



Indigenous Employment Policy

REFERENCE NUMBER: P- 43

ORGANISATION UNIT: All

RESPONSIBLE POSITION: Director Finance and Corporate

RELEVANT DELEGATIONS: Chief Executive Officer

DATE ADOPTED: 11 Oct 2013 (CRN: 642/2013)

REVIEW DATE: Every three years

Objectives:

- The Central Desert Shire is committed to increasing the number of Aboriginal people employed across the organisation. The Council's Vision of *Two Ways:: One Outcome - Indigenous and non-Indigenous working together for the best outcomes* recognises and celebrates the richness of Aboriginal cultures and the unique skills and value that Aboriginal staff bring to the Council.
- Through this policy, Council demonstrates its commitment to the improvement of social and economic opportunities for Aboriginal people through employment and development opportunities. The importance of increasing the number of Aboriginal employees at Council cannot be underestimated.
- This goal is central to ensuring the provision of culturally appropriate services to Aboriginal people and to increasing opportunities for economic and social equity.
- The employment of Aboriginal people within Council provides an important contribution to achieving Council's policy development, service delivery, employment and equity outcomes.

Council is committed to providing a supportive environment for all employees. In return, it is expected that all employees will forge a respectful two-way relationship with Council where 'a fair days work for a fair days pay' is respected by all parties.

Legislation and Reference:

- Central Desert Shire Council Shire Plan.
- NT Local Government Act.
- NT Workplace Health and Safety Act 2011.
- Fair Work Act 2009.
- Central Desert Shire Council Enterprise Agreement of 2013 -16.
- Racial Discrimination Act 1975 (Cth).
- Sex and Age Discrimination Legislation Amendment Act 2010.
- NT Anti Discrimination Act 1992 and the
- Indigenous Workforce Development Strategy 2012-2015.

Definitions:

Aboriginal or Torres Strait Islander is considered to be any person who satisfies the following criteria:

- Is of Aboriginal or Torres Strait Islander descent;
- Identifies as an Aboriginal person or Torres Strait Islander; and
- Is accepted as such by the Aboriginal or Torres Strait Islander community in which he or she lives.

Scope:

This policy applies to all employees of the Council.

Policy:

1. Council will refine its recruitment strategies to better attract Aboriginal people to positions at all levels across Council.
2. Council will develop strategies to improve the retention of Aboriginal employees within Council.
3. Council will treat all employees with respect and support in the workplace, and expects its employees to put in a fair days work for a fair days pay, and demonstrate commitment to their jobs.
4. Council will employ local and community minded people.
5. Council will offer and provide employment based on merit. Where 2 or more applicants are assessed as equal against the selection criteria an Aboriginal applicant is to be given preference in employment.
6. Council will establish and maintain a comprehensive range of entry level programs targeted specifically at Aboriginal people.
7. Council will work towards achieving greater levels of Aboriginal employment within the Central Desert Shire Council.
8. Council will implement strategies to promote Council as an employer of choice for Aboriginal people.
9. Council will implement strategies to promote understanding and awareness of the diversity of Aboriginal cultures across Council.
10. Implementation, monitoring and evaluation of this Policy will be undertaken by all the Directors supported by the HR Manager and reported at each Council meeting.

History:

The policy was first adopted on the 6th of December 2011