BARKLY REGIONAL COUNCIL















OUR VISION

We strive to be responsive, progressive, sustainable council which respects, listens and empowers the people to be strong.

The Way We Will Work

We will make it happen!

We will be engaged and have regular opportunities to listen.

We will have strong policy and budgets to ensure our programs and services are progressive and sustainable.

Respect is shown in everything we do and we have acceptance of all cultures in the Barkly Region and their practices through a culturally competent Council.

We are a responsible Council.

We will be a responsive Council.

We want to empower local decision making.

We want to ensure that our services are sustainable and that our region has a standard consistent level of services.

We want to be able to sustain our environment – our communities, our physical places, our people and our organisational culture.

We will aggressively pursue additional funding from both levels of government to improve the standard of living of people across the region.

We need to be realistic, transparent and accountable.

AGENDA CULTURAL ADVISORY COMMITTEE MEETING WEDNESDAY, 25 JULY 2018

Barkly Regional Council's Cultural Advisory Committee Meeting will be held in Council Chambers on Wednesday, 25 July 2018 at 2:00pm.

Steven Moore Chief Executive Officer

AGENDA

SUBJECT

PAGE NO

ITEM

1	OPE	NING AND ATTENDANCE
	1.1	Elected Members Present
	1.2	Staff Members And Visitors Present
	1.3	Apologies
	1.4	Absent Without Apology
	1.5	Disclosure Of Interest
2	CON	FIRMATION OF PREVIOUS MINUTES
	2.1	Confirmation of previous meeting minutes
3	ACT	IONS FROM PREVIOUS MINUTES
	3.1	Action Items from Previous Meeting
4	BUS	INESS ARISING REPORT
	Nil	
5	GEN	ERAL BUSINESS
	5.1 5.2	Reconciliation Plan
6	CLO	SE OF MEETING

CONFIRMATION OF PREVIOUS MINUTES

ITEM NUMBER 2.1

TITLE Confirmation of previous meeting minutes

REFERENCE 254803

AUTHOR Steve Moore, Chief Executive Officer

RECOMMENDATION

That Council

a) Receive and note the minutes from the previous meeting

SUMMARY:

Receive and note the meeting minutes form the previous meeting held 27 June 2018 as a true and accurate report

BACKGROUND

<<Enter Text>>

ORGANISATIONAL RISK ASSESSMENT

<<Enter Text>>

BUDGET IMPLICATION

<<Enter Text>>

ISSUE/OPTIONS/CONSEQUENCES

<<Enter Text>>

CONSULTATION & TIMING

<<Enter Text>>

ATTACHMENTS:

1 Cultural Advisory Minutes 28.06.2018.pdf





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We need to be realistic, transparent and accountable.

MINUTES CULTURAL ADVISORY COMMITTEE MEETING THURSDAY, 28 JUNE 2018

Barkly Regional Council's Cultural Advisory Committee Meeting was held in Council Chambers on Thursday, 28 June 2018 at .

Steven Moore
Chief Executive Officer

Meeting commenced at 3:06pm with Noel Hayes as chair.

1. OPENING AND ATTENDANCE

- 1.1 Elected Members Present
 - Deputy Mayor Noel Hayes (Chair)
 - Mayor Steven Edgington
 - Cr. Lucy Jackson
 - · Cr. Ricky Holmes
 - · Cr. Jack Clubb
 - Cr. Jennifer Mahoney (teleconference)
- 1.2 Staff Members Present
 - Steve Moore Chief Executive Officer
 - Neil Jones Human Resources manager
 - · Gary Pemberton Finance manager
 - Caitlin Dunn Executive assistant (Minute Taker)
- 1.3 Apologies
 - Cr. Ronald Plummer
- 1.4 Absent Without Apologies
- 1.5 Disclosure Of Interest Councillors And Staff
 - Mayor Steven Edgington Affiliations, Clubs, Organisations and Member ships.
 - Institute of Managers Leaders Associate Fellow
 - Australian institute of Company Directors Member
 - Law Society Northern Territory Associate Member
 - Tennant Creek Regional Consumer Advisory Group
 - AFLNT Barkly Advisory Committee Member
 - o Tennant Creek Economic Development Committee Member
 - o Rotary Member
 - Bizspeak Pty Ltd Director
 - Battery Hill Member
 - Cr. Noel Hayes Affiliations, Clubs, Organisations and Member ships.
 - Anyinginyi Health Aboriginal Corporation, Tennant creek Board Member
 - Cr. Ronald Plummer Affiliations, Clubs, Organisations and Member ships.
 - o Purrutu Aboriginal Corporation Board Member
 - Patta Aboriginal Corporation Board Member
 - Papulu Appar-Kari Aboriginal Corporation Member
 - Steve Moore- Affiliations, Clubs, Organisations and Member ships.
 - o Battery hill Director

There were no declarations of interest at this Cultural Advisory Committee meeting.

2. CONFIRMATION OF PREVIOUS MINUTES

2.1 CONFIRMATION OF PREVIOUS MINUTES

MOTION

That Council

- a) Receive and note the report
- b) Confirm the minutes from the meeting held on 30 May 2018

RESOLVED

Moved: Councillor Lucy Jackson

Seconded:Councillor Ricky Holmes

CARRIED UNAN.

Resolved CAC 11/18

3. ACTIONS FROM PREVIOUS MINUTES

3.1 ACTION ITEMS FROM PREVIOUS MEETING

MOTION

That Council

- a) Receive and note the report
- b) Obtain a copy of Arnham Land Reconciliation Action Plan

RESOLVED

Moved: Councillor Ricky Holmes

Seconded: Councillor Jack Clubb

CARRIED UNAN.

Resolved CAC 12/18

4. BUSINESS ARISING REPORT

Nil

5. GENERAL BUSINESS

5.1 REVIEW OF THE CROSS CULTURAL ADVISORY COMMITTEE'S TERMS OF REFERENCE

MOTION

That the Committee

- a) Receive and note the report
- b) Endorse the revised Cross Cultural Advisory Committee's Terms of Reference
- c) Submit the revised Terms of Reference to Council for endorsement

RESOLVED

Moved: Councillor Ricky Holmes

Seconded: Councillor Mahoney

CARRIED UNAN.

Resolved CAC 13/18

5.2 IDENTIFIED STAFF POSITIONS

MOTION

That The Committee

- a) Receive and note the report
- **b)** Recommend to council that all night patrol positions become Identified positions for Aboriginal and Torres Strait Island People
- c) Recommend to council that supervisors are upskilled to a suitable level to take the position of the ESO.

