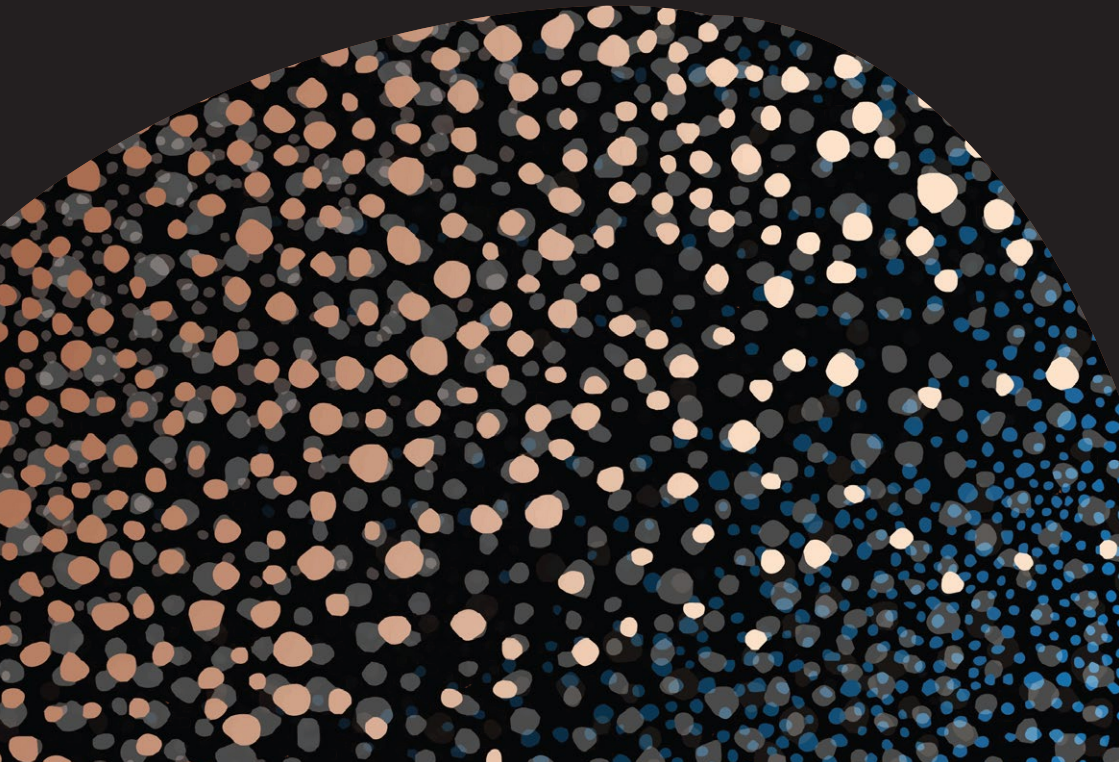


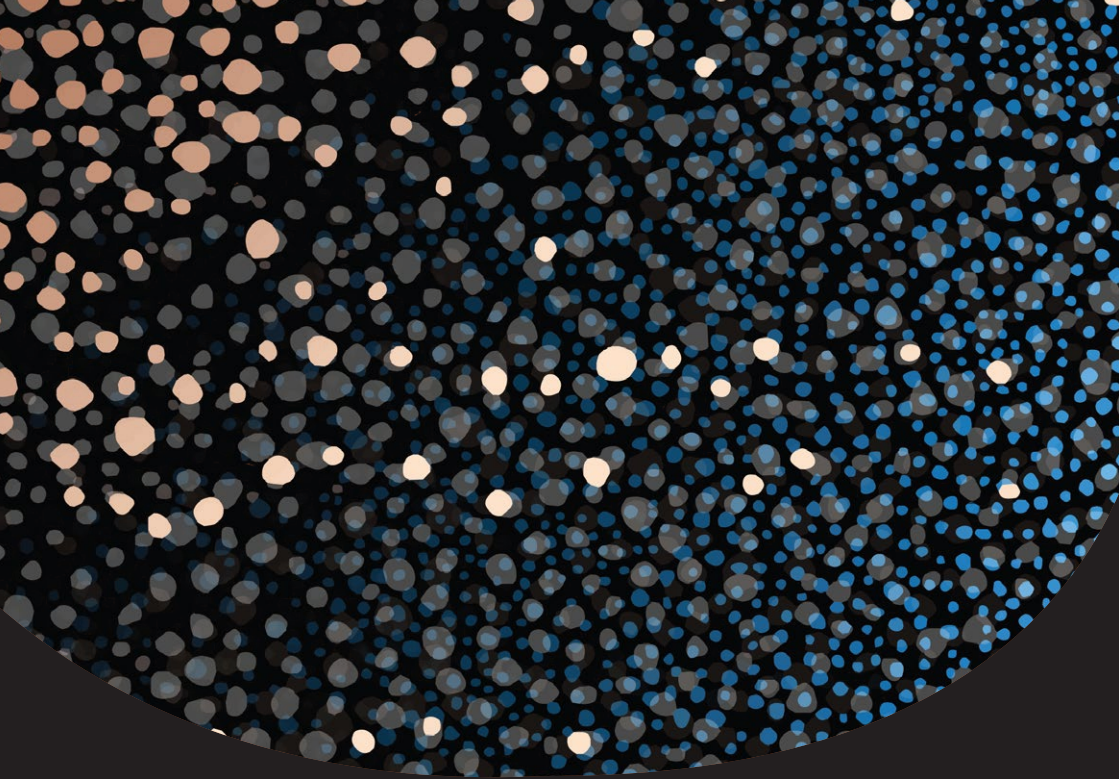


Government of South Australia

Attorney-General's Department

ABORIGINAL EMPLOYMENT FRAMEWORK





Attorney-General's Department acknowledges and pays respect to the past, present, and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual, and educational practices of Aboriginal People¹.

Ancestors have walked this country and we acknowledge their special and unique place in our nation's historical, cultural, and linguistic identity.

¹ Within this document, the term "Aboriginal" refers to Aboriginal and Torres Strait Islander.

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VISION

For the Attorney-General's Department to be an employer of choice for Aboriginal People, where their voices and knowledge are respected and valued.

An inclusive workplace where our Aboriginal employees can freely express their culturally identity and carry with them a strong sense of pride for who they are.

At AGD we strive to create a positive workplace culture that supports the wellbeing and career development of our Aboriginal employees, to enable them to thrive.

KEYS TO SUCCESS:

AGD will promote its commitment to reconciliation and ensure the cultural safety, inclusion, and empowerment for our Aboriginal employees.

Cultural respect will be upheld by all employees, modelled by managers, leaders and executive through affirmative recruitment practices and maintaining a high level of educational awareness around Aboriginal historical and current affairs.

AIMS:

