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?**

    The whole of government response was provided by OCPE in Written Question 219 of the 15th Assembly on 15 June 2026.

    As at March 2026, NT Police Force had 277 self-identified Aboriginal employees representing 12.01% of the workforce.

    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.**

    Refer Written Question 219 of the 15th Assembly on 15 June 2026.

    c. **Where an agency figure is too small to report, please provide the aggregate for the relevant portfolio and the sector-wide total.**

    Not Applicable.

    d. **In which system is that information recorded, and in what format?**

    Employees can voluntarily identify Equal Employment Opportunity (EEO) details including Aboriginal status in MyHR.

This data is held within the NTG Personnel Information and Payroll System (PIPS).

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?**

      Yes, Aboriginal workforce reporting relies on employees self-identifying and maintaining their EEO details in MyHR.

   b. **A measure expressed in terms of employees who identify can arise 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?**

      The system does not distinguish between whether the employee is newly engaged or an existing employee who updated their EEO details.

   c. **Are engagements and changes to recorded identification recorded separately? If they are not, how is achievement of the target verified?**

      EEO details can be updated in MyHR at any time at the discretion of the employee.

      Achievement of the target is verified through the number of employees who have self- identified at the time of reporting.

   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?**

      The NTPS will continue to focus on improving and promoting Aboriginal workforce participation, pathways into public service roles and on encouraging self-identification.

e. **What actions are being taken to employ more Aboriginal Territorians?**

Refer above response.

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?**

Identifying EEO status is a decision of individual employees and can be updated at anytime.

g. **What actions are being taken to address the reasons why NTPS employees may be reluctant to identify as Aboriginal?**

Refer above response.

3. **Of the new Aboriginal employees engaged between 1 July 2025 and 31 March 2026:**

a. **How many were already resident in the Territory?**

There is no report to provide this data.

b. **How many moved to the Territory to take up an offer of employment?**

There is no report to provide this data.

c. **If residency at the time of engagement is not recorded, in which system are commencements recorded, and in what format?**

eRecruit records candidate information at the time of application, including their current residency details. Upon engagement, employees complete commencement forms, including residency details which is recorded in PIPS.

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?**

The Office of the Commissioner for Public Employment undertook a review of the effectiveness of the Aboriginal Employment and Career Development Strategy 2021-2025 in June 2026.

The outcome of the evaluation will be reported through the OCPE 2025-26 Annual Report.

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?**

   Outcomes from the strategy evaluation will be reported in the 2025-26 OCPE Annual Report.

6. **What work has been done toward refreshing the strategy for 2026 and beyond?**

   A new NTPS Workforce Strategy is under development which incorporate specific Aboriginal workforce initiatives.