2007 NSW Aboriginal Employment and Business Awards
Welcome to the fifth auspicious occasion of the NSW Aboriginal Employment and Business Awards.

The NSW Government is proud to continue its support for the Awards to publicly recognise the achievements and dedication of Aboriginal communities, NSW public sector agencies, local government, the private sector and individuals in the areas of Aboriginal employment and business development.

The Awards held every two years celebrate the involvement of organisations and individuals committed to a representative face in meaningful employment for Aboriginal people in our community.

The State Plan, A New Direction for NSW, and Two Ways Together, the ten year Aboriginal Affairs plan, demonstrate the NSW Government’s commitment to Aboriginal employment and economic development as a means of creating opportunities that produce sustainable benefits for the State’s Aboriginal people and communities.

The NSW Aboriginal Employment and Business Awards attract interest from a large number of eligible entrants seeking to promote their hard work.

I encourage you to become involved and participate in the celebration of creativity and economic industry in the employment of Aboriginal people in NSW.

I wish all entrants every success and acknowledge the outstanding efforts of the NSW public sector, NSW businesses, Aboriginal communities and individuals in promoting economic independence for Aboriginal Australians.

Morris Iemma
Premier

ARTIST: Mr Danny Eastwood

The story of the design: The platypus is the result of a water rat kidnapping and mating with a beautiful princess duck. The princess escaped and returned to her own family before the time came for laying her eggs. She hatched two children, which each had four webbed feet and bodies covered with the fur of the water rat. Their hind legs had sharp spikes like the spear of the water rat. The mother was taunted by her friends, and in shame and despair she left the shelter of the billabong to make a new home for her babies, far away from her friends. The children grew up to become the first of the gaya-dari, the tribe of the platypus. The platypus is a symbol of change and good luck in Aboriginal and Torres Strait Islander culture.
OVERVIEW

The Aboriginal Employment and Business Awards are conducted every two years by the NSW Government. The Awards are a collaborative partnership between the NSW Departments of Education and Training, State and Regional Development and Aboriginal Affairs.

The Awards, first held in 1999, celebrate achievements in the areas of Aboriginal employment and business development.

For 2007, the NSW Government is pleased to introduce a new Awards category, 'Government Contracting' recognising the best implementation of the Aboriginal Participation in Construction Guidelines by government contractors. The Award will acknowledge government contractors who have successfully employed and/or sub-contracted Aboriginal people, and who have built a reputation as an employer that values diversity and is committed to Aboriginal employment.

AWARD CATEGORIES:

To acknowledge outstanding achievements, nominations are now open in the following categories:

EMPLOYMENT:

1. Private/Aboriginal Community Employer
2. NSW Public Sector Agency
3. NSW Local Council
4. Aboriginal Employment Co-ordinator (Individual)

BUSINESS:

1. Kaoall Business (operating > 3 years)
2. Muddi Business (operating < years)
3. Budyari Ngalaya Business Partnership

GOVERNMENT CONTRACTING

1. Aboriginal Participation in Construction (and related projects)

Finalists in each Awards category will be contacted in October, 2007.

Certificates and trophies for achievement will be presented to Awards category finalists and winners respectively, at a luncheon function to be held in Sydney on Friday 30 November, 2007.

WHO CAN NOMINATE?

NSW public sector agencies, local councils, private or Aboriginal community organisations and Aboriginal businesses may nominate for an Award in the relevant category.

Nominations are organised into three sections:

Section 1: Employment
Section 2: Business
Section 3: Government Contracting

All nominations must be on the relevant Nomination Form and comply with the information and requirements set out for each Awards category.

Additional nomination forms are available online at: www.det.nsw.edu.au/awards/index.htm

CLOSING DATE AND POSTAL DETAILS FOR NOMINATIONS:

Nominations close by 5pm Friday 14 September, 2007.

All completed Nomination Forms should be sent to:

2007 NSW Aboriginal Employment & Business Awards
c/- NSW Department of Education and Training
Aboriginal Community Programs
Level 13, 1 Oxford Street
DARLINGHURST NSW 2010

Nomination Forms will not be accepted if they are:

- late,
- submitted by facsimile or email, or
- incomplete (i.e. the Nomination Form must contain all essential information and any requested attachments).

