

NTPS Aboriginal Employee Forum

Evaluation Report

Darwin 2022



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Contact details	OCPE
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Acronyms	Full form
AEF	Aboriginal Employee Forum
CDU	Charles Darwin University
DAGJ	Department of Attorney-General and Justice
DCMC	Department of the Chief Minister and Cabinet
DCDD	Department of Corporate and Digital Development
DIPL	Department of Infrastructure, Planning and Logistics
DITT	Department of Industry, Tourism and Trade
DOE	Department of Education
DOH	Department of Health
DEPWS	Department of Environment, Parks and Water Security
NGO	Non-Government Organisation
NT	Northern Territory
NTG	Northern Territory Government
NTPFES	Northern Territory Police, Fire and Emergency Services
NTPS	Northern Territory Public Sector
OCPE	Office of the Commissioner for Public Employment
PWC	Power and Water Corporation
SARG	Senior Aboriginal Reference Group
TFHC	Territory Families, Housing and Communities

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Forum Overview

The Office of the Commissioner for Public Employment (OCPE) hosted the tenth Northern Territory Public Sector (NTPS) Aboriginal Employee Forum (AEF) in Darwin on 22 and 23 November 2022 at Rydges Palmerston Hotel. The forums are based on a workshop style to allow participants the opportunity to provide feedback and contribute to future Aboriginal employment and career development initiatives across the NTPS.

OCPE received 88 nominations, with 78 employees attending from a range of agencies.

OCPE would like to thank Cyan Sue Lee for her warm Welcome to Country.

The topics discussed and workshoped at the forum were the new NTPS Code of Conduct; and the new NTPS Capability Framework.

Agencies had the opportunity to share their good news stories with participants hearing from the following guest speakers:

- **Update of the Treaty process in the NT and the next steps as well as providing information on the NT Aboriginal Voice to government**
Bridgette Bellenger, General Manager Territory Regional Growth, Department of Chief Minister and Cabinet (DCMC)
- **Nature of employment models 'gig economy' and what it might mean for our mob**
Robbie Dalton, Director, Strategic Policy, Department of Industry, Tourism and Trade (DITT)
- **Kigaruk and Lookrukin experiences**
Briony Crummy, Senior Advisor, Strategic Workforce Planning and Development
OCPE

Participants also heard from Charles Darwin University (CDU), Deputy Vice-Chancellor First Nations Leadership, Rueben Bolt, on how CDU can assist Aboriginal employee's careers and a video presentation from Thomas Mayo providing an update on the Uluru Statement from the Heart and the proposal for an Aboriginal and Torres Strait Islander voice to Parliament.



Evaluation Responses

Forum Attendees:

88
Nominations Received

78
Total Attendees
(19 Males & 59 Females)

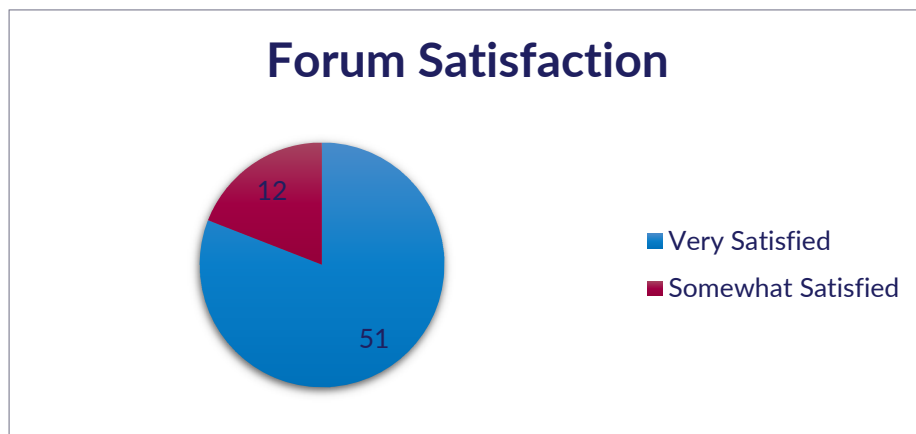
81% (63) participants completed the evaluation form

81% (51) participants were very satisfied with the Forum

From the 78 participants; 63 completed the evaluation form (81 per cent).

From the completed evaluations, 81 per cent stated that overall they were 'very satisfied' compared to 19 per cent who were 'somewhat satisfied', as displayed in the following graph.

There were no participants that were 'somewhat dissatisfied' or 'very dissatisfied'.

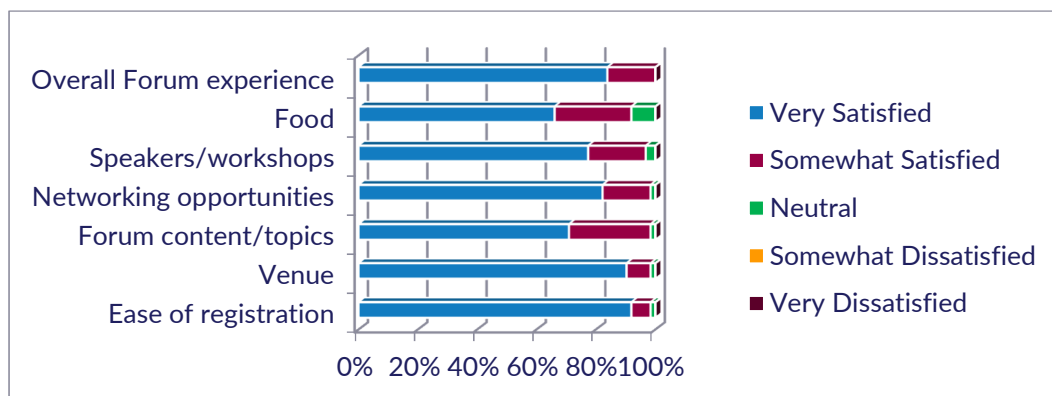


The 2022 Aboriginal Employee Forum Experience

The forum topics, design and set up was based on feedback from the 2021 Darwin forum evaluation. From the 2022 evaluation forms we received some great feedback about the guest speakers and workshops, as per the following comments:

