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April 15, 2005

Cheryl Scarlett
Inquiry Secretary
Standing Committee on Aboriginal and Torres Strait Islander Affairs
House of Representatives
Parliament House
CANBERRA ACT 2600

Dear Cheryl

Inquiry into Indigenous Employment

In response to your letter requesting information on Aboriginal employment initiatives that have been successful for Lismore City Council, I have provided an outline on the more recent initiatives undertaken by Council.

An Aboriginal Employment Strategy was developed in consultation with the relevant parties at Council, including Council's Aboriginal Community Development Officer, the Wayiganna Aboriginal Advisory Committee, the Consultative Committee, and the Management team. Council's Wayiganna Advisory Committee was formed through the 'Building Bridges' Project to work in consultation with Council on developing strategies to enable this organisation to work more effectively with our Aboriginal community. The Strategy was agreed to and signed off by an Elder, a Custodian and the General Manager.

The implementation process has evolved with an exemption granted by the Premiers Department under s.126 of the Anti-Discrimination Act New South Wales for Council to recruit up to 12 positions for Aboriginal persons over the next five years. This approval was granted earlier this year.

Council's Community and Social Plan contains a section that relates to Aboriginal and Torres Strait Islander people, and provides a portrait of certain sections of our local community and through a process of community consultation has researched the issues and needs raised by individuals, existing service providers and community organisations. It is hoped that the Aboriginal Employment Strategy in conjunction with the Social Plan will be used as a 'living document' to influence not only Council's planning processes, but to address unemployment issues amongst the Aboriginal and Torres Strait Islander communities.

Through funding opportunities, Council was successful in gaining funding through the Attorney General's Department for the Closing the Gaps Project. This has assisted Council to provide two Aboriginal traineeships undertaking Certificate 111 Youth Worker traineeship.

I hope this information provides an insight into some of the initiatives that Council is participating in to support and encourage employment opportunities for Aboriginal persons.

Yours faithfully


Susan Miller
Human Resources Officer

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