NORTHERN TERRITORY GOVERNMENT

WHOLE OF GOVERNMENT

SPECIAL MEASURES ATSI RECRUITMENT PLANS INFORMATION FOR APPLICANTS

The Northern Territory Public Sector (NTPS) values diversity, aims to achieve a workforce that is representative of the community we serve, and is committed to improving recruitment, retention and career development opportunities for Australian Aboriginals and Torres Strait Islanders (ATSI). To support this commitment NTPS job vacancies may be advertised under approved Special Measures Recruitment Plans.

What is a Special Measures Recruitment Plan?

There are currently two types of NTPS Special Measures ATSI Recruitment Plans:

1) Priority Consideration for ATSI Applicants
   - Open to all applicants, but ATSI applicants will be assessed first and offered the vacancy if they meet all the essential selection criteria and are suitable at the level of the position.
   - Non-ATSI applicants will only be assessed for selection if there is no suitable ATSI applicant who accepts the vacancy.
   - Where there is more than one suitable ATSI applicant the vacancy will be given to the ATSI applicant assessed as most suitable.
2) Designated ATSI Positions: Vacancies are reserved only for ATSI applicants and no other applicants will be considered. Any ATSI applicant selected must meet all the essential selection criteria and be suitable at the level of the position. If no applicant meets this standard the job will not be filled.

For further information about Special Measures Recruitment in the NTPS click here: Special Measures

Do ATSI applicants need to provide proof of eligibility? - YES

In order to be eligible for an NTPS Special Measures ATSI Recruitment Plan the applicant **must**:

a) be of Australian Aboriginal or Torres Strait Islander descent; **and**

b) have previously and consistently, in all aspects of their day-to-day life, been known to be and/or have identified as an Australian Aboriginal or Torres Strait Islander.

An applicant selected under an NTPS Special Measures plan will be required to provide evidence that they meet this two part test for eligibility. To meet the test the applicant must have been known to be and always claimed to be ATSI in such things as their school life, in previous jobs, and essentially in every aspect of their interaction with other people. No one who suddenly discovers, later in life, that they are of ATSI descent, or who has known, but never before regularly disclosed that they are ATSI, is eligible. This is because the special measure is designed to address possible inequality of employment opportunity that may have been suffered by ATSI persons. Obviously someone who has not consistently been known to be ATSI and who does not appear to be ATSI, could not have suffered such discrimination.

In order to be given priority consideration under the Special Measures plan ATSI applicants who meet the test of eligibility should indicate in the existing box on the online recruitment system that they are ATSI, and also include this information in their one page summary application. Eligible ATSI applicants should also download, complete and attach a copy of the required Statutory Declaration of eligibility for an NTPS Special Measures which can be accessed here: Stat Dec for ATSI Special Measures

What else is required to apply?

For all NTPS vacancies, applications are limited to a one-page summary with an attached detailed resume/cv. The summary should briefly summarise why you would be suitable for the vacancy. The resume/cv should set out details of education, qualifications, past work history, level and job duties, achievements, and details of appropriate referees, ideally current supervisors. This information will help the selection panel in determining whether you may meet all of the essential selection criteria at the level suitable for the vacancy and therefore warrant further consideration. For further information on applying for employment with the NTPS click here