RESOLVED

Moved: Councillor Lucy Jackson

Seconded: Councillor Jack Clubb

CARRIED UNAN.

Resolved CAC 14/18

6. CLOSE OF MEETING

The meeting terminated at 15:55 pm.

THIS PAGE AND THE PRECEEDING PAGES ARE THE MINUTES OF THE Cultural Advisory Committee Meeting HELD ON Thursday, 28 June 2018 AND CONFIRMED Wednesday, 25 July 2018.

Noel Hayes	Steve Moore
Chair	Chief Executive Officer

ACTIONS FROM PREVIOUS MINUTES

ITEM NUMBER 3.1

TITLE Action Items from Previous Meeting

REFERENCE 254804

AUTHOR Steve Moore, Chief Executive Officer

RECOMMENDATION

That Council

- a) Receive and note the report
- b) Note all completed items and remove from action list

SUMMARY:

Item 1. Yet to be completed

Item 2. Complete

BACKGROUND

<<Enter Text>>

ORGANISATIONAL RISK ASSESSMENT

<<Enter Text>>

BUDGET IMPLICATION

<<Enter Text>>

ISSUE/OPTIONS/CONSEQUENCES

<<Enter Text>>

CONSULTATION & TIMING

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ATTACHMENTS:

1 Action list.pdf



Updated for 25 July 2018 Meeting

BARKLY REGIONAL COUNCIL

CULTURAL ADVISORY COMMITTEE ACTION LIST

I							J
	Meeting Date	Timeframe	Subject	Resolution/Action/Task	Action Officer	Completed/Status	
-	30 May 2018		4.1 Update of the lists of the Traditional Owners of Tennant Creek and the Barkly region	Contact CLC and Local Elders to try obtain a list of CEO traditional owners.	СЕО	ONGOING	
5	2. 25 June 2018		Obtain a copy of the Arnham Land Reconciliation Action Plan	Obtain a copy of the Arnham land Reconciliation plan	сео	Complete	

Page 1 of 1

GENERAL BUSINESS

ITEM NUMBER 5.1

TITLE Reconciliation Plan

REFERENCE 254897

AUTHOR Steve Moore, Chief Executive Officer

RECOMMENDATION

That Council

a) Receive and note the attached RAP report from East Arnhem Regional council

SUMMARY:

Attached is the East Arnhem Council RAP for June 2017-2019. This document was requested by the committee at the last meeting.

We have attached two additional RAP's fort he committees consideration. The committee may wish to discuss if BRC should develop a RAP or if it is not required.

BACKGROUND

<<Enter Text>>

ORGANISATIONAL RISK ASSESSMENT

<<Enter Text>>

BUDGET IMPLICATION

<<Enter Text>>

ISSUE/OPTIONS/CONSEQUENCES

<<Enter Text>>

CONSULTATION & TIMING

<<Enter Text>>

ATTACHMENTS:

- 1 East Arnhem Council RAP June 2017 2019.pdf
- 2 Power Water Corp RAP July 2017 2019.pdf
- 3 Northern Territory PHN RAP 2017 2019.pdf











RECONCILIATION ACTION PLAN JUNE 2017 - JUNE 2019





Banambi Wunungmurra

President, East Arnhem Regional Council

I am very proud to present East Arnhem Regional Council's (EARC) revised Reconciliation Action Plan (RAP) for 2016. The first RAP was originally created in 2011, and was a first for the Northern Territory. This plan is both unique and exciting, as the East Arnhem Region leads the way for working with our people to forge stronger relationships, deeper respect and identifying greater opportunities.

Our people have suffered a lot, but Aboriginal people in this region have a strong history of leadership. The East Arnhem Regional Council's Reconciliation Action Plan, will build on this foundation in strengthening our relationship between Aboriginals and other Australians to work towards building a better future.

This RAP has helped to overcome obstacles in our way throughout the period of six years and will continue in to the future.



Djapirri Mununggirritj

Board Member Reconciliation Australia

This revised Reconciliation Action Plan, is a stepping stone – a life's journey preparing for the next generation, where we can stand strong and be proud of our achievements.

In the words of Albert Comus 1957:

Don't walk in front of me as I may not follow Don't walk behind me as I may not lead But walk with me rrambangi and we can achieve

~ Board Member, Reconciliation Australia

EARC have developed a stepping stone for all other councils, community organisations and government bodies. This was a huge challenge, but in a positive way.

Reconciliation Action Plan | 2017

Contents

- **Reconciliation Action Plan**
 - What is Reconciliation?
- What is a Reconciliation Action Plan?
 - **Our Vision for Reconciliation**
 - **Our Business**
 - How was this RAP developed? 10
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 - The Learning Space 13
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- A celebration of WWII history a two way partnership
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 - Tracking and Progress 38 >
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What is Reconciliation?

Reconciliation is

- the restoration of friendly relations
- . the action of making one view or belief compatible with another

[From the Oxford Dictionary]

Reconciliation Australia is the main organisation in Australia that builds and promotes reconciliation between Aboriginal and Torres Strait Islanders and other Australians. They explain reconciliation as:

"Reconciliation is about building better relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples, for the benefit of all Australians".

To create positive change, we need more people talking about the issues and coming up with innovative ideas and actions that make a difference.

[From www.reconciliation.org.au]

Reconciliation Action Plan | 2017

What is a Reconciliation Action Plan?

A Reconciliation Action Plan (RAP) provides:

- A way of turning good intentions into action.
- A tool to help build positive relationships between Indigenous and non-Indigenous people.
- A way of exploring how reconciliation can improve and advance organisational and Community objectives.

The East Arnhem Regional Council RAP provides:

- A formal framework that identifies clear actions and realistic targets, as well as lessons learnt to improve relationships, respect and opportunities for the Aboriginal peoples, and other Australians within the East Arnhem region.
- The region with a framework for the future, detailing steps and priorities to achieve Indigenous equality.



