

## LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

### WRITTEN QUESTION

Ms Walker to the Minister for Public Employment:

#### Workforce Planning and Development

1. Are you able to advise the committee of the overall response rate of the NT People Matters survey which closed on the 8<sup>th</sup> June? (38% in 2014, 31% in 2012)
2. What will the budget increase for the implementation of the Indigenous employment and development strategy go towards?
3. While the June 2016 target for the strategy has not been reached (9.8% instead of 10.5%), can you advise the committee what strategies have been successful in increasing Indigenous employment over the last 12 months?
4. Where has the increase in Indigenous staff occurred (which agencies)? Are some agencies doing better than others?
5. How are you monitoring the implementation of the overall plan, to ensure that the approach is holistic supporting promotion and leadership?
6. Has an analysis been done on the levels of staff being recruited?
7. At what point will the strategy be reviewed for improvement given it is not achieving it's targets as stated, one year in?

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#### ANSWER

1. The overall response rate of the NT People Matters survey 2016 was 42%.
2. The budget increase for 2016-17 will focus on five main priorities which are:
  - Development of an NTPS Indigenous Employee Career Development Framework
  - Review and development of an All of Government Cross Cultural Training program
  - Indigenous Employee Mentoring Program
  - Host an annual NTPS Indigenous Employee Forum
  - Expansion of the Aboriginal and Torres Strait Islander (ATSI) Employment Aspirations Program

3. As of June 2016 Indigenous employment in the NTPS was at 10.07%. The main successful strategy in increasing Indigenous employment over the last 12 months has been Special Measures, particularly for those agencies that have Special Measures applied to all positions.
4. As outlined in Appendix A from the first IECDS Annual Progress Report (snapshot below), the main increase of Indigenous staff over the first 12 months since the launch of the strategy has been in the Department of Health (DOH), Department of Local Government and Community Services (DLGCS) and the Department of Corporate and Information Services (DCIS). It is important to note that DOH mainly attributes their significant increase to the implementation of Special Measures across all positions.

## Appendix

### Appendix A – Agency Indigenous Employment Data

#### Indigenous Headcount April 2015 vs. March 2016

Agency	Indigenous Headcount April 2015	Indigenous Headcount March 2016	Indigenous Headcount Change
Aboriginal Areas Protection Authority	17.6%	15.6%	-1
Arts & Museums	1.9%	3.5%	2
Attorney-General & Justice	4.7%	6.6%	11
Auditor-General	0.0%	0.0%	0
Business	6.0%	7.0%	5
Chief Minister	9.0%	7.0%	-6
Children & Families	21.7%	21.6%	4
Commissioner for Public Employment	12.1%	14.7%	1
Corporate & Information Services	8.5%	12.2%	24
Correctional Services	7.4%	8.3%	11
Education	11.8%	12.0%	13
Health	7.8%	8.7%	78
Housing	13.9%	13.1%	-4
Infrastructure	7.4%	9.5%	8
Jacana Energy	0.0%	3.5%	2
Land Development Corporation	7.5%	9.5%	1
Land Resource Management	7.0%	6.6%	0
Lands, Planning & the Environment	2.2%	4.4%	7
Legislative Assembly	4.7%	2.4%	-3
Local Govt & Community Services	49.1%	51.8%	31
Mines & Energy	3.0%	5.5%	4
NT Electoral Commission	2.9%	4.3%	1
Ombudsman	3.8%	14.3%	2
Parks & Wildlife Commission NT	13.7%	13.0%	-2
Police, Fire & Emergency Services	6.4%	6.6%	10
Power & Water Corporation	3.3%	4.0%	7
Primary Industry & Fisheries	3.9%	7.6%	15
Sport, Recreation & Racing	4.6%	7.5%	2
Territory Generation	1.1%	1.0%	0
Tourism NT	2.4%	3.3%	1
Transport	5.3%	6.7%	4
Treasury & Finance	2.5%	2.8%	1
<b>Total</b>	<b>8.9%</b>	<b>9.7%</b>	<b>224</b>

Note: This table represents a snapshot of payroll data at points of time and can vary from fortnight to fortnight. It is used to show the trend of increasing Indigenous employment over the 12 month period.

5. In order to monitor the implementation and progress of the strategy, an annual progress report will be published on the anniversary of when the strategy was launched. The first progress report was released in April 2016 and is available from the OCPE website.
6. Data is provided to indicate at what levels commencements occur for self-identified Indigenous employees. This data is used to inform the development of strategies for relevant professional development to assist Indigenous employees to progress to senior levels.  
  
It should be noted that for Indigenous employees at the SAO1 (or equivalent) and above level, there has been an increase from 2.9% in June 2014 to 3.9% in June 2016.
7. The strategy is monitored and reviewed annually through the IECDS Progress Report in April of each year and will undergo a full review in 2019.