- Acknowledgement of the need for reconciliation and positive change in economic and social participation for Aboriginal People to overcome past and ongoing effects of colonisation.
- Provide diverse employment opportunities for Aboriginal People to support increased representation in AGD.
- Ensure existing and new policies are culturally safe and appropriate, inclusive and remove barriers for Aboriginal People in AGD.
- Attain strong cultural awareness and value of Aboriginal perspectives in the AGD workforce. Educate and upskill managers to support Aboriginal employees appropriately.
- Support Aboriginal employees to progress in the workplace and reach their full potential.
- Promote the positive change and cultural perspectives that Aboriginal voices bring to AGD workplaces as individuals and as a community.
- Improve the quality of services provided to Aboriginal community through increased Aboriginal employment voice and community engagement in AGD's workforce.
- Ensure all AGD staff who are responsible or are first point of contact to Aboriginal community have training and support to provide culturally safe and appropriate services.

ACTION PLAN:

The following action plan outlines the range of measures that AGD has in place to provide a culturally safe and inclusive work environment for Aboriginal employees. It also features the actions AGD takes to attract and retain Aboriginal employees and support their career progression within the South Australian public sector.

EMPLOYMENT ACTIONS AND OPPORTUNITIES:

AGD will create and implement multiple strategies to increase Aboriginal employment within the department.

