

ACT Public Service

Employment Strategy for Aboriginal and Torres Strait Islander People

'Building a culturally diverse workforce'



'Feel inspired to make change'



ACT Public Service

Employment Strategy for Aboriginal and Torres Strait Islander People

'Building a culturally diverse workforce'



Commissioner for Public Administration 2011 – 2015

This document provides a whole-of-government Employment Strategy for Aboriginal and Torres Strait Islander people in the ACT Public Service.

Acknowledgements

The ACTPS Employment Strategy for Aboriginal and Torres Strait Islander People has been developed with significant assistance from a range of key stakeholders.

Special thanks must go to the ACT Aboriginal and Torres Strait Islander Elected Body and the ACT Public Service Indigenous Network for their insight and input into the Employment Strategy and accompanying actions and initiatives.

Thank you to the ACTPS Directorates that have contributed to the development process enabling a 'One ACTPS' approach to the employment of Aboriginal and Torres Strait Islander people across the Service.

And a very special thank you to Mr Euroka Gilbert who kindly let us use the artwork created by his talented late father Mr Kevin Gilbert (1933–1993). The artwork is a lino print called '*Lineal Legends*' and is copyright to The Kevin Gilbert Memorial Trust. ©



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Statement of Commitment



An important aim of the ACT Government is to provide prosperity and quality of life to all Canberrans. Education and a steady regular income are two of the basic ingredients of a fulfilling and fruitful life. This Employment Strategy facilitates both for Aboriginal and Torres Strait Islander people.

The ACT Government is committed to more than doubling the number of Aboriginal and Torres Strait Islander employees in the ACT Public Service by 2015. But we don't just want numbers.

We want the expertise and insights that Aboriginal and Torres Strait Islander people can provide to improve Government policies and services both to their own communities and the public more widely.

This Aboriginal and Torres Strait Islander Employment Strategy 2011-2015 forms part of the ACT Public Service overarching Respect, Equity and Diversity Framework and establishes the actions to be used by Directorates to increase and maintain employment opportunities for Aboriginal and Torres Strait Islander people.

A handwritten signature in black ink that reads "Jon Stanhope". The signature is written in a cursive, flowing style.

Jon Stanhope MLA

Chief Minister



Employment is critical to the economic freedom of all Aboriginal and Torres Strait Islander people. As levels of employment rise, so too does our capacity to participate fully in our communities, make our own choices and determine our own futures.

The ACT Aboriginal and Torres Strait Islander Elected Body has worked closely with the ACT Government in the formulation of this Employment Strategy and welcomes the commitments made by the ACT Government to increase Aboriginal and Torres Strait Islander employment in the ACT Public Service and to provide genuine career opportunities for existing and new Aboriginal and Torres Strait Islander employees within the Service.

These commitments are mandated under the *'Public Sector Management Act 1994'*. I look forward to seeing the commitments made in the Employment Strategy come to fruition for the benefit of all Aboriginal and Torres Strait Islander people seeking offers of genuine employment and professional careers in the ACT Public Service.

Terry Williams

Chair, ACT Aboriginal and Torres Strait Islander Elected Body

I am proud to be associated with the development of the ACT Public Service Employment Strategy for Aboriginal and Torres Strait Islander People.

The Employment Strategy is rightly focused on attracting and retaining Aboriginal and Torres Strait Islander people to the ACT Public Service through enhanced education and training opportunities, mentoring, dedicated employment programs and the use of 'identified' positions to overcome current inequalities in employment patterns.

The Employment Strategy also stresses the importance of creating a welcoming and friendly work environment and valuing the significant contribution that Aboriginal and Torres Strait Islander people make to improved service delivery and policy formulation in the ACT Public Service. I urge all ACT Public Service employees to commit themselves to the successful implementation of this Employment Strategy.