Our Vision for Reconciliation

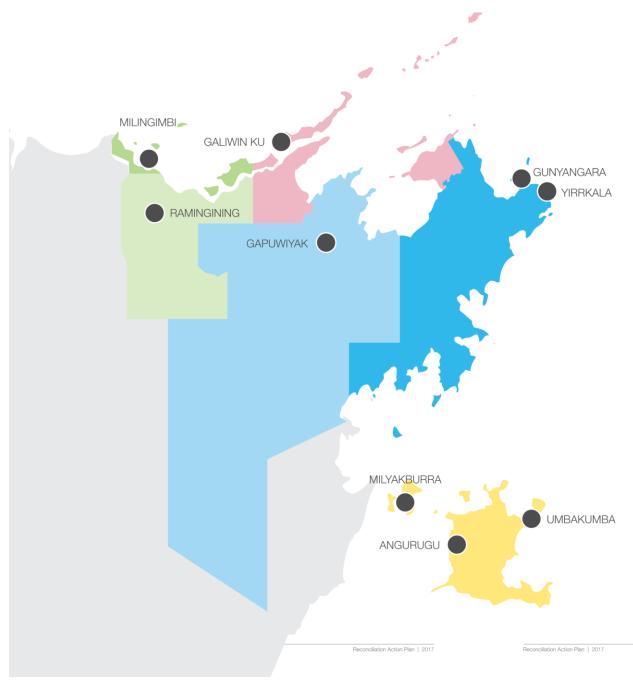
EARC's vision for reconciliation includes developing strong multi-dimensional relationships with its community members. EARC believes that this relationship assists local people to work with and develop local initiatives within the region, to access services available to mainstream Australia with dignity and respect as the first peoples of this country. Community members are empowered to make informed decisions moving from social exclusion to inclusion in the development of their communities and their future.

This Reconciliation Action Plan provides the foundation for the long journey of twoway learning together — thereby building a bridge to the future.

EARC recognises four key focus areas where we can contribute to building Reconciliation in our region:

- · community development and capacity building;
- · workforce development and social inclusion;
- · promotion of cultural integrity; and
- · more inclusive communications and consultations.

Reconciliation Action Plan | 2017



Our Business

East Arnhem Regional Council was formed to provide core Local Government Services under the NT Local Government Act 2008. EARC services the following nine remote communities: Millingimbi, Ramingining, Galiwink'u, Gapuwiyak, Yirrkala, Gunyangara, Umbakumba, Angurugu and Milyakburra. EARC also delivers non-core local government services to its Communities including: Children / Family and Library Services, Aged and Disability Services, Community Patrols, Youth, Sport and Recreation.

Nine (9) years on EARC has proven to the communities that it will listen and act, within capacity, on issues arising. With the strength of the current Elected Members, leadership, Local Authorities and staff, EARC is working towards making positive changes in the communities.

EARC is situated in the north-eastern corner of the Northern Territory, with five of the nine communities located on islands, which exacerbates the remoteness and challenges of providing services to constituents. Six of the communities are recognised as Remote Service Delivery Sites by the Australian Government, and another one recognised as a NT Government Territory Growth Town. It is acknowledged throughout all levels of Government, that communities within the East Arnhem Region suffer from overcrowded housing, poor roads and community infrastructure, low levels of literacy and numeracy skills, high levels of health issues and high levels of unemployment.

EARC is committed to providing a range of high quality services, within its financial constraints, leading to community economic and social wellbeing, by providing the necessary skills to build a local proactive workforce. Quality training and an inclusive workplace is a critical pathway to employment, assisting to empower people through the acquisition of skills and personal development. EARC aims to work with its communities by contributing to building capacity, knowledge, strength and self worth, leading towards more self sustainable communities.

EARC currently employs 173 Aboriginal and Torres Strait Islander people out of 279 total employees, with 70% of them undertaking a wide variety of further studies/ apprenticeships in their positions. EARC strives to be the employer of choice for the people of East Arnhem and the Groote Eylandt Archipelago. Our region, through its strong community links and local elected representation, is at the forefront of being able to provide leadership in strengthening relationships between Aboriginal and Torres Strait Islander peoples and other Australian regions.

How was this RAP developed?

EARC's First RAP (2010)

During Reconciliation Week in 2010, Ms Djapirri Mununggirritj a member of Reconciliation Australia's Board and an East Arnhem Regional Council (EARC) staff member at the time, delivered a presentation on Reconciliation at the Nhulunbuy Indigenous Coordination Centre. Several EARC staff members were there and realised that the concept of a Reconciliation Action Plan could provide a framework for the good intentions of EARC and their staff. A proposal was put to the Executive and the Council for endorsement in September 2010.

The East Arnhem Regional Council nominated four Councillors, one from each ward, to make up the Reconciliation Action Plan working group, along with then staff members Ms Djapirri Mununggirritj and Ms Kathy Wright. Council members included Councillor Kaye Thurlow (Deputy President) – Marthakal Ward, Councillor Keith Hansen – Anindilyakwa Ward, Councillor Barayuwa Mununggurr – Miwatj Ward and Councillor R (deceased May 2011) – Gatjirrk Ward who was replaced by Councillor Ronnie GarNRWurra.

In October 2010 at EARC's "Excellence in Advocacy for Sustainable Change" Conference in Darwin, the President, Mr Banambi Wunungmurra, the then Chief Executive Officer, Mr Ian Bodill and Ms Djapirri Mununggirritj signed the Statement of Commitment before several hundred conference participants.

EARC's Second RAP (2017)

Since then, the previous RAP and actions have been discussed and revised at Reconciliation Action Group Meetings, Local Authority meetings and Ordinary Council meetings. The draft has been discussed in communities with staff members during Local Authority meetings at Gapuwiyak, Umbakumba, Milyakburra, Galiwin'ku, Ramingining, Milingimbi, Yirrkala, Gunyangara and Angurugu.

Throughout the consultations it has been acknowledged that one of the next steps is raising the Aboriginal and Torres Strait Islander employment statistics. This is important so that people from this region may be given the opportunity to make choices for their community, people and for Council. It was also noted that to date there are no Aboriginal and Torres Strait Islander Managers in full time positions and requests made that this be looked at in close detail. More ATSIC Traineeships and mentoring positions were mentioned numerous times throughout the consultation period especially receiving feedback from Local Authorities.

EARC recognises that this is an ongoing issue throughout the East Arnhem region. Council and staff are willing and able to set up new policies and structures that will provide better ways of working together and better services for the people, to show recognition and respect, develop relationships and provide opportunities wherever possible.

A Learning and Development Coordinator has been recruited for the Council and is currently setting up an online E Learning system which will have great input towards our internal learnings and a record of this. A RAP Champion will be nominated from Council to ensure all actions are taking place on the ground and in the most effective and efficient way possible.

Positive Outcomes

Throughout the previous RAP consultations it was acknowledged that one of the first steps towards relationship building was the understanding of the history of the region and the various policies that have impacted on the lives of the people who live in East Arnhem Land and the Groote Eylandt Archipelago.