- *I liked the discussions and hearing from mob about some of the struggles they have in the workplace as I feel we can all related to these. I think a bit more physical activities would have been good.*
- *The forum has helped consider my own career and development and I have decided to apply for the Kigaruk and Lookrukin program.*
- *Meeting new people, learn about what other people do and different roles within NTPS.*
- *Networking, safe and refreshing, so many topics that are very relevant to my workplace & community. Thank you Ann and Terese & presenters*
- *The agenda (content & speakers) was great – is great every year but really enjoyed this forum – WELL DONE TEAM.*
- *Connections, sharing information and growing networks.*
- *Networking with ATSI employees and getting a feel of ATSI employment.*
- *Learning about new CF, CDU and networking.*
- *Loved the Aboriginal component. Found the forum to be inspiring, enjoyed the networking and meeting new colleagues.*
- *Networking, seeing what opportunities are available, services/apps to self-assess & manage (CF). I will take back and utilise for self and colleagues.*
- *Understanding and learning about NTPS, getting to know other services.*
- *I really enjoyed the diverse program. I found the info well presented with a broad range of topics to keep audience engaged.*
- *Meeting people from different areas and gaining knowledge and experiences. It was an eye opener for me as there are so much things we can do to make our jobs better.*
- *Meeting and speaking with so many people like me, seeing our people succeed and inspiring me to do the same. The presentation by Dr Christine Fejo-King was amazing.*

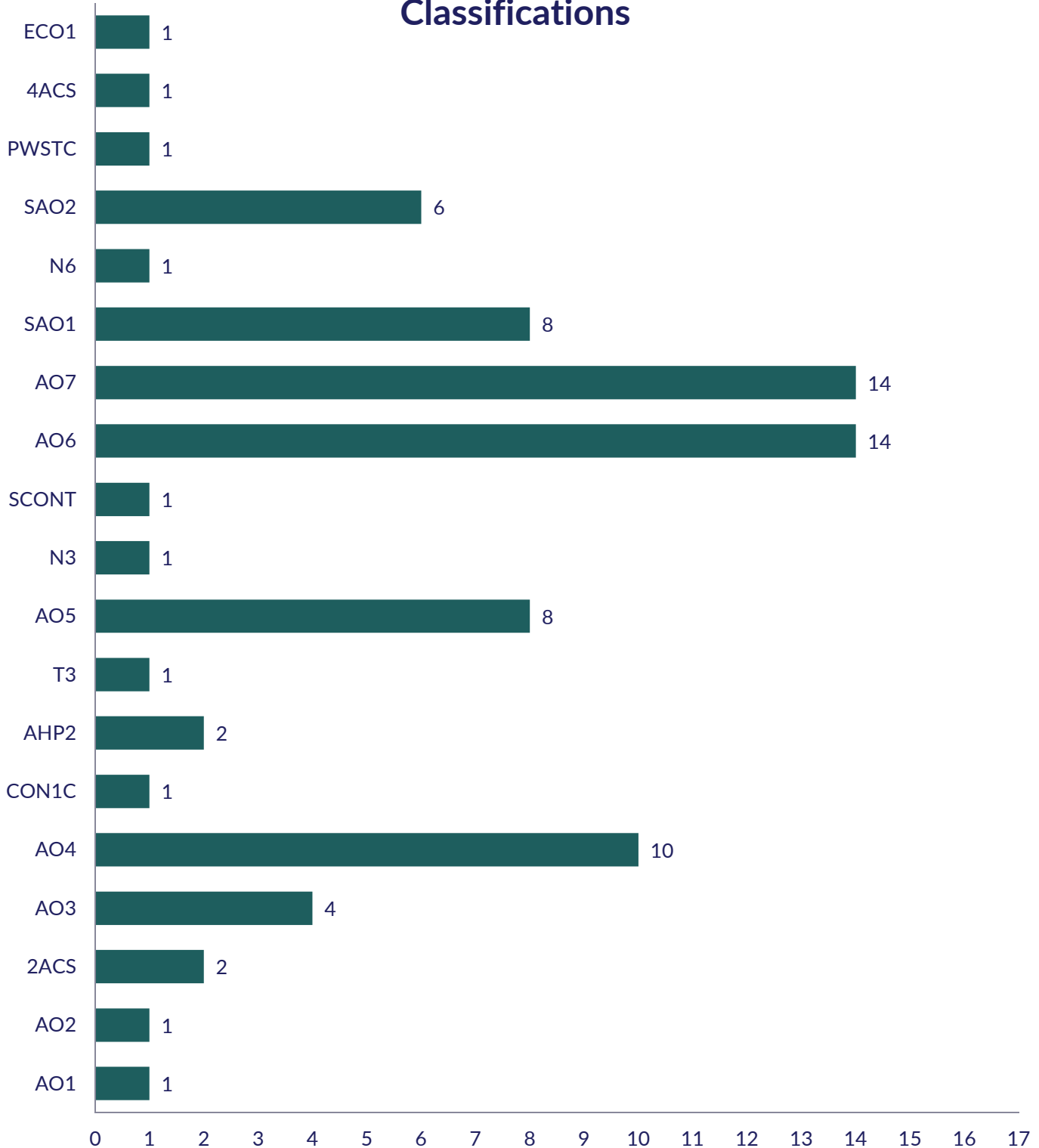
The graph below details the level of satisfaction of evaluation respondents in regards to the workshops, forum content, venue, food, registration process and overall forum experience.