Catherine Hudson

Commissioner for Public Administration





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Introduction

The development of an ACT Public Service (ACTPS) Employment Strategy for Aboriginal and Torres Strait Islander People originated from the report of the ACT Aboriginal and Torres Strait Islander Elected Body Estimates-type hearings, conducted in August 2009. In that report it was recommended that the “ACT Government implement a public sector-wide Aboriginal and Torres Strait Islander recruitment, retention and development strategy”. The report also said that such a strategy “is important because jobs have significant impacts on Aboriginal and Torres Strait Islander families, including improved economic, health and educational outcomes.”¹

In early 2010, the Chief Minister endorsed the development of an Employment Strategy for Aboriginal and Torres Strait Islander People (the Employment Strategy) as a priority for the Commissioner for Public Administration.

This Employment Strategy forms part of the Government’s overarching Respect, Equity and Diversity Framework (RED Framework) and establishes an outline to be used by Directorates to increase and maintain Aboriginal and Torres Strait Islander employment participation rates.

Background

In late 2009, the ACT and Commonwealth Governments entered into a partnership agreement with the aim of closing the gap in relation to outcomes for Aboriginal and Torres Strait Islander people. As part of the Indigenous Economic Partnership Agreement, the ACT Government committed to increase the participation of Aboriginal and Torres Strait Islander people in the ACTPS.

The ACT Government believes it has an ethical imperative, as well as an obligation under the National Partnership Agreement with the Commonwealth to increase its Aboriginal and Torres Strait Islander employment rate within the public service.

In developing the Employment Strategy we have considered research and evaluations of Aboriginal and Torres Strait Islander employment strategies used in other jurisdictions. The research and evaluations have shown that an Aboriginal and Torres Strait Islander employment strategy should include the following:

- education and training initiatives;
- supported employment opportunities;
- Aboriginal and Torres Strait Islander specific employment programs;
- mentoring and workplace initiatives such as buddy systems;
- community support and leadership; and
- commitment from senior public servants.²

This Employment Strategy and it’s accompanying Action Plan (Appendix A) include all of the above.

¹ Report on the outcomes of the ACT Aboriginal and Torres Strait Islander Elected Body Estimates Hearing 2008-09, 2010, p. 29

² State Services Authority of Victoria, “Indigenous Employment: A Way Forward”, June 2006, p.5



What's Happening Now?

As at 30 June 2010, self-identified Aboriginal and Torres Strait Islander employees³ totalled 176, or 0.9 per cent of the total full-time equivalent ACT public sector workforce.

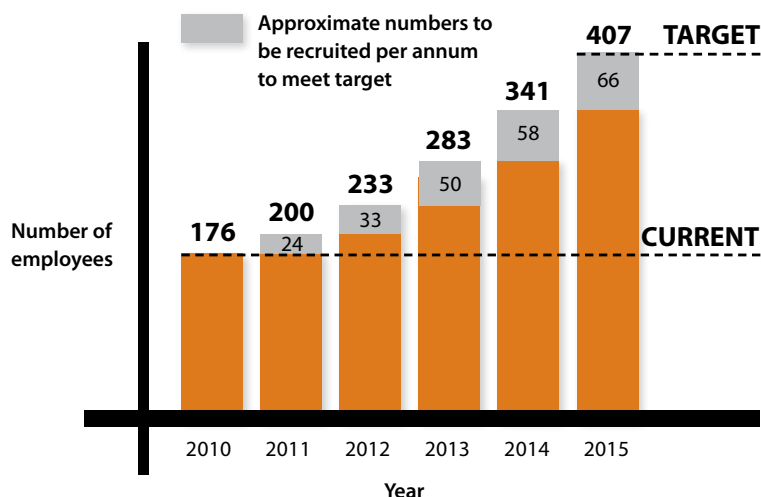
Relevant demographics for the 176 Aboriginal and Torres Strait Islander employees are:

- 94 are female and 82 are male;
- 42 per cent are employed as Administrative Officers and 8 per cent are senior officers;
- 60 per cent are employed on a permanent full-time basis, 6 per cent on a permanent part-time basis, 13 per cent on a temporary full-time basis, 5 per cent on a temporary part-time basis and 16 per cent on a casual basis;
- 76 per cent have been employed for 5 years or less;
- the average length of service is 3.8 years; and
- the Department of Disability, Housing and Community Services and the Canberra Institute of Technology have the highest representation of employees identifying as Aboriginal or Torres Strait Islander (2.6 and 2.1 per cent respectively).⁴

Our Vision

For the ACT Public Service to be seen as an attractive workplace for Aboriginal and Torres Strait Islander people to seek employment, and to more than double, by 2015, the employment of Aboriginal and Torres Strait Islander people, across the Service.

