

NSW Police Force

ABORIGINAL EMPLOYMENT STRATEGY



2015-2019

OUR VISION: "A workforce that encourages opportunities and enhances participation of Aboriginal people"

Assistant Commissioner Carlene York APM, Commander Human Resources

PURPOSE

The Aboriginal Employment Strategy will facilitate the recruitment, retention and career development opportunities of Aboriginal people in the NSW Police Force.

OBJECTIVES

- Promote the NSW Police Force as an employer of choice and develop a group of potential recruits through pre-employment programs.
- Guide NSW Police Force to meet its commitment to Aboriginal employment.
- The recruitment of Aboriginal people will continue to be a priority for NSW Police Force.
- Identify and address barriers that may impact on the retention of Aboriginal employees, including access to career development opportunities.

STAKEHOLDER ISSUES

- NSW government agencies are required to develop Aboriginal employment strategies to ensure achievement of targets.
- NSW Police Force' commitment is to employ 1000 Aboriginal people over ten years through an Aboriginal Employment Covenant with Generation One.
- NSW Police Force is working in partnership with TAFENSW, Charles Sturt University and the Department of Prime Minister & Cabinet (DPMC) to deliver the Indigenous Police Recruitment Our Way Delivery program (IPROWD) to prepare Aboriginal people for further education and employment.

RISK/CHALLENGES/OPPORTUNITIES

- NSW Police Force capacity to attract 1000 Aboriginal people to meet our employment target.
- Recruitment procedures do not directly or indirectly disadvantage Aboriginal people.
- Pre-employment programs that prepare Aboriginal people for further education or employment are integral to the success of our Aboriginal employment plan.
- Retention of Aboriginal employees through the provision of support, career development and education initiatives.
- Increase knowledge, commitment and accountability of Managers / supervisors and employees for Aboriginal employment.

COMMISSIONER'S MESSAGE



The NSW Police Force remains committed to employing Aboriginal people across all Commands and from 2012 we set ourselves a goal of 1,000 new Aboriginal employees over the next ten years.

Our current pre-employment partnerships have generated much interest and participation from job seekers and the broader Aboriginal community. The pathway to employment from these partnerships is gaining momentum and I am encouraged by this positive impact. In the longer term, attracting Aboriginal people from a range of backgrounds into policing, including both younger and mature age people, is key to meeting our 10 year goal.

Increased Aboriginal employment within the NSW Police Force improves the participation of Aboriginal people across a range of policing issues and builds community relationships, cooperation and trust.

Both our organisation and our Aboriginal communities benefit in a range of ways from a greater understanding by police of Aboriginal issues.

The Aboriginal Employment Strategy 2015 - 2019 reinforces the efforts required to meet our goal of 1,000 new Aboriginal employees and encourages the retention of our existing Aboriginal workforce through the provision of support, career development and education. I encourage you to promote its values at all levels of the organisation.

Mick Fuller APM

Commissioner of Police

CORPORATE SPONSORS MESSAGE

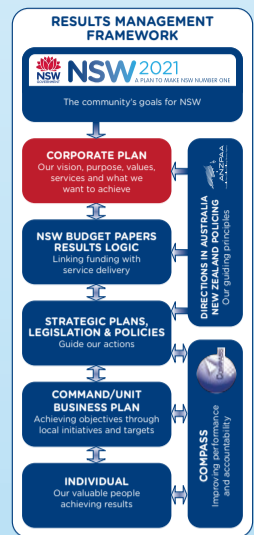


"In my years in policing in NSW, including working in the Western Region of the State, I have become aware the issues facing NSW Police Force in recruiting, training, and retaining Aboriginal staff. I am also aware of the issues facing NSW Police Force in working with Aboriginal communities". The NSW Police Force Aboriginal Employment Strategy (AES) takes a long term strategic approach to these issues including providing career opportunities for people in Aboriginal communities who have been disadvantaged, designing appropriate Aboriginal recruitment strategies, training (and support through the training program), and support in retaining those staff by offering opportunities for up skilling and advancement.

"As Corporate Sponsor for Aboriginal Issues I am aware of a number of excellent NSW Police Force initiatives that have or are currently operating across New South Wales, to promote NSWPF as an employer of choice for Aboriginal people and to further build relationships between NSWPF and the Aboriginal community, particularly programs looking at increasing the levels of Aboriginal employment within NSW Police Force."

