



Aboriginal Employment Strategy

We respectfully refer to Aboriginal and Torres Strait Islander people as ‘Aboriginal’.

The Department of Mines Industry Regulation and Safety (DMIRS) is committed to actively creating opportunities to achieve long term sustainable employment outcomes to create meaningful change to enrich the department through greater Aboriginal economic participation.

Our goal is to increase workforce representation of Aboriginal employees in DMIRS by offering a range of entry pathways into the department, to provide enhanced career development opportunities for existing Aboriginal employees and increase representation in leadership positions.

The Aboriginal Employment Strategy (the strategy) provides a roadmap to achieve our goals.

Key actions to achieving our goal

At DMIRS, we are all responsible for improving the representation of Aboriginal employees in our workplace. All employees have a mutual obligation to engage and contribute to the initiatives which improve Aboriginal engagement. The initiatives also require the support of our Aboriginal employees, whose ideas and participation in making an inclusive department are essential.

The strategy focuses on four key action areas:

1. Expand the range of Aboriginal employment opportunities.
2. Invest in the capability of Aboriginal employees.
3. Increase the workforce representation of Aboriginal employees at all levels in the department with a specific focus on positions on Level 5 and above.
4. Improve and maintain a culturally inclusive workplace.

Principles that guide our actions

Sustainable improvement to increase workforce representation of Aboriginal employees will be driven by the following principles:

- **Accountability** – the Director General is accountable for improving the representation of Aboriginal employees in our workforce.
- **Leadership** – Corporate Executive and senior leaders are to participate and take action to drive improvements in the employment of Aboriginal people.
- **Cultural Capability** – the department has culturally safe workplaces where Aboriginal employees are supported and valued for their contribution and where managers are culturally aware.

This requires collaboration, a sustained effort and a different way of doing things. The strategy aims to achieve measureable results in each of the key areas by providing a suite of actions.

Suite of actions:

1. Expand the range of Aboriginal employment opportunities.

- Deliver the DMIRS Aboriginal Employment Program (AEP) every year and identify a minimum of six (6) positions ranging from Level 2 and above, permanently appointing participants upon successful completion of the program.
- Utilise Section 51 of the *Equal Opportunity Act 1984 (WA)*, to recruit Aboriginal employees to established positions within the department, focusing on positions classified Level 5 and above.
- Participate in the Public Sector Commission's Aboriginal Traineeship Program to host and support the trainee to successfully complete their Certificate II, III or IV in Government (Public Administration).
- Continue to utilise the DMIRS Temporary Employment Register to capture interested Aboriginal candidates for short term opportunities.

2. Invest in the capability of Aboriginal employees.

- Provide a targeted, structured and comprehensive learning and development program with formal and on-the-job learning to participants in the AEP and existing Aboriginal employees.
- Provide all Aboriginal employees with the opportunity to participate in the department's Mentoring Program for further development and capability enhancement.
- Continue to employ a dedicated program coordinator to provide support and guidance to AEP participants and Aboriginal employees.
- Support mechanisms that provide structured support for participants in the AEP including a sponsor, mentor and support from the Gnalla Network (Aboriginal Employee Network).

3. Increase the workforce representation of Aboriginal employees at all levels across the department.

- Provide Aboriginal employees with opportunities to develop professional and leadership capabilities through participating in the DMIRS Leadership Development Framework courses and programs.
- Support and sponsor Aboriginal employees to attend external leadership development programs and opportunities.
- Offer targeted development initiatives, including an Aboriginal Scholarship Program to enable high performers to obtain qualifications and compete for future career progression opportunities.

4. Improve and maintain a culturally inclusive workplace.

- Deliver targeted Aboriginal Cultural Awareness training for managers and work groups participating in the AEP.
- Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal cultures, histories and achievements.
- Provide opportunities for Reconciliation Action Plan (RAP) Committee members, RAP Champions, the Senior Leadership Team and other key leadership staff to participate in Aboriginal Cultural Awareness training.

Note: All principles and actions are consistent with DMIRS Diversity and Inclusion Plan and the Reconciliation Action Plan.