

# **DONDUNSTANFOUNDATION**

**FOR A BETTER FUTURE**



**FLINDERS UNIVERSITY**  
ADELAIDE • AUSTRALIA



**THE UNIVERSITY**  
**OF ADELAIDE**  
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**Invitation to Express Interest in Leading a Don Dunstan Foundation Project**  
**"Achieving the Target of 2% Aboriginal Employment**  
**in the SA Public Sector by the Year 2009"**  
**(Aboriginal Employment in the SA Public Sector)**

**Closing date for Expressions of Interest: 27 April 2006**

## Don Dunstan Foundation Values

In its work the Foundation is guided by its fundamental values:

- Respect for fundamental human rights
- Celebration of cultural and ethnic diversity
- Freedom of individuals to control their lives
- Just distribution of global wealth
- Respect for indigenous people and protection of their rights
- Democratic and inclusive forms of governance

## Invitation to Express Interest

Employees of the University Adelaide and Flinders University are invited to Express Interest in leading a Foundation Project "Achieving the Target of 2% Aboriginal Employment in the SA Public Sector by the Year 2009"  
(Aboriginal Employment in the SA Public Sector)

## Background

### *About the Don Dunstan Foundation*

The Don Dunstan Foundation was established in 1999 with a view to perpetuating the memory of Don Dunstan, former Premier of South Australia and reflecting his life's work through fostering research, education and discussion on a broad range of issues, including social development and areas consistent with the Foundation's values.

The Foundation is a public charitable trust established by a Deed of Trust and is a registered tax-deductible gift recipient organisation. The Foundation enjoys the support of the State Government, the University of Adelaide and Flinders University. It also relies on the support of individuals and organisations both public and private to continue with its work. The Foundation is located at the University of Adelaide and receives financial and in-kind support from the University and in-kind support from Flinders University.

### **About the Project**

Achievement of increased employment of Indigenous people in the SA public sector will address one of the Foundation's values, that of "Respect for indigenous people and protection of their rights." The advancement of Indigenous peoples was an area of particular interest to Don Dunstan.

The South Australian Strategic Plan 2004 has a target to increase the percentage of Aboriginal employees in the South Australian Public Sector from 1.2% to 2% by 2009. The percentage as at 30 June 2003 was 1.3%, 30 June 2004 was 1.07% and as at 30 June 2005 was 1.14%.

There is considerable scope for identifying strategies, which the Office of Public Employment can champion and public sector employers and staff adopt to

improve employment and management practices to attract and retain Aboriginal employees in the public sector.

There are known areas of successful practice in the public sector and the emphasis of the project would be on identifying and learning from successful practices.

The Commissioner for Public Employment is driving initiatives to achieve the Government's target and has established an Indigenous Employment Consultative Committee to advise on and monitor strategies and targets.

### **Aboriginal Employment in the SA Public Sector -Project Terms of Reference**

"To assess current employment and management practices and improvement initiatives and recommend strategies to achieve the SA Government's target of 2% Indigenous employment in the SA Public Sector by the year 2009. In particular, the project should identify examples of successful practice in the SA public sector and elsewhere and barriers to employment having regard to:

- The important contribution of Aboriginal employees
  - Characteristics of an employer of choice for Aboriginal people
  - Education and training of Aboriginal students in preparation for employment, including study awards
  - Competition from other employers
  - Recruitment including early sourcing, advertising, targeted employment, selection and special employment programs
  - Induction, training, mentoring, peer support, targeted development, leadership development, professional development and career development, including culturally specific programs
  - Management and supervision
  - Difficulties, including management of underperformance
  - Feedback/recognition, rewards and promotion
  - Attitudinal and cultural change, including cultural awareness training
  - Legislative and industrial change, including leave provisions
  - Improved information and data on Aboriginal employees and their pattern of employment, including leadership positions
  - Planning, coordination, monitoring and evaluation of improvement initiatives
- A report on current practices and recommended strategies for sustained improvement is required by no later than 6 months after the selection of the project leader/s and any necessary ethics clearance.

The project leader/s may be required to present their findings to public sector managers and staff".

### **Process**

The strength of the review is its commissioning by a body independent of the public sector.

In conducting the project the project leader/s are encouraged to "think outside the square" and to recommend practical but potentially radical solutions.

It is expected that a sample of managers, supervisors and Aboriginal employees (including Aboriginal managers and supervisors) will be interviewed. An independent confidential survey/s to improve the accuracy of data on numbers of Aboriginal employees and attitudes to Aboriginal employment within the public sector may form part of the project.

### **Reference Group**

The project leader/s will be supported by a reference group of persons selected by the Foundation in consultation with sponsors and deemed to have appropriate expertise and experience.

### **Reporting Requirements**

The project leader/s will be required to report to the Reference Group on progress on a monthly basis.

The project leader/s may consult the Executive Director on the progress of the project as required.

Two written outputs are required:

1. A final report suitable for dissemination to the public sector and potentially open to public scrutiny is required.
2. A Dunstan Paper to be issued to Foundation subscribers, summarising and distilling the final report.

### **Potential Use of Project Report**

The final report will be provided to the Commissioner for Public Employment and other parties as deemed appropriate by the Foundation.

### **Expression of Interest**

The Expression of Interest should be no longer than four pages and should address the ways the project leader/s would conduct the project, including the process followed, the methodology of information and data collection, analysis and recommendation of practical proposals having regard to the Terms of Reference.

The four pages should include an outline of the project timetable, an estimate of time involved and an all costed budget of no more than \$25,000 incl. GST. The budget will be firm. The budget will not include any costs in relation to the preparation of the expression of interest and any involvement in the selection process.

A brief Curriculum Vitae outlining the project leader/s' experience, qualification and capabilities relevant to the project should also be supplied along with details of two referees and the project leader/s' contact details.

### **Process of selection of project leader**

The Foundation reserves the right to select the project leader/s as it deems appropriate, including no obligation to accept any expression of interest. Sponsors of the project may be involved in the selection process

**Project Agreement**

The successful project leader/s will be required to sign an agreement by exchange of letters to abide by the terms of the project.

**Ownership of Project Information and Media Inquiries**

The ownership of project information will at all times be that of the Don Dunstan Foundation and no news releases or responses to media inquiries shall be provided, except with the Executive Director's approval.

**Confidentiality**

As the project involves the gathering of potentially sensitive information and data and will involve interviewing public sector employees, the project leader/s will be supported by a letter of introduction from the Commissioner of Public Employment. The project leader/s will also be required to maintain confidentiality of information provided unless authorised to do otherwise.

**Termination of Agreement**

The Foundation reserves the right to terminate the agreement if the progress of the project is unsatisfactory or the conditions of the agreement are contravened.

**Due Date**

The Expression of Interest should be sent to the Executive Director, Don Dunstan Foundation, Level 3, 10 Pulteney Street, Adelaide, SA, 5006 by close of business on 27 April 2006.

**Inquiries**

Any inquiries about this Expression of Interest should be directed to George Lewkowicz, Executive Director, Don Dunstan Foundation, phone (08) 83036247 or e mail [george.lewkowicz@adelaide.edu.au](mailto:george.lewkowicz@adelaide.edu.au).