For this to occur, efforts to attract and retain Aboriginal and Torres Strait Islander employees need to be increased significantly, perceived barriers to promotion ('glass ceiling') need to be addressed, and average remuneration levels need to be improved. A target of more than doubling the headcount of 30 June 2010 has been set. That is increasing from 0.9 per cent (176 employees) to 2 per cent (407 employees).



³ Employee means an officer or a casual or temporary employee who is employed or engaged in the ACTPS under the PSM Act.

⁴ Commissioner for Public Administration, "ACT Public Service Workforce Profile 2008-2009" and other extrapolated data.

Our Objectives

1. To make the ACT Public Service an attractive workplace for Aboriginal and Torres Strait Islander people.

We will do this by:

- Increasing cultural diversity and competency for all employees.
- Ensuring that all ACT Government Directorates have an Aboriginal and Torres Strait Islander employment action plan that incorporates measures to address each of the objectives outlined in the whole-of-Government Aboriginal and Torres Strait Islander Employment Action Plan.
- Improving opportunities for inclusion and engagement through social networking.
- Establishing a dedicated whole-of-Government Aboriginal and Torres Strait Islander Employment Service.
- Establishing a sub-committee of the Human Resource Council to manage HR issues concerning Aboriginal and Torres Strait Islander employment and to evaluate the effectiveness of the whole-of-Government Employment Strategy for Aboriginal and Torres Strait Islander people.
- Increasing the commitment to employ Aboriginal and Torres Strait Islander people through an undertaking contained in each Director-General's contract of employment and performance agreement.
- Developing a promotional campaign to inform the Aboriginal and Torres Strait Islander community that the ACT Public Service delivers programs and services to the Aboriginal and Torres Strait Islander community and is recruiting Aboriginal and Torres Strait Islander employees to develop and deliver these programs and services.

2. To attract Aboriginal and Torres Strait Islander people to seek employment in the ACT Public Service.

We will do this by:

- Prescribing identified positions (including in Graduate and Traineeship Programs) for Aboriginal and Torres Strait Islander people.
- Ongoing development of Equal Employment Opportunity Programs under the *Public Sector Management Act 1994* (the PSM Act) and Standards to assist Aboriginal and Torres Strait Islander people secure and maintain employment in the ACTPS.
- Exploring, developing, and introducing alternative and innovative culturally-inclusive recruitment methods and selection tools.
- Increasing Aboriginal and Torres Strait Islander representation on interview panels and selection processes.
- Revising HR processes and tracking workforce data.
- Promoting the ACTPS as an attractive workplace through an active and flexible work experience program for high school students and for those re-entering the workforce.

- Making educational and employment opportunities available through scholarships, cadetships, traineeships, graduate positions, and flexible work experience programs.
- Encouraging an ACTPS presence at local Aboriginal and Torres Strait Islander events.
- Encouraging school leavers and job seekers to apply for ACTPS positions by utilising Aboriginal and Torres Strait Islander employees to promote the ACTPS at career expos, road shows and local Aboriginal and Torres Strait Islander community events and functions.

3. To retain Aboriginal and Torres Strait Islander people within the ACT Public Service.

We will do this by:

- Developing and promoting an induction program that is culturally inclusive and that values Aboriginal and Torres Strait Islander employees.
- Promoting and supporting the ACT Public Service Indigenous Network.
- Promoting and observing dates and events of significance to Aboriginal and Torres Strait Islander people.
- Developing and implementing Aboriginal and Torres Strait Islander mentoring, buddy and coaching programs.
- Improving mobility opportunities for Aboriginal and Torres Strait Islander employees.

