

# Coobe



A newsletter on Indigenous employment issues

Issue No 4 - November 2003



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## Information

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

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

## From Strategy to Reality! Indigenous Employment Forum

An Indigenous Employment Forum was held in Darwin on 3 & 4 September 2003. Jointly developed by the Institute of Public Administration Australia (IPAA) NT, and the Office of the Commissioner for Public Employment (OCPE), Phase I focused on sharing policies and strategies on Indigenous employment in the NT.



Minister Ah Kit presents at the indigenous Employment Forum

In line with the objectives of the *NTPS Indigenous Employment and Career Development Strategy 2002-2006*, the aim of the Forum was to promote ideas that would encourage more Aboriginal and Torres Strait Islander people to seek employment in the public sector.



Indigenous Employment Forum facilitators

and Graham Phelps (Alice Springs Desert Park).

The Forum featured a number of keynote speakers, sharing their information on policy and innovative programs, including Wendy Ah Chin (OCPE), Norman Fry (Northern Land Council), Tammy White (Dept of Employment and Workplace Relations), Tony Tapsell (Local Government Association of the NT), Peter Strachan (Footprints Forward),

John Ah Kit, MLA, the Minister assisting the Chief Minister on Indigenous Affairs, formally launched Phase I, which was held over two days and attended by over 350 people. In addition to brief snapshot presentations by participating organisations, the Forum included interactive workshop sessions to develop *future directions* themes for the

commencement of the regional sessions.

Phase II is scheduled to commence in Katherine on 9–10 December with the theme “Mentoring, other effective retention strategies, and the manager’s role”.

Engagement in the regional rollout of workshops is sought from local, state and federal government agencies, the private business sector, Indigenous groups and organisations, and interested individuals.

A program brochure has been distributed throughout the Indigenous employee network. For further information, please contact Roz Angeles on 8999 4118.



Indigenous Employment Forum participants

# From the regions

## Music included in school programs

The NT Music School has established a secondary-based Indigenous instrumental music delivery program for remote community schools.

The program is based on a specialist music teacher process, with each participating school receiving specialist music teaching on a rotational basis each 10-week term.

The need to establish or strengthen established music programs within remote community schools was highlighted by a survey produced by NT Music School Assistant Principal, Mr Graham Chadwick.

The NT Music School funded and trialed the first placement teacher program for six months at the Yirrkala and Maningrida Community Education Centres (CECs), pioneered by music teacher Mr Scott Trenwith.

Mr Chadwick said a successful funding grant through the Indigenous Education Division has seen the expansion of the program to all

**“The program has gained national recognition”**

community schools in Arnhem Land and Groote Eylandt and also to Ludmilla School, Katherine High, Beswick, Barunga, Numbulwar-Daly

River, Tennant Creek High and several schools in Alice Springs with program extension to outer community schools in the Alice Springs region.



**“The music placement program has been highly effective . . .”**

“Indicators identified that successful remote community programs especially relating to music and sporting programs rely on ongoing delivery of the program,” Mr Chadwick said.

The program specifically brings music education to students in remote communities to develop not only musical skills but also life skills, IT competencies and increased opportunities for literacy development through songwriting and composition development, including the establishment of collaborative accreditation/assessment through the Vocational Education and Training certification process.

“The music placement program has been highly effective in supporting the NT Government’s focus of literacy and numeracy in schools,” Mr Chadwick said.

“Songwriting in English and traditional language is encouraged in the classroom with several schools developing journal writing, story boards and word puzzles based on music activities.

“Many schools accessing the project have been able to demonstrate improved attendance figures and student retention, substantiated by the project’s base line data in the Indigenous Education Division’s annual report.”

The program has also gained national recognition for its outstanding educational significance for indigenous students, resulting in the adoption of this model by the Western Australian Department of Culture and the Arts, for the Kimberley school region, facilitated by the NT Music School in term 4, 2003.

Despite the program being in only its second year, it has already created a list of achievements including the Yirrkala Big Band performing at The Beat and performances by eight secondary school bands at the recent GARMA (Strong culture) Festival in Arnhem Land) in August.

### University goes to Gapuwiyak!

School students from some of Australia's most remote communities had a chance to learn about the Charles Darwin University at Gapuwiyak recently.

The University visited Arnhem Sports, where schools from across East Arnhemland are competing in a range of sporting contests. The University joined a number of organisations for a mini Futures Expo, at which students could find out about a range of study and career options for their future.

The students came from schools at Gapuwiyak, Ramingining, Maningrida, Milingimbi and Galiwin'ku.

Arnhem Sports is held annually and is one of the longest running inter-school sporting events in the Territory.