EARC has worked with the people and local organisations in this region since Council's establishment in 2008. Council Members and staff are effectively and efficiently developing and revising policies and structures on an ongoing basis. This creates improved ways of working together, providing better services for the people in a bid to show recognition and respect, develop relationships and provide opportunities wherever possible.

Council has considered many initiatives and has made a range of changes to our workplace including the establishment of the following positions: Learning & Development Coordinator, Grants Manager, Procurement Officer, and Regional Waste & Environmental Manager.

These four positions alone have made a difference in empowering outcomes in our communities of quality through improved access to training services, amount of money received through grants, and by helping local based organisations with business operations by effectively and efficiently dealing with community waste.

EARC makes it our business to engage and seek guidance from Elders when identifying future leaders for capacity development activities and opportunities, respecting their position within the culture fibres that bind us.

Council ensures respect is shown during times of ceremony or on news of a death, closing down operations on advice from community leaders.

As noted in our Case Study 'The Learning Space', Council is committed to increasing Aboriginal and Torres Strait Islander employment rates, and hopes to have a workforce by 2020 consisting of 70% Aboriginal and Torres Strait Islander employees.

On a community and civic event level, Council has, and will continue to apply for, grants which support us in the coordination and running of NAIDOC Week events in each of our nine communities. These events are an opportunity to highlight all the exceptional achievements of our local residents and celebrate everything that is so wonderful about Indigenous Australia.







Reconciliation Action Plan | 2017

Reconciliation Action Plan | 2017

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Case Studies

Sky is the limit for council trainee

East Arnhem Regional Council's Indigenous Trainee Technical Officer Jacob Pangquee is excelling in his role with Council's Technical Services team, and shows no signs of slowing!

Jacob successfully completed the CASA approved Remotely Piloted Aircraft Systems (RPAS) Pilot's Certificate, with the five day training course including an Aeronautical Radio Operator Certificate, enabling Jacob to commercially operate multi-rotor aircraft. This now allows him to independently assist with Council's inspections of buildings, roads, waste facilities and more.

"I am very grateful of the opportunities I've been given and I look forward to achieving more and starting off my career at East Arnhem Regional Council" said Jacob. Commencing in September 2015, Jacob's traineeship has him working towards a Certificate III in Building and Construction. After completing training in ARCHICAD, the computer assisted drafting program, Jacob will focus his placement in the Building Infrastructure stream and carpentry, while continuing to be involved in a range of programs including building inspections, repairs and maintenance, and supporting projects like the CDU mosquito larvae collection and adult mosquito trapping for virus testing.

"Jacob has been an extremely valuable addition to our Tech Services team. He has shown a strong thirst for knowledge and experience and his enthusiasm to be involved in as much as possible has been extremely encouraging to see" said Council's Director Technical Services. Shane Marshall.



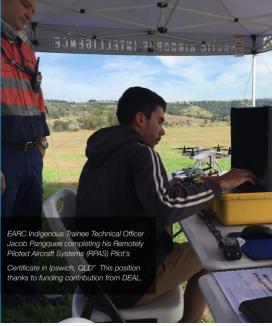


"The launch not only marks the realisation of a vision and the hard work of Council to make this strategy a reality, but shows a strong commitment to development and advancement of our staff and the people of East Arnhem Land."

- President Wununamurra

"I am very grateful of the opportunities I've been given and I look forward to achieving more and starting off my career at East Arnhem Regional

Jacob



The Learning Space

East Arnhem Regional Council's strategic intent for learning is to achieve the Council's workforce vision through the use of blended learning to provide flexible and accessible education and training that will:

- Prepare Indigenous people with job-ready skills for employment with East Arnhem Regional Council.
- Provide consistent in-house training for Indigenous employees that improve their job performance and career opportunities.
- 3. Deliver community education and development services.
- Contribute to East Arnhem Regional Council's goal to maximise service effectiveness

The learning mission will be achieved through a set of key strategies and supporting actions to deliver specified outcomes. The strategies and actions are underpinned by the desire to grow Council's Indigenous employment base by more than 70%, a commitment of 3% of wages and salaries to workforce development and to provide learning opportunities to 100% of our employees each year.

"I'm proud of the goals set out in our Learning Strategy. Not only do we believe they are achievable; fostering and developing a highly skilled and committed workforce, but far reaching in their impact" said EARC President Mr Wununamurra.

A supporting action to achieve East Arnhem Regional Council's learning vision is the investment of a learning management system, the 'Learning Space'. This management system maintains all learning material and reports the skills currency for our employees and managers.

East Arnhem Regional Council is committed to promoting a collaborative learning culture where all people support and inspire each other to improve their knowledge, skills and capabilities.

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Attachment 1



'Community Engage' is EARC's custom built iOS application designed for one thing in mind - garnering the feedback, thoughts and priorities of our community members.

Community Engage

Community Engage is a fun, easy to use, convenient app which can be downloaded from the Apple Store. With content available in English and Yolngu Matha, the app allows the user to select the community in which they live, then move on to allocate a number of turtles to the service areas that they believe are most important to them and their community. Once all the turtles are allocated the process is finalised and results submitted to Council.

We have over 33,000 square kilometres to service with nine major communities. To give you an idea of how big that is - we are slightly bigger than the country of Belgium - but for those that haven't been overseas we are half the size of Tasmania.

Whilst we have a large area to cover, to make it even more community members, especially our youth. challenging, 5 of our communities are on islands, and 2 communities only reachable by road which are many hours away - that's if the road is open and passable.

So yes, we are remote and yes it takes time and money just getting to our communities to ensure engagement. From a budget perspective, travelling to all of our

communities over a two week period of time comes close to \$50,000 in flights and labour - it's not cheap!

For our constituents, whilst we use the English language as a common medium in Council meetings and alike, it is often the second or third language used at home for community members. Being able to offer the engagement in Yolngu Matha, with Anindilyakwan to be rolled out in the next version, will assist in ensuring we reach as many residents as possible.

With smart devices becoming more and more prominent in communities and greatly improved network and communication services available. Council is confident this app will lead to greater engagement from our

The old adage "a picture is worth a thousand words" is so true in East Arnhem and you will see with our Community Engage App pictures are used far more than words.

A celebration of WWII history a two way partnership

East Arnhem Land's Elcho Island played an important, and largely unknown role in World War II. While this history is strongly respected throughout the region, there was no formal monument acknowledging Elcho Island's role and recognising those yolngu who lost their lives during the battle.

Working together with the Galiwin'ku Local Authority, the decision was made that works would commence to design and construct a memorial recognising the role of Elcho Island in WWII and dedicated to those who protected our country, some sadly losing their lives.