4. To improve the capacity of Aboriginal and Torres Strait Islander people in the ACT Public Service.

We will do this by:

- Committing to the development of individual career pathways for Aboriginal and Torres Strait Islander employees.
- Developing a framework for increasing career pathways and skill development through 'on-the-job' and 'off-the-job' mechanisms.
- Increasing opportunities for educational advancement – including vocational education and training; and graduate and post-graduate study.
- Ensuring access to professional development programs.

5. To ensure that the ACT Public Service assesses and reports on the progress of implementing the Strategy

We will do this by:

- Ensuring that all ACT Government Directorates report annually against the key objectives and actions of their Employment Strategy for Aboriginal and Torres Strait Islander People through the RED Framework.
- Preparing a whole-of-Government report on Aboriginal and Torres Strait Islander employee numbers through the annual Workforce Profile.



Key Performance Measures

A number of actions to enable the ACTPS to meet these objectives are outlined in the Employment Strategy's Action Plan (Appendix A). To measure the effectiveness of those actions and this Employment Strategy, high level indicators have been developed that align with the objectives of improving capability and attracting and retaining employees.

Improving our capability

1. Reports on the achievements of this Employment Strategy (as outlined in the Action Plan and Directorate Action Plans) are provided to the Chief Minister in accordance with the annual progress report requirements under the ACTPS RED Framework. These reports will also be provided to the ACT Aboriginal and Torres Strait Islander Elected Body.

Retaining Aboriginal and Torres Strait Islander employees in the ACTPS

2. The difference in representation of Aboriginal and Torres Strait Islander employees across ACTPS classifications and levels, as measured by average remuneration is progressively reduced.⁵
3. The number and percentage share of ACTPS permanent Aboriginal and Torres Strait Islander employees that leave the service is progressively reduced.⁶
4. All Aboriginal and Torres Strait Islander employees in the ACTPS have learning and development/ career plans.

Attracting Aboriginal and Torres Strait Islander people to the ACTPS

5. The percentage share of the ACTPS composed of Aboriginal and Torres Strait Islander people progressively increases from 176 (or 0.9 per cent) to 407 employees (or 2 per cent) by 2015.⁷
6. The number and percentage share of new ACTPS permanent employees recruited who tell us they are an Aboriginal or Torres Strait Islander person is progressively increased.

Measuring Success

The key indicators for measuring the success of the Employment Strategy are:

- implementation of the actions that underpin this Employment Strategy and their outcomes;
- improved performance against the key performance measures outlined above; and
- increased reporting of Aboriginal and Torres Strait Islander status across the ACTPS – indicating individuals in the workplace feel more comfortable telling us about their heritage.

⁵ This indicator aims to show that career opportunities and outcomes for Aboriginal and Torres Strait Islander people are non-discriminatory and consistent across the whole of the ACTPS workforce.

⁶ This indicator refers to the lowering of the separation rate for employees in the ACTPS.

⁷ Figures refer to headcount, not Full Time Equivalents (FTE) and the percentages are based on the June 2010 headcount.



Monitoring and Evaluation

Monitoring and evaluating our performance is a key component of ensuring that the capacity and capability of the ACTPS to attract and retain Aboriginal and Torres Strait Islander people is continually improving and that learning and development opportunities are provided for Aboriginal and Torres Strait Islander employees.

As a component of the annual Respect, Equity and Diversity Progress Report to the Chief Minister, an update will be provided against the key performance measures outlined above along with a progress report on the implementation of the Action Plan and Directorate Action plans for this Employment Strategy.

Legislative Mandate

All Directors-General, Directorates and employees have obligations under Federal and Territory legislation to actively ensure equity in access to employment and career development opportunities. Section 40 of the PSM Act requires the development of equal employment opportunity programs and Section 65 provides for modified selection processes in cases of identified positions.

