

Department of Justice & Attorney General

Aboriginal & Torres Strait Islander Employment Action Plan 2009 - 2012

Our objectives

1. To provide leadership and achieve the Queensland Government Aboriginal and Torres Strait Islander public sector commitments and obligations.
2. To meet the Queensland Government target of 2.6% for Indigenous employment in the public sector by 2015.
3. To improve the representation of Aboriginal and Torres Strait Islander people across all classifications in DJAG and facilitate an increase in Aboriginal and Torres Strait Islander employment at higher levels in DJAG.
4. To support and develop Aboriginal and Torres Strait Islander employees and trainees in DJAG.

Our related commitments

Queensland Government's Reconciliation Action Plan 2009 - 2012

Reconciliation is a commitment of the Queensland Government. The Plan sets targets for building relationships, respect and opportunities to contribute tangibly to reconciliation.

Australian Employment Covenant (AEC)

2,800 employment opportunities for Aboriginal and Torres Strait Islander Queenslanders in the Queensland Public Sector.

Positive Dreaming, Solid Futures, Indigenous Employment and Training Strategy 2008-2011

Skilling individuals for work and aligning support and training to the needs of indigenous Queenslanders.

Closing the Gap on Indigenous Disadvantage

This partnership contributes to halving the gap in employment outcomes between Indigenous and non Indigenous Australians within a decade.

National Partnership Agreement on Indigenous Economic Participation.

Incorporate either new, or strengthening existing, Indigenous employment and career development strategies into each Queensland Government agency's workforce plan.

JAG Strategic Plan

DJAG's vision is for a fair, safe and just Queensland. DJAG's objectives include: that human rights are upheld and protected; that regulation and service delivery supports productivity balanced with social justice.

Department of Justice and Attorney-General Employment Action Plan 2009-12

Objective	To enhance entry level programs in DJAG	To increase identified positions in DJAG	To develop and train our Aboriginal and Torres Strait Islander staff	To provide support and recognition for our Aboriginal and Torres Strait Islander staff
Actions	<p>We will increase entry level employment in remote community areas.</p> <p>We will increase entry level positions through various programs including: National Indigenous Cadetship program, Indigenous Education to Employment, scholarships and traineeships.</p> <p>We will increase work experience programs in customer service areas.</p> <p>We will attend career expos to promote the benefits of working at DJAG</p> <p>We will increase Aboriginal and Torres Strait Islander school-based and full-time trainees by designating 1/3 of our trainee positions for Aboriginal and Torres Strait Islander trainees.</p> <p>We will deliver stronger partnerships with high schools, vocational education, the training sector and key Aboriginal and Torres Strait Islander support agencies.</p>	<p>We will have at least one identified Aboriginal and Torres Strait Islander position in each Aboriginal and Torres Strait Islander specific program in DJAG.</p> <p>We will promote DJAG to job seekers as an 'employer of choice' that offers flexibility, support, training and wide variety of occupations with career pathways.</p>	<p>We will investigate options for accredited training programs for development of Aboriginal and Torres Strait Islander staff.</p> <p>We will investigate and promote leadership programs for Aboriginal and Torres Strait Islander staff.</p> <p>We will increase the retention and completion rates of Aboriginal and Torres Strait Islander employees and trainees.</p> <p>We will ensure that cultural awareness training is readily available to all staff to enable staff to better understand, respect and appropriately work with Aboriginal and Torres Strait Islander people.</p>	<p>We will develop a peer support network and mentor program for Aboriginal and Torres Strait Islander staff.</p> <p>We will revise our cultural leave policy.</p> <p>We will promote the Youth Indigenous Leadership forum and the Indigenous Youth Parliament to Aboriginal and Torres Strait Islander employees.</p> <p>We will ensure we attend and promote Aboriginal and Torres Strait Islander events as outlined in the DJAG Reconciliation Action Plan.</p> <p>We will participate in the Indigenous Employment Strategic leadership group.</p> <p>We will have a regular agenda item at our Workforce Management Committee outlining current strategies on the Aboriginal and Torres Strait Islander, Employment Action Plan and the Reconciliation Action Plan.</p>
Targets	<ul style="list-style-type: none"> ➤ By December 2010 we will have engaged 5 Aboriginal and Torres Strait Islander school-based and full-time trainees ➤ By December 2010 we will have developed key engagements with employer agencies ➤ By June 2011 we will have increased entry level positions in remote communities by 10% ➤ By June 2011 we will have increased entry level positions by 20% ➤ By June 2011 we will have increased work experience placements by 20% ➤ We will annually attend career expo events 	<ul style="list-style-type: none"> ➤ By June 2013 we will have at least one Identified position in each Aboriginal and Torres Strait Islander program in DJAG 	<ul style="list-style-type: none"> ➤ By June 2010 we will have arranged and promoted development programs and accredited courses for Aboriginal and Torres Strait Islander staff ➤ By June 2010 we will have investigated and promoted leadership programs for staff: including the Wal-Meta Leadership program ➤ By December 2010 we will have promoted training and support programs to our Aboriginal and Torres Strait Islander staff 	<ul style="list-style-type: none"> ➤ By June 2010 we will have established a peer support network and mentor program for Aboriginal and Torres Strait Islander staff ➤ By December 2010 we will have revised and promoted the Aboriginal and Torres Strait Islander cultural leave policy ➤ By December 2010 we will have promoted and encouraged Aboriginal and Torres Strait Islander staff and trainees to attend the Youth Indigenous Leadership Forum and the Indigenous Youth Parliament.

Measuring our performance	<ul style="list-style-type: none"> ✓ Numbers of Aboriginal and Torres Strait Islander staff employed in regional areas ✓ Numbers of Aboriginal and Torres Strait Islanders in entry level positions in DJAG, ✓ Numbers of Aboriginal and Torres Strait Islanders on work experience in DJAG ✓ Number of career expos attended ✓ Partnerships created with Aboriginal and Torres Strait Islander support agencies 	<ul style="list-style-type: none"> ✓ Numbers of Aboriginal and Torres Strait Islander positions in DJAG ✓ Partnerships created with Aboriginal and Torres Strait Islander employment agencies 	<ul style="list-style-type: none"> ✓ Numbers of Aboriginal and Torres Strait Islander staff attending leadership programs ✓ Consistency of numbers of Aboriginal and Torres Strait Islander staff over a three year period ✓ Numbers of DJAG staff attending cultural awareness training 	<ul style="list-style-type: none"> ✓ Consistency and regularity of Peer support network meetings and mentor programs for Aboriginal and Torres Strait Islander staff ✓ Cultural leave policy revised ✓ Numbers of Aboriginal and Torres Strait Islander staff attending the Youth Indigenous Leadership forum and Indigenous Youth Parliament ✓ Numbers of events recognised and supported by DJAG ✓ Regular participation in the Indigenous Employment Strategic Leadership group ✓ Regular reviews and updates on RAP and EAP considered by DJAG's Workforce Management Committee
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Our accountability

We will measure our performance by:

- Assessing our progress towards our targets

Our DJAG annual report will include a report on the progress of the implementation of this plan, reconciliation actions and the Queensland Government Reconciliation Action Plan 2009-2012.