After much liaison and discussion with both LA Members and clan elders, a design was agreed upon and construction on the rendered masonry block

Under the watchful eye of community members, the wall took shape and was completed in time for an official opening during the ANZAC Day 2016 commemorative

With a beautiful landscaped garden surrounding the memorial wall and the words "Dedicated To Those Who Protected Our Land" the community turned out in droves to celebrate this important day.

This project is just one of many which highlights the extensive engagement that Council undertakes with Local Authorities, elders and community members, in the guidance of our service provision. It is only with this two-way relationship that Council can begin to provide improved services, new infrastructure, and programs that meet the needs and desires of our community



Attachment 1

Council staff putting East Arnhem issues on the agenda

East Arnhem Regional Council is committed to supporting the ongoing development and growth of our employees, evident through the launch of the Learning Strategy. Young Indigenous Council employee, lneke Wallis, has experienced first hand the support Council provides staff, having undertaken a series of education, training and development opportunities in her time with Council.

With a Certificate IV in Business now under her belt, Ineke was the NT representative on the National Indigenous Youth Parliament, recipient of the Layne Beachley Aim for the Stars Scholarship, highly respected dancer and dance teacher, and 2016 Nhulunbuy Australia Day Young Citizen of the Year award recipient. Council is highly supportive of Ineke's endeavours and recognises the value that her development both in and out of office brings to our organisation.

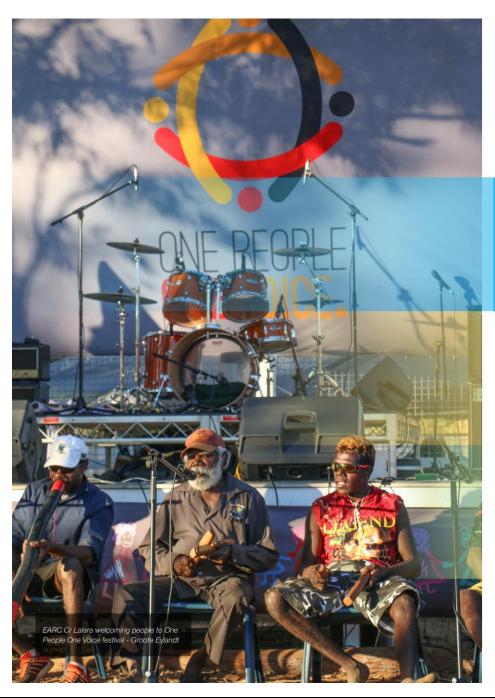
"Indeed Indigenous Australian women shone at the recent UN Mechanism on the Rights of Indigenous People. Ineke Wallis from East Arnhem Land, all of 22 years old, stood up in the United Nations and talked about the housing challenges in the Northern Territory, community issues in the NT and she made us all so proud of her confidence and her ability to articulate the nub of the problems."

In 2016, Ineke was selected to attend the ninth session of the United Nations Expert Mechanism on the Rights of Indigenous Peoples (EMRIP) held from the 11 - 15 July 2016 in Geneva, Switzerland. With support and backing from Council, Ineke, one of five invited participants, attend the Expert Mechanism, an actisory body to the Human Rights Council of the United Nations, where she gave three speeches , participated in discussions and workshops, and had the opportunity to network with Indigenous peoples from around the world.

Not only is this experience improving the skills of our staff, but highlighting the issues facing the Indigenous people of our communities and putting East Arnhem and our success on the map. Minister for Foreign Affairs, the Hon Julie Bishop MP recognised Ineke's work during a speech at Parliament House in November 2016.



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relationships



respect

opportunities



Reconciliation Action Plan | 2017



Attachment 1



Workforce Development and Social Inclusion Focus Area Action Responsibility Timeframe Measurable Target 1.4 Raise host internal and Action Officer: July 2017 · All eleven Council Offices displaying the signed Statement of external awareness of Chief Executive Officer our RAP to promote Commitment. reconciliation across our Contributing Officers: business-and sector Public Relations Coordinator April 2018 · Implement and review a Council Services Managers strategy to communicate our RAP to all internal and external stakeholders. April 2018 · Promote reconciliation through ongoing active engagement with all stakeholders. July 2017 · RAP to be displayed on EARC November 2017 • Internal RAP info sessions to raise awareness of Reconciliation and promote our · Each Council Office, Councillor, September 2017 Local Authority, Local Clinics, CDP, Community School, and Local Library will be provided with hard copies of the RAP. February 2018 • Actions of the RAP to be incorporated into the Region's Strategic Planning Processes. . Ensure EARC initiatives align to RAP principals.



24 Reconciliation Action Plan | 2017

A strong open relationship is required to enable local people to play an active role in their community. Working with EARC to access all available Workforce Development and Social Inclusion Focus Area Action Responsibility Timeframe Measurable Target · Photographic evidence to be 1.5 Celebrate and participate Action Officer: National in National Reconciliation Reconciliation displayed via our website in Chief Executive Officer Week (NRW) by providing Week (NRW) recognition of reconciliation. opportunities to build and May 27 til June · BBQ's in each community to **Contributing Officers:** maintain relationships 3 each year celebrate National Reconciliation between Aboriginal and Elected Members Torres Strait Islander peoples Local Authority Members · Organise at least one internal and other Australians RAP Working Group event for NRW each year. Council Service Managers · Register NRW events via Reconciliation Australia's NRW Public Relations Coordinator website. All EARC Staff and Manager · Support an external NRW activity. . Ensure our working group participates in at least one external event to recognise and celebrate NRW. · Promotion of local champions in East Arnhem. · Identify future leaders within the East Arnhem Region. · Send promotional National Reconciliation Week materials to all communities. · Provide Certificates of Achievement to outstanding community leaders including: · Young Achiever Awards Community Leader Awards · Reconciliation active Initiative Awards · Training Awards (EARC Apprentice/ Trainee) 1.6 EARC will work closely with Action Officer: October 2017 · The number of meetings with other RAP organisations other RAP organisations will be Chief Executive Officer towards building a recorded and reported on. sustainable future for the **Contributing Officers:** people of East Arnhem October 2017 · The number of successful Directors of East Arnhem partnerships formed will be Regional Council recorded and reported on. Governance Team October 2017 · The number of joint projects initiated will be recorded and reported on. · East Arnhem Regional Council October 2017 would like to meet/partner with at least five organisations