EEO programs must be designed to ensure that action is taken to eliminate discrimination in employment matters and enable people in designated groups to compete for promotion and transfer in the Service and pursue careers in the Service as effectively as other people.

Relevant legislation includes:

ACT LEGISLATION

- *Public Sector Management Act 1994;*
- *Human Rights Act 2004;*
- *Discrimination Act (ACT) 1991;*
- *Legislative Assembly (member's staff) Act 1989;*
- *Territory Records Act 2002.*

COMMONWEALTH LEGISLATION

- *Fair Work Act 2009;*
- *Disability Discrimination Act 1992;*
- *Equal Employment Opportunity for Women in the Workplace Act 1999;*
- *Privacy Act 1988;*
- *Racial Discrimination Act 1975.*



Definitions

For the purpose of this Employment Strategy an Aboriginal person is defined as someone:

- i. of Aboriginal descent; and
- ii. who identifies as an Aboriginal person; and
- iii. who is accepted as an Aboriginal person by the community in which s/he lives.

For the purpose of this Employment Strategy a Torres Strait Islander person is defined as someone:

- i. of Torres Strait Islander descent; and
- ii. who identifies as a Torres Strait Islander person; and
- iii. who is accepted as a Torres Strait Islander person by the community in which s/he lives.⁸

⁸ Gardiner-Garden, John, "The Definition of Aboriginality", Research Note 18 2000-01, <http://www.aph.gov.au/library/pubs/rn/2000-01/01RN18.htm>





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Appendix A

Aboriginal and Torres Strait Islander Employment Strategy Action Plan

The Aboriginal and Torres Strait Islander Employment Action Plan outlines initiatives/actions to enable the objectives of the Aboriginal and Torres Strait Islander Employment Strategy to be met.

To help define the actions required, initiatives/actions have been outlined under key areas, aligned to the objectives contained in the Aboriginal and Torres Strait Islander Employment Strategy:

1. To make the ACTPS an attractive workplace for Aboriginal and Torres Strait Islander people;
2. To attract Aboriginal and Torres Strait Islander people to work in the ACTPS;
3. To retain Aboriginal and Torres Strait Islander people within the ACTPS;
4. To improve capability by providing career development opportunities for Aboriginal and Torres Strait Islander employees; and
5. To build ACTPS capacity to implement and evaluate the Employment Strategy.

How this Employment Strategy Action Plan works:

This Action Plan is aligned with the RED Framework Action Plan. The Action plan:

- determines initiatives/actions;
- notes who is responsible for the completion of the actions;
- enables Directorates to define other actions to meet their specific workforce challenges;
- provides a reporting tool to monitor progress against the high level indicators; and
- forms a component of the Annual Respect, Equity and Diversity Progress Report to the Chief Minister.

Actions in should be contained in each Directorate's Employment Strategy for Aboriginal and Torres Strait Islander People Action Plan. The inclusion of other actions will depend on the size of the Directorate, the programs it offers, the type and number of clients it services, and available resources.



