



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

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