Introduction

This Procedure should be read in conjunction with other BVSC employment procedures and Workforce Strategy 2009-2014.

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 bi-annually, in accordance with the Memorandum of Understanding (MOU) with the Land Councils, the NT Holders and the Shire and Councils Aboriginal Liaison Officer, 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.

Guidelines/Procedures

The Executive Manager – Organisational Development and Governance will be responsible for the development of an Aboriginal Employment Plan which is to be reviewed bi-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.