Geoff McKechnie APM

Commander, Western Region



	Corporate Plan objectives	How we will achieve (Strategies)	Target					
Our People	<p>Advance the professionalisation of A respectful, equitable and diverse workforce reflective of our community</p> <ul style="list-style-type: none"> Promote a respectful, harassment free workplace Actively encourage workforce diversity <p>Right people, right place, right time</p> <ul style="list-style-type: none"> Ensure recruitment and retention strategies to address emerging workforce issues Build an evidence based workforce allocation model Balance workplace flexibility with organisational capacity <p>Advance the professionalisation of policing</p> <ul style="list-style-type: none"> Ensure recruitment and retention strategies to address emerging workforce issues Build an evidence based workforce allocation model Balance workplace flexibility with organisational capacity 	<p>Pre-recruitment - Promote NSW Police Force as an employer of choice and develop a group of potential recruits through pre employment programs</p> <ul style="list-style-type: none"> Increase the number of Aboriginal people seeking employment with NSW Police Force as sworn and unsworn employees <ul style="list-style-type: none"> Facilitate and participate in career days [AEPU, PA, PRB, Placement Services] Engage educational institutions to promote NSW Police Force as an employer of choice [AEPU, PRB, Youth Command, Commands] Promote pre recruitment programs and employment opportunities to Aboriginal communities. <ul style="list-style-type: none"> Provide Aboriginal Recruitment Forums and Open Days at key NSW Police Force facilities and to Aboriginal communities across NSW [AEPU, PRB] Establish a Back to Country program for existing Aboriginal employees to promote employment in their home community [AEPU, PRB, Commanders, Managers, Aboriginal employees] Establish education partnerships that prepare Aboriginal people for employment with NSW Police Force. <ul style="list-style-type: none"> Continue to deliver the IPROWD program across NSWPF Commands [AEPU, Commanders, IPROWD Steering Committee / TAFE Western Institute, Aboriginal employees] Explore the implementation of schools based programs / partnerships targeting Aboriginal students in Years 11 and 12 as a transition to employment with NSWPF [AEPU, Department of Education & Communities - TAFE Western Institute] Identify additional partnerships that prepare Aboriginal people for employment <ul style="list-style-type: none"> Research pre-recruitment programs and initiatives to identify additional opportunities to prepare Aboriginal people for employment [AEPU] 	<p>Aboriginal & Torres Strait Islanders Employees</p> <p>Number of recruitment forums and open days held annually</p> <p>Back to Country Program implemented</p> <p>Number of Aboriginal employees participating in Back to Country Program</p> <p>Implement trial of schools based programs</p> <p>Evaluation report of schools based programs completed</p> <p>IPROWD implemented across various NSWPF Commands</p> <p>Number of Aboriginal graduate placements</p> <p>Number of work experience placements filled</p> <p>Enhancements made to the selection process and communicated to managers</p> <p>Number of traineeships filled</p> <p>Number of Aboriginal cadetships offered as GASOs or other entry level positions</p> <p>Number of Aboriginal targeted positions filled</p> <p>Increase the percentage of Aboriginal women</p>	<p>≥ 4%</p> <p>6</p> <p>September 2015</p> <p>40</p> <p>February 2016</p> <p>February 2018</p> <p>2015</p> <p>2 p.a.</p> <p>5 p.a.</p> <p>November</p> <p>5 p.a.</p> <p>10 p.a.</p> <p>#</p> <p>4%</p> <p>October 2015</p> <p>10 p.a.</p> <p>10 p.a.</p> <p>2 p.a.</p> <p>50%</p> <p>80%</p> <p>Recipients promoted in Police Monthly</p>				
		Our Systems	<p>Improved service design and delivery</p> <p>Innovative and effective information, communications, science and technology</p>	<p>Develop a sound information base</p> <ul style="list-style-type: none"> Ensure EEO recording on SAP to new and existing Aboriginal employees is promoted in the induction process [AEPU, Commanders, LAMs, Managers] Analyse exit survey data for Aboriginal employees exiting NSW Police Force to identify trends and opportunities to increase retention [WR&S, AEPU] Develop an appropriate workforce data set to inform recruitment and retention strategies [WR&S] Monitor Aboriginal employees attaining higher grades / ranks for comparison with non-Aboriginal employees (in ratio with population in workforce) [WR&S] <p>Develop Aboriginal specific on line training modules</p> <ul style="list-style-type: none"> Develop training for non-Aboriginal selection committee members, supervisors of Aboriginal employees, Field Training & Assessment Officers and Education Development Officers [ET&C, AEPU, ACT] 	<p>Analysis and reporting of exit survey data for Aboriginal employees</p> <p>Workforce data set is established and utilised</p> <p>Aboriginal employees progressing through ranks and/or grades</p> <p>Online training developed and completion recorded on SAP</p>	<p>Quarterly</p> <p>December 2015</p> <p>4%</p> <p>October 2015</p>		
				Leadership	<p>Enhanced leadership, management and supervisory capabilities</p> <p>Reinforced supportive leadership</p> <p>Increased senior management diversity</p> <p>Clear direction, sound governance and transparent accountability</p>	<p>Encourage Aboriginal employee participation in professional development for career advancement</p> <ul style="list-style-type: none"> Promote the Public Sector Management Program (PSMP) to encourage Aboriginal employee participation [AEPU, ET&C, EDOs] Establish an Executive Shadowing Program for Aboriginal employees at Clerk Grade 9/10 and Sergeant level [ET&C, EDOs, Commanders & Managers] <p>Aboriginal Employment Strategy objectives and achievements are promoted and reported</p> <ul style="list-style-type: none"> Actively promote and recognise the Aboriginal Employment Strategy [AEPU, All Commands] Establish regular reporting for the Aboriginal Employment Strategy using COMPASS [AEPU, PIP, All Commands] <p>Increase knowledge, commitment and accountability of Commanders / Managers for Aboriginal employment</p> <ul style="list-style-type: none"> Promote the Aboriginal Employment Strategy to key senior management forums [AEPU] 	<p>Number of Aboriginal employees participating in the PSMP</p> <p>Number of Aboriginal employees at Clerk Grade 9/10 and Sergeant level participating in the Executive Shadowing program</p> <p>Aboriginal Employment Strategy is promoted across NSWPF and is uploaded onto the intranet</p> <p>Aboriginal Employment Strategy reported in COMPASS</p> <p>Number of Senior Management Forums attended</p>	<p>2 p.a.</p> <p>6 p.a.</p> <p>May 2015</p> <p>Quarterly</p> <p>100%</p>