Employment representation	<ul style="list-style-type: none">• Reach and maintain a Aboriginal employment target of 3%
Priority consideration	<ul style="list-style-type: none">• Use the Aboriginal Employment Register to match candidates with Requests to Fill where possible• Establish an AGD internal Aboriginal Employment Register in partnership with HR Business Partners
Aboriginal Engagement Consultant	<ul style="list-style-type: none">• AGD to employ an Aboriginal Engagement Consultant to support Aboriginal employees and their managers and provide advice to Executive and AGD business units
AGD Candidate Pool	<ul style="list-style-type: none">• Maintain AGD internal & external candidate pool• Promote Aboriginal candidates at monthly business manager meetings for potential roles
Promote job opportunities internally	<ul style="list-style-type: none">• Promote suitable RTF's on AGD Aboriginal Job Alerts Teams Page for eligible candidates from the Aboriginal Employment Register• Make connections between job opportunities and potential Aboriginal employees through career counselling and the PDP process

EMPLOYMENT PATHWAYS ACTIONS AND OPPORTUNITIES:

AGD will develop and implement various ways in which Aboriginal people can start a career in the South Australian public service.

Promote AGD as an employer of choice externally

- Actively promote the department as an employer of choice to Aboriginal peoples at:
 - Aboriginal Power Cup
 - Tauondi Careers expo
 - Aboriginal Law Student Mentoring Program
 - University career expo open days e.g. The Big Meet and Adelaide Careers and Employment Expo
 - Sonder Closing the Gap Health Expo (OCPSE participate each year)
 - Work About Centre Aboriginal Careers Expo
 - Social media, newsletters.

Aboriginal Work Experience Program	<ul style="list-style-type: none"> • Run the Aboriginal Work Experience program annually consisting of two parts (a work shadowing block and a work experience block).
Inclusive selection panels	<ul style="list-style-type: none"> • Where possible, an Aboriginal person on the interview panel when there is an Aboriginal Candidate. • Offer panel training to Aboriginal Employees.
Traineeships	<ul style="list-style-type: none"> • Fill all trainee positions/allocations with Aboriginal Candidates.
Summer clerkships for law students	<ul style="list-style-type: none"> • Fill minimum 1x Summer Clerkships with Aboriginal Candidates.

ABORIGINAL EMPLOYEE SUPPORT ACTIONS AND OPPORTUNITIES:

AGD will implement a range of strategies to ensure Aboriginal staff are supported throughout their employment in the department, including through the provision of cultural support and assistance when needed.

<p>Induction for new Aboriginal employees</p>	<ul style="list-style-type: none"> • Aboriginal Employee Induction Pack emailed to all new Aboriginal employees followed by a meet and greet with the AEC. • All new employees added to the Aboriginal Community Microsoft Teams page for networking and program updates.
<p>Wellbeing Support</p>	<ul style="list-style-type: none"> • Aboriginal SharePoint Wellbeing page with updated resources. • Aboriginal Counsellor available through AGD's EAP provider. • Regular Teams debriefing opportunities with AGD Aboriginal Employees.
<p>Leave entitlements</p>	<ul style="list-style-type: none"> • Inform Aboriginal staff about options to access cultural leave entitlements. • Also outlined in the induction for new employees.
<p>Engagement</p>	<ul style="list-style-type: none"> • Bi-monthly Aboriginal employee meetings. • Annual learning and development activities for Aboriginal Employees

Mentoring and peer support	<ul style="list-style-type: none"> Aboriginal Employees offered the opportunity to participate in the Public Sector Employee Mentoring Program through OCPSE/Tauondi.
Cultural celebrations	<ul style="list-style-type: none"> Scheduled event for Aboriginal staff to share information and experiences with non-Aboriginal staff. This will be guided by Aboriginal staff and might include morning teas, presentations, cultural exhibitions, etc. Organise 3 x NRW events & 2 x NAIDOC week events each year.
Anti-discrimination	<ul style="list-style-type: none"> Ensure all staff complete online cultural awareness training and online training on their obligations under the SA Code of Ethics. Training will include the standards relating to professional and respectful behaviour and be promoted via email, publications on the intranet and the online learning system. Publicly support anti-discrimination initiatives or stances against racism. Communicate and implement our policy addressing anti-discrimination to all staff via email and on the intranet.

