



ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT POLICY

QSD recognises and appreciates the knowledge, skills and experiences that Aboriginal and Torres Strait Islander peoples bring to our company, as part of an abiding commitment to honour its responsibilities both to its own community and to the wider communities with which we interact.

QSD is committed to the positive and authentic inclusion of Aboriginal and Torres Strait Islander people in the life of our company and recognises the value and significance of Aboriginal and Torres Strait Islander peoples in achieving and maintaining a diverse and ethical workforce.

Community Contact

Our company actively pursues regular and ongoing contact and consultation with senior people from Aboriginal and Torres Strait Islander communities. Such consultation with Aboriginal and Torres Strait Islander communities is essential in the development of meaningful, relevant and genuine proposals concerning Aboriginal and Torres Strait Islander employment, staff retention, training and career development.

Employment Coordination

QSD actively promote, manage and implement their Aboriginal and Torres Strait Islander Employment Strategy within Aboriginal and Torres Strait Islander communities.

We enthusiastically review and monitor internal policies, procedures, structures and practices and implement staff awareness programs to ensure that barriers to Aboriginal and Torres Strait Islander recruitment, retention and career enhancement which may result from unintentional, direct or indirect causes are removed. This will apply to both administrative, manufacture and building personnel, and would particularly include barriers in the area of job application processes.

Our company prepares and sets guidelines and procedures to complement this policy and provides strategies to assist with the implementation.

Associated policy measures

Our company will implement initiatives to increase the ongoing representation of Aboriginal and Torres Strait Islander persons within all levels of its staffing structure and to provide support for Aboriginal and Torres Strait Islander staff retention, training, mentoring and career development.

QSD will positively and proactively seek to recruit Aboriginal and Torres Strait Islander people for employment in all areas of our company, and in all levels and types of employment.

Our company will implement culturally appropriate and socially relevant staff induction and training programs for Aboriginal and Torres Strait Islander employees and their supervisors.

QSD will ensure that all Aboriginal and Torres Strait Islander staff members are provided with appropriate and relevant mentoring support.

Where necessary, our company would offer employment to Aboriginal and Torres Strait Islander staff in which consideration would be provided for cultural and community obligations.

Our company will engage Aboriginal and Torres Strait Islander apprentices and trainees in the technical and services areas and provide ongoing employment for these staff members on the completion of their workplace training programs.

Our company will where applicable ensure that Aboriginal and Torres Strait Islander staff may apply for and be granted cultural leave in appropriate circumstances, including leave for community obligations.

Identified and Designated positions

QSD will also nominate “designated” positions that are available to Aboriginal and Torres Strait Islander applicants. These positions usually involve working with and/or providing services to Aboriginal and Torres Strait Islander people. In this instance applicants must provide evidence in the selection and interview process that they have an ability to communicate effectively and sensitively with Aboriginal and Torres Strait Islander peoples and that they possess relevant and appropriate knowledge and understanding of contemporary Aboriginal and Torres Strait Islander culture and society.

The role of Indigenous Knowledge

Indigenous Knowledge may be very generally described as the knowledge of the peoples of the earth. Indigenous Knowledge involves layered understandings that are separate, diverse and individuated yet also related through a focus on ways of being that are in accord with natural systems. As a relational and layered knowledge system Indigenous Knowledge also includes highly contextual knowledge that is directly related to specific cultural groups. In this regard Indigenous Knowledge may also be described as the knowledge of the Aboriginal and Torres Strait Islander peoples of Australia.

Our company recognises the expertise and understandings of senior Aboriginal and Torres Strait Islander community members and acknowledges and supports the role that Aboriginal and Torres Strait Islander senior people and other persons senior in Indigenous Knowledge may have. Our company also commits to ongoing and meaningful consultation with these senior people within the Aboriginal and Torres Strait Islander community.

Aboriginal and Torres Strait Islander Employment Policy

Policy Date: 2008 – Policy Review Date: 2013

Note: All QSD Policies and Plans are ongoing and may be reviewed at any time during this period.