Reconciliation Action Plan | 2017

RELATIONSHIPS	opportunities and realise th	ity. Working with eir full potential t	EARC to access all available o manage their affairs in both
Focus Area			
Action	Responsibility	Timeframe	Measurable Target
Develop innovative and collaborative projects with local communities	Action Officer: Chief Executive Officer	February 2018	Interpretive programs undertaken in at least 2 communities.
to promote cultural understanding and engagement	Contributing Officers: Council President	February 2018	 Scope options with NITV to showcase reconciliation within our communities.
	Director of Council Services Governance & Executive Support Coordinator Public Relations Coordinator	February 2018	Investigate funding opportunities for history projects in each community.
		February 2018	Partner with Aboriginal and Torres Strait Islander research bodies for further development and collaboration on history/ archaeological research
		February 2018	Council meetings to alternate between Communities.
		February 2018	Council President and CEO to visit each Community at least twice a year and meet with the Local Authorities.
		February 2018	EARC will work in collaboration with local Community Development Program provide
		February 2018	Develop Community Information Packs for visitors.
		February 2018	Yolngu word email each week to Headquarters, Darwin Office Council Service Managers, Regional Mangers and the Executive Team. Managers are encouraged to forward to othe relevant staff.
EARC will work with Elders when identifying future leaders for capacity development activities	Action Officer: Learning and Development Coordinator	July 2018	 EARC aims to receive at least twenty referrals from Elders for young people participating in leadership programs.
	Contributing Officers: Council Services Managers Community Liaison Officers Youth, Sport & Recreation Regional Manager	July 2018	EARC aims for at least five Elders willing to assist with the youth leadership programs.
	Focus Area Action Develop innovative and collaborative projects with local communities to promote cultural understanding and engagement EARC will work with Elders when identifying future leaders for capacity	RELATIONSHIPS active role in their communopportunities and realise the worlds. This involves active two roles and realise the worlds. This involves active two roles active. The properties with local communities to promote cultural understanding and engagement	active role in their community. Working with opportunities and realise their full potential tworlds. This involves active two way learning worlds. This involves active two way learning two force. The provided in their communities to promote cultural understanding and engagement. Action Officer: Contributing Officers: Council President Director of Council Services Governance & Executive Support Coordinator Public Relations Coordinator February 2018 February 2018





2	RESPECT	people's special place, histo	ories and culture	nal and Torres Strait Islander es as the first Australians. Showing we value inclusion and diversity.
	Focus Area	Workforce Development ar	nd Social Inclus	ion
	Action	Responsibility	Timeframe	Measurable Target
2.2	Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such	Action Officer: Chief Executive Officer Contributing Officers:	July 2018	Develop, implement and communicate a cultural protoco document for Welcome to Country and Acknowledgement of Country.
	as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	President Councillors Learning and Development Coordinator	July 2018	 Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.
		Governance and Executive Support Coordinator	July 2018	 Invite a Traditional Owner to provide a Welcome to Country at significant events, including Ordinary Council Meetings and other important meetings
			July 2018	 Include an Acknowledgement of Country at the commencement of all important internal and external meetings.
			July 2018	 Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.
2.3	EARC engages all staff in ongoing cultural training opportunities	Action Officer: Learning & Development Coordinator Contributing Officers: Elected Members All EARC Managers Public Relations Coordinator	August 2018	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided.
		Tubic readors coordinator	August 2018	Develop cultural induction programs for each of the nine communities within EARC regio and have all new and existing EARC staff undertake region specific training.
			August 2018	Work with and train local Traditional Owners and Aboriginal community members to facilitate their community's cultural induction program
			August 2018	 Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training.

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2	RESPECT		ories and culture	al and Torres Strait Islander is as the first Australians. Showing we value inclusion and diversity.
	Focus Area	Workforce Development ar	nd Social Inclusi	on
	Action	Responsibility	Timeframe	Measurable Target
2.4	Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part	Action Officer: Public Relations Coordinator Council Services Managers	August 2017	Closure of Council Office upon request of community leaders if someone passes away and/or funerals in the community. This will be recorded and reported on.
	of the way our organisation functions	Contributing Officers: Chief Executive Officer Council Services Officers	March 2018	 All Aboriginal artwork displayed at Council Offices will display the name of artist and profile.
		Municipal Services Officers	March 2018	 All artwork to be labelled and catalogued.
			January 2018	 All flags flown are in good condition.
			June 2018	 Signage placed in community entry points advising of visiting protocols.
			June 2018	Signage erected at entry point in both Yolngu Matha/Anindilyakwa language (bold) and English (not bold)
			July 2018	 Volatile Substance Management Plans put in place for each community
2.5	Celebrate NAIDOC Week to strengthen and maintain relationships between Aboriginal and Torres Strait	Action Officer: Chief Executive Officer	June 2017	EARC will continue to recognise the Friday of NAIDOC Week as a Public Holiday for all staff.
	Islander staff and other staff	Contributing Officers: Public Relations Coordinator All EARC Staff	July 2017	 Items sent in email to all staff regarding NAIDOC Week activities an actions.
			July 2017	 EARC will seek funds to assist in the celebration of NAIDOC with constituents in each community annually.
			April 2018	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.
			April 2018	 Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.
			July 2017	 Invite an Aboriginal/Torres Strait Islander community member/s into our office to connect and share experiences.





	Focus Area	Workforce Development	and Social Inclusio	n
#	Action	Responsibility	Timeframe	Measurable Target
3.1	General employment opportunities	Action Officer: Chief Executive Officer Contributing Officers:	June 2019	EARC to introduce a benchmark of at least 70% of employees are to be of Aboriginal and Torres Strait Islander origin within the regions and its subsidiaries.
		Learning & Development Coordinator Governance & Executive Support Coordinator	March 2018	EARC will explore the opportunities for school based apprentices and seek required funding. Proposal and budget put to Executive for consideration.
			March 2018	EARC to develop Indigenous Employment and Apprenticeship initiative program for Aboriginal and Torres Strait Islander peoples.
3.2	Training/professional development of Aboriginal and Torres Strait Islander staff members	Action Officer: Chief Executive Officer Contributing Officers:	September 2017	Apprenticeship/Traineeship positions made available with Training Agreements put in place for attainable career/personal development.
		Learning & Development Coordinator	July 2017	Cultural/ceremonial leave for Aboriginal and Torres Strait Islander staff to be firmly embedded in Enterprise Bargaining Agreement.
			November 2017	EARC to explore future development of successional planning for Aboriginal staff.
3.3	Appointment of a Learning and Development Coordinator	Action Officer: Learning & Development Coordinator	June 2018	Expectation of increasing the Aboriginal and Torres Strait Islander employment percentage over the term of this RAP.
		Contributing Officers: Chief Executive Officer All EARC Directors and Managers	June 2018	Learning Management System to be put in place to increase knowledge/skills of all staff.

