

## ABORIGINAL and TORRES STRAIT ISLANDER EMPLOYMENT POLICY

### Our Commitment

Pickwick 1A Facilities Services recognises Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of all the lands on which we work, meet, and live. We also acknowledge that Aboriginal and Torres Strait Islander peoples continue to be the most disadvantaged demographic in Australia in employment, health, and education.

The *Closing the Gap Prime Minister's Report of 2018* states employment rates have decreased since 2014 and are currently not on track to achieve the national target.

Currently, Aboriginal and Torres Strait Islander peoples have a life expectancy 8.6 years less than migrant peoples and Indigenous unemployment is 4 times higher than their migrant counterpart.

Pickwick 1A acknowledges that Aboriginal and Torres Strait Islander peoples experience disproportionate unemployment and is committed to addressing this disparity by providing a platform for Aboriginal and Torres Strait Islander people by being their employer of choice.

Our Aboriginal and Torres Strait Islander employment policy has been developed as a mechanism to advance the employment of Aboriginal and Torres Strait Islander peoples as employees of Pickwick 1A through all the aspects of the business providing opportunities for development and capacity building.

Pickwick 1A will progress a policy to Close the Gap on Economic Participation through employment, aiming to meet the current Federal Government target of 3% by August 2021, then 6% by 2023. Our intent is to ensure that Aboriginal and Torres Strait Islander peoples fill as many positions within the company as possible, through continuous improvement of our engagement with Aboriginal and Torres Strait Islander communities, as a preferred employer.

We will provide:

- Training to promote understanding of the past, present, future and cultural differences between Aboriginal and Torres Strait Islander peoples and Migrant peoples, to develop a mutually inclusive respectful future.
- Aboriginal and Torres Strait Islander specific positions, where only Aboriginal and Torres Strait Islander people will be considered as applicants.
- Partnerships whereby a senior staff member of Pickwick 1A or an appropriate external person shares knowledge, skills, information and their experiences to foster personal and professional growth of another employee.
- A repository of Aboriginal and Torres Strait Islander resumes for consideration as positions become available, they will be stored securely in Human Resources electronic records.

*Leanne Phillips*

Leanne Phillips  
Chairperson & Director  
Pickwick 1A Facilities Services Pty Ltd  
Date: August 2020  
Review Date: October 2022