

Recognition and retention



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Recognition

Proactively recognising and celebrating workplace achievements helps create an inclusive and culturally safe work environment, as well as a positive workplace experience. Celebrating the achievements of Aboriginal and Torres Strait Islander employees in your agency shows appreciation for their diligence, dedication, and the results they deliver.

Recognition is a key driver of retention for Aboriginal and Torres Strait Islander employees and acknowledges the value they bring to the agency. Culturally safe environments that embrace and celebrate cultural diversity enhances an agency's reputation, are important to Aboriginal and Torres Strait Islander employees wanting to build their careers and encourages others to enter the public sector workforce.

Awards

The **NSW Premier's Awards** recognise and celebrate outstanding achievements from across the sector. Some agencies also have their own awards to recognise and celebrate outstanding achievements from staff across their agencies.

Consider nominating Aboriginal and Torres Strait Islander employees and teams for their workplace achievements when submitting your agency award nominations.

Retention

Research on retention of Aboriginal and Torres Strait Islander employees indicates that retention relies heavily on creating cultural safety, in addition to factors that are usually considered for any mainstream retention strategy.

Focus Group insights on retention

Key reasons Aboriginal and Torres Strait Islander staff were likely to leave the NSW public sector:

- Lack of career progression.
- Low level roles and temporary roles for long periods of time.
- Cultural load placed upon Aboriginal and Torres Strait Islander staff.
- Acts of racism and absence of Aboriginal and Torres Strait Islander involvement in racism complaint procedures.
- Complaints procedures not seen as culturally safe spaces for Aboriginal and Torres Strait Islander staff to raise issues.

Key reasons Aboriginal and Torres Strait Islander staff were likely to stay in the NSW public sector:

- Career progression seemed faster at more culturally safe agencies, which meant staff often transferred to enhance their career.
- Agencies have cultural awareness training and further opportunities for non-Aboriginal and Torres Strait Islander staff to engage with Aboriginal and Torres Strait Islander communities.
- Agencies addressing racism through training and policy.