Aboriginal and Torres Strait Islander Employment Framework

Defining Statement: An important aim of the ACT Government is to provide prosperity and quality of life to allCanberrans. Education and a steady, regular income are two of the basic ingredients of a fulfilling and fruitful life. This Employment Framework facilitates both for Aboriginal and Torres Strait Islander People. By 30 June 2019 the ACT Government is committed to employing at least 407 Aboriginal and/or Torres Strait Islander People. This Framework establishes the actions to be used across the Service to reach that goal. Through these actions, the ACT Government aims to provide economic freedom for Aboriginal and Torres Strait Islander People in the ACT and provide genuine career opportunities for existing ACT Government employees.
Accountability | At least 407 Aboriginal and/or Torres Strait Islander employees by 30 June 2019
Directorate-specific targets are determined annually by the Head of Service and are incorporated into Directors-General Performance Agreements | Directors-General report on progress at Legislative Assembly Hearings | Workforce data is reported in the annual State of the Service Report | Directorates receive quarterly reporting updates to provide a snapshot of progress against targets

**Inclusive Workplaces**
- Promote staff involvement in the whole-of-government Murranga Murranga Network* and develop directorate-specific Aboriginal and Torres Strait Islander Staff Networks
- Continue living the principles of Respect, Equity and Diversity (RED) to create positive and inclusive work environments where diversity is celebrated
- Continue a ‘zero tolerance’ approach to bullying, harassment and discrimination and maintain comprehensive policies and resources to support the effective, efficient resolution of workplace issues as they arise
- Collect workforce data, analyse risk points and monitor for continuous improvement **

**Recruitment**
- Bring innovation to employment pathways and promote awareness of career paths into the ACTPS (e.g. Australian School Based Apprenticeships, work experience for students, apprenticeships, general entry), including establishing links with tertiary institutions*
- Directorate participation in whole-of-government Inclusion and Aboriginal and Torres Strait Islander employment programs
- Use designated positions as provided for in the ACTPS employment framework
- Engage with external Aboriginal and Torres Strait Islander recruitment organisations

**Retention**
- Seek the input of Aboriginal and Torres Strait Islander staff in respective ACTPS policies, procedures and initiatives*
- Develop an ACTPS Commitment to Aboriginal and Torres Strait Islander Employment* and directorate-specific Reconciliation Action Plans/workforce strategies
- Use the Performance Framework to identify opportunities for career development and progression
- Pilot and evaluate internal/external mentoring opportunities for Aboriginal and Torres Strait Islander staff
- Bring innovation to job design, including part-time and job-share arrangements and activity-based work
- Implement the Aboriginal and Torres Strait Islander Career Progression and Retention Program*

**Build Capability**
- Establish an Inclusion Practitioners Group for managers, HR and/or diversity officers to share experiences and learning*
- Develop an ACTPS Commitment to Aboriginal and Torres Strait Islander cultural awareness training across all directorates, including providing training for managers/supervisors and selection panels as required
- Encourage staff participation in Inclusion and Aboriginal and Torres Strait Islander Staff Networks
- Implement the Aboriginal and Torres Strait Islander Career Progression and Retention Program*

**Leadership**
- Develop Aboriginal and Torres Strait Islander staff for leadership roles
- Recruit Senior Executives who identify as Aboriginal or Torres Strait Islander and sustain/improve current levels of representation
- Ensure that executives act as champions of diverse and inclusive workplaces and model the values of Respect, Equity and Diversity as per the RED Framework
- Encourage staff display an ongoing commitment to cultural integrity awareness and learning

**Collaboration**
- Engage and consult with staff and community stakeholders (e.g. ACT Aboriginal and Torres Strait Islander Elected Body)
- Use designated positions as provided for in the ACTPS employment framework
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**Recognise & Celebrate**
- Bring innovation when celebrating and recognising days/events of cultural significance (e.g. NAIDOC week)
- Promote and celebrate a diverse workforce
- Promote employment conditions that support flexible work and a healthy work-life balance
- Increase awareness of the cultural leave provisions for Aboriginal and Torres Strait Islander staff included in ACTPS Enterprise Agreements
- Recognise and respect the individual culture and origins of Aboriginal and Torres Strait Islander staff
Notes

1. This Framework provides overarching guidance regarding the various activities that may be used to attract and retain a diverse workforce. All directorates either already have, or are in the process of developing an Aboriginal and Torres Strait Islander Employment Strategy based upon directorate-specific targets issued by the Head of Service in support of employing at least 407 Aboriginal and Torres Strait Islander employees by 30 June 2019. Refer to directorate-specific strategies for further information on actions, timeframes, reporting etc.

2. *Denotes whole-of-government initiatives led by the Workforce Capability and Governance Division (WCAGD) in the Chief Minister, Treasury and Economic Development Directorate. All other activities are to be considered for incorporation into Directorate-specific employment strategies.

3. **Directorates are responsible for monitoring their own progress towards targets issued to their Director-general by the Head of Service. To support this process, WCAGD will issue a quarterly workforce status update that provides an overview of progress towards employment targets. WCAGD also facilitate the reporting of relevant workforce data in the annual State of the Service report.

4. Art work by Patrick Chapman