



Inside...

ABS	
Indigenous Assistants	1
Jessica Laruffa	
Jessica chooses a career in education.....	2
Useful Websites	2
Inaugural	
Revive and Refocus Forums	3
National Indigenous Policing Forum	4
Chief Minister's Awards	
For Excellence in Public Sector Sector Management.....	4
Kigaruk & Lookrukin Indigenous Leadership Development Programs	5
Member Profile	
Lookrukin participant.....	6
2006 IPAA National Conference	
Does size really matter?.....	6

Australian Bureau Statistics

Seeking Indigenous Assistants

Do you have the skills to help people fill in their Census form?

ABS is currently seeking expressions of interest for Indigenous Assistants. Indigenous Assistants will be employed by the ABS to work in urban areas on an as needs basis in the weeks around Census night, 8 August 2006.

They will support Census Collectors. When Census Collectors make contact with people it is likely they will come across some that need assistance, particularly Indigenous people whose first language is not English.

Some of these people may have difficulties with literacy and need assistance reading or understanding the questions on the Census form, others might have difficulties with writing, while some may be worried about what will happen with their information and might need explanation and reassurance.

People needing assistance might be living in public housing, community housing or hostels, they may be staying in hospital or they might be homeless. It is important that everyone is counted.

If you are Indigenous or have experience working cross-culturally you are particularly encouraged to apply. If you become an Indigenous Assistant you would be employed on a part-time contract for about a month. You will receive some training and around 8 August the Census Collector with whom you would be working, will contact you to organise times to meet with any people that need assistance.

Most likely it will be after work hours, though not in all instances. You would be paid to attend training and for any work you do.

If you think you could relate well to people who may need assistance with their Census form, the Northern Territory Government will strongly encourage and support you to take on this role. Accurate Census results are very important to the Territory.

If you are employed as an Indigenous Assistant, you will need to apply for permission to engage in outside employment. Please speak to your HR section or line manager about this. Please also speak with your line manager about the recent determination from the Commissioner for Public Employment concerning payment for ABS work performed during NTPS standard work hours.

If you require any additional information, you can call Barbara Gray on 89997487 or Mary Beneforti on 89996511 in Treasury's Census Coordination Team.

Information

Contributions are sought for this newsletter. If you have an interesting article or information on an event or activity please contact:

Principal Advisor
Indigenous Policy
Tel: 8999 4108
Fax: 8999 4148
E: wendy.ahchin@nt.gov.au

For more information about the Office of the Commissioner for Public Employment (OCPE) please visit www.nt.gov.au/ocpe

Other NTPS newsletters

Remote Stories - DHCS

Common Ground - DCM

Kids Tracks - DHCS

New Territory - OCPE

Training the Territory - DEET

InForm - DEET

Mining and Energy Newsletter - DBIRD

Building Stronger Arts Business - DCDSCA

NTPS News - OCPE

Big sister role helps

Jessica choose a career in Education

Being the eldest of six children prompted Jessica Laruffa to take on a Bachelor of Education (Pre-service), which she is now continuing with the help of an Indigenous Cadetship.

After completing Year 12, Jessica spent a year working in temporary positions in Alice Springs and Sydney before deciding to enrol in further study at Charles Darwin University (CDU) last year.

"I was an assistant to an early childcare teacher and I thought that because I have a large family and I love hanging out with them and answering their questions it might be a good career choice because I actually like doing those things," Jessica said.

During her first year, Jessica found it a challenge to balance a part-time job with study in order to support herself. She says she was thrilled when Indigenous Academic Support Lecturer Lorraine St Clair told her she could apply for an Indigenous Cadetship with the NT Public Sector.

The cadetship includes payment of HECS fees, a fortnightly allowance while studying, full-time

paid employment during semester breaks and permanent employment on successful completion of study.

"There's a lot more time to think about study and plan and research. When I was working, it was 6am shifts until 2pm and then I'd be tired for the rest of the day and I'd want to study but couldn't."

Jessica said she's looking forward to



her first work placement under the cadetship, which is likely to be with the NT Department of Employment, Education and Training office in Alice Springs.

"I like finding out about different work places and how they operate," she said.