1. Make the ACT Public Service an attractive workplace for Aboriginal and Torres Strait Islander people

Initiatives/Actions	Responsibility	Progress
<ul style="list-style-type: none"> Each Directorate will develop and implement an Aboriginal and Torres Strait Islander Employment Strategy Action Plan, based on the requirements established under the ACTPS Employment Strategy for Aboriginal and Torres Strait Islander People. 	<p>All Directorates</p>	
<ul style="list-style-type: none"> Employment of a whole-of-Government Aboriginal and Torres Strait Islander Employment Coordination Officer to: <ul style="list-style-type: none"> provide advice and guidance to Directorates and managers on supervising Aboriginal and Torres Strait Islander employees; supply information about the assistance available to managers and employees; provide advice to current and potential Aboriginal and Torres Strait Islander employees about applying for and working in the ACTPS; promote the ACTPS and its Aboriginal and Torres Strait Islander programs and initiatives to internal and external audiences; evaluate and report on initiatives contained in the Employment Strategy and Action Plan. 	<p>WHoG Chief Minister's Directorate (CMD) Public Sector Management Group / Community Services Directorate (CSD) / All Directorates</p>	
<ul style="list-style-type: none"> Increase the commitment to employ Aboriginal and Torres Strait Islanders through an undertaking contained in each Director-General's contract of employment and performance agreement. 	<p>All Directorates</p>	
<ul style="list-style-type: none"> The ACTPS Strategic Board will undertake cultural competency training. 	<p>WHoG CMD Public Sector Management Group</p>	
<ul style="list-style-type: none"> Develop and incorporate appropriate cultural awareness content within the ACTPS on-line induction package. 	<p>WHoG CMD Public Sector Management Group / Shared Services</p>	
<ul style="list-style-type: none"> Access cultural awareness training programs and give priority to these being delivered in areas of each Directorate where Aboriginal and Torres Strait Islanders are employed. 	<p>All Directorates</p>	
<ul style="list-style-type: none"> Ensure that appropriate training is made available to supervisors of Aboriginal and Torres Strait Islander employees to improve cultural competency. 	<p>All Directorates / Shared Services</p>	

2. Attract Aboriginal and Torres Strait Islander people to work in the ACT Public Service

Initiatives/Actions	Responsibility	Progress
<ul style="list-style-type: none"> Amend the Public Sector Management Standards to allow the deeming of identified positions for Aboriginal and Torres Strait Islander people. 	WHoG CMD Public Sector Management Group	
<ul style="list-style-type: none"> Revise the Graduate Program to identify a number of positions for Aboriginal and Torres Strait Islander applicants. 	WHoG CMD Public Sector Management Group	
<ul style="list-style-type: none"> Provide ongoing support for the whole-of-Government Traineeship Program, with an intake of 15 trainees a year. 	CSD	
<ul style="list-style-type: none"> Investigate and make available, either through existing avenues (DEEWR programs, Directorate resources) or through additional funding, cadetships, and/or scholarships for Aboriginal and Torres Strait Islander recruits. 	CSD / All Directorates	
<ul style="list-style-type: none"> Where Directorates are recruiting Aboriginal Liaison Officers, an Aboriginal community member must be on the interview panel. 	Relevant Directorates	
<ul style="list-style-type: none"> Devise a specific Aboriginal and Torres Strait Islander recruitment marketing strategy using applicable advertising media. 	WHoG CMD Public Sector Management Group / Office of Aboriginal and Torres Strait Islander Affairs (OATSIA)	
<ul style="list-style-type: none"> Where possible, advertise employment opportunities through a variety of media sources and community organisations. 	Shared Services / All Directorates	
<ul style="list-style-type: none"> Develop a specific Aboriginal and Torres Strait Islander recruitment package for the employment of Directorate liaison officers, ensuring that roles and responsibilities are clearly defined and that position descriptions are relevant. 	Shared Services / OATSIA Relevant Directorates	
<ul style="list-style-type: none"> Ensure that plain English is used in all advertisements for ACT Public Service positions. 	Shared Services / All Directorates	

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Initiatives/Actions	Responsibility	Progress
<ul style="list-style-type: none"> Revise current recruitment forms to ensure applicability to all potential applicants (Aboriginal and Torres Strait Islanders, people with a disability, people from culturally and linguistically diverse backgrounds). 	Shared Services / OATSIA / WHoG CMD Public Sector Management Group	
<ul style="list-style-type: none"> Revise HR processes and forms to ensure applicability to all employees, including Aboriginal and Torres Strait Islander people, people with a disability, people from culturally and linguistically diverse backgrounds. 	All Directorates	
<ul style="list-style-type: none"> Where an applicant for a position within an Directorate has identified her/himself as an Aboriginal or Torres Strait Islander person, an Aboriginal or Torres Strait Islander person should be considered for inclusion on the interview panel. 	All Directorates	
<ul style="list-style-type: none"> Survey all year 9 and 10 Aboriginal and Torres Strait Islander public school students in relation to their post-secondary aspirations. 	Education and Training Directorate (ETD)	
<ul style="list-style-type: none"> Where survey results can be matched to ACTPS positions, develop, in conjunction with the relevant Directorate, an appropriate work experience program. 	ETD	
<ul style="list-style-type: none"> Promote the ACTPS as an employer of choice during involvement at Aboriginal and Torres Strait Islander events and during campaigns such as 'Live in Canberra' and graduate recruitment. 	All Directorates	

