



LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

No. 286

WRITTEN QUESTION

J Davis to the Minister for Public Service, Hon Jo-Anne Hersey MLA:

Northern Territory Public Sector (NTPS) Aboriginal Employment

1. The answer to Written Question No. 218 of the 15th Assembly, which sought the number of Northern Territory Police Force staff identifying as Aboriginal and Torres Strait Islander as at 31 March 2026, stated that a whole of government response would be provided by the Office of the Commissioner for Public Employment. Has that whole of government response been provided?
 - a. On what date, and to whom?
 - b. Please provide the number and percentage of employees identifying as Aboriginal or Torres Strait Islander as at 31 March 2026, for the public sector as a whole and for each agency.
 - c. Where an agency figure is too small to report, please provide the aggregate for the relevant portfolio and the sector-wide total.
 - d. In which system is that information recorded, and in what format?
2. Budget Paper No. 3 for 2026-27 reports the key performance indicator "NTPS employees who identify as Aboriginal" with a 2025-26 target of at least 12 per cent, a 2025-26 estimate of 11 per cent, and a 2026-27 target of at least 12 per cent. The measure immediately below it, "NTPS employees who identify as having a disability", carries a footnote recording that NTPS employees "are not required and may choose not to identify if they have a disability, which can result in under-representation in estimates". No equivalent footnote appears against the Aboriginal measure.
 - a. Does the same qualification apply to the measure of employees who identify as Aboriginal? If it does, why is the footnote attached to one identification-based measure and not the other?
 - b. A measure expressed in terms of employees who identify can rise either because more Aboriginal Territorians are employed or because employees already in the sector record an identification

they had not previously recorded. Of any change in the measure since 30 June 2025, how much is attributable to the engagement of Aboriginal or Torres Strait Islander employees, and how much to existing employees recording an identification not previously recorded?

- c. Are engagements and changes to recorded identification recorded separately? If they are not, how is achievement of the target verified?
 - d. The 2025-26 target of at least 12 per cent was not met, and the same target is set for 2026-27. What will be done differently to meet it?
 - e. What actions are being taken to employ more Aboriginal Territorians?
 - f. What actions are being taken to encourage Northern Territory Public Sector employees who identify as Aboriginal or Torres Strait Islander to record that identification?
 - g. What actions are being taken to address the reasons why NTPS employees may be reluctant to identify as Aboriginal?
3. Of the new Aboriginal employees engaged between 1 July 2025 and 31 March 2026:
- a. How many were already resident in the Territory?
 - b. How many moved to the Territory to take up an offer of employment?
 - c. If residency at the time of engagement is not recorded, in which system are commencements recorded, and in what format?
4. Noting that it is now 2026, how was the effectiveness of the Aboriginal Employment and Career Development Strategy 2021–25 evaluated against its objective of growing a strong, highly skilled and capable Aboriginal workforce across the NTPS?
- a. On what date was that evaluation completed, by whom, and will it be provided to the Assembly?
5. What progress has been made in each key focus area since the strategy commenced:
- a. targets;
 - b. attraction;

- c. retention;
 - d. leadership;
 - e. workplace culture; and
 - f. remote?
6. What work has been done toward refreshing the strategy for 2026 and beyond?