Additional selection criteria for promotions positions

Selection criteria for school-based promotions positions

The criterion for school executive staff (other than principals) and Senior Administrative Manager positions states: Knowledge of and commitment to the Department’s Aboriginal education policies.

The additional criterion for school principal positions states: Capacity to lead schools in implementing the Department’s Aboriginal education policies and to ensure quality outcomes for Aboriginal people.

Selection criteria for non-school based promotions positions and public service positions (other than SES and Senior Officer positions)

The additional common selection criterion for non-school based teaching service positions (SEO1 onwards) and public service positions (clerk grade 7/8 onwards) states: Knowledge of and commitment to the Department’s Aboriginal education policies.

Selection criteria for SES and Senior Officer positions

The additional common selection criterion for SES and Senior Officer positions states: Capacity to lead staff in implementing the Department’s Aboriginal education policies and to ensure quality outcomes for Aboriginal people.

Selection criteria for public service positions and other promotions positions in TAFE NSW

The additional common selection criterion for public service positions (clerk grade 7/8 onwards) in TAFE and promotions positions covered by the Crown Employees (Teachers in TAFE and Related Employees) Salaries and Conditions Award states: Knowledge of and commitment to the Department’s Aboriginal education and training policies.

The additional common criterion for Institute Manager positions states: Capacity to lead Institutes in implementing the Department’s Aboriginal education and training policies and to ensure quality outcomes for Aboriginal people.
Inclusion of the additional selection criteria highlights the importance of the Department’s goals to improve employment, education, participation and lifelong learning opportunities for Aboriginal people and communities.

It ensures that applicants for promotion positions understand and demonstrate their capacity to implement and support the Department’s policies and programs for Aboriginal people.

**Objectives of additional selection criteria**

The inclusion of the additional selection criteria will ensure that applicants for promotion positions are:

- aware of and committed to the Department’s policies and strategies relating to Aboriginal people and Aboriginal education; and
- able to influence, promote and enhance outcomes for Aboriginal students and Aboriginal employees in a direct and supportive manner in collaboration with Aboriginal communities and other partners.

**Implementation of additional selection criteria**

In collaboration with internal and external stakeholders the Department’s human resource policies and procedures have been amended to include the additional selection criteria for all promotion positions.

**Resources to assist employment applicants to address the additional selection criteria**

*Aboriginal Education Review*

In partnership with the NSW Aboriginal Education Consultative Group Inc (AECG), the Department conducted a review of Aboriginal Education. The *Report of the Review of Aboriginal Education* contains comprehensive recommendations to achieve sustainable improvements in education, employment and participation of Aboriginal people.

*Aboriginal Human Resource Development Plan 2006-2008*

The *Aboriginal Human Resource Development Plan 2006-2008* (AHRD Plan) has been developed to achieve increased representation, participation and retention of Aboriginal staff in the Department and to ensure quality teaching and learning outcomes for Aboriginal people. Additional selection criteria for all school based and non school based promotion
positions within the Department which include specific reference to knowledge of and demonstrated commitment to the implementation of the Department’s Aboriginal education and training policies is one of many suggested strategies in the AHRD Plan.

Key Departmental reports, policies and plans designed to support the Department’s goals and priorities for Aboriginal students and Aboriginal employees include the following.

**Aboriginal Education Policy**

The *Aboriginal Education Policy* is concerned with promoting the education and achievements of Aboriginal students and also includes guidelines to educate all students about Aboriginal Australia. This policy provides a comprehensive set of outcomes as well as performance strategies to guide schools and their communities as well as regions and state office in achieving the overall goals for Aboriginal education.

**Aboriginal Education and Training Strategy 2006-2008**

The *Aboriginal Education and Training Strategy* (AETS) was developed as a direct response to recommendations of the Report of the Review of Aboriginal Education. The AETS has been designed to focus the work of schools, colleges, regions, TAFE NSW and state office directorates towards achieving the goal that: *By 2012, Aboriginal student outcomes will match or better outcomes of the broader student population.*

**New Partner, New Learning, New South Wales, State VET Plan 2001-2005 (under review)**

Strategies of the *State VET Plan* have a heightened focus on VET learning programs in TAFE NSW for Aboriginal students.

**Additional resources**

**Aboriginal Education and Training Directorate internet page**

The Aboriginal Education and Training Directorate (AETD) is responsible for improving the education and training outcomes of Aboriginal students. It provides a framework for the development of policies and guidelines.

The AETD internet page contains useful links, current information and contacts which will assist users to obtain information regarding the above mentioned Departmental policies and programs for Aboriginal people as well as information regarding Aboriginal cultural and community activities in NSW.
'Making It Our Business’ reaffirms the NSW Government’s commitment to achieving a minimum 2% of Aboriginal employment representation across the NSW public sector. It is a joint initiative of the NSW Premier’s Department with the Department of Aboriginal Affairs and contributes to the Two Ways Together Plan.

To assist agencies in developing and implementing their Aboriginal employment strategies for Aboriginal people, ‘Making It Our Business’ is a two part package consisting of:

(i) a strong **Policy Statement** supported by the NSW Premier, and

(ii) a **Strategic Framework and Resource Guide**.

**Contact**

For further information please contact the Human Resources Directorate on telephone 02 9561 8273.