3. Retain Aboriginal and Torres Strait Islander people within the ACT Public Service

Initiatives/Actions	Responsibility	Progress
<ul style="list-style-type: none"> Support the ACTPS Indigenous Network. 	All Directorates	
<ul style="list-style-type: none"> Provide information on Directorate intranet sites on Aboriginal and Torres Strait Islander cultural obligations that may arise and require an Aboriginal or Torres Strait Islander employee to be absent. 	All Directorates	
<ul style="list-style-type: none"> Support Aboriginal and Torres Strait Islander employees' access to ceremonial leave. 	All Directorates	
<ul style="list-style-type: none"> Establish a network of trained mentors who are available to new and existing Aboriginal and Torres Strait Islander employees. 	Shared Services / All Directorates	
<ul style="list-style-type: none"> Implement a buddy system where a new Aboriginal and Torres Strait Islander employee is partnered with an appropriate support person in the workplace. 	All Directorates	
<ul style="list-style-type: none"> Support exchanges and rotation of Aboriginal and Torres Strait Islander employees across the Service and between Directorates. 	All Directorates	
<ul style="list-style-type: none"> Create work shadowing opportunities to develop skill in areas of need and interest. 	All Directorates	
<ul style="list-style-type: none"> Ensure learning and development programs are available for all Aboriginal and Torres Strait Islander employees. 	All Directorates	
<ul style="list-style-type: none"> Provide opportunities for Aboriginal and Torres Strait Islander employees to gain or upgrade their qualifications, including consideration of higher degrees where the candidate researches an aspect of service delivery provided by the ACTPS to the Aboriginal and Torres Strait Islander community. 	All Directorates	
<ul style="list-style-type: none"> Promote employee participation in National Aborigines and Islanders Day Observance Committee (NAIDOC) week. 	All Directorates	
<ul style="list-style-type: none"> Promote National Reconciliation Week activities. 	All Directorates	



4. Build capability by providing career development opportunities for Aboriginal and Torres Strait Islander employees

Initiatives/Actions	Responsibility	Progress
<ul style="list-style-type: none"> Pilot leadership and management development training as part of the Build and Maintain ACTPS Initiative. 	WHoG CMD Public Sector Management Group / All Directorates	
<ul style="list-style-type: none"> Ensure access to professional development programs. 	All Directorates	
<ul style="list-style-type: none"> Ensure individual career pathway plans are developed for Aboriginal and Torres Strait Islander employees. 	All Directorates	
<ul style="list-style-type: none"> Ensure that a proportion of positions available on management development programs are allocated to Aboriginal and Torres Strait Islander employees, even if not all criteria for acceptance to a program are met. 	WHoG CMD Public Sector Management Group / All Directorates	

5. Build ACTPS capacity to implement and evaluate the Employment Strategy

Initiatives/Actions	Responsibility	Progress
<ul style="list-style-type: none"> Review and improve data collection and provide a mechanism to allow current employees to update their Aboriginal and Torres Strait Islander status. 	WHoG CMD Public Sector Management Group / Shared Services	
<ul style="list-style-type: none"> Director-General's report to the Chief Minister, Commissioner for Public Administration and the ACT Indigenous Elected Body each year on their actions to increase Aboriginal and Torres Strait Islander employment following transmittal of Directorate Annual Reports. 	All Directorates	



