

POLICY NO AND TITLE	1.2.1	Conditions of employment policy
PROCEDURE	1.2.1(ab)	Aboriginal employment
VERSION AND DATE ADOPTED	1	Adopted by Council on 10 August 1999 – 472/99
RESPONSIBLE OFFICER		Manager Human Resources

Introduction

Council is committed to pursuing and providing employment opportunities for Aboriginal and Torres Strait Islander people.

Strategies and action plans will be developed and reviewed annually, in consultation with the local Aboriginal communities, to promote employment opportunities and to provide appropriate support networks to ensure long term work relationships. Strategies and plans will also address training and development issues for Aboriginal employees and cross cultural awareness for all employees.

Aborigines will be considered for jobs for which they have the skills and qualifications and they will not be denied the opportunity for employment because of any attitudes, procedures, restrictive job arrangements or other barriers that discriminate against them.

Guidelines/ Procedures

The Human Resources Manager will be responsible for the development of an Aboriginal Employment Plan which is to be reviewed annually in March.

The Plan will identify specific strategies and actions designed to enhance the employment prospects of Aboriginal people. The Plan will include, but not be limited to:-

- reviews of Council policies and processes to eliminate any form of discrimination in employment against Aboriginal people.
- identification of Aboriginal-designated positions
- methods to ensure that Aboriginal people are aware of employment vacancies within Council
- development of networks with local employment agencies to promote Council's Aboriginal Employment Plan
- the development of job application skills for Aboriginal people
- cross-cultural awareness training for all employees
- provision of mentoring facilities
- the researching of funding opportunities to expand Aboriginal employment

The Human Resources Manager will liaise with the local Aboriginal community through the Aboriginal Liaison Committee to obtain feedback on the program and a report on the outcomes achieved will be prepared each year in March for consideration by the Council.