

Australian Government



TSRA

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TORRES STRAIT REGIONAL AUTHORITY

Torres Strait Islander and Aboriginal Recruitment & Career Development Strategy 2021-2024

The Torres Strait Regional Authority acknowledges the Traditional Owners and Custodians of Country throughout the Torres Strait region and acknowledge their continuing connection to land, waters and community. We pay our respects to the people, culture and the Elders, past, present and emerging.

Guardian Spirit

Richelle Pilot, Artist

Image by George Serras, National Museum of Australia

The colours are capturing the land and seascapes. Signifying travelling vast distances. In the flippers, I've created the scales on the turtle by using salt which has dried and crystalized the paint.

In life, I was always taught to stand on my own two feet.

Becoming strong, independent, and leaving home is something most parents want for their children. It is also imbedded in us to always remember culture, stories & traditions.

Leaving home right after high school taught me how to take care of myself and become independent. I've had the opportunity live in difference cities and meet people from all walks of life. I have travelled overseas and experienced different cultures.

My mum has always taught me that no matter how far I go, I must never forget where I come from, I believe that the turtle is my guardian spirit because they are excellent navigators. And like turtles, no matter where I go in life, or if I am lost, I will always find my way home.



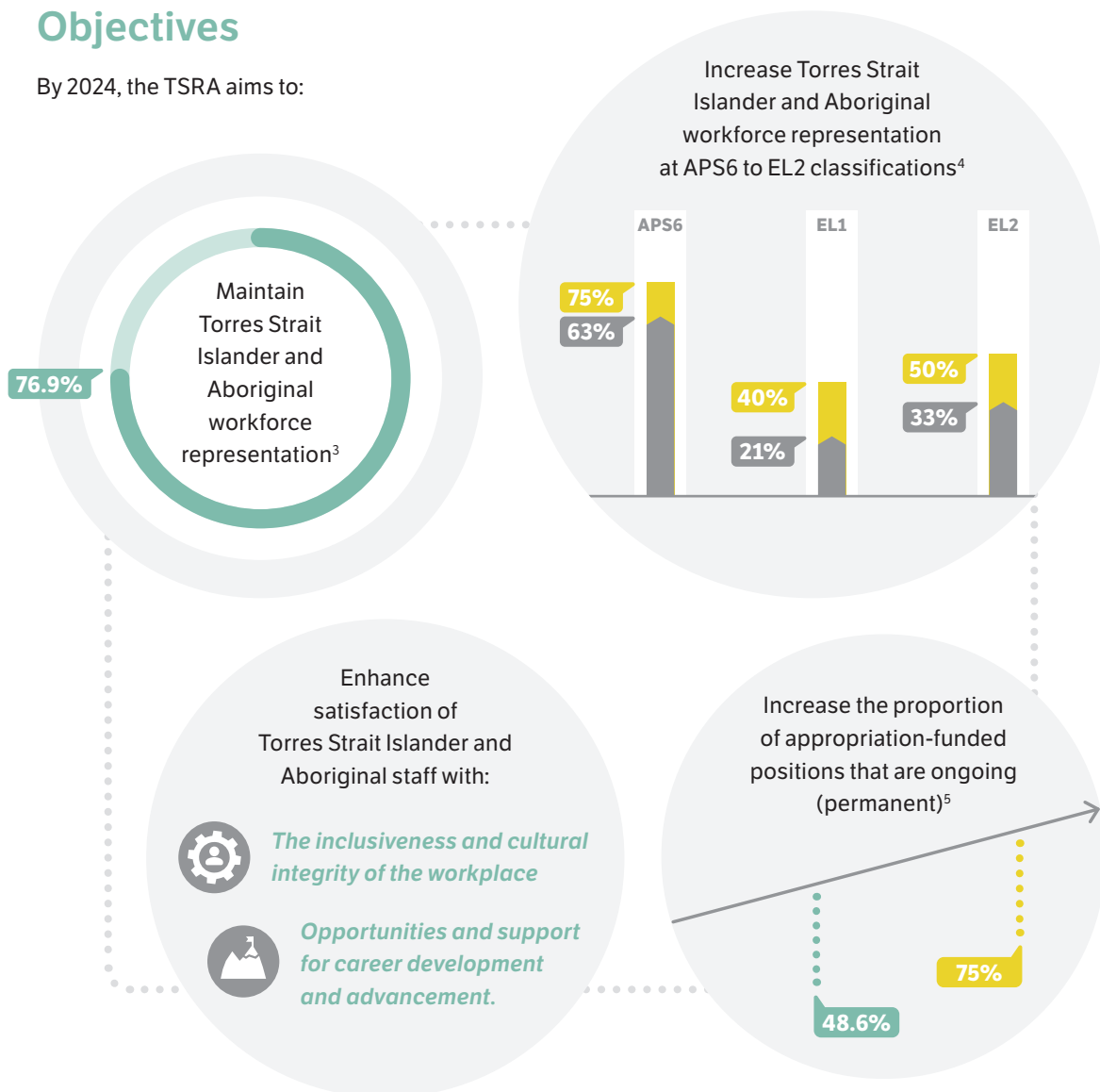
Purpose

The Torres Strait Regional Authority (TSRA) Torres Strait Islander and Aboriginal Recruitment and Career Development Strategy has been developed to provide our Torres Strait Islander and Aboriginal staff with an improved employee experience and enhanced capability to deliver on the TSRA's strategic goals and vision. It also contributes to implementation of the *Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024*¹, and the *National Agreement on Closing the Gap*².

The Strategy has been developed with our Torres Strait Islander and Aboriginal staff and recognises the unique history and circumstances of our organisation and the region. Implementation of the Strategy requires significant participation and involvement by the TSRA's workforce.

Objectives

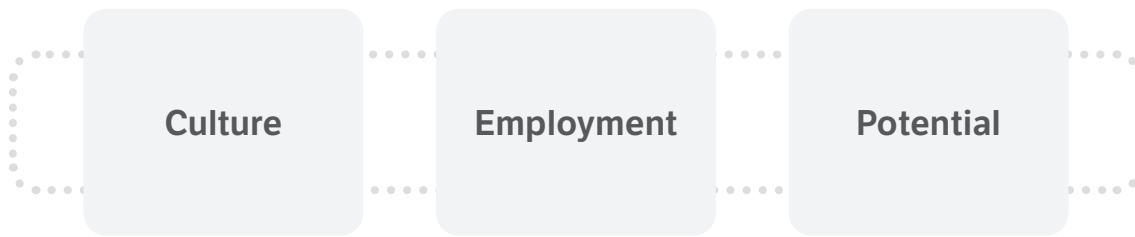
By 2024, the TSRA aims to:



