Southland District Council	Top Drawer Consultants
Poppetts'	Spotless Services (NZ) Ltd	TOWER New Zealand
Prepared Foods Limited	Squiz Limited	Transfield Services New Zealand
Presbyterian Church of Aotearoa New Zealand	Staples Rodway Auckland	Transfield Worley Limited
Presbyterian Support Upper South Island	State Services Commission	Transit New Zealand
Preventing Violence in the Home	Statistics New Zealand	Transpower New Zealand Limited
PricewaterhouseCoopers	Strategy Recruitment Consultancy	TRUSTcite Limited
Prime Building Compliance Ltd	Student Job Search Aotearoa	Unitec New Zealand
Progressive Enterprises Ltd	Success Consultants Ltd	University of Canterbury
Public Trust Corporate Office	Supported Employment Agency (Bay of Plenty)	University of Otago
QJumpers	Sustainable Business Network	Upper Hutt City Council
Rebel Sport	Synergy Clothing (NZ) Ltd	URS New Zealand Limited
Recruitment & Consulting Services Association (RCSA)	Synergy Health Limited	Vector Limited
Red Kinetics Resources NZ Ltd	Tairawhiti District Health Board	Vero Insurance New Zealand Limited
Reserve Bank of New Zealand	Talent2	Victoria University of Wellington
Resolve Group Ltd	Taranaki District Health Board	Vision Employment Support Services Charitable Trust
Retirement Commission	Tauranga City Council	Vodafone New Zealand Limited
Right Management Consultants	Tauranga Regional Free Kindergarten Association Inc	Waikato Bay of Plenty District Law Society
Rimutaka Kindergarten Association Incorporated	Te Hopai Trust Group	Waikato District Council
Ripple Trust	Te Runanga O Ngai Tahu	Waikato District Health Board
Robert Walters NZ Ltd	Te Taura Whiri i te Reo Māori (Māori Language Commission)	Waikato Institute of Technology (WINTERC)
Rodney District Council	Te Utuhina Manaakitanga Trust (The Addiction Resource Centre Rotorua)	Waipa District Council
Rogen New Zealand Limited	Telecom New Zealand Ltd	Waitakere City Council
Rotorua District Council	Television New Zealand Limited	Waitomo District Council
Roughan Chiropractic	TerraNova	Watercare Services Limited
Royal New Zealand Air Force	Tertiary Education Commission	WEL Networks Limited
Royal New Zealand Navy	The Correspondence School	Wellington City Council
Royal NZ Foundation of the Blind	The Hermitage Hotel	Wellington District Law Society
Ryan Recruitment	The Hongkong & Shanghai Banking Corporation Ltd	Western Bay of Plenty District Council
salt	The Johnson Group	Westpac Banking Corporation
Sapphire Technologies	The National Foundation For The Deaf Inc	Whanganui District Health Board
SCA Hygiene Australasia	The New Zealand Refining Company Limited	Whangarei District Council
Scientific & Technical Recruitment Limited	The Office of the Children's Commissioner	Wheeler Campbell Consulting Limited
Scion	The Open Polytechnic of New Zealand	Whitecliffe College of Arts & Design
Securities Commission	The Otago Chamber of Commerce Incorporated	Whitireia Community Polytechnic
Seek Communications (NZ) Ltd	The Providence Report	Women's Health Action Trust
Select Appointments	The Todd Corporation	Workbase: The NZ Centre for Workforce Literacy Development
Selwyn District Council	The Treasury	Workbridge Incorporated
Sheffield Limited	The Ultimate Recruitment Company	WorkMates - Supported Employment Agency
Shell New Zealand Ltd		WORKSTAR
Shell Todd Oil Services Limited		
Shieff Angland		

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