Jessica said she chose to study the Bachelor of Education (Pre-service)

at CDU because it allowed her to stay close to her family in Alice Springs.

"Even though lots of the units are external at the moment, I have support and the Library and computers here are great," she said.

Jessica is hoping to incorporate her interest in languages in her studies so she can teach in remote areas of the Northern Territory and eventually use her qualification overseas.

"I'd definitely recommend the cadetship to other people because financially it's so much help to obtain a computer and books. It's almost like having a steady job. You know you can plan out things instead of having to run around doing casual shifts and not knowing how much you're going to earn week to week," Jessica said.

Charles Darwin University's Alice Springs campus will host a special event during NAIDOC Week in July for young Indigenous women considering further study.

For more information about NT Public Sector Indigenous Cadetships, visit: www.nt.gov.au/dcis/training_dev/entry_level/nicp.shtml

Useful websites:



Australian Bureau of Statistics:
www.abs.gov.au

Human Rights and Equal Opportunity Commission:
www.hreoc.gov.au

Australian National University:
www.anu.edu.au/caepr

Grant Links:
www.grantlink.gov.au

Dept. Education Science and Training:
www.dest.gov.au

Charles Darwin University:
www.cdu.edu.au

Australian, State, Territory and Local Government:
www.gov.au

Inaugural Revive and Refocus Forum

This year OCEPE has hosted two Revive and Refocus Forums for remote based NTPS employees and their families. The Forums provide the opportunity for remote employees to take and break from community life and participate in professional and personal development.

The March Forum saw twenty employees from DHCS, DEET, DOJ, DLGHS, and NTPFES travel from the Barkly/Sandover region to the Alice Springs Resort to attend the Forum.

Participants discussed the rewards and challenges of working in remote communities, accessed further insight into cultural history/diversity and more importantly shared ideas and strategies to address issues raised. A number of guest presenters attended including Rod Wyber-Hughes from CRANA and Susan Moore from DEET.

The then Commissioner for Public Employment John Kirwan also addressed the Forum on the second day and got to know the participants better at the Forum dinner. Most importantly the three days provided the opportunity for remote employees to network, share ideas and foster friendships.

The second Forum in May saw a different group of employees from the Western Desert travel some huge distances to make it to Alice Springs. At this Forum there were more children, partners and dogs! Participants represented DEET, DHCS, and DNRETA.

The Chief Minister, The Hon Clare Martin addressed participants on the first morning and stayed to listen to what people had to say. Again John Kirwan spoke to participants and listened to their concerns.

As a result of the Forums a report to all agencies CEO's is being compiled to highlight some of the issues in remote locations. Furthermore, another four Revive and Refocus Forums are planned for 2006/2007 including an Indigenous specific Forum.

For more information about Revive and Refocus Forums contact Shaan Myall on 899 94126.



The March Revive & Refocus Group

Indigenous Revive and Refocus Forum

The inaugural Indigenous Revive and Refocus will be conducted in Batchelor from 7-9 September 2006. All Yolngu NTPS employees that live and work in North East Arnhem Region communities are invited to attend.

The Forum will be delivered in Yolngu language and English with interpreters on hand. Program content includes:

- intercultural communication
- the links between community development and work
- managing workplace stress and conflict
- employee entitlements
- understanding the NTPS

OCEPE will pay for participants travel, accommodation and meals. Those that are interested in attending should complete an application form and return it to by **COB August 18**.

Applications and further information can be found on <http://www.nt.gov.au/ocpe/rwd.shtml> or by calling Shaan on 89994126.

Don't miss out on this opportunity; places are limited so be quick.

Alice Springs 15 - 16 December 2005

National Indigenous Policing Forum

An initiative by Northern Territory Police, Fire and Emergency Services has led to the first ever forum on Indigenous Policing.

It is recognised that Indigenous Policing is a challenging area so to assist in managing this; the delegates took on the task of debating common interests to make the first steps to a national strategy.

The objective of the forum was to start a national dialogue on the topic of Indigenous Policing; essentially delegates were encouraged to identify issues of common concern, showcase their current programs and attempt to establish some possible collaborative strategies.

The forum convened over two days and consisted of a number of sessions. The sessions were a mix of input and exploration with presentations by Northern Territory Police and other jurisdictions. A number of key issues of general interest to all jurisdictions were addressed in workshop style sessions.

