

Indigenous Employment Policy

Purpose

The purpose of the Indigenous Employment Policy is to provide Indigenous employment opportunities and to support recruitment of Indigenous people. Our aim is to also improve retention rates of existing Indigenous staff members and provide development opportunities for Aboriginal and Torres Strait Islander people.

Scope

We are committed to employment practices that strive to deliver positive outcomes for Indigenous Australians, our clients, and the communities in which we operate.

Policy Statement

This policy describes the principles underpinning Indigenous employment and engagement (in the context of employment) at IRP

Objectives

- IRP encourages Indigenous Australian employees or potential employees to identify themselves.
- Increase the participation rate and employment outcomes of Indigenous Australians across all levels
- Create and support a work environment that is free from discrimination and is culturally respectful and inclusive.
- Improve representation of Indigenous employees across a wide range of areas and levels across with IRP's Clients.
- Increase retention in the workforce and long-term career and employment prospects for Indigenous Australians.
- Positively and proactively seek to recruit Indigenous Australians and provide Indigenous identified positions and designated positions where appropriate.
- IRP will provide support to managers and supervisors in the process of recruiting and selecting Indigenous Australian employees.
- IRP will support Clients in retaining and developing Indigenous employees with advice on career development planning, performance and review processes, and reward and recognition.



Peter Spark

Director

16th January, 2023

Owner MLOC	Creation Date 7 July 2019	Version EMP - 03	Review Date 16 th January, 2023	Page 1 of 1
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