We will review progress against the Strategy each year. At the end of 2022, the Action Plan for 2023-2024 will be developed, informed by our progress and subject to changes in the strategic environment.

The TSRA will also contribute to bi-annual portfolio reporting requirements of the *Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024*.

Priorities



Culture

Continuing to build an inclusive workplace culture within the TSRA that exemplifies cultural integrity and recognises Ailan Kastom and traditional Aboriginal cultures.

We will do this by:

- 1.1 Upholding and celebrating Torres Strait Islander and Aboriginal cultures.**
- 1.2 Continuous cultural learning by staff, and applying this knowledge as managers, colleagues, and in our service to the public.**
- 1.3 Collaborating with our fellow Commonwealth, State and Local Government agencies to share knowledge and coordinate efforts.**

Employment

Maximising the ability of the TSRA to attract, recruit and retain Torres Strait Islander and Aboriginal people and to remain as an 'employer of choice' in the region.

We will do this by:

- 2.1 Enhancing recruitment and selection policies and practices.**
- 2.2 Providing opportunities for Torres Strait Islander and Aboriginal people to work for the TSRA.**
- 2.3 Making the TSRA an attractive place to work for Torres Strait Islander and Aboriginal people.**

Potential

Enabling Torres Strait Islander and Aboriginal staff to realise their career aspirations and potential.

We will do this by:

- 3.1 Enhancing workforce planning, performance and career management policies and practices.**
- 3.2 Improving the capability of managers to lead, guide, encourage and support the career development of their staff.**
- 3.3 Providing opportunities for Torres Strait Islander and Aboriginal staff to gain skills, qualifications and breadth of experience.**

Actions 2021-2022

Culture

1.1 Upholding and celebrating Torres Strait Islander and Aboriginal cultures.

- Develop and implement a **Reconciliation Action Plan** (2021/2022)
- Acknowledge and promote Torres Strait Islander and Aboriginal **cultural events** and significant celebrations including: Coming of the Light, Mabo Day, Torres Strait Flag Day, Torres Strait Cultural Festival, NAIDOC Week and Reconciliation Week (2021/2022)

1.2 Continuous cultural learning by staff, and applying this knowledge as managers, colleagues, and in our service to the public.

