

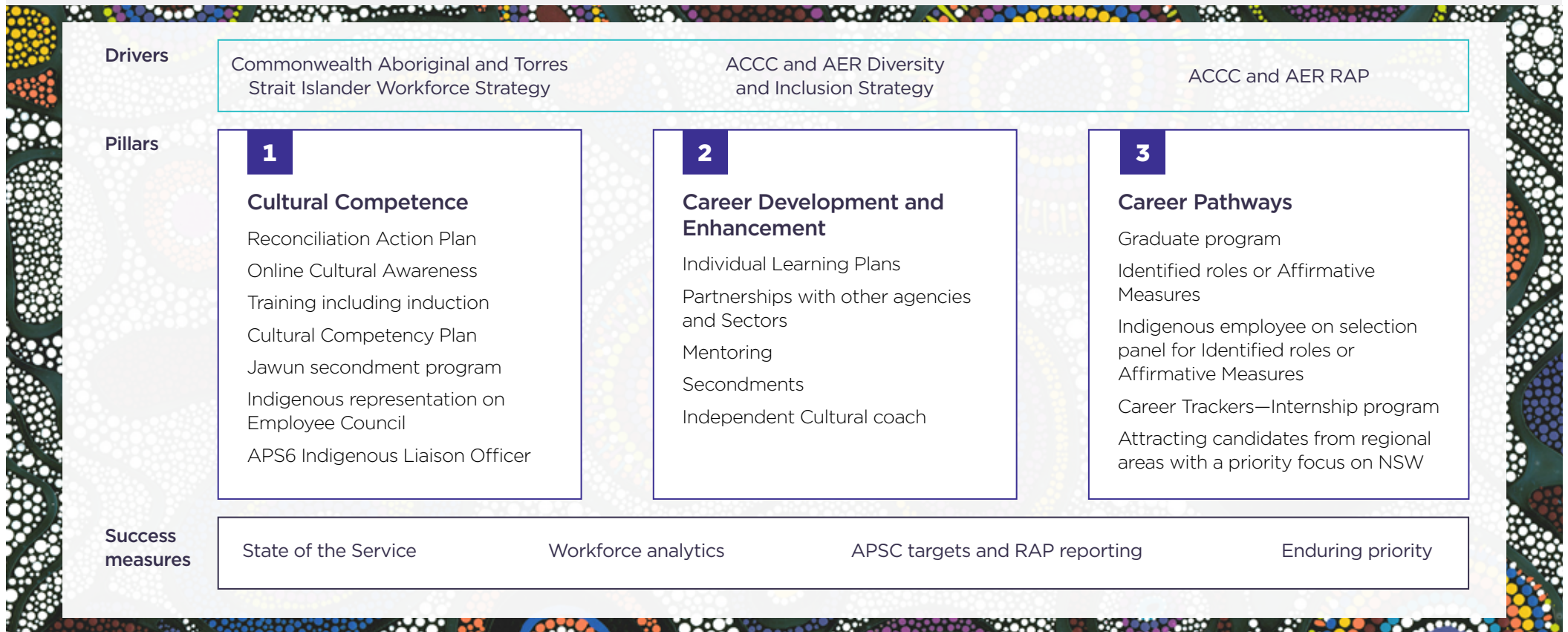


Aboriginal and Torres Strait Islander Attraction, Retention & Development Strategy 2021–2024

This Strategy is a deliverable under our Reconciliation Action Plan (RAP) and outlines ACCC and AER’s commitment to increase the representation, retention and career development of our Aboriginal and Torres Strait Islander employees. It prioritises employment pathways, provides targeted development opportunities, facilitates career progression and aims to create an inclusive culture by building the cultural integrity of the agency across all levels. We aim to adopt contemporary cross agency practices to provide our employees with valuable resources and broad support networks.

The Strategy is developed with regard to APSC Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy to create more diverse and inclusive Commonwealth public sector with greater representation of Aboriginal and Torres Strait Islander people across all classifications.

We will be aiming for the Commonwealth stretch targets for Indigenous representation of 5% of APS4–6 levels by 2022, 5% of EL1 and EL2 by 2024 and 3% of SES by 2024.



About the Strategy

The Strategy presents opportunities to attract, retain and advance Aboriginal and Torres Strait Islander people at the ACCC and AER and meet our commitments under the ACCC Reconciliation Action Plan and the Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy.

