

## LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

### WRITTEN QUESTION

Mr Guyula to the Minister for Public Employment:

#### **Government Employees Culture and Language Training**

When government employees come to work in remote communities they bring their knowledge to share with us. In order to be truly effective in achieving outcomes, it is important that they come with a commitment to share knowledge two-ways, learning about community culture, law and language as well.

- 1. Could you advise what programs are in place for government employees to learn language and cultural knowledge for the country on which they work?**

Under Employment Instruction 10 – Equality of Employment Opportunity (EEO) Programs, section 3.1 (c) stipulates at a minimum, an agency EEO program must provide for all employees to participate in cross cultural awareness training.

In order to assist agencies facilitate access to cross cultural training (CCT), the Office of the Commissioner for Public Employment (OCPE) developed and implemented a whole of sector Cross Cultural e-Learn, *Working in the NT Public Sector*, which was launched in May 2018. The e-Learn was developed to be an additional resource to agencies existing tailored CCT programs and is intended to be completed prior to undertaking the agency face to face training. This will provide the employee with a basic cross cultural awareness which may encourage more in-depth conversations and learning through the face to face training. (Further information provided below under 'Additional information')

- 2. How many hours of language training must government employees undertake?**

There are no set hours of language training that government employees must undertake.

The Aboriginal Interpreter Service (AIS) offer Working with Interpreter Training to both NTG and private sector which provides information about the importance of using a trained interpreter but no specific language training.

The AIS do recruit, induct and train Interpreters, this could possibly be modified to offer language training.

### **3. How many hours of cultural competency training must government employees undertake?**

There are not set hours of cultural competency training that government employees must undertake.

The NT Government's *Everyone Together* Aboriginal Affairs Strategy is committed to building a culturally responsive Northern Territory Public Sector through the development and implementation of a cultural responsiveness framework.

Some NTG agencies already have identified frameworks that have been developed to increase the cultural responsiveness of their agencies such as Territory Families, Housing and Communities and the Department of Health.

The intention of the Cultural Responsive Framework will not be to replace existing departmental policies, but to provide an overarching framework which can be adopted to each department.