



SHIRE OF TRAYNING

Railway Street, Trayning, Western Australia

ABN 13 671 073 560

Postal Address: P.O. Box 95, Trayning WA 6488

Telephone: (08) 9683 1001 • Fax: (08) 9683 1040

Email: ceo@trayning.wa.gov.au

Or Ref. BWS: BMT:P1.1

Your Ref.

Submission No.	22
Date Received	19-4-05

The Inquiry Secretary
Standing Committee on Aboriginal and Torres Strait Islander Affairs
House of Representatives
Parliament House
CANBERRA A.C.T 2600

11 April 2005

RECEIVED
19 APR 2005

BY: ATSLA

Dear Cheryl

INQUIRY INTO INDIGENOUS EMPLOYMENT

Council acknowledges receipt of your enquiry into the above and pleased to furnish your office with the following views and encouraged that the Government is making inquiry into this serious situation.

Whilst this office, where I have only been a short while does not employ Aboriginal persons, my previous office did so, and the following views reflect that office.

1. Given that Aboriginal people have quite a different view on employment, and a range of other issues it is first necessary to identify their cultural concept in this matter before addressing strategies. Accordingly, the psychology of management plays an important and valuable part in this process and being a little more flexible to accommodate cultural variances is essential.
2. Fundamentally, an earnest willingness to see reconciliation achieved is necessary and then a heart desire to put that philosophy into action supports the concept. What I found was successful was the reassurance that the employee's efforts and contribution was valued by the employer and when opportunity to send staff on courses to enhance the skill base was made available, it gave rise to providing appropriate recognition and praise for success in that course which reinforced earlier comments of value to the team and the positive affirmation of their role in the achievement of corporate goals.
3. Reconciliation is not about becoming white men, but sensitively accommodating cultural differences in a supportive and cognizant kind of way. In this manner I see that management has a significant role to play in that transition and I found great mutual respect was gained and significant support was forthcoming from the employee as a result.

4. Systematic and deliberate analysis of the employee skills and abilities is an essential task in matching the employee with the appropriate duty and in the provision of suitable training to ensure all the requirements of safety and injury prevention are adhered to.

This office wishes you well in the analysis and compilation of this survey and pleased to assist in this matter.

Yours faithfully

A handwritten signature in cursive script, appearing to read 'B. Seale', with a flourish at the end.

Brian Seale J.P.
Chief Executive Officer