

Human Resources

One of the primary focuses for the Human Resources Section continues to be providing training and development to ILC staff. The new training plan has continued to ensure that all staff have access to training that promotes their safety and enhances their skills and abilities.

Initiatives have been put in place to increase the employment of Indigenous staff and during the 2000-2001 financial year the ILC employed two Indigenous trainees. It is envisaged that by pursuing these and other strategies the ratio of Indigenous to non-Indigenous staff will increase in the future.

The increased need for ILC services during the reporting period subsequently led to an increase in the number of staff. Of the 76 staff employed at 30 June 2001, 32 (42%) were female and 22 (29%) were Indigenous. Five part-time or casual staff are included in the total of 76 staff.

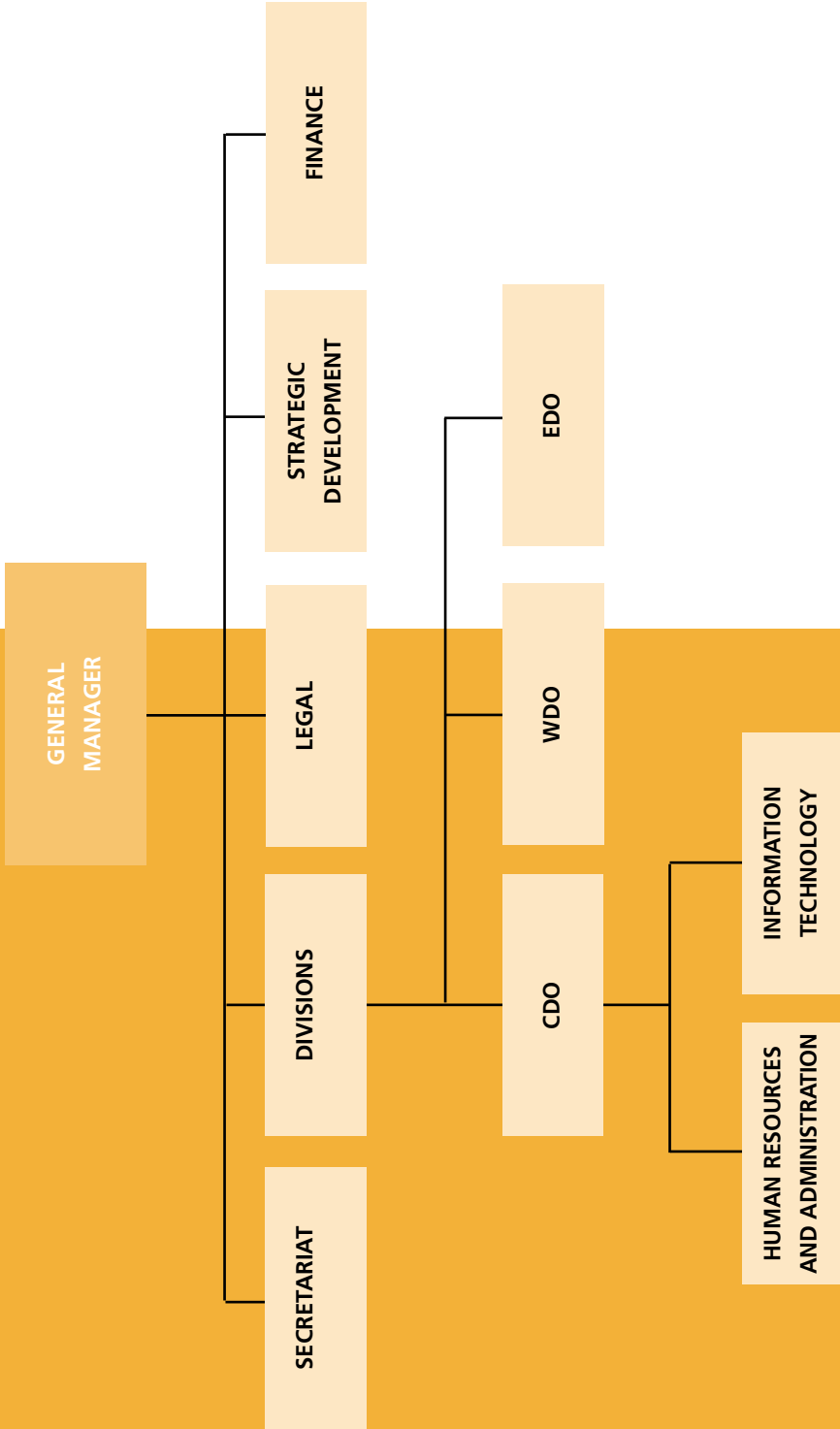
The General Manager, Mr John Wilson, resigned in March 2001. Consequently, the ILC Board appointed Mr Bob Haebich, the Manager of the ILC's Eastern Division Office, to the position of Acting General Manager while the selection process for a new General Manager is being undertaken. This position includes the management responsibility for both the ILC and LEA. The General Manager's employment conditions are similar to those applicable to officers of the Senior Executive Service of the Australian Public Service.

