

Aboriginal Careers Confirming Aboriginality

Confirming Aboriginality

How does an Aboriginal person confirm their Aboriginal heritage when applying for a position?

HealthShare NSW and eHealth NSW is committed to increasing the employment of Aboriginal people, improving the skills and career planning of Aboriginal staff and enhancing understanding of Aboriginal culture, customs and heritage for all staff.

HealthShare NSW and eHealth NSW acknowledges the past policies and practices which applied to Aboriginal and Torres Strait Islander people and the impact of the Stolen Generation on individuals and communities.

In order to meet our commitments outlined in the HealthShare NSW [Aboriginal Employment Plan 2017–2020](#), a number of positions across all portfolio areas will be earmarked for Aboriginal community members to apply.

To fill these positions, it is important to identify an applicant's Aboriginal status.

Defining Aboriginal heritage

Aboriginality as defined in the NSW Aboriginal Land Rights Act 1983 is determined in accordance with three main requirements. An applicant must:

1. Be of Aboriginal descent
2. Identify as an Aboriginal person and
3. Be accepted by the Aboriginal community in which he or she lives or has lived.

There are several ways an applicant can confirm their Aboriginality status.

Obtaining a Confirmation of Aboriginality

Applicants can obtain formal documentation confirming their Indigenous heritage from their local registered Aboriginal or Torres Strait Islander community organisation.

Each organisation has developed its own policies and so Confirmation of Aboriginality documents vary. However the document will most likely have a Common Seal or will be printed on the organisation's letterhead and will reference the three criteria within the Aboriginal Land Rights Act listed above.

Identified positions, where Aboriginality is a genuine requirement for the position, require an applicant to be of Aboriginal heritage by parentage. A Confirmation of Aboriginal document is required for these positions.

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Other ways to confirm Aboriginal heritage

Formal documentation is not the only method of confirming Aboriginal status.

If an applicant has difficulty in obtaining a confirmation document from their local community, they may present:

- Proof of current membership of a Local Aboriginal Land Council or membership of the Local Aboriginal Education Consultative Committee, or
- References from at least two Aboriginal community representatives with a signed Statutory Declaration confirming they meet the three criteria listed above.

What happens if I don't have a document?

If an applicant for a targeted position has not adequately addressed the criterion of Aboriginality or outlined their cultural background and how they identify as an Aboriginal person in their application, they will be given the opportunity during the interview process to confirm their Aboriginality and demonstrate acceptance by the Aboriginal community in which they live or have lived.

When making a recommendation, the recruitment panel must be confident that the person satisfies the selection criteria for the position.

Further information

Aboriginal Workforce Consultant
Phone: 1800 004 546

Stepping Up: <http://www.steppingup.health.nsw.gov.au>

Good health, great jobs: Stepping Up is an online resource tool for job seekers and managers.

Within NSW Health the term Aboriginal is used in preference to Aboriginal and Torres Strait Islander in recognition that Aboriginal people are the original inhabitants of NSW. For the purpose of this factsheet, the term Aboriginal refers to both Aboriginal and Torres Strait Islander people.