Reconciliation Action Plan | 2017

	Focus Area	Workforce Development a	nd Social Inclusion	n
	Action	Responsibility	Timeframe	Measurable Target
1.4	Support local Aboriginal and Torres Strait Islander communities with formal ID processes	Action Officer: Director Council Services Contributing Officers: Council Services Managers HQ Receptionist	July 2017	EARC will continue to make available Community Identification Cards (ID) in Nhulunbuy Headquarters, Yirrkala, Gallwin'ku, Angurugu, Umbakumba, Gapuwiyak, Milingimbi and Ramingining to support the positive outcomes for the people of North East Arnhem Land region.
			July 2017	The number of community ID's issued to be recorded and reported on.
			July 2017	 The number of driver's licences obtained to be recorded and reported on.
.5	Focus on community services and development activities outside of Council's core business	Action Officer: Director of Commercial and Agency Services	June 2018	 Identify at least five Community initiatives to support and source funding.
		Contributing Officers: Grants Manager	July 2017	Support the development of the Arnhem Land Foundation.
3.6	Investigate opportunities to increase and improve Aboriginal and Torres Strait Islander employment	Action Officer: Learning & Development Coordinator	January 2018	 An Aboriginal and Torres Strait Islander employment and retention strategy developed and implemented.
	outcomes	Contributing Officers:	June 2018	Annual reviews carried out
		Council President Chief Executive Officer Governance and Executive Support Coordinator	June 2018	Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.
			September 2018	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.
			October 2017	 Advertise all vacancies in Aboriginal and Torres Strait Islander media.
			November 2017	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.

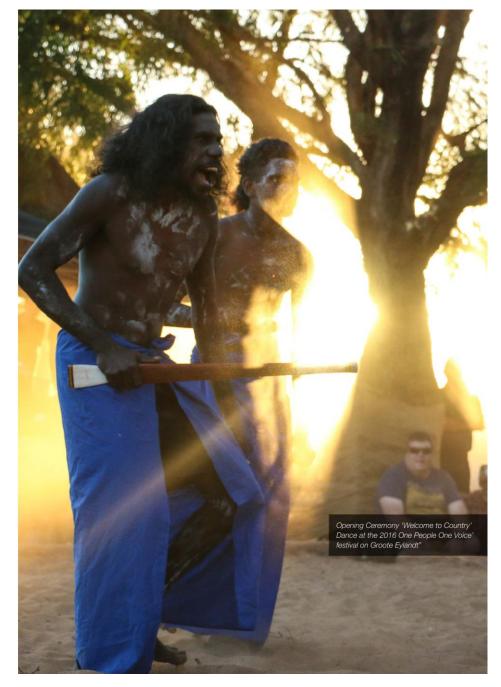
	Focus Area	Workforce Development ar		B-00
#	Action	Responsibility	Timeframe	Measurable Target
3.7	Support local initiatives and governance	Action Officer: Director Commercial & Agency Services	July 2017	EARC supports the ongoing development of the framework to the Youth Advisory Council.
		Contributing Officers: Grants Manager	January 2018	 EARC seek funding for Council Sports Carnivals in each community.
		Youth, Sport & Recreation Regional Manager All EARC Managers	July 2018	 Combined East Arnhem Sports Carnival and Combined Groote Sports Carnival. Grant dependent.
			July 2017	EARC to nominate at least one employee per annum for the N Training Awards.
			January 2018	Coordinate Seniors Month activities by ensuring at least one activity is ran in each of Council's Communities for Seniors.
3.8	Advocate on behalf of our constituents to enable community access to services enjoyed by other Australians.	Action Officer: Chief Executive Officer Contributing Officers:	July 2017	Send at least four media releases per year.
		Elected Members Public Relations Coordinator All EARC Staff	July 2017	 Approach Government at least five times per year.
		Governance & Executive Support Coordinator	July 2017	Speak at least once at a conference or forum per year.
3.9	Increase Aboriginal and Torres Strait Islander supplier diversity	Action Officer: Director Commercial & Agency Services	July 2018	 EARC, where feasible, to explo joint venture opportunities and promotion of Indigenous enterprises.
		Contributing Officers: All EARC Staff & Managers	July 2018	 Review and update procureme policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Stra Islander businesses.
			July 2018	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.
			July 2018	 Develop at least one commerci relationship with an Aboriginal and/or Torres Strait Islander owned business.
			July 2018	 Investigate Supply Nation membership.

	Focus Area	Workforce Development a	nd Social Inclusio	n
#	Action	Responsibility	Timeframe	Measurable Target
3.10	Promote/facilitate engagement and capacity building in our remote communities	Action Officer: Grants Manager	November 2017	 Funds identified and secured to initiate history projects for communities.
	Communities	Contributing Officers: Council Services Managers	November 2017	Seek funds for a history project to be undertaken in the East Arnhem Land region.



Tracking progress and reporting

Action	Responsibility	Timeframe	Measurable Target
Build support, governance	Action Officer:	April	All actions will be entered into EARC's
and accountability for Reconciliation Action Plan	Chief Executive Officer	Annually	Corporate and Strategic Plans
Reconciliation Action Plan		March	Quarterly RAP progress reports
	Contributing Officers:	May	presented to Council
	Governance and Executive Support Coordinator	July	
	Council Service Managers	November	
	Council Service Managers	Annually	
		March	Quarterly RAP progress reports
		May	presented to Executive and Local Authority Meetings
		July	Additionly Weetings
		November	
		Annually	
		December	Publicly report our Reconciliation Action
		Annually	Plan achievements, challenges and learnings
Report RAP achievements,	Action Officer:	30th September	Complete and submit the RAP Impact
challenges and learnings to	Chief Executive Officer	annually	Measurement Questionnaire to
Reconciliation Australia for nclusion in the RAP Impact			Reconciliation Australia.
Measurement Report	Contributing Officers:	May 2018	Investigate participation in the RAP
	Governance & Executive		Barometer.
	Support Coordinator	Dec 2017	Develop and implement systems and
			capability needs to track, measure and
			report on RAP activities.
Review, Refresh and update	Action Officer:	January 2019	Liaise with Reconciliation Australia to develop the next RAP based on
TVN:	Chief Executive Officer		learnings, challenges and achievements
	Contributing Officers:	March 2019	Send draft RAP to Reconciliation
	Governance & Executive		Australia for formal feedback and
	Support Coordinator		endorsement.



