

Aboriginal Careers Targeted Positions - Managers

Targeted Position – Managers

What is a Targeted Position?

HealthShare NSW and eHealth NSW is working to increase the number of Aboriginal people employed by the organisation.

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

Targeted Positions are mainstream positions that are filled using advertising and recruitment strategies designed to maximise applications from Aboriginal people.

Aboriginal cultural knowledge is not an essential qualification for these positions and so is not a compulsory requirement of the applicant.

Applicants will be expected to demonstrate their Aboriginality, either by providing Confirmation of Aboriginality documentation or by assessment during the interview process.

Recruitment to a Targeted Position

During the recruitment process, the job advertisement should clearly indicate if a position is being targeted for the recruitment of Aboriginal people.

Advertisements for targeted positions should state:

“This is a Targeted Aboriginal Position. Preference will be given to applicants of Aboriginal descent. Exemption is claimed under Section 21 of the [Anti-Discrimination Act 1977](#)”.

In the event there are no suitable Aboriginal applicants, mainstream internal applications will be considered. To be eligible mainstream internal applicants must be a current permanent employee of NSW Health or have been continuously employed for more than 12 months on a temporary contract/s and been through a merit selection process.

Aboriginal applicants must demonstrate Aboriginality in addition to addressing the Selection Criteria.

The Convenor of the selection panel must ensure an Aboriginal panel member participates on the panel. However, if an Aboriginal panel member is not available; all panel members are required to have completed ‘Respecting the Difference’ Aboriginal cultural training.

Confirmation of Aboriginality

Confirming the Aboriginality of a candidate is required for a Targeted Position. This may be challenging for recruitment panels.

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A candidate may provide a formal document confirming their indigenous heritage from their local registered Aboriginal or Torres Strait Islander community organisation.

If the candidate has not provided a document, a number of questions should be asked during the interview to enable the applicant to demonstrate their ties/connection to the Aboriginal community.

These should aim to establish that the candidate meets the three determining criteria in the NSW [Aboriginal Land Rights Act 1983](#). 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.

During the assessment of applications and the interview, the recruitment panel should be confident that the applicant has demonstrated their Aboriginality and satisfies other selection criteria for the position.

Relevant legislation

- [Aboriginal Land Rights Act 1983 \(NSW\)](#)
- [Anti-Discrimination Act 1977 \(NSW\)](#).

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.