High Level Indicators Reporting Tool to monitor progress

High Level Indicators	End June 2011	End June 2012	End June 2013	End June 2014	End June 2015
Improving Capability					
1. Reports on achievements of this Strategy (as outlined in the Action Plan and Directorate Action Plans) are provided to the ACT Government in accordance with the Annual Progress Report requirements under the ACTPS RED Framework. These reports will also be provided to the ACT Aboriginal and Torres Strait Islander Elected Body.					
Retaining Aboriginal and Torres Strait Islander People in the ACTPS					
2. The difference in representation of Aboriginal and Torres Strait Islander people across ACTPS classifications and levels, as measured by average remuneration is progressively reduced. ⁹					
3. The number and percentage share of ACTPS permanent Aboriginal and Torres Strait Islander employees who leave the service is progressively reduced. ¹⁰					
4. All Aboriginal and Torres Strait Islander employees in the ACTPS have learning and development/career plans.					
Attracting Aboriginal and Torres Strait Islander People to the ACTPS					
5. The percentage share of the ACTPS composed of Aboriginal and Torres Strait Islander people progressively increases from 176 employees (or 0.9 per cent) in 2010 to 407 or (2 per cent) by 2015. ¹¹					
6. The number and percentage share of new ACTPS permanent employees recruited to the ACTPS who are Aboriginal and Torres Strait Islander is progressively increased.					

⁹ This indicator aims to show that career opportunities and outcomes for Aboriginal and Torres Strait Islander people are non-discriminatory and consistent across the whole of the ACTPS workforce.

¹⁰ This indicator refers to lowering of the separation rate for Aboriginal and Torres Strait Islander employees in the ACTPS.

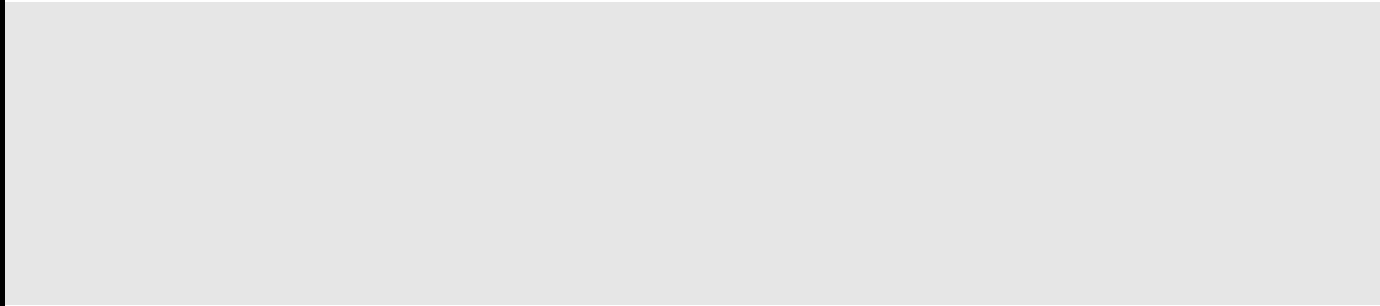
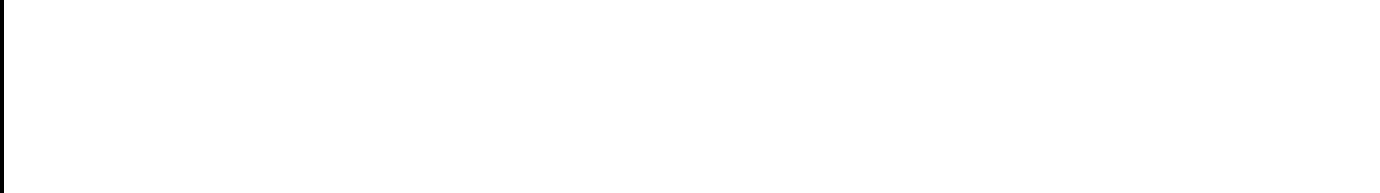
¹¹ Figures refer to headcount, not Full Time Equivalents (FTE).



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The Employment Strategy for Aboriginal and Torres Strait
Islander People is produced by the Chief Minister's Directorate.
For further information, please contact 02 6205 0358.