

This policy relates to the following corporate documents:

This policy relates to the following legislation: Australian Human Rights Commission Act 1986
Fair Work Act 2009

Purpose and scope

GTNT is strongly committed to increasing the number of Indigenous Australians employed across both our organisation and the NT as a whole. Through this policy GTNT demonstrates our commitment to improving social and economic opportunities for Aboriginal and Torres Strait Islander people through employment and training opportunities.

The nature of GTNT's business is constantly evolving; however, our company will continue to have a strong and genuine commitment to Indigenous employment and training across the NT, embracing the cultural diversity and in particular the challenges for providing a quality service in a remote context. It is imperative that as a company we continue to develop our knowledge, skills and understanding to work effectively, collaboratively and respectfully with Indigenous Territorians and provide a culturally inclusive quality service.

Objectives

GTNT needs a workforce that has the confidence, commitment, knowledge, skills and understanding to develop new ways of working with Indigenous Territorians at all levels across the company. This will be done by:

- Promoting the understanding of, awareness of and respect for Indigenous Australians, their history, cultural heritage & ways of doing things;
- Building our staff's capacity at all levels to ensure an effective quality service for all stakeholders, particularly Indigenous Territorians in remote communities;
- Developing and sharing intellectual capital (knowledge) across the company to reflect:
 - Culturally inclusive practices and a diverse workplace which is reflective of the NT's diverse population.
 - Good Business sense – "Local jobs for local people"; and
- Maintaining our Corporate Social Responsibility and investing in the future of the Northern Territory.

Apprenticeship opportunities

That the Indigenous apprenticeship journey is a positive learning experience for all stakeholders' i.e. Indigenous apprentices, host businesses, registered training organisations, trainers and GTNT staff. It is hoped that the positive experience impacts on the Indigenous family as well as the wider community; as it contributes to their understanding of work, the benefits of work and in particular, the opportunities gained by the successful completion of an apprenticeship.

GTNT, through its business divisions (including Australian Apprenticeships Support Network), is committed to providing a culturally responsive quality service which will positively contribute to Indigenous Territorians' quality of life. Through our culturally inclusive, relevant and accessible policies, processes and procedures we will contribute effectively to the NT labour market by investing in the local permanent residents and increasing the employment and training outcomes which will enable more Indigenous people to actively pursue their goals and aspirations. GTNT aims for the following outcomes:

Outcome 1

Increase the number of Indigenous Australian apprentices employed by GTNT in both the urban, regional and remote contexts.

Outcome 2

Increase the number of apprenticeship vacancies explicitly targeting Indigenous Australian applicants.

Outcome 3

Increase the retention and successful completion of apprenticeships by Indigenous Australians.

Outcome 4

Improve GTNT's capacity and competence at all levels across the company to provide an effective quality service to all stakeholders; especially Indigenous People.

Outcome 5

Increase the number of Indigenous people employed and retained as staff by GTNT at all levels across the company.

Outcome 6

That GTNT establishes a company wide approach to the promotion, development, implementation, monitoring and evaluation of the Indigenous Participation Plan and Australian Apprentice Indigenous Engagement and Retention Strategy.

Responsibilities

GTNT will report on indigenous targets in line with GTNT's strategic plan, company goals and contractual requirements with stakeholders.

Monitoring and review

This policy is reviewed on an annual basis and approved by the Senior Leadership Team.

Authorised by

This policy seeks advice for any changes from the Employment Services Manager and AASN Manager.

This policy is authorised by the Senior Leadership Team, and is endorsed by the CEO.

<i>This policy relates to the following procedures:</i>	All procedures containing a code preceded with (IN)
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