### Apprentice now full time employee!

Mica Fleming is the new Administration Apprentice for Department of Infrastructure, Planning and Environment (DIPE) Biodiversity Unit in Alice Springs. Mica started on 14 August 2003, working 3 afternoons a week as a school based apprentice through Group Training Northern Territory. After completing year 12, Mica will be starting with DIPE full time next year.

Mica will be assisting officers in many tasks ranging from general administration work, to data entry for scientific research, and labeling the slide library for Marketing Commercial Operations.

**After completing year 12, Mica will be starting with DIPE full time next year!**

Mica was born in Alice Springs and has strong family ties to the area.

Mica enjoys acting but her long-term ambition is to work for an Aboriginal Organisation.



Mica Fleming

### Remote Schools Conference challenges and inspires

More than 300 educators gathered in Alice Springs to discuss education in the bush at this year's Remote Schools Conference.

Thirty schools from Finke to Robinson River were represented at the conference and, for the first time, participants included community representation from all communities.

Two keynote speakers challenged and inspired the participants. Rawiri Gibson, an Indigenous educator from New Zealand, talked about the journey with Indigenous education in his country.

Delegates saw many similarities with our own situation and Rawiri's gentle and passionate delivery was very powerful.

Chris Sarra from Cherbourg spoke on the second day and was extremely motivational. His success at Cherbourg is evident and participants felt encouraged by what could be achieved.

The key aspect of the conference was spending time discovering what is core business for remote schools, including workshops talking and prioritising what schools should be doing.

From the Regions continued . . .

This proved to be a valuable exercise and with the help of several linguists many Indigenous people were able to express their feelings to the group.

The result was a comprehensive list, which will be taken back to communities and to the Department for further consultations.

On two days of the conference 'what works in your school' sessions were held and these provided an excellent opportunity for schools to see what is happening in other communities.

A highlight of the conference was the conference dinner where Kenny Lawton, author of No Longer Boys Not Quite Men, talked about his experiences and the Spinifex band from Papunya entertained for hours.

The feedback from the conference was fantastic and participants went back to their community feeling motivated and encouraged.

## Celebrating Equity & Diversity 2003!

Throughout the year Government agencies have worked on initiatives that improve the equity and diversity outcomes for their employees. The exceptional efforts of NT Government agencies were both recognised and celebrated on 12 November at the Awards Dinner for the 2003 Commissioner's Awards for Equity and Diversity.



Roxy Musk from Larrakia Nation gives an official Welcome to Country

The event was hosted by Matthew Bonson MLA with winning nominations announced by the Minister for Employment, Education and Training, the Honourable Syd Stirling MLA. The Minister also stated agencies that embraced diversity and used the talents, skills and cultural knowledge of all of their employees were more likely to achieve better outcomes.

**“The awards recognise agency efforts to bring down barriers in the workplace in the NT Public Sector and the wider community”, said Minister Stirling.**

### and the Winners are . . .

#### Winner of the Open category is:

“Pathways to Dimensional Learning”, Alcohol & Other Drugs Unit - **Department of Health and Community Services**

#### Commendation

“Work Well Web” **Department of Infrastructure Planning and Environment**

#### Winner of the Regional category is:

“Learning Communities in Group Schools East” **Department of Employment, Education and Training**

#### Commendation

“Aboriginal Employment and Training Program”, Alice Springs Desert Park – **Department of Infrastructure Planning and Environment**

#### Winner of the Special category is:

“Strong Family, Strong Community, Strong Future” **Department of Chief Minister**

#### Commendations

“Indigenous Policy Capacity Building Program” **Department of Chief Minister**

“Indigenous Fisheries Apprentices” **Department of Business Industry and Resource Development**

**Encouragement Award** for outstanding whole of agency commitment demonstrated to the Indigenous Employment and Career Development Strategy 2002-2006.

#### Winner

**Department of Corporate and Information Services**

**Celebrating Equity and Diversity continued . . .**

The Awards had three categories, Open, Regional, and Special. Following the release of the NTPS Indigenous Employment and Career Development Strategy (IECDS) in 2002, this year's Special Category recognised initiatives that were designed to address the outcomes of the Strategy.



Regional winners, Learning Communities in Group Schools East

## Bagot Christmas Appeal

The Bagot Community is seeking donations of toys, food, clothing or even in kind services to be donated to the community, for the 2003 Bagot Children's Christmas Party, to be held on Friday the 19th of December 2003.

If you can help please contact Jamie Dellas at Bagot Community on 0419 975 672.

## Season's Greetings!

The Christmas decorations are on display, the shops are busier and you can hear the unmistakable tune of carols...Yes! There's no escaping it, that time of year has arrived again!

This is our last edition of Cooee for the year and we would like to take this opportunity to wish everyone a very merry and safe Christmas and a happy new year!

We look forward to receiving more of your valuable contributions to Cooee throughout 2004.



