

# INDIGENOUS EMPLOYMENT POLICY



Bhagwan Marine values the contribution of Aboriginal and Torres Strait Islander people to the Australian community and will, wherever possible; provide opportunities in employment, training and career development.

Bhagwan Marine recognises the importance of employment and education of Indigenous Australians and is actively committed to this policy, and in promoting pride and satisfaction through employment for all employees, resulting in a continually improving working environment.

Based on an understanding of the indigenous community employment profiles in Bhagwan Marine's traditional employment catchment areas, the objective is to provide opportunities in employment, training and career development to Indigenous Australians.

To achieve this Bhagwan Marine will make all reasonable attempts to have an understanding of:

- ✓ The locations, age profile and number of unemployed indigenous people in the communities;
- ✓ Who the various community Indigenous leaders and traditional elders are and their contact details;
- ✓ What are the main employment concerns of the community indigenous organisations;
- ✓ The organisations or government agencies that work with these indigenous communities;
- ✓ The local businesses and suppliers that are owned by the indigenous communities;
- ✓ Those high schools, TAFE Colleges and higher education providers that have high numbers of Aboriginal and Torres Strait Islander students in their communities.

To achieve a community consulted and agreed level of indigenous employment program, Bhagwan Marine will:

- Ensure that our policy concerning Indigenous Employment is understood, implemented and maintained at all levels in the organisation.
- Provide opportunity in employment for Aboriginal and the Torres Strait Islander people by positively seeking to recruit them, and by removing from Bhagwan Marine's structures and practices any barriers to employment and career enhancement which may result in direct or indirect discrimination.
- Actively recruit Aboriginal and Torres Strait Islander school leavers and young people, and provide them the opportunity to undertake traineeships in the marine industry.
- Provide a monitoring service and will regularly meet with the trainee and supervisor to act as an advocate/mentor for both parties. Bhagwan Marine will develop the mentoring and support systems to foster knowledge, understanding and assistance for Indigenous Australian employees.
- Develop an *Indigenous Engagement Plan (IEP)* that will provide strategies for Indigenous Training Programs and communication strategies that will provide employment opportunities for Indigenous Australians.
- Work closely with National and local indigenous groups; Government Agencies and Clients in a collaborative approach to achieve common objectives in participation of Australian Industry and the engagement of Indigenous Australians.

Once there is an understanding of the opportunities and barriers to Indigenous employment in the catchment communities, relevant Indigenous employment and participation outcomes and strategies can be adopted. These strategies will then help to develop an Indigenous labour supply policy, grow demand for Indigenous labour, and support Indigenous enterprise.

This Policy shall be reviewed periodically but not exceeding 2 years.

**Loui Kannikoski**  
Managing Director