



National Indigenous Employment Strategy 2011-2013

Chief Executive Officer's Message

I am pleased to present the Australian Maritime Safety Authority's (AMSA) National Indigenous Employment Strategy 2011-2013.

The National Indigenous Employment Strategy's focus is to improve indigenous employment, recruitment and retention practices in AMSA and to assist in closing the gap between Indigenous and non-Indigenous Australians.

AMSA has responsibility for the delivery of programs to both the Indigenous and wider communities. AMSA maintains a joint partnership with the Torres Strait Regional Authority, Maritime Safety Queensland, Papua New Guinea National Maritime Safety Authority and Queensland Police to deliver the Torres Strait Marine Safety Project (TSMSP). Initiatives included in the TSMSP are:

- ▶ delivery of the BoatSafe Indigenous Recreational Boat Safety and License course;
- ▶ sponsorship of a local football team and major sporting events to reinforce boat safety messages through identified and respected community members;
- ▶ 406 beacon replacement program;
- ▶ working closely with the Tagai State College in the development and delivery of the maritime safety curriculum to over seventeen Torres Strait campuses;
- ▶ increasing education in thirteen Western Province villages in Papua New Guinea that share our international border with the Torres Strait; and
- ▶ representing these initiatives at Career Market Days.

I am committed to supporting the Council of Australian Government's agenda to increase representation of Indigenous employees in the Commonwealth public sector so that it is more reflective of the expected national Indigenous working age population. The target is 2.7 percent by 2015. To achieve this goal, areas including workplace environment, attraction, recruitment and retention are incorporated in this strategy, ensuring we not only attract Indigenous Australians into AMSA, but we support and retain these employees throughout their careers.

GRAHAM PEACHEY

Aim of the National Indigenous Employment Strategy 2011-2013

The aim of this strategy is to improve Indigenous employment, recruitment and retention practices in AMSA.

The *National Indigenous Employment Strategy 2011-2013* will be supported by an Action Plan. This will provide details of the actions, including responsibilities and timeframes, to be undertaken to achieve the objectives outlined in the strategy. The Action Plan will be updated annually and progress monitored by the *Strategic Workforce Development Group (SWDG)*.

The *National Indigenous Employment Strategy 2011-2013* seeks to:

- ▶ create an environment that fosters Aboriginal and Torres Strait Islander people in the workplace;
- ▶ increase levels of Indigenous employment to assist Indigenous Australians to participate in the broader economy;
- ▶ assist in closing the gap between Indigenous and non-Indigenous Australians;
- ▶ position AMSA as an organisation that attracts and retains Aboriginal and Torres Strait Islander people to work in the organisation; and
- ▶ provide Aboriginal and Torres Strait Islander employees with the skills they need to do their jobs.

Why have an Indigenous Employment Strategy?

The *National Indigenous Employment Strategy 2011-2013* has been developed to:

- ▶ utilise the specific skills, knowledge, experiences and networks of Aboriginal and Torres Strait Islander people in the development of good strategies and programs;
- ▶ build our capacity to deliver services more effectively to Aboriginal and Torres Strait Islander people and the wider Australian community;
- ▶ raise the profile of AMSA and promote us as an employer of choice for Indigenous and Torres Strait Islander Australians; and
- ▶ assist us meet the Australian Government's commitment, under the *National Partnership Agreement on Indigenous Economic Participation*, to increase Indigenous employment in the Commonwealth public sector to reflect the expected national Indigenous working age population share of 2.7 percent by 2015.

The strategy is centered on three themes:

- ▶ workplace environment;
- ▶ employment programs and attraction; and
- ▶ retention.

THEME	WORKPLACE ENVIRONMENT	EMPLOYMENT PROGRAMS AND ATTRACTION	RETENTION
OBJECTIVE	To foster an environment that embraces Aboriginal and Torres Strait Islander people in the workplace.	Attract Indigenous candidates to create better employment opportunities for Aboriginal and Torres Strait Islander people.	To provide Aboriginal and Torres Strait Islander employees with the information, support and skills they require doing their jobs.
OUTCOMES	Increased awareness of Indigenous issues among AMSA employees	Targeted employment programs	Whole of Government development programs
	Increased understanding of Indigenous culture and significant cultural days	Indigenous specific positions	Secondment arrangements
	Flexible working arrangements	Whole of Government recruitment programs	Mentoring support
	Support networks for Indigenous staff	Indigenous recruitment information	Knowledge on separation from AMSA
		Culturally sensitive recruitment and advertising	Increased knowledge of services and support in AMSA

Who has a role in the success of this plan?

The responsibility for the success of this plan lies with all AMSA employees, managers and the executive.

Executive Management Group

The Strategic Workforce Development Group (SWDG) representing the Executive Management Group is responsible for the oversight of the *National Indigenous Employment Strategy 2011-2013* and will:

- ▶ provide strategic advice on policies, programs and approaches in relation to the strategy;
- ▶ address emerging issues and concerns in a timely and effective way;
- ▶ provide input into Indigenous related AMSA strategies and programs; and
- ▶ support, monitor and review the progress of the Action Plan.

Organisational Development and Human Resources

Will develop and implement related policies and programs and report on progress to the SWDG.

All AMSA employees

AMSA employees, including Indigenous employees, managers, supervisors and staff will:

- ▶ encourage active participation in the Indigenous Australian Public Service Employee Network;
- ▶ provide support and guidance to Aboriginal and Torres Strait Islander employees through informal coaching and networking; and
- ▶ assist and support the coordination and running of events of cultural significance such as NAIDOC Week.

Evaluating and Reporting

The National Indigenous Employment Strategy will be provided to the Strategic Workforce Development Group bi-annually to monitor its implementation. AMSA reports against workplace diversity, including Indigenous representation, through the Annual Report.

The following measures will be used to evaluate the implementation and success of the National Indigenous Employment Strategy 2011-2013:

- ▶ staff survey results indicate workplace diversity is an accepted part of AMSA's culture;
- ▶ increased levels of employees identifying themselves as Indigenous Australians; and
- ▶ recruitment policies and practices reflect the diverse needs of the Australian community in terms of accessibility and flexibility seen through an increased amount of job applications received from Indigenous Australians.