

POLICY STATEMENT

Our Northern Territory Public Service

The CLP values the contribution made by the Northern Territory Public Service (NTPS) in delivering services to Territorians. The CLP has a clear message for Public Servants – your jobs are safe with a CLP Government. Our promise to you is that you are valued, respected and essential.

Under a CLP Government, the NTPS will work in partnership with Territorians and the private sector to maximise service delivery and open the NT up for business. This partnership will be reinforced by strategically placed **secondments of public servants to local businesses**. The aim of these secondments is to help bridge the gap between the public and private sectors by:

- Increasing the understanding and skills of public servants who will see first-hand the effect of government policies and be exposed to different management practices;
- Assisting the Public Service in implementing programs and services based on a better understanding of operating environments and problems faced by local business; and
- Assisting local business in their understanding of how the public sector works.

Territory Futures will facilitate pathways to successful, meaningful, professional careers through the following:

- Traineeships for Territory school leavers across all departments and a range of administrative skills that will kick-start their career;
- Graduate programs and internships for university graduates who have a home base in the Territory to begin careers that recognise their qualifications; and
- Programs dedicated to Aboriginal Territorians, including NT Police, Fire and Emergency Services Graduate Aboriginal Employment and Years 10-12 Aboriginal Cadetship School Holiday Programs.

To encourage public servants on temporary contracts to make a home in the Northern Territory, a CLP Government will undertake a process of **transferring frontline workers on rolling temporary contracts into permanent contracts**.

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A CLP Government will review the effectiveness of Special Measures programs/plans including whether it is reaching employment targets of Aboriginal Territorians. In June 2016, Aboriginal employees increased to 10.07 per cent of the NTPS under the previous CLP Government, well on the way to achieving 16% by 2020. As of March 2019, Aboriginal employment in the NTPS was only at 10.5 per cent despite Aboriginal Territorians making up apparently 30% of our population.

A CLP Government will work to develop Aboriginal capability in the NTPS, which will in turn improve the economic and social development of the Territory.

Specifically, the CLP will:

- transfer frontline public servants on rolling temporary contracts to permanent contracts;
- introduce *Territory Futures*, a program that will provide our children with careers in the NTPS through placements for school and university leavers and Aboriginal Territorians;
- begin working partnerships between public and private sectors, strengthened by secondments of public servants to the private sector;
- increase Aboriginal Territorian capability; and
- assess the application of Special Measures in recruiting and conditions.