The ILC Board has commissioned an independent review into the structure of the ILC. In acknowledging that any forthcoming recommendations will have implications for all staff, the Board has decided not to make any decisions regarding the ILC staff structure until the new General Manager has commenced duty and all staff have been consulted.

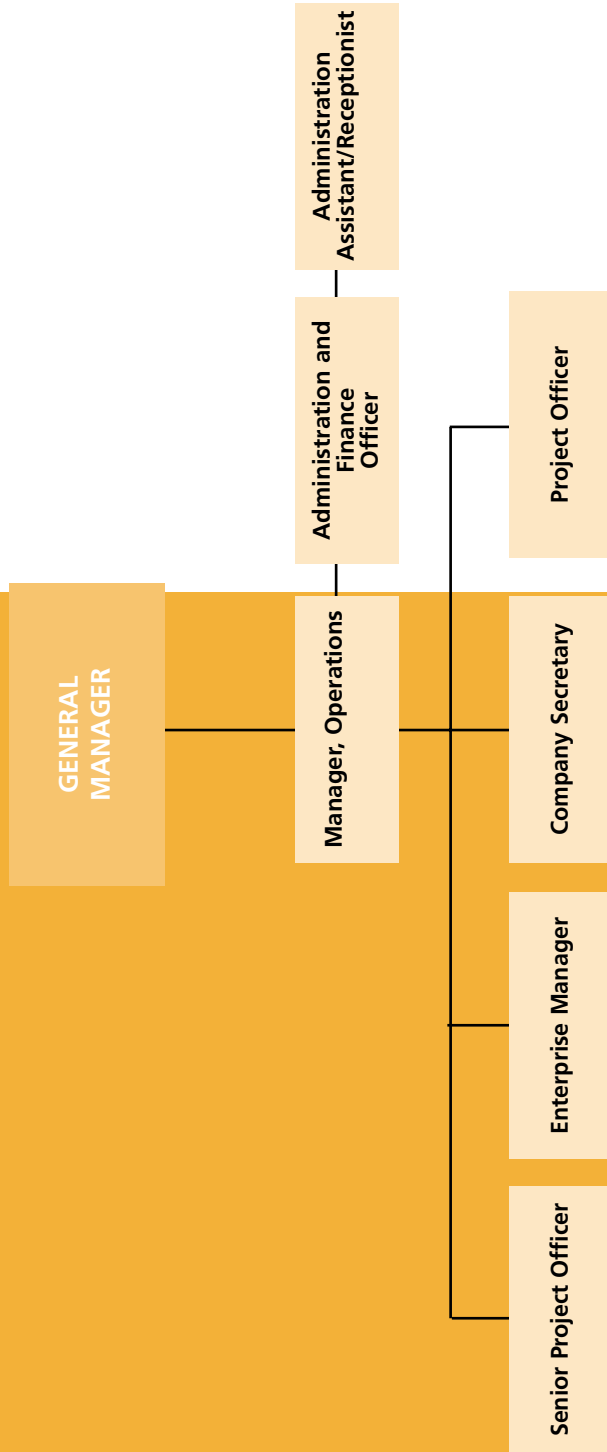
**FIGURE 7: STRUCTURE AS OF 30 JUNE 2001
INDIGENOUS LAND CORPORATION**

Annual Report 2000 - 2001

Indigenous Land Corporation



**FIGURE 8: STAFFING STRUCTURE AS OF 30 JUNE 2001
LAND ENTERPRISE AUSTRALIA PTY LTD**



Report Of **Operations**

During 2000-2001 staff workstations were assessed and all ILC field staff were encouraged to attend cardio-pulmonary resuscitation (CPR) training. First Aid training, made available to all field staff who may travel to remote localities, was part of a proactive approach to staff safety in the workplace.

No Occupational Health and Safety claims were made during the reporting period.

**TABLE 3:
ILC SALARY BY EEO GROUP**

Salary Range	Female	Male	Aboriginal	Non – Aboriginal	Total
\$20 – 40 000	21 (1 LWOP) ¹	6	12 (1 LWOP)	15	27 (1 LWOP)
\$40 – 60 000	13 (1 LWOP)	22 (1 LWOP)	6 (1 LWOP)	29 (1 LWOP)	35 (2 LWOP)
\$60 – 80 000	1	8	3	6	9
\$80001 +	0	5	0	5	5
Totals	35 (2 LWOP)	41 (1 LWOP)	21 (2 LWOP)	55 (1 LWOP)	76 (3 LWOP)

**TABLE 4:
ILC STAFF BY EEO GROUP**

	Aboriginal	Non- Aboriginal	Totals
EASTERN DIVISIONAL OFFICE			
Female	3	4(1LWOP)	7(1LWOP)
Male	5	4	9
WESTERN DIVISIONAL OFFICE			
Female	2	3	5
Male	3	4	7
CENTRAL DIVISIONAL OFFICE			
Female	2	1	3
Male	2(1LWOP)	6	8(1LWOP)
HEAD OFFICE			
Female	1(1LWOP)	16	17(1LWOP)
Male	1	13	14
LAND ENTERPRISE AUSTRALIA			
Female	0	3	3
Male	2	1	3
TOTALS	21(2LWOP)	55(1LWOP)	76(3LWOP)