Participants Classifications

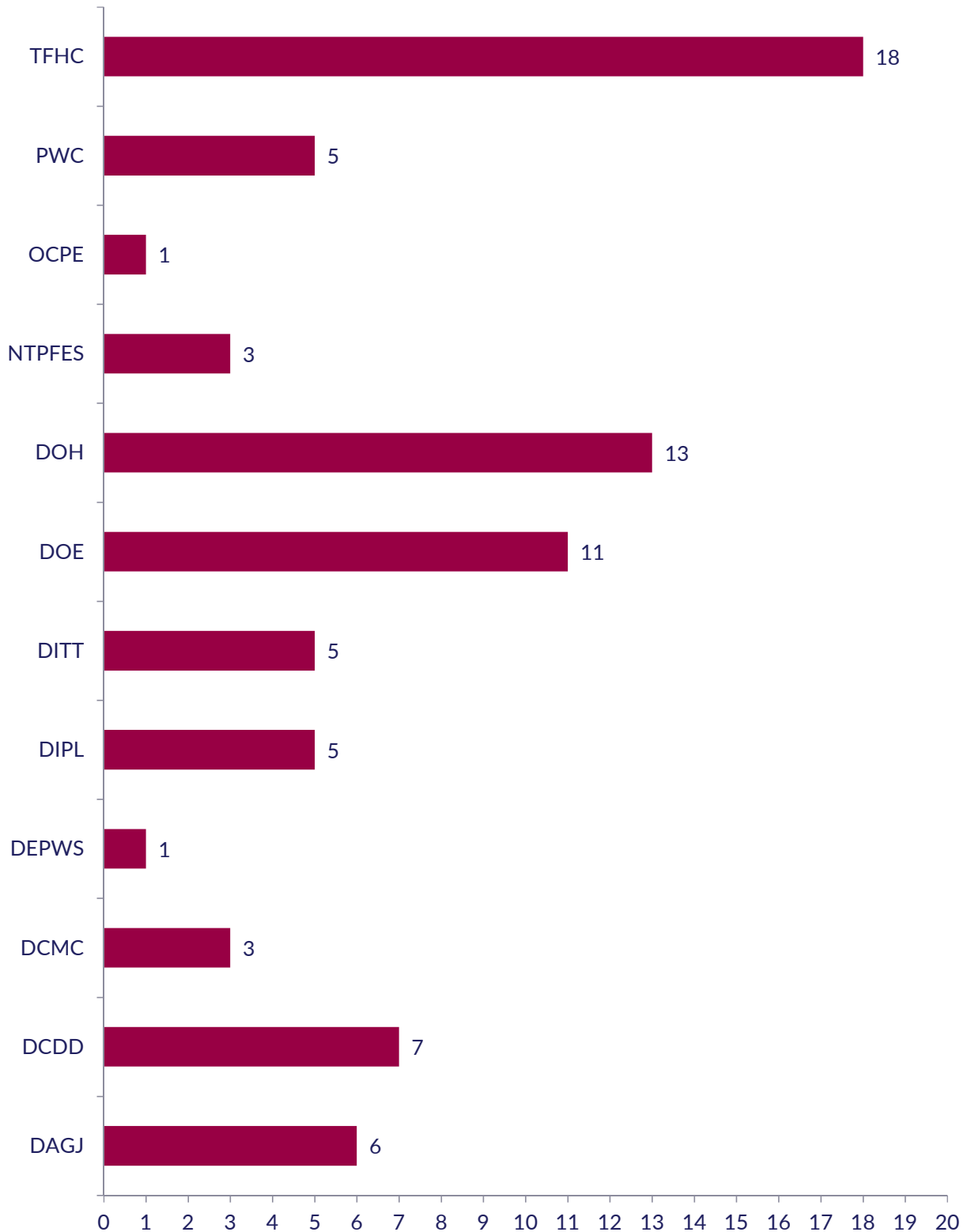
The participant's classifications ranged from a Get Set Cadet (AO1) to ECO1 level and included various streams (Administrative, Professional and Technical). The highest number of participants were at the AO6 and AO7 level.

Classifications



Agencies Represented

There were 12 NTPS agencies represented at the forum. TFHC had the highest number of attendees with 18, followed by DoH who had 13 staff in attendance.



Guest Speakers

Commissioner for Public Employment

The forum commenced with a warm Welcome to Country by Larrakia representative, Cyan Sue Lee, followed by the Commissioner for Public Employment, Ms Vicki Telfer, who introduced herself and welcomed participants to the tenth NTPS Aboriginal Employee Forum.

The Commissioner informed participants that in June 2021, Minister Kirby, Minister for Public Employment and Minister Uibo, Minister for Aboriginal Affairs, officially launched the *2021-2025 Aboriginal Employment and Career Development Strategy* in Darwin.

The new strategy was developed in consultation with employees and agencies across the sector, through a comprehensive evaluation process. Through these consultations, six key focus areas were identified: Targets, Attraction, Retention, Leadership, Workplace Culture and Remote.



An explanation was given to participants that the NTPS does well to attract and recruit Aboriginal people but need to do better in retaining Aboriginal employees. At September 2022, the NTPS was at 10.6 per cent Aboriginal employment across the sector and at 4.6 per cent Aboriginal employment in senior management roles. Participants were also informed that meetings were held with all Chief Executives and their Agency Executive Sponsors late last year to discuss and confirm their agency specific employment targets.

At the 2021 Darwin NTPS Aboriginal Employee Forum it was a recommendation from participants to submit questions prior, for the Commissioner to answer at the forum. Below are the list of questions that were sent in and the Commissioners responses.

Questions to the Commissioner:

1. In the Stay Survey it states the 6 participant's recommendations – will these recommendations be implemented?

The main areas for improvement identified by participants have been accepted by me to encourage retention are:

1. *Building a positive workplace culture*
2. *Professional development opportunities, and*
3. *Support for mental wellbeing*

I will be working with the AECD team, SARG and Agency Executive sponsors to address these recommendations.

2. Leadership – Higher Duties opportunities for Aboriginal NTPS employees. When Aboriginal employee is given an opportunity on Higher Duties, it is assumed by the Line Manager/Team Leader/Director that the employee knows what they are doing.

Can OCPE please “emphasise to Middle Manager's/Team Leader's/Director's understand that it is their responsibility to ensure the Aboriginal employee (as with non-ATSI employees) is support with a work plan in the early stages of Higher Duties and be given a Mentor.

We do know that this is a bit of a problem as we found in the results of the Stay Survey, 180 Aboriginal employees identified that they do not have a Career Development plan in place, OCPE has and will continue to work with agencies to ensure all Aboriginal employees have a Career

Development Plan in place. The survey also identified that 397 participants stated that they received support from their supervisor for study and training, however this can be improved.

3. Can the Commissioner mandate compulsory cross cultural training across all agencies.

It is stated in the NTPS Cross Cultural Framework, that all employees must have access to relevant cross cultural development opportunities. The Human Resource Management Principles (*Public Sector Employment and Management Act*) together with Employment Instruction Number 4 (Employee Performance Management and Development Systems) highlight the need to provide employees with access to relevant development opportunities to assist them in acquiring the requisite knowledge, skills and resources to effectively perform their duties. Additionally, the importance of keeping development records is referenced in Employment Instruction 9 (Employment Records).

4. Would like to know about any policies on cultural safety and protocols especially for our hospitals

There are two that comes to mind such as the TFHC have a Cultural safety framework, NT Health/DoH have an Aboriginal Cultural Security Policy 2016-2026, if you would like to contact the AECD team they can send you both documents.

5. How does this system work i.e. preferences given to people not Indigenous even though the application states the position is a Special measures based one?

