

Indigenous Employment Policy



Australian Transit Group will where possible, provide opportunities in employment and skills development to Aboriginal and Torres Strait Islander people.

As an organisation, we will foster equality of opportunity in employment for Aboriginal and Torres Strait Islander People by positively seeking to recruit them, and by removing from it's structures and practices any remaining barriers to employment and career enhancement which may result in direct or indirect discrimination in the workplace, and will therefore provide employment opportunities through the implementation of an Indigenous employment strategy.

ATG recognises and values Indigenous Australian cultural knowledge as a significant contribution to all other bodies of knowledge and acknowledges the skills and experience Indigenous People bring to the organisation.

Strategies supporting the Policy

1. Recruitment procedures will ensure that selection processes are culturally sensitive and encourage Aboriginal and Torres Strait Islander representation across all levels of employment
2. Positions available within the company will be promoted through Indigenous networks
3. Workplace retention strategies will encourage a supportive and culturally friendly workplace for Indigenous staff
4. The capabilities of non-Indigenous staff to work sensitively and effectively with Aboriginal and Torres Strait Islander colleagues will be built through access to cultural awareness training and development
5. The capacity of managers and supervisors to further develop their understanding of Indigenous cultural issues will be strengthened through access to training and development
6. Indigenous staff will have access to training and professional development to assist them enhance their skills and career opportunities
7. Community relationships and partnerships will be maintained and enhanced, both Indigenous and non-Indigenous, to encourage Indigenous people to seek employment with ATG



Ben Doolan

Managing Director

Review Due 2018.

This policy applies to all ATG employees.