Aboriginal and Torres Strait Islander Employment Policy

Policy Code: HR1576

Table of Contents

Purpose ................................................................. 1
Scope ................................................................. 1
Definitions ............................................................ 1
Policy Statement .................................................. 1
Responsibility ....................................................... 2
Legislative Context ................................................ 2
Associated Documents .......................................... 2
Implementation ..................................................... 2

Purpose

The University acknowledges the disadvantage experienced by Aboriginal and Torres Strait Islander people in employment. This Policy confirms the University’s commitment to the employment and advancement of Aboriginal and Torres Strait Islander people and employees of the University.

Scope

This Policy applies to the recruitment and merit selection, induction, professional development, career planning and retention of Aboriginal and Torres Strait Islander people and employees of the University.

Definitions

<table>
<thead>
<tr>
<th>Aboriginal People:</th>
<th>Persons of Aboriginal descent, who identify themselves as Aboriginal people and are accepted as Aboriginal people by their community.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identified Position:</td>
<td>An applicant has to be an Aboriginal or Torres Strait Islander person in order to be eligible for applying for or being the incumbent of the position.</td>
</tr>
<tr>
<td>Torres Strait Islander People:</td>
<td>Persons of Torres Strait Islander descent, who identify themselves as Torres Strait Islander people and are accepted as Torres Strait Islander people by their community.</td>
</tr>
</tbody>
</table>

Policy Statement
• The University will contribute to the process of reconciliation by committing to increase employment opportunities for Aboriginal and Torres Strait Islander people through the implementation of the Aboriginal and Torres Strait Islander Employment Procedure.

• In the implementation of this Policy, associated Procedure and employment matters generally, the University will respect the cultural, social and religious systems practised by Aboriginal and Torres Strait Islander people and employees.

• The University acknowledges that active participation of Aboriginal and Torres Strait Islander employees in cultural, religious and ceremonial activities is likely to enhance their effectiveness as employees of the University and therefore support participation in such activities.

• The University is committed to ensuring that Aboriginal and Torres Strait Islander employees are supported by University policies and procedures aimed at making the University more culturally responsive and responsible.

• The University acknowledges that the long-term effectiveness of the Aboriginal Education Centre is dependent on Aboriginal and Torres Strait Islander people being the overwhelming majority of employees in the Centre.

• The University identifies the position of the Manager of the Aboriginal Education Centre as an Aboriginal and/or Torres Strait Islander position.

Responsibility

This Policy will be approved by the University Council.

The Vice-Chancellor is responsible for ensuring the effective implementation of the Policy.

Legislative Context

• University of Ballarat Union Collective Agreement 2010 – 2012
• Victorian TAFE Teaching Staff Multi-Business Agreement 2009

Associated Documents

• Aboriginal and Torres Strait Islander Employment Procedure.
• Equal Opportunity and Valuing Diversity Policy.
• Recruitment and Merit Selection Policy.
• Recruitment and Merit Selection Procedure.
• Performance Review and Development Program Policy.
• Performance Review and Development Program Procedure.
• Professional Development Policy.

Implementation

The Aboriginal and Torres Strait Islander Employment Policy will be implemented throughout the University via:

1. an Announcement Notice under ‘FedNews’ on the ‘FedUni’ website and through the University Policy - ‘Recently Approved Documents’ webpage to alert the University-wide community of the approved Policy;
2. inclusion on the University's online Policy Library;
3. memorandum from Director, Human Resources to Senior Management of University and the relevant Union; and/or
4. incorporation into Recruitment and Merit Selection Policy and Procedure Training conducted by Human Resources.