Delegates from South Australia, New South Wales, Western Australia, Queensland and Victoria attended the forum last December. Serving members from Sergeant to Assistant Commissioner and project managers to HR personnel represented their respective States and Territory's in this first ever forum of its type.

A colourful and lively 'Welcome to Country' was performed by Native Title Holder of Alice Springs, Lhere Artepe Aboriginal Corporation

Commander Mark Coffey welcomed the delegates to Alice Springs and Assistant Commissioner Mark McAdie started the proceedings with an introduction.

Some of the issues discussed over the two days were matters of



Indigenous recruitment to mainstream police. A number of jurisdictions have a form of Indigenous Community Police Officer Schemes and this forum was a useful platform to discuss their respective successes and challenges.

On the subject of training and education of Indigenous candidates, most delegates agreed that a national training strategy would be beneficial. Most jurisdictions operate resource intensive programs and an exchange of information in this area would assist in creating a national approach.

At the conclusion of the forum, delegates have requested consideration be given to a National Strategy on Indigenous Policing. They have identified seven key areas to focus their efforts, included in which is strategic policy issues of common concern, research and clarification of roles and responsibilities.

Positive feedback from the delegates has ensured a recommendation has been proposed to hold another seminar at a future date.

Chief Minister's Awards

for Excellence in Public Sector Management

The Awards are designed to recognise and celebrate excellence in Territory's public sector administration and delivery of services to the community.

Categories cover leadership and management excellence in:

- Cross-Government Collaboration
- Engagement with the Community
- Regional and Remote Development
- Indigenous Community Development

Calling for Nominations

Nominations for the 2006 inaugural Awards are now open. Nominations are due at the Office of the Commissioner for Public Employment by close of business on **Friday, 11 August 2006**.

Want to know more?

For more information and to download the awards pack, visit www.nt.gov.au/chiefminawards or contact Poppy Lelekis on 8999 4151 or swd.ocpe@nt.gov.au

Kigaruk and Lookrukin

Indigenous Leadership Development Programs

The NTPS Indigenous Leadership Development Programs concluded on 26 May with 32 participants graduating with a Diploma of Business (Frontline Management) at Charles Darwin University.

Aimed at providing opportunities for Indigenous men and women to gain the knowledge and skills necessary to assist in their ongoing career development and to increase their effectiveness in their current positions.

The objectives of the Kigaruk and Lookrukin programs are to redress the lack of representation of Indigenous men and women in senior management positions in the NTPS and improve utilisation of government services in the Indigenous community by having a workforce profile that matches the population profile of the Northern Territory.

Following a learning journey that included both academic



Kigaruks (Group) L - R (back row, standing)
Doug Taylor (DIPE) - Mark Motlop (DBERD) - Leon Barlow (DEET) - Michael McGregor (DLGHS) - Jason Lee (DCM) - Brendan Monck (NTPFES) - Ben Pascoe (NTPFES) - Nathan Rosas (DHCS) - Jeremy Downs (DHCS) - William Hewitt (DHCS) - David Simmons (DEET).

L - R (front row, seated)
Rod McLean (DEET) - Keith Bethel (NTPFES) - Commissioner John Kirwan (OCPE) - Glen Hall (DHCS) - Ted Murphy (DHCS).

and action learning elements, seven Kigaruks from the second program and 25 Lookrukings from the pilot program received their qualifications amidst much excitement and sense of achievement.

The outgoing Commissioner for Public Employment, John Kirwan, congratulated the 32 Kigaruk and Lookrukin graduands on their academic achievements. "It is of significance that these programs continue to produce positive outcomes for the NTPS and I congratulate each participant for their commitment to the program and for making it through to the end. To date over 50 Indigenous



Lookrukings (Group) L - R (back row, standing)
Natasha Jeffrey (NLC) - Donna McMasters (DLGHS) - Eileen Van Iersel (DHCS) - Joyce Taylor (DEET) - Rosanna Breed (NTPFES) - Sharon Larkins (DEET) - Cindell Cray (DLGHS) - Vanessa Martin (NTPFES) - Dannielle Carter (NTPFES) - Tania McLeod (Larrakia Nation) - Barbara Tapsell (DEET).

