

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mr Higgins to the Minister for Public Employment:

Workforce Planning and Development

1. Has the overall employment of people with a disability improved under this Government? If yes, can you provide data to support this? Has a review into the disability employment strategy taken place?

The overall figure for disability employment in the NTPS, as captured through the HR reporting system PIPS, has remained stable at 1%. This figure should be noted in context of the results of the voluntary and confidential whole of sector employee surveys, which consistently report 4% of employees identifying as people with disability.

A review and evaluation of the disability employment strategy was undertaken during 2017. A new NTPS EmployAbility Strategy 2018-2022 was launched in December 2017, and is now being fully implemented.

2. Budget Paper 3, page 169 states that the Government is committed to increasing the percentage of the workforce who identify as Aboriginal to 16% by 2020. How does the Government plan on doing this? Can you detail how many of the current Aboriginal workforce in the NTPS were born in the Northern Territory or have resided here long-term?

In order to achieve this target, all agencies were distributed Individual targets and with the Indigenous Employment and Career Development Strategy 2015-2020 there are a range of initiatives to improve Aboriginal employment.

It is not possible to report the number of current NTPS Aboriginal employees that were born in the Northern Territory or resided here long term.

3. What are the 2026 Indigenous employment targets of Government? How does the Government plan on achieving those targets?

The global target has not yet been established for 2026. There is an election commitment to achieve 500 more Indigenous people filling a role as a teacher, police officer or nurse by 2026 and is included in the individual targets for the Department of Education, Department of Health and NT Police, Fire and Emergency Services. The Aboriginal Employment and Career Development Division is working closely with the three agencies to assist in achieving this election commitment.

4. What are you doing, if anything, to ensure that individuals employed under Special Measures Plans from remote communities are specifically recorded as such?

There is no NTPS reporting mechanism that collects data about where selected applicants are "from".

It would be impractical and very difficult to collect meaningful data.

5. How many additional people have moved to the Northern Territory since the Government introduced the Part Time Public Holidays? How is the Government measuring this?

This has not been measured.

6. In November, your Office provided an answer suggesting that the gender ratio in your office was not reflective of the Territory population. Can you explain why that is the case and whether this is consistent with the government's diversity policy?

Appointments to the Northern Territory Public Sector, including those made in OCPE, are based on merit.

7. In November, your office provided an answer suggesting that \$12,800 had been spent on "unconscious bias training", is this figure just for your office? Can the minister explain what this training is and why it is needed? Up to this

point in time, how much has been spent across government on “unconscious bias training” and how much has been allocated for future training?

OCPE auspice this training through the Anti-Discrimination Commission, making it available to all NTPS employees. Almost 100 managers and HR practitioners attended the training 2017.

Unconscious bias training addresses bias that could be unconsciously impacting on decision-making in the workplace. This is crucial to creating inclusive workplaces that welcome people regardless of their background, and drawing on the diversity of our communities.

8. How many reviews into Special Measures unsuitability were conducted in the past twelve months? How does this compare to historical figures?

1686 special measures unsuitability reviews were conducted by OCPE in the past twelve months.

This compares with 1485 in the financial year 2016-17, and 419 in 2015-16.