## Work Life Balance

The NTPS has a number of flexible working practices that employees and agencies can use to maximise flexibility in arranging hours of work. The practices include: Flexible working hours; home-based work; job sharing; part time employment; career breaks; part year employment and short term absences for family and cultural responsibilities. In order to facilitate employees and agencies implementing the flexible work practices, a "Work Life Balance – Flexible Working Arrangements" Policy is being developed.

As part of the policy development, a "Work Life Balance" Survey has been forwarded to roughly 800 randomly selected NTPS employees. It is important for as many of these people as possible to complete the survey as the data will be used to help develop the Work Life Balance – Flexible Working Arrangements Policy for the NTPS. Lenore Dembski is the contact officer for the project and can be contacted on 89994190 or at [lenore.dembski@nt.gov.au](mailto:lenore.dembski@nt.gov.au)

## Help fight diabetes

Are you Aboriginal or Torres Strait Islander? Do you want to help fight against diabetes in your community?

The DRUID Study (Darwin Region Urban Indigenous Diabetes Study) is currently offering FREE health checks as part of a program to learn more about how to prevent and beat diabetes in Aboriginal and Torres Strait Islander people aged 15 years and over in Darwin, Palmerston and the rural area.

About 4,000 people are needed to take part, including people with and without diabetes. If you, your family and your friends take part, we'll be one step closer to winning our fight against diabetes.

To find out more, contact the DRUID Study Team on 8922 8508 or email [druid@menzies.edu.au](mailto:druid@menzies.edu.au)



# CPA Scholarship Scheme

## for Aboriginal and Torres Strait Islander People 2004

### General information

CPA Australia offers up to 10 scholarships annually for Aboriginal and/or Torres Strait Islander people. The purpose of the scholarship is to assist ATSI People to meet the education requirements for CPA status. The scholarship entitles recipients to exemption from all CPA Program segment fees and first year's free membership of CPA Australia at Associate level.

### General rules

Applicants must agree to provide evidence of recognition as a member of the Aboriginal and Torres Strait Islander Peoples.

Applicants must hold, at least, an accredited Bachelor's degree from a recognised university. It is possible to apply before results are finalised, however, only graduates will be eligible to receive a scholarship.

Applicants must be eligible to join CPA Australia at Associate level and to enrol in the CPA program.

The scholarships will be awarded each January to the best-qualified applicants based on university results.

The scholarships will be tenable for a period of up to five years, subject to satisfactory progress by the holder towards the completion of the CPA program.

The scholarship holder shall not be required, as a condition of the scholarship, to render any service to the donor.

**Note:** \* There is also an experience requirement for advancement to CPA status.

### Application procedures

Applicants must submit an application package containing:

- i a brief curriculum vitae
- ii a certified copy of their university degree/s clearly indicating the:
  - Title of the award
  - Name of institution
  - Year the degree was awarded
- iii a certified copy of an itemised academic transcript showing subjects passed by year and grades awarded
- iv name of an academic referee who the applicant will ask to complete a reference to be forwarded directly to the Education & Research Administration Officer, CPA Australia. Applicant to contact referee prior to application.
- v names and positions of two members of Aboriginal and/or Torres Strait Islander organisations who the applicant will ask to confirm directly to the Society that the applicant is recognised in the Aboriginal/and or Torres Strait Islander Community. Applicant to contact referee(s) prior to application.

### Composition and duties of the selection committee

1. The selection committee will be a sub-committee of the Board Education Committee (BEC), consisting of the BEC Chairman or nominee, the Director – Education and the CPA Program Manager.
2. Awards will be made in the light of the quality of applicants received. In any year the Selection Committee is not obliged to award any grants.
3. The Chairperson of the Selection Committee will submit a brief report each year to Board of Directors.
4. Decisions of the Selection Committee will be final. No correspondence or discussion will be entered into concerning any aspect of the awards.

### Selection criteria

Primary criteria for selection:

- academic achievement
- demonstrated potential to complete the CPA program

CPA Australia is offering ten CPA Program scholarships to assist Aboriginal and Torres Strait Islander people to meet the educational requirements for CPA status.\*

The scholarship will entitle holders to:

- exemption from enrolment fees for the CPA Program and related workshops and examinations for the duration of the scholarship (this does not include transport to and from workshops or examinations);
- first year's free membership of CPA Australia at Associate level (including fee for admission as new member)p; and
- encouragement and assistance in identifying employment opportunities in the private sector.

### Applications close 31 December 2003

Forward Application to:

Julie Peters  
Education and Research Administration Officer  
CPA Australia  
Level 29  
385 Bourke Street  
MELBOURNE VIC 3000

Phone: 03 9606 9811  
Fax: 03 9670 3336