



## Indigenous Employment Outcomes

Parks Victoria has done the following:

### **Advertised for indigenous staff, especially young indigenous employees**

Parks Victoria has sort a number of EO exemptions to enable advertisement and recruitment of Aboriginal and Torres Strait Islander applicants only to both field based positions such as Project Officers, Rangers, Field Service Officers and Cultural Heritage Team Leaders. Also recruiting a number of identified positions in the corporate area including Project Coordinator, Planning, Research, Tourism, Human Resources and Business Support Officer positions. Parks Victoria has also sort a number specific EO exemptions to enable recruitment of Traditional Owners to work on Country to assist with Cooperative and Joint Management Agreements with the Yorta Yorta, Gunditjmarra and Wotjobuluk Traditional Owner Groups.

### **Actively recruited and employed Indigenous Employees, *including Trainees and Apprentices***

Parks Victoria have conducted a number of Indigenous Group Recruitment Campaigns over the past number of years, where possible and dependant on prior qualifications all new recruits are signed up under the Commonwealth Traineeship Program and are required to undertake at a minimum Certificate III in Conservation and Land Management or Certificate III or IV in Government. Other specific training in relation to their role is delivered at a local level which may include General Fire Fighter Qualification, First Aid Level II, Legal Systems etc. All Identified Indigenous positions are engaged on a Fulltime (part-time if negotiated) Ongoing basis. Parks Victoria currently employs 73 fulltime ongoing Indigenous staff members based at 48 different work centre locations around the state. This represents approximately 7.2% of the total Parks Victoria work force.

### **Promoted Indigenous Cultural Awareness Training to all staff**

Parks Victoria's Senior Indigenous Staff have facilitated the delivery of Cross Cultural Awareness and Learning Exchange Program (CCALEP) in partnership with Traditional Owners to its staff work force for a number of years. The CCALEP program has been identified as a core training component and all new and existing staff are required to undertake this training. A more comprehensive program has been developed for Managers and Staff working in the area's of Cooperative / Joint Management (Native Title applicant area's).

### **Employs an Aboriginal Liaison Officer (ALO)**

Parks Victoria employs an Indigenous Human Resources Officer, the core duties and responsibilities of this role are to coordinate and manage the following:

- Recruitment (all components including EO exemptions)
- Training and development
- Delivery of Annual Indigenous Staff Development & Networking Forum
- Contact point providing advice for Supervisors of Indigenous Staff
- Professional and personal support/guidance for Indigenous Staff Network (includes informal mentoring and coaching)
- Liaison with Indigenous Communities and Traditional Owner Groups for consultation and engagement on interview panels.

Parks Victoria also employs Indigenous Cultural Heritage Team Leaders (ICHTL) in each of its four Regions to manage and protect Cultural Heritage Sites. The ICHTL also act as a contact point for staff in their specific region, to provide advice, guidance, informal mentoring/buddying and leadership.

### **Has Indigenous Employment Policies, Protocols and Strategies**

Parks Victoria has an Indigenous Partnership Strategy and Action Plan, endorsed by the Minister for Environment and launched in 2006. The strategy contains eight main platforms including:

1. Relationships and Partnerships with Indigenous Communities
2. Cross Cultural Awareness and Learning Exchange Program
3. Indigenous Employment and Training
4. Managing Indigenous Cultural Heritage and Environmental Values
5. Tourism, Information, Interpretation and Education
6. Indigenous Business Enterprises
7. Native Title
8. Internal Coordination

Please following the link to view a copy of Parks Victoria's IPS&AP:  
[http://www.parkweb.vic.gov.au/resources07/07\\_1610.pdf](http://www.parkweb.vic.gov.au/resources07/07_1610.pdf)

### **Has a Reconciliation Action Plan (RAP)**

Similarly many actions in a RAP are contained in the above mentioned Indigenous Partnership Strategy & Action Plan

### **Participates in and acknowledges Indigenous events**

Parks Victoria engages Traditional Owners at all major events and conferences to perform a 'Welcome to Country' ceremony. Internally an Acknowledgement of Traditional Owners is performed by MC or facilitator at major meetings and gatherings. (Action Items in IPS&AP) Parks Victoria encourages Indigenous Staff to celebrate NAIDOC, Sorry Day and Reconciliation week. Many staff organise community BarBQs, Luncheons, Art Exhibitions and morning and afternoon teas at their work centres during these times of celebration or mourning to broaden community and public awareness..

### **Has Cultural Awareness Training available for staff**

As mentioned above