

Aboriginal Employment Strategy 2010–11



Introduction

The NSW Government continues to be committed to providing employment opportunities for Aboriginal people to ensure that the Public Sector workforce is representative of the general community.

The Office of State Revenue's (OSR's) Aboriginal Employment Strategy outlines our initiatives to achieve equitable employment of Aboriginal and Torres Strait Islanders in OSR. This strategy supports the NSW Government's 'Making It Our Business: The NSW Aboriginal Employment Action Plan – 2009–12' by developing initiatives to improve employment outcomes for Aboriginals in the key areas of:

- recruitment – improving the recruitment experience for Aboriginal applicants
- retention – valuing and keeping our Aboriginal employees
- development – helping our Aboriginal employees build careers in the NSW Public Sector.

This strategy will form the basis of OSR's annual reporting to the Office of Employment, Equity and Diversity and the Department of Aboriginal Affairs. It covers our achievements and forward planning, both of which are included in OSR's Annual Report.



Tony Newbury
Executive Director

Corporate Actions	Measure of success
Key outcome area: Recruitment – provide more employment opportunities for Aboriginal people in OSR	
Evaluate current employment programs for Aboriginal people and consider extending their implementation	Employment of Aboriginal and Torres Strait Islanders in OSR increased to 1.5 per cent by June 2011
Use cadetships and traineeships to increase the pool of suitably qualified Aboriginal people	
Key outcome area: Retention – value and retain our Aboriginal employees	
Explore opportunities to establish cross-agency training arrangements to incorporate Aboriginal cultural understanding programs within OSR’s training and development programs	Research undertaken and cross-agency agreements established
Participate in, promote and recognise dates of Aboriginal cultural significance including NAIDOC week	Dates of Aboriginal cultural significance are promoted within OSR and Aboriginal employees are encouraged to access leave entitlements to participate in events of cultural and community significance
Explore opportunities and support staff networking and external networking opportunities for Aboriginal staff	Staff networking and external networking opportunities are identified and promoted
Key outcome area: Development – help our Aboriginal employees build careers in OSR and the NSW Public Sector	
Establish a short-term career development program within OSR where Aboriginal employees are offered opportunities in other positions at their grade for a six week period	Development program established and implemented
Encourage Aboriginal employees to identify a role or position they aspire to within OSR, and provide an opportunity for the employee to ‘shadow’ the position holder to learn more about the role and its requisite skills	Program implemented