

### Staff Development and Training

The CLC is committed to the ongoing professional development of its work force and supports access to appropriate training for all staff.

The CLC is especially committed to developing strategies that facilitate employment and career development for Aboriginal staff, who make up just over 45 per cent of the 122 staff employed, and have formally stated this commitment in Part 3 of the CLC EBA.

However, the commitment expands to providing training and development opportunities for all staff, at all levels, particularly nationally recognised programs, in a range of areas including business, finance, media, land management and law.

Staff are able to access training and further education as part of the CLC's Career Development policy and also receive compulsory training in areas such as cross-cultural awareness, first aid, occupational health and safety and 4WD skills.

The CLC Career Development policy also enables staff to receive support and assistance with a range of study and learning options including time off to attend classes and exams, financial assistance in-house mentoring and the provision of short courses.

### Other Measures to enhance Aboriginal Employment and Career Development

In May 2005, the CLC entered into an agreement with Group Training NT and Charles Darwin University, (Alice Springs campus) to be the host organisation to two school-based apprentices.

The CLC has also lodged a submission to obtain funding through the Department of Employment, Science and Training to engage a Workplace English and Language (WELL) Coordinator.

This position would focus on im-

A comparison of staff numbers in 2005 and 2006 financial years is provided below.

	30-Jun-05	30-Jun-06
Chairman	1	1
Director	1	1
Senior Executive Service 1	2	2
Senior Officer A	1	4
Senior Officer B	7	6
Senior Officer C	16	14
Administrative Officer 6	22	32
Administrative Officer 5	29	28
Administrative Officer 4	18	19
Administrative Officer 3	16	8
Administrative Officer 2	4	6
Administrative Officer 1	1	1
	<b>118</b>	<b>122</b>

A comparison of Aboriginal staff numbers in 2005 and 2006 financial years is provided below.

	30-Jun-05 Aboriginal	30-Jun-06 Aboriginal
Chairman	1	1
Director	1	1
Senior Executive Service 1	0	0
Senior Officer A	0	0
Senior Officer B	0	0
Senior Officer C	4	3
Administrative Officer 6	7	7
Administrative Officer 5	10	14
Administrative Officer 4	16	18
Administrative Officer 3	11	6
Administrative Officer 2	3	5
Administrative Officer 1	1	1
	54	56

proving the language and literacy skills of staff.

### Workplace Committees

The CLC Human Resources section has provided training and support for the Occupational Health and Safety Committee and the Workplace Harassment Contact Officers in the past year to ensure full knowledge of their roles, responsibilities and legislative requirements.

These groups meet regularly, and are highly proactive in the workplace.

Statistical reporting to detail accident/incidents, usage and general awareness of Occupational Health and Safety issues is undertaken to ensure the CLC meets its Occupational Health and Safety objectives.

To ensure constant awareness of issues in relation to Workplace Harassment, the HR department