PRIVACY NOTICE:

The information provided in the Nomination Form will be used by the Departments of Education and Training, State and Regional Development and/or Aboriginal Affairs for the purposes of administration, judging and general communication in regards to the 2007 NSW Aboriginal Employment and Business Awards. Provision of this information is essential to determine a nominated organisation, business or individual’s eligibility for consideration of an Award. Information will be stored securely. If any or all of this information is not provided, the nomination may not be eligible for entry in the 2007 NSW Aboriginal Employment and Business Awards.
SECTION 1: NSW ABORIGINAL EMPLOYMENT AWARDS

NOMINATION DETAILS

Name of Nominated Organisation or Individual

Street Address

Postcode

Postal Address

Postcode

Contact Person’s Name

Position

Telephone No.        Fax No.

Email

Please tick which category the organisation or individual is being nominated for:

EMPLOYMENT:

☐ Private/Aboriginal Community Employer
☐ NSW Public Sector Agency
☐ NSW Local Council
☐ Aboriginal Employment Co-ordinator (Individual)

N.B. Organisations in the NSW public sector, local government, private or community sectors may nominate for an Award in the relevant category. Nominations for the Aboriginal Employment Co-ordinator must be made by the employing organisation. Self-nominations in the Aboriginal Employment Co-ordinator category will not be accepted.

SECTION 1: NSW ABORIGINAL EMPLOYMENT AWARDS

CERTIFICATION

I certify that the information contained within this Nomination Form is accurate and reflects the current status of the organisation or individual.

Name and Position Title of Signatory:  

Signature:  

Date:  

SECTION 1: NSW ABORIGINAL EMPLOYMENT AWARDS
SUPPORTING INFORMATION

In a separate written attachment, please answer the following questions:

Awards Categories 1, 2 and 3:

1. How many Aboriginal people does the organisation employ? (Please complete the following table).

<table>
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2. What type of positions are Aboriginal people employed in within the organisation? Please give examples.

3. Outline, including examples of initiatives, the organisation’s approach to:
   - Aboriginal recruitment and selection strategies,
   - training/career development for Aboriginal employees,
   - support/guidance for Aboriginal employees,
   - providing a culturally appropriate workplace, and
   - developing partnerships with local Aboriginal communities and organisations.

4. Does the organisation have an Aboriginal Employment Strategy?  
   Yes or No
   If yes, please attach a copy of the Strategy.

5. Does the organisation employ a senior designated person as the first point of contact for all Aboriginal employment, professional learning and career development initiatives?  
   Yes or No

Awards Category 4 – Aboriginal Employment Co-ordinator (Individual) ONLY. To be answered in addition to Questions 1-5 above.

6. How long has the nominee held the position of Aboriginal Employment Co-ordinator?

7. What role did the Aboriginal Employment Co-ordinator play in Questions 3 and 4 above?

8. In 100 words or less, explain why the Aboriginal Employment Co-ordinator should receive this Award.

FURTHER INFORMATION:

For more information on the NSW Aboriginal Employment Awards or if you require assistance, please contact:

Ms Katrina Morgan  
Senior Co-ordinator, Aboriginal Community Programs  
NSW Department of Education and Training  
Ph: (02) 9266 8087  
Email: katrina.morgan@det.nsw.edu.au
SECTION 2: NSW ABORIGINAL BUSINESS AWARDS

NOMINATION DETAILS

Registered Business Name

Street Address

Postcode

Postal Address

Postcode

ABN

Contact Person’s Name

Position

Telephone No.        Fax No.

Email

Please tick which category the business is being nominated for:

BUSINESS:

☐ Kaoall Business (operating > 3 years)
☐ Muddi Business (operating < 3 years)
☐ Budyari Ngalaya Business Partnership

Is the business:

☐ Community-owned, or
☐ Privately-owned

Kaoall translates as ‘mature’ in the Gadigal language of Sydney.
Muddi translates as ‘young’ in the Gadigal language of Sydney.
Budyari Ngalaya translates as ‘good ally’ in the Gadigal language of Sydney.

SECTION 2: NSW ABORIGINAL BUSINESS AWARDS

CERTIFICATION

I certify that the information contained within this Nomination Form is accurate and reflects the current status of the business.