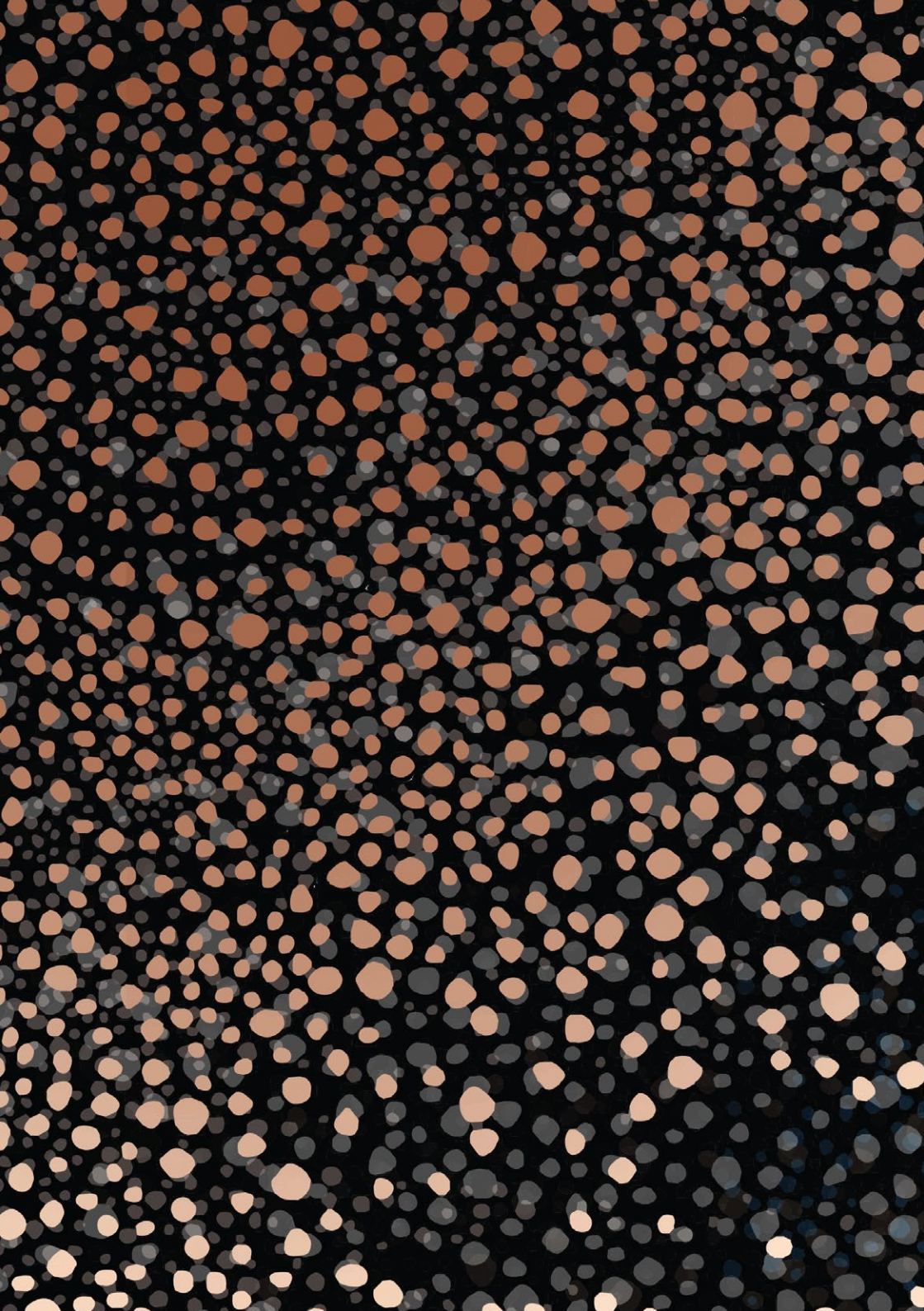
ABORIGINAL EMPLOYEE PROFESSIONAL DEVELOPMENT ACTIONS AND OPPORTUNITIES

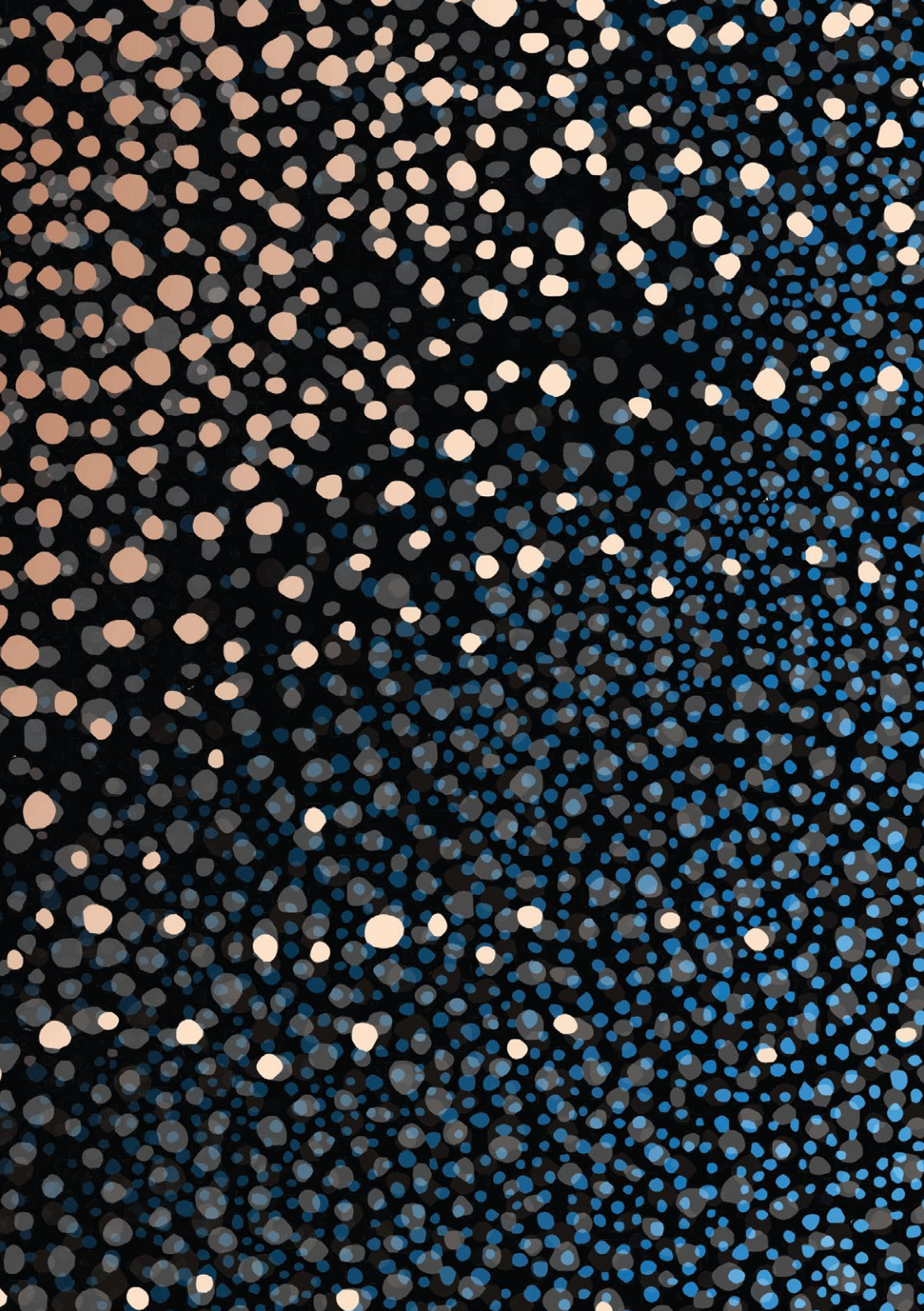
AGD will provide opportunities for staff to develop skills and gain experience in order to progress their careers in the public service.

Development opportunities	<ul style="list-style-type: none">• Annual learning and development activities for Aboriginal Employees (e.g. AGD People & Leadership Expectations around self-awareness; understanding AGD Business Units).• Offer opportunities for all Aboriginal employees to job-shadow or complete a job exchange for professional development.• Promote EOIs and internal roles via email and the AGD Aboriginal Employees Microsoft Teams group.
Leadership programs	<ul style="list-style-type: none">• Minimum 1 x Aboriginal Employee funded to participate in the Aboriginal Leadership Program.• Minimum 1 x Aboriginal employee supported to participate in AGD Leadership Programs when they are run.• AGD Leadership Development programs to include a cultural session

Cultural learning

- Develop an Aboriginal cultural learning strategy, which includes both online and face to face learning.
- Executive Management Group participate in formal and structured face to face cultural learning.
- Deliver workshops for managers of Aboriginal Employees to provide cultural learning and supports.







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