Additional selection criteria

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

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 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.
Information Resource

(Recommendation 69 of the Aboriginal Education Review)

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 2009-2011

The Aboriginal Human Resource Development Plan 2009-2011 builds on the success of the previous Plan. The main focus of the Plan is to increase the number of Aboriginal people employed and retained with the department and to improve the professional development and leadership opportunities for Aboriginal staff. 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 Aboriginal Human Resource Development 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 and Training Policy**

The Aboriginal Education and Training Policy defines the Department’s commitments in this area in schools, TAFE NSW Institutes and community education settings. It was developed in response to the Aboriginal Education Review 2004, in collaboration with Aboriginal communities and key partners.

The *Aboriginal Education and Training Policy* prioritises: Aboriginal education and training as the core business of all Departmental staff; increasing competencies in Aboriginal cultures for all staff; and, an acceleration and maintenance of the Department’s progress in achieving its goal that ‘by 2012, Aboriginal student outcomes will match or better outcomes of the broader student population’.

The Policy focuses on actions to increase knowledge and understanding of Aboriginal Australia for all students and, unlike the former policy, applies to all employees of the Department, outlining specific responsibilities for staff within all public education and training sectors in NSW. Of particular significance is the fact that the Policy mandates ‘Aboriginal Cultural Education through professional learning and career development experiences for all staff’.

**Aboriginal Education and Training Strategy 2009-2012**

The *Aboriginal Education and Training Strategy* was developed as a direct response to recommendations of the Report of the Review of Aboriginal Education. The *Aboriginal Education and Training Strategy* has been designed to focus the work of schools, campuses, colleges, community colleges, regions, TAFE NSW and corporate portfolio areas towards achieving the goal that: *By 2012, Aboriginal and Torres Strait Islander student outcomes will match or better outcomes of the broader student population*.

**Additional resources**


(2006-2008). The Action Plan focuses on the three key areas of recruitment, retention and career development. It outlines strategies to address issues related to these areas for Aboriginal people in the NSW public sector. The NSW Government’s benchmark of 2% of Aboriginal employment representation across the NSW public sector has been exceeded, the number of Aboriginal people employed is around 2.2%. The NSW Government has set a new target of 2.6% Aboriginal employment within the public sector by 2015.

Contact

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