SYDNEY LOCAL HEALTH DISTRICT CONFIRMING ABORIGINALITY FACT SHEET

INFORMATION WHEN APPLYING FOR

ABORIGINAL IDENTIFIED OR TARGETED POSITIONS.

To identify as Aboriginal is not just about the physical wellbeing of an individual but refers to the social, emotional and cultural wellbeing of the whole community. As well, it is the understanding of what it is to be Aboriginal that has been passed down from generation to generation and not simply learned academically. For members of the Stolen Generations this means that they may be unable to find their family and reconnect with Country, Language, Tradition, Knowledge and Spirituality. This can be an extremely difficult and sensitive issue.

The "Aboriginal Three Point Identification" is a social definition, rather than a racial definition:

- Descent-i.e. the individual identifies which parent/parents are of Aboriginal descent,
- Self-identification-i.e. the individual identifies as an Aboriginal, and
- Community recognition –i.e. the individual is accepted as such by the Aboriginal community in which he/she belongs, lives or works.

Candidates for Aboriginal identified/targeted positions will need to provide information that supports their Aboriginality as part of the application process. We know that obtaining your Confirmation of Aboriginality may not always meet the timing of the recruitment process. If you are not able to obtain your Confirmation in time for your interview, contact the person organising the interview or Aboriginal Workforce prior to interview on 97675435.

Other ways of confirming Aboriginality

There are options available for confirming Aboriginality. It may be beneficial to seek advice from an Aboriginal Community Controlled Organisation or your local Aboriginal Land Council and through providing:

- Community advice,
- References from at least two Aboriginal community representatives,
- Family histories and contacts,
- A Statutory Declaration with detailed information of Aboriginal descent, identity and Community acceptance.
If all four of these are not addressed, further documentation will be required for Aboriginal identified and targeted positions. Aboriginality is a genuine occupational qualification and is authorised by section 14(d) of the Anti-Discrimination Act 1997.

On-going employment after four months will be subject to the production of the required documentation.

Use of a statutory declaration
A statutory declaration is a written statement that a person swears to be true in the presence of an authorised witness, usually a Justice of Peace (JP). It is a legal document. To find out more go to: [www.jp.nsw.gov.au/justices-of-the-peace/information-for-jps/performing-your-role-as-a-jp/nsw-statutory-declaration](http://www.jp.nsw.gov.au/justices-of-the-peace/information-for-jps/performing-your-role-as-a-jp/nsw-statutory-declaration)

A statutory declaration alone may be accepted as interim confirmation pending documentation from an Aboriginal Organisation, but in this case a date within four months of your start date must be set at which such documentation will be provided to the Aboriginal Workforce Consultant.

Please contact the Aboriginal Workforce Consultant (see below) if you should require a statutory declaration form. The Aboriginal Workforce Consultant may assist and advise the applicant on the completion of the statutory declaration if requested.

Further Information
Aboriginal Workforce: Contact: 97675435
anna.mcgowan@health.nsw.gov.au

Within NSW Health, the term 'Aboriginal' is generally used in preference to 'Aboriginal and Torres Strait Islander', in recognition that Aboriginal people are the original inhabitants of NSW.