



**JobsAustralia Midland**  
Linking People and Work



## INDIGENOUS EMPLOYMENT POLICY

Eastern Region Employment and Community Services Inc (ERECS) in keeping with its vision of ***Excellence in the provision of services to overcome disadvantage***, and its key values of Ethics, Respect, Professionalism and Commitment to Community, will where possible, provide opportunities in employment and skills development to Aboriginal and Torres Strait Islander people.

ERECS will foster equality of opportunity in employment for Aboriginal and Torres Strait Islander People by positively seeking to recruit them, and by removing from it's structures and practices any remaining barriers to employment and career enhancement which may result in direct or indirect discrimination.

ERECS is committed to the positive inclusion of Aboriginal and Torres Strait Islander People in the workplace, and will therefore provide employment opportunities through the implementation of an Indigenous employment strategy.

ERECS recognises and values Indigenous Australian cultural knowledge as a significant contribution to all other bodies of knowledge and acknowledges the skills and experience Indigenous People bring to the organisation.

### Strategies supporting the Policy

1. Recruitment procedures will ensure that selection processes are culturally sensitive and encourage Aboriginal and Torres Strait Islander representation across all levels of employment
2. Positions available within the ERECS will be promoted through Indigenous networks
3. Workplace retention strategies will encourage a supportive and culturally friendly workplace for Indigenous staff
4. The capabilities of non-Indigenous staff to work sensitively and effectively with Aboriginal and Torres Strait Islander colleagues will be built through access to cultural awareness training and development
5. The capacity of managers and supervisors to further develop their understanding of Indigenous cultural issues will be strengthened through access to training and development
6. Indigenous staff will have access to training and professional development to assist them enhance their skills and career opportunities
7. Community relationships and partnerships will be maintained and enhanced, both Indigenous and non-Indigenous, to encourage Indigenous people to seek employment with ERECS

### Definitions

ERECS Indigenous Employment Strategy applies to people who are of Aboriginal and/or Torres Strait Islander descent and who identify as Aboriginal or Torres Strait Islander, or both, and are accepted by the community with which they are associated. The term Indigenous is used throughout this paper to denote Australian Aboriginal and Torres Strait Islander peoples.