The process is:

- Position advertised,
- Applicants are short listed
- If there are no Aboriginal applicants that meet the Essential Selection Criteria, the interview panels can then move to the non-Aboriginal applicants. Before the panel can move to the non-Aboriginal applicants they must submit an unsuccessful report to Public Sector Appeals, Grievances and Reviews (PSAGR) division, the unsuccessful report must be approved by PSAGR before the interview panel can move to non-Aboriginal applicants.

6. Must departments explain why a Special Measures position wasn't filled by an Indigenous person?

No a department does not need to explain why the position was filled by a non-Aboriginal person. All unsuccessful applicants will get a copy of the selection outcome advice for all applicants (SOAFAA).

7. Is there opportunities for traineeships in hospital for Indigenous staff?

Yes there is, but that is an internal question for your Aboriginal Workforce officers, or contact the Early Careers Division at DCDD.

8. Some agencies are not including staff living and working in Remote Communities in these forums as no one can relieve them while they are not at work. It would be great to see and hear the hard work they do in the communities.

In 2023 the AECD team will be hosting these forums in regional and remote locations, hopefully that will assist staff in remote locations to access these forums.

9. I support Special Measures it is probably the most important policy change in the NT since self-government. – How does it really work? What are the real benefits to NTPS? e.g. diversity and staff that have lived experiences to advise policy development and implementation.

The NTPS values diversity and aims to achieve a workforce that is representative of the community we serve, and is committed to improving recruitment, retention and career development opportunities for Aboriginal people. The NTPS is currently working towards achieving 16% representation of Aboriginal people across its agencies.

Special Measures recruitment plans was introduced in 2015 and have three objectives:

- to increase the recruitment of suitable and eligible Aboriginal applicants
- to provide greater promotional opportunities for Aboriginal employees within the NTPS
- to increase Aboriginal representation in senior leadership roles.

Special Measures was not brought in to assist in policy development.

10. What is the turnover of NTPS staff every year within the public service and how or if special measure is filling these positions. For example, most teachers, nurses, and other staff leave Xmas time and don't necessary return.

The numbers of staff turnover in the NTPS varies each year, the AECD team will be able to give you the numbers since 2015, please send an email to the team and request the information. The staff that normally leave during that period is staff that are either on fixed term contracts for example they are funded through the Commonwealth Government.

11. Salary increase for our Aboriginal Liaison/Interpreters?

For this to occur all positions will need to be JAQ and JESd. A business case for all Interpreter positions is to be developed and sent though to me, Camille Lew Fatt is now the Director Aboriginal Interpreter Service and I have requested that she makes this one of her priorities.

12. Can the Commissioner advocate for proper induction processes that cover intergenerational trauma, trauma informed practices, poverty, social detriments, the importance co-designed services?

In short yes I can but I will take this question on notice as I will need to seek information and clarification from DCDD who are developing the One NTG Orientation program, in the Cross Cultural Training as well.

13. The importance of evidence-based policies and practices in regards to employment diversity.

Yes I agree with this statement.

Q & A Senior Panel

A standing agenda item of each forum is to establish a panel of senior and youth NTPS employees to share their career journey with participants.

Matthew Bonson, Assistant Director, DoE

Matthew is currently the Assistant Director, Literacy for Parents Program for early years and primary with the DoE. He worked as a lawyer before entering politics where he went on to become the Minister assisting the Chief Minister on Multicultural Affairs from 2001 to 2008, represented the Top End seat of Millner. Matthew was the CEO of the Council for Aboriginal Alcohol Programs, and has contributed to the Commonwealth Government's policy on the Northern Territory Intervention.



Matthew discussed how his family was the main influence in his life that has shaped him into the man he is today. Matthew's grandparents and parents instilled education into Matthew and his siblings and were the driving force behind Matthew's achievements.

Lesley Richardson, Director, DoE

Lesley is currently the Director of Connected Beginnings with DoE and is a proud Anmatyerre descendant through her grandmother's country and Jaru on her grandfather's side. Lesley is a passionate leader and practitioner, committed to improving the lives of Aboriginal children, young people, families and communities, in the development of responsive culturally appropriate practice and service delivery. Lesley is also committed to working with her non-Aboriginal colleagues to build on their cultural knowledge and practice.



Lesley has worked in government, non-government and the private sector in a variety of positions in Aboriginal Service Delivery including child protection, family support, education, early year's education and care, health, youth justice, human resources, sustainability, evaluation, policy and Emergency Management (NTG WG COVID-19 response Outreach Team).

Darren Johnson – Senior Director, NTPFES

Darren Johnson, Senior Director, NTPFES at the time of the forum Darren was the Acting/Senior Director within the Community Resilience and Engagement Command at NTPFES (Darren returned to his nominal position with DCMC two days after the forum).



Darren's qualifications include a Graduate Certificate in Public Sector Management, Diploma of Contract Management, Diploma of Project Management, Diploma of Frontline Management, Certificate 4 in Assessment and Workplace Training, Certificate 2 in Train Small Groups, Certificate 3 in Electro-technology (Electrical Fitting and Mechanics) and an Advanced Certificate in Administration (Project Officers). Darren has also completed ANZSOG's Towards Strategic Leadership (TSL), and the Yellow Edge - Executive Leadership Program.

Darren has worked across NT Government at the director level involved in housing service delivery in Central Australia, Arnhem, Arafura and Darwin urban involving property management, tenancy management and capital works associated with the Strategic Indigenous Housing and Infrastructure Program (SIHIP). Darren has also represented the Department in the areas of Local Government and Community Services in regional management at time of significant change with local government reform activities.

Q & A Youth Panel

Nikita Dos Santos – Administration Officer, OCPE

Nikita shared a very inspiring and heart-warming story from where she was born and raised, leaving home at an early age, the personal struggles and challenges she experienced growing up and throughout her schooling. Once she eventually finished Year 12 in Alice Springs and moved back to Darwin, Nikita was able to turn her life around.

Nikita has accomplished a lot from programs and initiatives that fall under the AECDS, such as the Aboriginal and Torres Strait Islander Employment Aspirations Program (ATSIEAP) which is now called the Aboriginal Students Career Aspirations Program (ASCAP); Aboriginal Employment Program; Aboriginal Employee Mentor Program and as a guest speaker at the 2019 Aboriginal Employee Forum in Alice Springs. Nikita recently secured an ongoing position as an Administration Officer in OCPE.



