



EAP17/10292

Mr Troy Wright  
Assistant General Secretary  
Public Service Association  
160 Clarence St  
SYDNEY NSW 2000

14 NOV 2017

Dear Mr <sup>Troy</sup>Wright

Thank you for your correspondence of 18 October 2017 about Aboriginal employment in the Department of Family and Community Services (FACS).

When I met with the Public Service Association (PSA) on 25 July 2017, I advised that Aboriginal Caseworkers seeking to progress to Manager Casework did not require tertiary qualifications. This continues to be the case following the two year exemption period and there has not been any change. Our goal is to encourage career progression for all Aboriginal staff and not just those who possess tertiary qualifications.

A career development program for Aboriginal staff is in development with a view to launching in the first quarter of 2018. I understand that the PSA is seeking for Aboriginal Caseworkers who do not possess tertiary qualifications to be supported to obtain a graduate certificate in Statutory Child Protection. We will give consideration to incorporating this within the program.

Internal consultation is currently underway in relation to the new program. Early findings suggest that managerial support, career development opportunities and complex writing skills support are all important. We will invite the PSA to discuss the program with FACS representatives when internal consultation has been completed, and there is sufficient information to present. It is likely that these discussions will occur either late in 2017 or early in 2018.

If you would like more information, please contact Catherine Carvolth, Director Employee Relations, Safety and Wellbeing on 8879 9085 or email [catherine.carvolth@facs.nsw.gov.au](mailto:catherine.carvolth@facs.nsw.gov.au).

Yours sincerely

**Michael Coutts-Trotter**  
Secretary