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**From:** Debbie Souter  
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The Secretary  
 Standing Committee on Aboriginal and Torres Strait Islander Affairs

Tweed Shire Council has approximately 15 Aboriginal and Torres Strait Islander employees. This figure is based on those employees who identify as Aboriginal or Torres Strait Islander people on our EEO form upon commencement of employment. The exact figure is expected to be higher than the recorded 15.

Areas of employment include office administration, operational staff, supervisory staff and skilled/trades people.

Council has promoted practical reconciliation initiatives in past years by supporting Aboriginal or Torres Strait Islander employees with one day's paid leave each year to attend NAIDOC Week celebrations. This paid leave is now a compulsory provision in the NSW Local Government (State) Award 2004.

Regards

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