- Develop and implement an ongoing **cultural learning** program for all employees within the TSRA (2021/2022)
- Review the TSRA **Cultural Protocols Guide** for Staff (2022)

1.3 Collaborating with our fellow Commonwealth, State and Local Government agencies to share knowledge, information and coordinate efforts.

- Participate in Whole of Government, inter-agency and interjurisdictional **information sharing** and capability building activities. (eg. Jawun, HR/D&I forums) (2021/2022)
- Establish a regional Torres Strait Islander and Aboriginal **Employee Network** in collaboration with other Commonwealth agencies in the Torres Strait region (2021/2022)

Employment

2.1 Enhancing recruitment and selection policies and practices.

- Improve the TSRA **Recruitment policy** and processes including onboarding and ensure ongoing alignment with APS Recruitment Guidelines (2021/2022)
- Continue the use of **identified positions** for all vacancies within the TSRA (2021/2022)

2.2 Providing opportunities for Torres Strait Islander and Aboriginal people to work for the TSRA.

- Provide Torres Strait Islander and Aboriginal employees with skill development in **job applications and interviews** (2021)
- Progressively transition appropriation-funded positions from non-ongoing to **ongoing** (2021/2022)
- Utilise Affirmative measure - Indigenous employment recruitment provisions for **APS6 to EL2** positions (2021/2022)
- Engage with Portfolio and **Whole of Government Indigenous Recruitment** activities where appropriate to the TSRA's workforce requirements (2021/2022)
- Continue to offer **entry-level pathways** into the APS for Torres Strait Islander and Aboriginal people such as the Torres Strait Ranger Project and university Internships (2021/2022)

2.3 Making the TSRA an attractive place to work for Torres Strait Islander and Aboriginal people.

- Enhance and maintain a constructive **corporate culture** (2021/2022)
- Develop and articulate the TSRA's **employee value proposition** for Torres Strait Islander and Aboriginal people (2022)

Potential

3.1 Enhancing workforce planning, performance and career management policies and practices.

- Improve the TSRA's **performance management** policies and practices including career development planning (2021)
- Develop and implement a **learning and development strategy** for TSRA employees that supports the TSRA's future capability needs (2021/2022)
- Build the **workforce planning** capability of TSRA and implement regular workforce management practices that support the career development of Torres Strait Islander and Aboriginal employees (2022)

3.2 Improving the capability of managers to lead, guide, encourage and support the career development of their staff.

- Build the **leadership capability** of all TSRA managers (2021/2022)
- Build the **coaching and mentoring capability** of TSRA managers (2021/2022)

3.3 Providing opportunities for Torres Strait Islander and Aboriginal staff to gain skills, qualifications and breadth of experience.

- Review the use of the **TSRA Temp Register** (2021)
- Build **employee awareness** of opportunities including available support, training activities etc. (2021/2022)
- Partner with portfolio agencies to ensure all TSRA employees have access to appropriate professional **mentors** (2021/2022)
- Collaborate with other Government agencies in the Torres Strait region to facilitate **local learning** and development opportunities for employees (2021/2022)
- Enhance **internal mobility** opportunities through increased understanding of TSRA program areas and transparency of opportunities (2021/2022)
- Collaborate with APS agencies to develop **external mobility** opportunities for Torres Strait Islander and Aboriginal staff to diversify their skill sets (2022)
- Foster partnership/s with the tertiary sector to encourage Torres Strait Islander and Aboriginal employees to undertake **further education** (2022).

Footnotes

1. Australian Public Service Commission (2020) [Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024](#).
2. The Department of the Prime Minister and Cabinet (2020) [National Agreement on Closing the Gap](#).
3. Australian Public Service Commission (2020) Australian Public Service Employment Database 30 June 2020.
4. TSRA (2020) TSRA Workforce Data at 23 December 2020.
5. TSRA (2020) TSRA Torres Strait Islander and Aboriginal appropriated workforce data at 23 December 2020.

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