Charli Shinner – Tribunal Coordinator, DAGJ



Charli shared a very moving and motivating story. Charli grew up in Darwin and has a very large extended family but a very tight knit family. Charli talked about the love and respect she had for her siblings, mother, stepfather and her grandparents who have shaped her into the young woman she is now.

Charli has achieved a lot since she has commenced in NTPS such as completing the AEMP mentoring programme, moving up in her career from an A03 finance officer with the Department of Attorney-General and Justice to now AO4 tribunal coordinator for NTCAT. In the five years working for government Charli has never stopped learning from her senior/peers and looks forward to a long career in the NTG government.

Charli is currently undertaking her Bachelor of Laws through CDU to ensure there is more representation of first nation's lawyers in the Northern Territory.

Charli has a strong interest in juvenile justice and working towards better outcomes for children within the justice system.

Sharing My Story

Dr Christine Fejo-King – Elder in Residence, TFHC

Dr Christine Fejo-King is a senior Larrakia Elder. Her father was a Larrakia man from Darwin and her mother is a Warumungu woman from Tennant Creek. Christine has been a social worker for more than 30 years and has worked in the areas of mental health, suicide prevention, substance misuse, palliative care, education and community development. In 2012 Christine completed her PhD through the Australian Catholic University in Canberra. Her research focused on the Kinship systems of the Larrakia and Warumungu people and how a knowledge of Aboriginal Kinship could impact on Social Work in Australian education, research and practice. Christine has worked as a consultant with the NT Complaints Commissioner, the NT Public Guardian and was employed as the Director Child and Family Centres with the NTG. In 2021 Dr Christine Fejo-King commenced her current position as Elder in Residence with TFHC. TFHC has the only Elder in Residence position within the NTPS.



Sharing Our Agency Story

DCMC – Overview of what the NTG’s position/approach is regarding the Aboriginal Voice to government and an update of the Treaty

Bridgette Bellenger, General Manager, Aboriginal Affairs Strategic Partnerships, Office of Aboriginal Affairs, DCMC

DCMC provided a presentation on **NTG’s position/approach regarding the Aboriginal Voice to government and an update of the Treaty**. In the context of the NT, Treaty is seen by many as necessary to acknowledge the rights and heritage of Aboriginal Territorians, recognise and ensure redress for past injustices, build self-determination and decision making power amongst Aboriginal communities and provide a pathway for Aboriginal Territorians to negotiate on an equal footing with Government regarding matters affecting their communities.

In 2019, the Treaty Commission was established. The Treaty Commission delivered its Final Report to the Minister for Aboriginal Affairs on 29 June 2022 and recommitted the NT Government to the Treaty process, to working with Land Councils to develop a First Nations Forum to work with Government around Treaty, committed to progress Stage Two of the Treaty Office and explore Territory-wide truth-telling as well as committing to providing a comprehensive response to all Report recommendations by end of 2022.

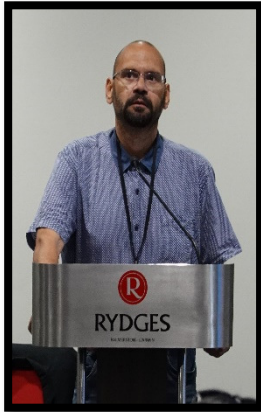
The proposed Treaty Framework is complex and will need to be considered further against:

- legislative and policy initiatives developing concurrently at the national level – Voice and Makarrata
- existing law and policy – Aboriginal Land Rights Act, Native Title, Local Decision Making and Local Government
- Commitments under Closing the Gap.

Proposed next steps are to hold roundtables with NTG agencies and identify stakeholder groups. Prepare, for Cabinet consideration, a proposed NT Government response to the Treaty Report, work with Land Councils to establish a First Nations Forum through which Aboriginal Territorians can discuss their views on Treaty and what a Territory Wide Agreement might look like, Truth Telling and Voice. DCMC will continue to engage with the Commonwealth (and other jurisdictions) regarding development of the Voice and financial contributions for reparations and build capacity in community through existing initiatives such as Local Decision Making.

DITT – Nature of Employment Models – GIG economy and what it means for our mob

Robert Dalton, Director, Strategic Policy



Robbie is the Director of Strategic Policy DITT, he is a proud Mudburra man (from the Elliot, Marlinga, Yarralin and Kalkaringi communities) and is married with 3 children. Robbie's presentation on the gig economy, provided participants with information on different employment models than what NTPS currently offer.

Gig workers are considered independent contractors or sole traders and as such do not have the same protections as permanent employees, such as minimum wage guarantees, mandatory breaks and basic entitlements and employers of gig workers are not required to make superannuation contributions.

Examples of those who work in the gig economy are musicians, uber drivers, fitness trainers, artists and tourism operators to name a few, most of whom have almost no job security, and no access to sick pay, holiday pay, and superannuation or workplace safety protections.

People who work in the gig economy complete work on a task-by-task basis for various employers and not tied to one organisation or company. The work is short-term, project-based, and outcome-defined. Like casual work, it offers a flexibility as a trade-off to job security.

The gig economy could be of benefit to Aboriginal people and communities in the NT. In remote Aboriginal communities there are not a lot of fulltime employment positions, to offer this employment model would allow community organisation to employ multiple Aboriginal people in the same role to achieve the same purpose.

OCPE – Kigaruk and Lookrukin Experience

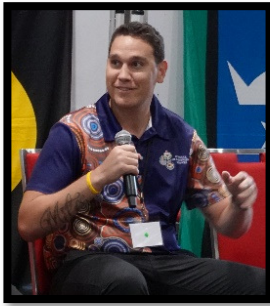
Briony Crummy, Senior Advisor, Strategic Workforce Planning and Development



The NTPS provides a range of leadership and management programs aimed to build the leadership and managerial capability across the sector, through the Middle Manager Development Framework (MMDF), as well as the recently launched Executive Leadership Development which along with the MMDF, providing a foundation to grow our executive leaders, and pathway options for our Aboriginal middle managers to move into more senior and executive roles across the sector.

The Kigaruk and Lookrukin Program is nationally accredited, and has been designed to support the development of the capabilities, of our middle managers across the sector, in a fully supported and supportive learning environment. It's also used as a retention strategy for existing employees, by promoting and supporting better career pathways, recognition, opportunities for career development and a sense of personal achievement.

