



# Policy: Indigenous employment

## Purpose

To inform staff of the University's commitment to Indigenous employment.

## Overview

The University is committed to the employment and development of Aboriginal and Torres Strait Islander persons through implementation of the University's Indigenous Employment Strategy.

## Scope

This Policy applies across the University.

## Policy Statement

### Principles

1. The University is committed to the employment and development of Aboriginal and Torres Strait Islander persons.
2. ANU is committed to implementing the University's Indigenous Employment Strategy consistent with the operational needs of the University. The objectives of that strategy are to:
  - \* Maximise staff development along with the transfer of job skills and information in order to increase Aboriginal and Torres Strait Islander staff knowledge, independence, remuneration, job security and self-sufficiency;
  - \* Encourage and foster the employment and participation of Aboriginal and Torres Strait Islander people at all levels of work activity within the University;
  - \* Facilitate and encourage the direct involvement of Aboriginal and Torres Strait Islander staff in determining career strategies, goals and objectives;
  - \* Achieve the Indigenous employment targets established in the ANU Enterprise Agreement;
  - \* Establish, promote and maintain a Talent Register of potential Aboriginal and Torres Strait Islander candidates; and

- \* Market and promote suitably qualified candidates from the Talent Register to Colleges and Divisions.

3. In pursuing these objectives, and in employment matters generally, the University will:

- \* Respect and consider the cultural, social and religious systems practiced by Aboriginal and Torres Strait Islander people;

- \* Support participation of Aboriginal and Torres Strait Islander staff in activities of a cultural or ceremonial nature, recognising that the provision of paid leave for such purposes has a direct impact on the effectiveness of Aboriginal and Torres Strait Islander people as employees and is therefore of direct benefit to the University; and

- \* Recognise that the general working environment requires the redress of past social injustice, exploitation and Indigenous employment inequities.

## Document information

Title	Indigenous employment
Document Type	Policy
Document Number	ANUP_000418
Version	
Purpose	To inform staff of the University's commitment to Indigenous employment.
Audience	Staff, Prospective Staff
Category	Administrative
Topic	Equity & Diversity
Subtopic	Diversity
Effective Date	16 Sep 2022
Review Date	30 Jun 2024
Responsible Officer	Chief People Officer
Approved By	Vice-Chancellor (eo.vc@anu.edu.au)
Contact Area	People and Culture Division (cpo@anu.edu.au)
Authority	Australian National University Act 1991 The Australian National University Enterprise Agreement 2023-2026
Printed On	13 Aug 2024

Please ensure you have the latest version of this document from the Policy Library website before referencing this.