



STANDING COMMITTEE ON EDUCATION AND COMMUNITY INCLUSION
MICHAEL PETTERSSON MLA (CHAIR), JONATHAN DAVIS MLA (DEPUTY CHAIR), PETER CAIN MLA

**Inquiry into referred 2019–20 Annual and Financial Reports and Budget Estimates 2020-21
ANSWER TO QUESTION ON NOTICE**

Asked by Elizabeth Kikkert MLA:

In relation to: Aboriginal and Torres Strait Islander Bulk Recruitment Round

What was the target of the bulk recruitment initiative undertaken with 3 Emus, as described on p. 229 of the Annual Report?

- a. How many people were employed as a result of this bulk recruitment round, and at what classification?
- b. The Annual Report mentions 'lessons learnt from the 2019 bulk round' (p. 229). In detail, what are these lessons?
- c. Has this exercise been repeated since 2019? If so, what were the outcomes?

Rachel Stephen-Smith MLA: The answer to the Member's question is as follows:-

The intention of the 2019 Aboriginal and Torres Strait Islander bulk recruitment process was to attract suitable candidates at the ASO4-5 level to create a merit list that was valid for 12 months from which candidates could be appointed. There was no target set for this recruitment round.

- a. Five candidates were offered employment, three at the ASO4 level and two at the ASO5 level.
- b. The lessons taken from the 2019 bulk recruitment included:
 - o the benefit of using culturally safe recruitment firms to attract suitable candidates, which supported the trust the candidates placed in the recruitment agency to support them through the entire process and how appropriate preparation sets the candidates up for success;
 - o the positive impact that actions such as networking and liaising with the Aboriginal and Torres Strait Islander community had in forming good working relationships with Aboriginal and Torres Strait Islander recruitment specialists; and
 - o promoting a positive reputation for being a culturally safe workplace, by articulating the positive experience of existing staff in the workplace, was a key message which had a positive impact on the volume of applications.
- c. Due to COVID-19 no similar bulk recruitment occurred in 2020.



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

CSD QON No. 67

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Approved for circulation to the Standing Committee on Education and Community Inclusion

Signature:

Date: 20/3/21

By the Minister for Aboriginal and Torres Strait Islander Affairs, Rachel Stephen-Smith MLA,