# Appendix C: Methodology

A dataset containing the details of all Departmental employees from 2009 until April 2015 was requested from the Department. The dataset included information on positions held by each employee, appointment type, location, staff separation data, and Aboriginal status. This dataset was analysed, with findings incorporated into the review. Policies, strategies, and documents aimed at improving Aboriginal attraction, recruitment, and retention were also requested from the Department and incorporated in the review.

A staff survey was distributed to all Departmental staff who identify as Aboriginal and who were on the Aboriginal Workforce Development Unit’s (AWDU) mailing list. The survey covered a number of areas including job satisfaction, workplace inclusiveness, their perception of the recruitment process, and the Department’s overall performance in attracting, recruiting, and retaining stuff. A total of 92 Aboriginal staff responded to the survey.