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KEO:lms

15 April 2016

Ms Emma Rogerson  
Council Officer  
Upper House Committee  
Parliament House of New South Wales  
Email: [emma.rogerson@parliament.nsw.gov.au](mailto:emma.rogerson@parliament.nsw.gov.au)

Dear Ms Rogerson

**Inquiry into Reparations for the Stolen Generations in New South Wales**

Please find below Kempsey Shire Council's response to the Questions on Notice, following the Kempsey hearing of the Inquiry into Reparations for the Stolen Generation in New South Wales.

**The Hon. BEN FRANKLIN:** What Aboriginal employment strategies does the council focus on with such a relatively high proportion of Aboriginal people in this community?

**Mr RAWLINGS:** We have a target in one of our KPIs to look at our level of Aboriginal employment. I do not know exactly where we are but we are probably still below that.

**The Hon. BEN FRANKLIN:** What is the target?

**Ms OLIVER:** We would have to take that on notice. I am happy to do that.

**RESPONSE:**

Kempsey Shire Council has an organisational Key Performance Indicator (KPI) for Aboriginal Employment, this indicator is 6% of total workforce is recognised as Aboriginal.

Council advertises all employment opportunities locally and encourages applications from all areas of our community. Council also provides access to mentoring from the Aboriginal Elders to support employment and further educational opportunities.

**Mr RAWLINGS:** The target was set to reflect the Aboriginal community broadly. I think it is indicative of the percentage of Aboriginal community compared with non-Aboriginal community in the workforce but I cannot remember the exact percentage. But we have not really put in a lot of very positive approaches to that because we are looking to try and not create too much of an "us and them" sort of situation at the council as well. We are looking for opportunities to bring people in that will be really broadly accepted by everyone because theoretically we are on a merit-based system. Our biggest problem though is that it is relatively easy to get people in as labourers and those sorts of things but it will take more effort and more time to try to get people further up in the structures because there are a certain amount of skills in that. That is one of the things we are facing—we don't have high levels of education and achievement. So we have got those steps that we need to go through and focus on to get long-term beneficial outcomes if we want to get them into a better place overall.

**The Hon. BEN FRANKLIN:** Would you please take on notice both the target and where you are sitting under the target?

**Ms OLIVER:** Yes.

**RESPONSE:**

Kempsey Shire Council has an organisational Key Performance Indicator (KPI) for Aboriginal Employment, this indicator is 6% of total workforce is recognised as Aboriginal. Council's current percentage of Aboriginal employees is at 3.5% and that level has been maintained for several years.

**Reverend the Hon. FRED NILE:** Just a quick question. I had a phone call on the way here. A church in Sydney found out I was coming to Kempsey. They said that Pastor Roberts up here is keen to have an Aboriginal building for a church. And the church in Sydney is prepared to donate the building and they said that the council is opposing it. That is what they told me. It would not approve the church being built.

**Ms OLIVER:** No, it certainly has not been raised with me.

**Mr RAWLINGS:** It has not been raised with me either, so I do not know if there is some more ordinary sort of planning issue about the block of land. So they had their own land?

**Reverend the Hon. FRED NILE:** I gather, yes.

**Mr RAWLINGS:** I have not heard of that, so I would have to take that on notice.

**Reverend the Hon. FRED NILE:** I will get some information for you.

**Mr RAWLINGS:** If you could get some information to me, but it is not something that has come to the top of the organisation as yet.

**Reverend the Hon. FRED:** I was surprised when they told me. I thought the council would do that.

**RESPONSE:**

Upon further investigation concerning the Aboriginal building for a church and discussions with council. "Council" in this instance is the Kempsey Aboriginal Land Council. Discussions had been occurring between Pastor Roberts and the Kempsey Aboriginal Land Council regarding permission to develop a parcel of Aboriginal Land Council property. No applications have been made to Kempsey Shire Council.

Please do not hesitate to contact me directly on \_\_\_\_\_ if you have any further enquiries.

Yours sincerely

Kathy Oliver  
DIRECTOR COMMUNITY ENGAGEMENT