

Aboriginal and Torres Strait Islander Cultural Awareness Training

Commissioner's Instruction 29

Statement of intent

To **require** Aboriginal and Torres Strait Islander cultural awareness training for public sector employees and board members to support them to perform their duties in a culturally informed way.

Scope and application

This instruction applies to all public sector employees including directors general, chief executive officers, chief employees and ministerial staff; and to public sector bodies as defined by section 3 of the *Public Sector Management Act 1994* including departments, SES and non-SES organisations, ministerial offices and boards established under their own legislation.

Instruction

Public sector bodies must:

1. ensure each employee engaged for a continuous period of 3 or more months as well as each board member completes Aboriginal and Torres Strait Islander cultural awareness training
2. take reasonable steps to provide casual employees and employees engaged for a continuous period of less than 3 months with Aboriginal and Torres Strait Islander cultural awareness training
3. keep appropriate records of:
 - a. how many current employees and board members complete training
 - b. the year they complete training
 - c. whether they use the [Aboriginal and Torres Strait Islander cultural awareness training resource](#) or other training
4. provide the information specified in clause 3 through the Public Sector Commission's annual survey program.



Further information

The [Aboriginal and Torres Strait Islander cultural awareness training resource](#) has been developed for the public sector by the Public Sector Commission and is endorsed by the Aboriginal Advisory Council of Western Australia. Public sector bodies may choose to use it to meet the requirements of this instruction.