Lookrukings L - R (middle row, standing)
Miriam Daniels (DHCS) - Anita Kruger (DEET) - Di Ambyrum-Rollo (DEET) - Sharna Raye (DEET) - Maxine Austin (DHCS) - Victoria Carter (DEET) - Raelene Mungatopi (DHCS).

Lookrukings L - R (middle row, seated)
Sharon Laughton (NTT) - Mildred McGinness (Kungarakan Elder) - Roz Angeles (OCPE Program Coordinator) - Kathy Mills (Kungarakan Elder) - Nicole Bancroft (ICAE).

Lookrukings L - R (front row, seated)
Ngaree Ah Kit (DLGHS) - Katarina Skene (DEET) - Alissa Richards (NTT) - Leanna Graetz (DCIS).
Absent

Camille Lew Fatt (CDU) - Diana Mellett (DHCS) - Helane Rigby (DHCS) - Karyn Ervin (DHCS) - Jenny Roe (NTPFES) - Tracy Sario (CDU) - Lorraine Jones (NTPFES) - May Bury (DEET) - Sharon Wallace (DHCS).

employees have successfully gained a qualification to enhance their careers and leadership capabilities. Some have already enrolled to undertake further study for a Bachelor of Business degree at CDU. Support from many of the agency managers has been outstanding; their encouragement has made all the difference".

A further eight Kigaruks and eight Lookrukings expect to graduate in the October 2006 intake.



back row L - R
Leanna Graetz (DCIS) - Sharon Laughton (NTT) - Rosanna Breed (NTPFES) - Tania McLeod (Larrakia Nation) - Vanessa Martin (NTPFES) - Barbara Tapsell (DEET) - Tracy Sario (CDU) - Jenny Roe (NTPFES) - Cindell Cray (DLGHS).

front row L - R
Di Ambyrum-Rollo (DEET) - Anita Kruger (DEET) - Raelene Mungatopi (DHCS) - Maxine Austin (DHCS) - Ngaree Ah Kit (DLGHS) - Joyce Taylor (DEET) - Miriam Daniels (DHCS) - Lorraine Jones (NTPFES).

Absent graduands
Camille Lew Fatt (CDU) - Nicole Bancroft (ICAE) - Diana Mellett (DHCS) - Dannielle Carter (NTPFES) - Sharna Raye (DEET) - Helane Rigby (DHCS) - Karyn Ervin (DHCS) - Katarina Skene (DEET).



Member Profile - Lookrukin Participant

Breed Rosanna



I was born in Darwin 1970 and lived most of my life in the Northern Territory, predominantly in Darwin. I spent 2 years of schooling in Adelaide, but came back to Darwin to complete my year 12 (matriculation) at St.Johns College, in 1987.

In February 1988 I entered the Northern Territory Police Force as a cadet. I have progressed through the ranks, and am now at the rank of Sergeant.

I am the first Indigenous female Sergeant in the NT, something I am very excited about, and something I hope my children, family, relatives and community consider a great achievement.

In my 18 years of employment with Police, I have worked in Darwin, Alice Springs, Groote Eylandt, Tiwi Islands, Nhulunbuy, Daly River and Adelaide River, and have worked

in the sections of General Duties and School Based Policing at those locations.

I've also had the opportunity of working in the section once known as "Aboriginal and Ethnic Services" and at the Police Training College.

My recent participation in the Lookrukin - Indigenous Women's Leadership Pilot Program (through OCPE), saw me successfully complete the Diploma of Business - Frontline Management. This qualification held me in good stead for promotion, as it is an essential criteria for the rank of Sergeant.

My promotion to Sergeant will see me return to Darwin from Nhulunbuy and I will be located at the training college. I will be training the new recruits, ACPO and Auxiliary members for the duration of their respective courses.

I hope that I may use eCooee as the vehicle to plug the NT Police Service; "C'mon all you Indigenous men and women. We need you, because your community needs you. Get an application form in today".



2006 IPAA National Conference

13 - 15 Septembers, Alice Springs, Northern Territory

Does Size Really Matter?

The challenges of size versus complexity

For more information go to:

www.nt.ipaa.org.au