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 employees 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 and Aboriginal representatives have been engaged in the development of strategies to provide opportunities for Aboriginal people to access higher levels of education and employment.
• NSW Police Force committed to employing Aboriginal people.
• NSW Police Force has established an Aboriginal Employment Covenant with all Commands.
• NSW Police Force has a strong policy regarding diversity, equity, and inclusion.

RISK/CHALLENGES/OPPORTUNITIES

• NSW Police Force capacity to attract Aboriginal people to meet pre-employment target.
• Recruit Aboriginal people with diverse language and cultural backgrounds may require additional resources.
• Aboriginal employees require additional training and development.

ABORIGINAL EMPLOYMENT STRATEGY

Our vision, purpose, values, services and what we do:

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 for Aboriginal people in the NSW Police Force.

Corporate Plan objectives

How we will achieve (Strategies)

Pre-recruitment - Promote NSW Police Force as an employer of choice and develop a group of potential recruits through pre-employment programs.
• Increase the number of Aboriginal people seeking employment with NSW Police Force as sworn and unsworn employees.
• Pre-recruitment programs and employment opportunities for Aboriginal community.
• Review and implement changes to the selection processes for both sworn and unsworn employees to ensure that it does not disadvantage Aboriginal applicants.
• Explore the implementation of schools based programs/partnerships targeting Aboriginal students in Years 11 and 12 as a transition to career development and education initiatives.
• Enhance cultural resilience of Aboriginal employees through training and leadership programs.
• Develop Aboriginal specific online training modules.

Retention of Aboriginal Staff: Identify and address barriers that may impact on the retention of Aboriginal employees.
• In-service induction for new employees.
• Develop mentoring programs and other strategies to support Aboriginal employees.
• Support our Aboriginal employees through our Aboriginal Employment Strategy objectives and achievements are promoted and reported.

Our People

Improved service design and delivery

• Develop a sound information base.

Innovative and effective information, communication, media and technology

• Develop risk management framework for career advancement.

Aboriginal Employment Strategy objectives and achievements are promoted and reported.

Leadership

Enhanced leadership, management and supervisory capability

• Promote an Aboriginal community-led program.

Aboriginal Employment Strategy objectives and achievements are promoted and reported.

Innovative and effective information, communication, media and technology

• Develop risk management framework for career advancement.

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