On completion of the program and all assessment requirements, students will receive the **Diploma of Leadership and Management qualification**. While the target audience for this program is CF 6-7, it's important to know that depending on what your individual development needs are, you might want to explore the possibility of this program through your performance conversations with you manager, or other options available through the Aboriginal Leadership Development and Career Pathways.



Kigaruk and Lookrukin students, David Miles (NTPFES) and Torrese Bell (DoE) shared their program experience with Forum participants. Both David and Torrese identified how they have grown professionally and personally through self-leadership and self-accountability to commit to their study schedules and to meet deadlines. David and Torrese also identified the support they receive from each other and the connections made with other students through their study groups outside of the blocks have also been a huge benefit and support system to them.



DCDD/OCPE – Project Partnerships

Christina Walker, A/Assistant Director, Workforce Development

Terese Kelly, Senior Advisor, Aboriginal Employment and Career Development

OCPE and DCDD provided an update on the projects and initiatives they are developing in partnerships that have been identified in the 2021-2025 NTPS AECDS. The Strategy has 6 focus areas: **Targets, Attraction, Retention, Leadership, Workplace Culture and Remote**

Examples of OCPE & DCDD working in partnership:

- Review and Promote the NTPS Careers Pathways and Leadership Programs:
 - Early Reforms Project
 - New Early Careers website is launching end of November with communications broadcast across the sector.
- Stay Survey
 - Supported delivery with OCPE and now will work with OCPE to identify agency actions and CPE recommendations
- Deliver Aboriginal Students Careers Aspirations Program
 - OCPE handed the ASCAP program over to DCDD in October 2021
 - Continues to be supported by DCDD with schools in Alice Springs and Darwin participating
- Develop the NTPS Aboriginal Cadetship Programs Project
 - Working in Partnership with DCDD to develop a Whole of Government Cadetship program – DoH is the only agency that offers a Cadetship Program
 - On behalf of the DCDD/CPU team promote the AEP to agencies to encourage agency nominations
- Develop NTPS Induction program that is culturally appropriate in collaboration (e.g. OneNTG Cross Culture)
 - OneNTG Online Orientation Phase 1 released offering standardised orientation for all NTPS employees.
 - Foundational Cross Cultural E-Learn – Review being taken to align the FCCT to the OCPE Cross Cultural Training Framework
- Work Readiness Programs & School to work transition learning activities in remote communities
 - in liaison with DCDD Career Pathways Unit promote early career programs, and explore the opportunity to expand ASCAP to remote communities
- Aboriginal Employment Opportunities Register
 - Working in partnership with DCDD to review and redevelop the AEOR to be more user friendly for agencies and employees

An update of the Stay Survey results were also show cased, you can download a copy of the NTPS Aboriginal Employee Stay Survey Report on NTG Central.

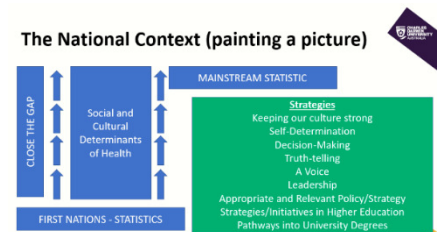
CDU – What CDU can do for you and your Career

Rueben Bolt, Deputy Vice-Chancellor First Nations Leadership



The presentation from Charles Darwin University (CDU) gave participants an understanding of what CDU can do to assist them in their careers. Deputy Vice Chancellor, Rueben Bolt provided information on:

- Change at CDU over the past 5 years (Strategy and Policy)
- Challenges
- The National Context (Painting a Picture)
- Strategies/Initiatives in HE and VET
- Pathways into University Degrees (Programs)



CDU have identified the following challenges for some of their Aboriginal and Torres Strait Islander students, they include but not limited too; long distances to travel, remoteness, English as a 2nd, 3rd, 4th, or 5th language, low levels of literacy and numeracy, lack of cultural alignment between institutions and community as well as the historical context.

CDU provides strategies and initiatives in Higher Education to assist their Aboriginal and Torres Strait Islander students such as providing support services, scholarships, tutoring program, away from base funding, cultural competence, embedding Indigenous Knowledge into Curriculum and have dedicated locations on campus and virtually that are sensitive to the needs of Aboriginal and Torres Strait Islander students and communities.

Pathways into University degrees are critically important for developing the Aboriginal workforce in the NT. CDU provide opportunities for people to upskill their qualifications into Graduate Certificate, Masters etc. as well as making a significant contribution to improving Higher Education and VET outcomes in Aboriginal communities in the NT.

The following programs are on offer to Aboriginal and Torres Strait Islander peoples:

- Pre-Programs in Law (4 years)
- Accounting (2 years)
- Business (1 year) and Bidjipidji School Camp for Aboriginal and Torres Strait Islander high school students (year 10-12)

Workshops

OCPE – NTPS New/Updated Code of Conduct



Courtney Mabey, Training Manager, Public Sector Appeals and Grievance Reviews

The presentation from PSAGR provided information on the new/updated NTPS Code of Conduct. The NTPS code of conduct is a set of rules and values that describe how NTPS employees are expected to behave towards the NT Public Service, community and colleagues.

The code of conduct is informed by Legislation (such as the *Public Sector Employment and Management Act 1993*), industrial agreements, awards, policies and procedures.

Employment Instruction (EI) 12 is the NTPS Code of Conduct. EI's contain gazetted rules relating to how public sector employees are to be managed as well as how public sector employees are required to behave and some EIs have an accompanying 'guideline' to assist employees and agencies with implementing or complying with the requirements of that EI.



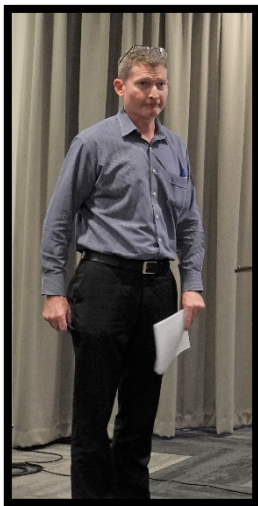
Changes to the new Code of Conduct include a streamlined approach, to make it easier to read and follow. The NTPS values have also been embedded in the new/updated code.

The new/updated code establishes conduct standards for public sector officers of the NTPS. It represents a broad framework that guide public sector officers in their daily work performance through 9 pillars.

All forum attendees will have Code of Conduct marked as completed for Mandatory Training.