Name and Position Title of Signatory:  
Signature:  
Date:
SECTION 2: NSW ABORIGINAL BUSINESS AWARDS
SUPPORTING INFORMATION

A community-owned or privately-owned Aboriginal business can nominate for a NSW Aboriginal Business Award. A business can nominate itself or be nominated by another business/individual.

An Aboriginal business is one that has:
- at least 50% of the ownership is with Aboriginal persons, or
- at least 50% of the governing board consists of Aboriginal people, and
- a registered business name and an Australian Business Number (ABN).

Nominations will be assessed and judged by a panel of business experts. Their assessment will be based on your answers to a set of questions (see NSW Aboriginal Business Awards Supporting Information). These questions are designed to help you convey the achievements of your business to date. The panel may undertake site visits to businesses and probity checks will be undertaken to confirm the information provided in the Nomination Form is accurate and correct.

As the Awards are a competition, please note that it is not possible to provide feedback on your nomination.

N.B. If your business won an Award in 2005, you cannot enter a Nomination for the same category in 2007.

In a separate written attachment, please answer the following questions:

Kaoall Business / Muddi Business

1. Provide a brief description of the business, its products/services and how the business meets the need of the target market (100 words or less).
2. Outline the staff management practices of the business.
3. State the sales turnover for the last two years of the business.
4. What makes the business operation sustainable in the marketplace?
5. How has the business achieved outstanding results (100 words or less)?

Budyari Ngalaya First Peoples’ Business Partnership

The Budyari Ngalaya Award acknowledges support provided by the private sector to Aboriginal businesses or communities to assist in the development of viable independent enterprises which contribute towards overall economic development of the State’s Aboriginal community.

1. Outline what the company did to support an Aboriginal business or community organisation?
2. What were the benefits to the Aboriginal business or community organisation?
3. Describe the benefits to the company?

FURTHER INFORMATION:

For more information on the NSW Aboriginal Business Awards or if you require assistance, please contact:

Ms Bernadette Selfe
Senior Manager, Aboriginal Business
NSW Department of State and Regional Development
Ph: (02) 9338 6754
Email: bernadette.selfe@business.nsw.gov.au
SECTION 3: NSW GOVERNMENT CONTRACTING AWARD
NOMINATION DETAILS

Name of Nominated Organisation

Street Address

Postal Address

Contact Person’s Name

Position

Telephone No.       Fax No.

Email

SECTION 3: NSW GOVERNMENT CONTRACTING AWARD
CERTIFICATION

I certify that the information contained within this Nomination Form is accurate and reflects the current status of the organisation.

Name and Position Title of Signatory:       Signature:

Date:
SECTION 3: NSW GOVERNMENT CONTRACTING AWARD SUPPORTING INFORMATION

In a separate written attachment, please answer the following questions:

1. Please provide a list of the Aboriginal communities with which the organisation has worked in the past and the nature of the relevant projects.

2. How many Aboriginal people does the organisation employ? (Please complete the following table).

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3. (a). How many Aboriginal businesses (or sole traders/self-employed people) does the organisation sub-contract? (b). How many Aboriginal people do these businesses employ? (Please complete the following table).

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</table>

4. What type of positions are Aboriginal people employed in within the organisation? Please give examples.

5. What type of work is sub-contracted out to Aboriginal businesses? Please give examples.

6. Outline, including examples of initiatives, the organisation’s approach to:
   - Aboriginal recruitment and selection strategies, including training/career development for Aboriginal employees,
   - engaging Aboriginal businesses as sub-contractors,
   - providing a culturally appropriate workplace, and
   - developing partnerships with local Aboriginal communities and organisations.

7. Does the organisation have an Aboriginal Employment Strategy? Yes or No
   If yes, please attach a copy of the Strategy.

8. Has the organisation developed an Aboriginal Participation Plan to demonstrate how it is creating and extending opportunities to Aboriginal people and businesses? Yes or No
   If yes, please attach a copy of the Plan.

9. Does the organisation employ a senior designated person as the first point of contact for all Aboriginal employment, professional learning and career development initiatives? Yes or No
   If yes, please provide details.

FURTHER INFORMATION:

For more information on the NSW Government Contracting Award or if you require assistance, please contact:

Dr Adam Lucas
Senior Policy Officer
NSW Department of Aboriginal Affairs
Ph: (02) 9219 0766
Email: adam.lucas@daa.nsw.gov.au