



Submission No.	46
Date Received	9-5-05

5 May 2005

The Secretary
Standing Committee on Aboriginal and Torres Strait Islander Affairs
House of Representatives
Parliament House
CANBERRA ACT 2600

RECEIVED
09 MAY 2005

BY: ATSLA

To Whom It May Concern:

Re: Indigenous Employment- The Shire of Campaspe

The Shire of Campaspe has recently been successful in recruiting four (4) new Indigenous employees. Prior to this, Council had two (2) Indigenous employees which represented less than 1% of our total workforce.

Our strategy for recruiting Indigenous Australians has been through traineeships which we hope will lead to permanent employment as vacancies arise. Our local Job Network Provider, CVGT has been a valuable partner in obtaining funding that has enabled us to pursue this initiative. These positions have been in addition to our current staff numbers therefore it would not be possible without the government funding.

The significant factors that have contributed to the positive outcomes include the available funding and also the willingness of young Indigenous Australian's to join our organisation and make an active contribution. We have also built a good relationship with our local Aboriginal Corporation, Njernda.

Future initiatives include Cultural Awareness training which will be facilitated by Njernda and exploring more traineeship opportunities for Indigenous Australians.

I hope this information is useful for future planning.

Regards,

**RENEE WATERS
ORGANISATIONAL DEVELOPMENT
& HUMAN RESOURCES MANAGER**

All correspondence to:

HEADQUARTERS
Cnr Hare & Heygarth Sts
Echuca

PO BOX 35 ECHUCA 3564
DX 62508 ECHUCA

Tel: 1300 666 535
(03) 5481 2200
Fax: (03) 5481 2290

E-mail:
shire@campaspe.vic.gov.au

Website:
www.campaspe.vic.gov.au

CUSTOMER
SERVICE CENTRES

KYABRAM
Lake Road

ROCHESTER
43-45 Mackay Street

RUSHWORTH
High Street

TONGALA
Mangan Street

A.B.N. 23 604 881 620