OCPE – NTPS New/Updated Capabilities Framework

Damian Legg, Senior Advisor, Strategic Workforce Planning and Development



During this workshop participants were given an overview of the new/updated NTPS Capability Framework (CF) as well as workshopped a behavioural indicator from the Meaning Outcomes capability at the CF 5 level, participants chose a behavioural indicator and discuss what that would look like in their role.

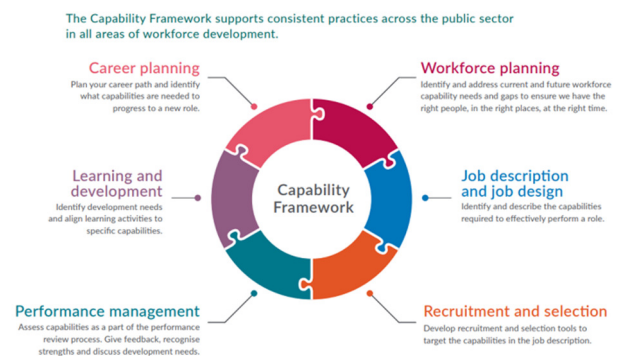
The CF describes the capabilities and associated behaviours expected of all NTPS employees. The CF provides NTPS employees a shared language to describe the capabilities needed for effective performance across all classifications, occupations and organisations. The capabilities in the CF reflect the knowledge, skills, abilities and attitudes the NTPS requires to position our workforce so that we are adaptable and ready for the future.

The CF is a tool employees can use for productive performance conversations and supports you to develop your capability and drive your career. If you are a manager, it can help you with a range of workforce development activities.

The CF includes 20 capabilities organised into 5 groups or pillars:

1. Personal attributes
2. Productive relationships
3. Meaningful outcomes – the **how**
4. Deliver solutions - and the **what**
5. People leadership

The capabilities in the first four groups apply to all roles. The People leadership capabilities only apply to roles with people management responsibilities.





Employee Feedback

To ensure continuous improvement of the forums, employees are asked what they liked the most about the forum, the least and suggestions for the next forum.

What did you like most about the Forum?

There was a good mix of responses but the two topics that were most common was networking and hearing people's personal journeys/stories. Below are some of the other comments made by participants:

- *All of it! Very inspiring – thought provoking.*
- *Ease of workshop*
- *As per usual – job well done.*
- *I enjoyed some of the key topics that were covered*
- *Hearing the real life stories and meeting people from different departments.*
- *Participant's stories about their journey, very inspiring, CDU pathways.*
- *Networking, topics covered.*
- *Opportunity to network – especially other locations. Understanding other Government agencies.*
- *Everyone sharing their question and journey.*
- *Networking. Hearing what others are doing in their workplace.*
- *Senior panel was my favourite.*
- *Understanding and learning about NTPS, getting to know other services.*
- *The presentations were different and provided different views on topics.*
- *Enjoyed the networking opportunity and listening to all experiences and pathways taken by speakers, very inspirational particularly moved by Nikita's opening sharing of her story and the challenges she has had to overcome. I wanted to give her a hug and to wish her all the best for her future; she has an amazing future to look forward to.*
- *All the information provided was very informative, 6 months within NTPS was interesting at what is available to APS staff.*
- *Varied topics delivered and the information learned.*
- *Youth panel, capability framework and Christine Fejo-King, Matthew Bonson stories.*
- *Networking with other NTPS Aboriginal staff sharing stories with each other.*
- *CF presentation – learnt heaps.*



- *The life stories and journey with NTPS.*
- *Range of speakers and topics discussed.*
- *Participant 'journey' stories – very inspiring, employment pathways.*
- *I liked all the topics, the speakers talk about as they were very interesting to listen and learn.*

What if anything, did you dislike about the Forum?

Although there was a lot of great feedback, we appreciate receiving constructive feedback. Majority of the feedback was participants were very happy with the forum and would not change it, and we acknowledge that some of the presentations ran over time and will ensure to monitor presentation and activity times more carefully.

Below were some other comments made by participants:

- *No negative comments.*
- *Speakers were given too much time, the presentations became long and boring.*
- *Some presentations dragged on.*
- *Too many presentations and been talked to.*
- *Nothing, but for fruit options in the afternoon would be a good bonus 😊*
- *Need more healthy options at morning and afternoon tea*
- *Introducing myself to others, dislike talking in front of others.*
- *The 'Treaty' presentation was a little controversial and I feel not relevant to the forum. The 'youth panel' presentation should have been reviewed prior to delivery.*
- *Few more breaks to stand up in between speakers talking for long periods.*
- *Time management.*
- *Lack of time to complete some activities.*
- *No dislikes, but some more content about discrimination, real skills/transferrable practical learnings.*
- *The venue was very cold and there was no natural light in the meeting room.*
- *It was my first time to attend this type of forum and so I did not know what to expect, it was interesting overall.*
- *Being out from the remote area there wasn't any to dislike.*

Do you plan to attend this forum in the future, and why?

Participants were asked if they plan to attend another forum in the future. There was an overwhelming response with 92% (58 people) stating yes they do plan to attend another forum in the future, 2 per cent (1 person) said no, 2 per cent (1 person) were unsure and 4% (3 people) did not answer the question. Again networking and sharing information were the top two responses. Below are some comments from forum participants:

- *Yes, the opportunity to network and share experience to build on ways to do things different.*
- *Yes, just so I can share my knowledge and experience to the younger generation.*
- *Yes, sustain motivation in the NT & learn new things, hear inspirational stories to stay strong.*
- *Yes, I enjoyed interacting with our mob and being kept up to date with the latest developments.*
- *Yes, see progress, keep up to date on what is happening in our workforce across agencies.*



- Yes, I have attended 2 forums now and both times have been really informative.
- Yes, I would like to attend again for networking and forum content but I would like to support other employees in the same opportunity first.
- Yes, excellent opportunity to find out what's going on in the NTPS e.g. updates on action plans, feedback etc. Have a say/opinion on things that are happening for Aboriginal employees.
- Yes, great opportunity to gain and understand what is happening for Aboriginal people in Government.
- Yes, great opportunity to network and exposure to different avenues & what's available. How & why some policies are produced.
- Yes, for ongoing learning and development and for networking purposes. Good to share about my work.
- Yes, fantastic opportunities to hear the latest information that is happening at a whole of sector level and what great work individual agencies are doing.
- Yes, the forum provides me with a safe place to reevaluate where I am in my workspace and gives me strength.
- Yes, it's a big eye opener, seeing our mob in successful positions and networking.
- Yes, it was an amazing experience for both networking and learning about career development.
- Yes, it is a great opportunity to feel included, supported, valued & informed about rights and obligations.
- Yes, it is so good to get the contemptuous information, supported.
- Yes, I enjoy hearing others speak about themselves and their roles and how they got there and their challenges they face and how they face them.
- Yes, very empowering, good networking, great to keep up to date with the latest initiatives.
- Yes, future networking to see/hear what priorities and hopefully what progress has been made with Treaty and a Voice.
- Yes, very enlightening and eye opener. Great to see and support other Aboriginal NTPS workers.
- Yes, I would like to see progress of the AECD.
- Yes, I would like to attend the next forum as each speaker had me seated and listening to them all.