The Strategy aims to increase the representation and retention of Aboriginal and Torres Strait employees within the ACCC and AER to meet the Commonwealth targets for Indigenous representation of 5% of APS4–6 levels by 2022, 5% of EL1 and EL2 by 2024 and 3% of SES by 2024.

The three pillars

The Strategy is structured around three key pillars:

1. Cultural Competence
2. Career Development and Advancement
3. Career Pathways

1

Cultural Competence

The development of inclusive values, behaviours, attitudes, and practices that enables employees to feel psychologically safe, valued and respected, work effectively and demonstrate our enduring priority to serve our diverse consumer welfare.

The key deliverables under Cultural Competence are:

- Our commitment under our Reconciliation Action Plan.
- Cultural Awareness Training:
 - 80% participation of online Cultural Awareness Training for all employees.
 - Cultural Awareness Training delivered online in induction and five face to face sessions.
 - Development and delivery of the cultural competency plan incorporating stories, celebrations and training.
- Two placements annually in the Jawun secondment program.
- Indigenous representation on Employee Council.
- Creation of a fixed term—rotation based—APS6 Indigenous Liaison Officer position to support the delivery of the Strategy.
- Additional support offered to Indigenous employees and management. This is generally in the form of outsourced pastoral care or psychological support from independent counsellors with specific Aboriginal and Torres Strait Islander experience.

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Career Development and Advancement

This objective is to focus on Aboriginal and Torres Strait Islander career development by strengthening skills and providing targeted development initiatives and advancement opportunities.

The key deliverables are:

- Establish an Individual Learning Plan for each Indigenous employee that is reviewed at least annually.
- Partner with other agencies (e.g. ASIC, Treasury, ATO and PM&C) to share inclusive practices, training packages and mentoring opportunities.
- Mentors or buddies assigned to every Indigenous employees.
- A minimum of two secondment options from legal firms, Treasury portfolio agencies and internal avenues such as LED and Indigenous Liaison Officer position.
- Indigenous employees participate ACCC/AER's studies assistance scheme.
- Curate online learning and development from the ACCC/AER's learning platform.
- Workforce analytics report to monitor progression and development of Indigenous employees.

In addition to these measures, the agency will broaden its recruitment efforts beyond its current focus on entry level positions to attract prospective Indigenous employees at more senior levels. This may include, for example, use of recruitment agencies or other partners to identify and encourage suitable Indigenous applicants to apply for vacant positions.

Career Pathways

Strengthen employment pathways into the ACCC and AER to improve talent pipelines and provide greater equal employment opportunities for Aboriginal and Torres Strait Islander people:

- Two graduates appointed through ACCC Graduate program, with consideration of sourcing through the newly proposed Whole of Government Defence-based Indigenous Graduate Pathways or APSC Merit List.
- Identified positions or advertised Affirmative Measures:¹
 - Where a selection process is undertaken to fill 10 vacancies or more, Affirmative Measures should be used for some of the vacancies to be open only to Aboriginal and/or Torres Strait Islander applicants, and/or in additional processes as required.
 - Where a role requires the appropriate skills, attributes and experience to work effectively on Indigenous issues, the role may be advertised as an Identified Position.
- Indigenous employee included on selection panel for Identified Positions or Affirmative Measures roles.
- Two Career Tracker placements annually.
- Develop attraction strategy for candidates from regional areas of high Indigenous population with priority focus on NSW.
- Development of workforce report to demonstrate increase in Indigenous representation in quarterly diversity reports.

Measures of Success

The measures of success of the strategy will demonstrate:

- an increase of self-reporting as Indigenous employees for the annual APSC Census year on year
- an increase year on year of Indigenous employees within each classification to meet the APSC stretch target
- a national approach to Indigenous outreach work as our enduring priority.



Artwork by Maramayart

¹ Affirmative Measures and Identified Positions are employment provisions under the [Australian Public Service Commissioner's Directions 2016](#) and the [Public Service Act 1999](#) under the provisions of the [Racial Discrimination Act 1975](#). Affirmative Measures positions are open only to Aboriginal and/or Torres Strait Islander applicants; Identified Positions are roles with strong involvement in issues relating to Aboriginal and/or Torres Strait Islander people. For details see <https://www.apsc.gov.au/indigenous-employmentaffirmative-measure-and-identified-positions>.