



# Ensuring Equality in Employment at the Department of Fire & Emergency Services (DFES) – Section 50(d)

[dfes.wa.gov.au](https://dfes.wa.gov.au)



### **Why use Section 50(d)**

DFES is an equal opportunity employer committed to engaging and promoting a workplace that is inclusive of diversity, disability and free from discrimination. Achieving a diverse workforce remains a long-term objective of DFES. The equality measures that have been selected to achieve the diversity outcomes sought by DFES are in line with [Public Sector Employment Outcomes 2020 – 2025](#).

The purpose of the Western Australian *Equal Opportunity Act 1984* (EO Act) is to promote equality and eliminate discrimination for individuals wherever possible.

The EO Act lawfully allows DFES to implement this measure favoring racial groups to provide the same opportunities as others.

### **What is Section 50(d) of the Act?**

This section of the Act provides persons of a particular race with services for the purpose of promoting their welfare where those services can most effectively be provided by a person of the same race.

The use of this section applies when DFES recognises that a position requires services to people from a specific racial group and would be best provided by a person from the same racial group.

Therefore, only applicants of that racial group can apply.

### **How will you identify persons under the above section?**

Applicants who apply under this section will be required to provide confirmation as part of the recruitment process and to ensure that this section intention is upheld.

All applicants who apply for a position under this section will be assessed in the same format against the selection criteria.

### **Is this lawful?**

Yes, the EO Act is an act of legislation. The *Equal Opportunity Act 1984* recognises that equal opportunity is not necessarily achieved by treating everyone the same.

To find out more about diversity and inclusion within the Public Sector workforce, please visit [Workforce Diversification and Inclusion Strategy and Action Plans \(www.wa.gov.au\)](http://www.wa.gov.au) or to find out more about the *Equal Opportunity Act 1984*, please visit [Equal Opportunity Act 1984 - 07-f0-02 \(www.wa.gov.au\)](#).