Participants were also asked if they would recommend the forum to their family, friends and peers with 85% stating yes.



What topics would you like to see covered at future forums?



Participants requested that at the next forum OCEP provide updates on the presentations at this forum, career development and career pathways, update on the AECDS and what has been achieved and additional workshops on the CF levels. Other suggestions:

- *Target progress – AECDS more on cultural security development in the NTPS. And more on Treaty.*
- *More activities or ice breakers.*
- *Special Measures and tips on winning development opportunities*
- *Agency action plans and what has been achieved and have parts of the AECDS Strategy been achieved.*
- *More information on career development and pathways available for staff. Have more interactive activities to break up & keep it fun.*
- *Dealing with other Aboriginal staff. Need to work together at all levels. Career development, studying and upskilling steps that we can take.*
- *Perhaps application writing/tips. Dissecting the selection criteria.*
- *Workforce development*
- *Strategies to take back to work on things that aren't working i.e. lots of conversation about middle management issues.*
- *Career Development plans – in depth info around this and the department's need to be more accountable to work in assisting to support staff to complete their plans.*
- *How to progress, how to manage up, current strategies in progress plus opportunities for participation in the development of the same.*
- *Skills perhaps in emotional intelligence, feedback/ giving and receiving.*
- *Would like to hear that more NTG agencies are working together to put in place an overarching Aboriginal Cultural Security Framework that TFHC has established.*
- *Topics relating to remote Aboriginal issues.*
- *Speakers from different agencies, like department of health or education. People from professional backgrounds as well as administration backgrounds.*
- *CF unpacking according to levels, like we did a few years ago CF3, CF4-5 CF6-7 CF8 + 9 above*
- *Mental health (for our mob)*
- *CF and Code of Conduct.*
- *Experience (work) vs Qualifications.*
- *Leadership and Lateral violence.*
- *Middle management training recommendation*
- *Trainings and opportunities that are available for up and coming.*
- *Update of all government processes, changes, current trends and programs and agency updates.*
- *Training for some workers who live remotely on the laptops or coming in to attend.*
- *2023 – Progress against AECDS targets, update on this year's topics i.e. Treaty etc.*
- *Updates on the progress if strategies, Different agencies to present on their action plans.*



Do you have any suggestions on how we could improve the next forum?

Participants were asked to provide general feedback and suggestions on how the forums could be improved. Many participants commented that they thoroughly enjoyed the forum and would like to see more networking opportunities, to have more participant interaction and activities as well as sticking to schedule by keeping presenters to time. Below are some other suggestions and general feedback from participants.

- *More activities or ice breakers.*
- *Other types of development opportunities across the Australian and Northern Territory Public Service.*
- *Have Matty Bonson speak again.*
- *I suggest have more of a variety of speakers with limited timeframes. Make all questions out of session so we don't get bogged down with people's personal experience or opinions.*
- *Stick to schedule.*
- *I really enjoyed the forums that Jason Elsegood did, if you can find a way to bring him back on board and have more workshops that we can provide ideas and feedback to.*
- *Continue to get engaging speakers, perhaps how to juggle work/life balance.*
- *Work and monitor the process of a NTPS employee progression information senior management position*
- *Implement information activities & tables of rotation and networking.*
- *Would be interesting seeing the outcomes of the agency action plans.*
- *More fun activities, including everyone to participate. From this forum. Would like to hear about recommendation implementation.*
- *Use the same venue, due to ample parking at no cost.*
- *Capabilities Framework – suggest pre reading of aligned levels prior to attendance.*
- *Bring more young people.*
- *Have more key Aboriginal guest speakers to promote positive 'role models' in senior positions and to share their pathway success.*
- *Ensure speakers/presenters keep to timeframes – step in to end (hurry up if required).*
- *More workshops about career development and career opportunities like the Kigaruk and Lookrukin program.*
- *Workshops on selection criteria, professional development sessions.*
- *If guest speakers could stay back for attendees to discuss their questions further (during the 'networking' times).*
- *The topics discussed in the forum was very good as I learnt a lot about the AOR and AO5s as it is very hard when living out remote.*
- *N/A – keep doing what you doing 😊*
- *It would be good to have a declaration from speakers upfront that they may be talking about certain subjects (i.e. abuse, drugs etc.) that may trigger someone in the audience and that it's ok if they walk out.*
- *By giving each group of people on each table questionnaires to answer on butcher's paper.*



Participants Recommendations

There were a range of comments/suggestions to take into consideration for future forums with the following main recommendations accepted by OCPE:

1. More workshop activities and networking opportunities, bring back the day 1 afternoon networking session as it provided different opportunities to network.
2. Guest Speaker from Human Resources to talk about what they do.
3. Limit people from taking over discussions and take all questions out of session.

It has been requested numerous times to bring back the networking event, as it was hosted after the first day of the forum. Due to ongoing budget constraints, we were no longer able to offer this event. OCPE will look into other cost-effective ways on how this could be achieved. It was also suggested by a participant that networking events can be hosted on NTG Central communications for Aboriginal employees to access information, OCPE will need to discuss this option with the Digital Communication team.

Participants advised they would like:

- to see more Aboriginal employees attend the forum
- further information that relates to career progression – study available to staff
- copies of the presentations and strategy booklets to be available – *OCPE does provide a few copies of the presentations and the strategy booklets on participants tables, but we do not provide a copy to each individual as the PowerPoint presentations are emailed to all participants a couple of days after the forum.*
- more good news stories from Aboriginal staff and their experiences

Next forum

The next forum will be held in Alice Springs in June 2023.