Dhapirrk (Deadly) Achievements

Arnhem Land Foundation has been established and has Council Indigenous staff members on the Board of **Directors**



More community members becoming aware of Reconciliation Australia



Local Authorities established in all nine communities

2013

National Awards for Local Government - 'Promoting Reconciliation' category winner

Commitment of Service is framed and displayed in all nine communities

Provides assistance & advice to local community organisations

2016

Mentor program piloted in Milingimbi & Gapuwiyak -4 Mechanical apprentices on board

RAP Committee formed in 2010 - still making a difference today!



The Aboriginal flag is flown proudly at all times outside Council Offices 2016

Supported an Indigenous staff member to attend the 'Expert Mechanism for the Rights of Indigenous People'

Staff Cultural Induction Program for all employees now in place for new and existing employees -'Both Ways' program

Numerous Tidy Town Awards received through Keep Australia

Beautiful NT

2013

Reconciliation Action Plan launched

2016

E Learning system developed

Events held annually in Council communities for National Reconciliation Week

Latitude 12 established by East Arnhem Regional Council, is a Council owned indigenous corporation.

Return sponsor of the NT 2015 & 2016 with view to continue - sponsoring the Aboriginal and Torres Strait Island Student of the Year

EARC currently employs 173 Aboriginal and Torres Strait Islander staff and is working towards a 70% Aboriginal and Torres Strait Islander employment rate

Reconciliation Action Plan | 2017

Reconciliation Action Plan | 2017

Glossary

Advocate

A person who publicly supports or recommends a particular cause, item or policy.

Archipelago

A large group of islands.

Collaborative

To work together in a joint effort. To cooperate on a task.

Constituents

An essential part or component of something.

Constitution

A body or structure of an organisation..

Descendant

A person or thing that can be traced to another individual or group.

Employee collective agreement

Agreement between the organisation and employee covering conditions of employment like rate of pay, hours of work and benefits.

Parliament

A national representative body having the highest level of power over the Territory.

Rationalise

Way of explaining the reason something has happened. To make rational.

Relationship

The way people or objects are connected. Can be by blood, by marriage or association.

Referendur

A general vote on an issue, existing or proposed statute. To be voted on by the public.

Remote service Delivery

A commitment by governments to work with Indigenous communities to improve the delivery of services.

Restoration

The process of repairing something – to restore to original condition.

Territory Growth town

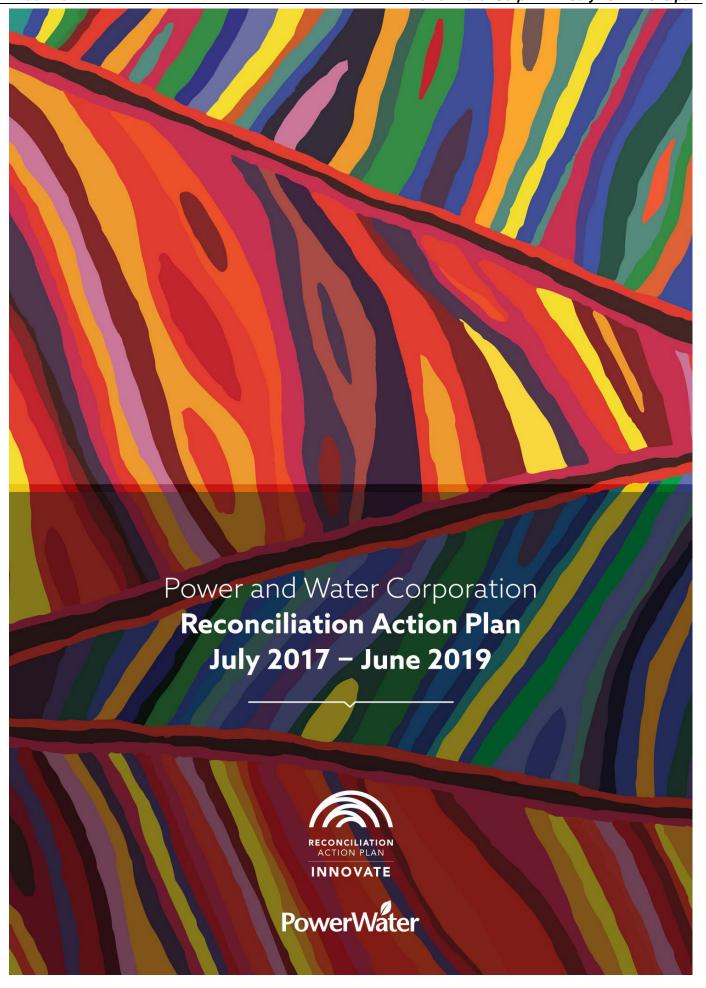
Under the Working Future program, the Territory's biggest remote communities will become properly planned and designed towns with services, buildings, facilities and infrastructure like any other country town in Australia.





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© POWER AND WATER CORPORATION

Power and Water
Corporation acknowledges
Aboriginal and Torres
Strait Islander peoples
as the traditional
custodians of this land
and is committed to
reconciliation among
all Australians.

Readers should be aware that this report may contain images of Aboriginal and Torres Strait Islander people who may be deceased or culturally sensitive areas of significance. Seeing images of deceased persons in photographs, film and books may cause sadness or distress and, in some cases, offend against strongly held cultural prohibitions.

Purpose: This report provides a record of activities and achievements as Power and Water Corporation introduces the Reconciliation Action Plan (RAP) in 2017.

PROMOTING RECONCILIATION ACROSS THE TERRITORY

03

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RECONCILIATION ACTION PLAN JULY 2017 - JUNE 2019

04

Message from **Reconciliation Australia**



Reconciliation Australia congratulates Power and Water Corporation on the endorsement of its first Reconciliation Action Plan (RAP), particularly as Power and Water Corporation is the first government-owned business to launch a RAP. This will build the foundations for the relationships, respect and opportunities essential to reconciliation.

This Innovate RAP will assist Power and Water Corporation to develop a solid RAP governance model and build the business case for future commitments to cultural learning, practising cultural protocols, and promoting Aboriginal and Torres Strait Islander employment.

In its first RAP, Power and Water Corporation has demonstrated a keen commitment to develop two-way sponsorship relationships with Aboriginal and Torres Strait Islander stakeholders for community capacity building.

Commitment to showing respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures is demonstrated in Power and Water Corporation's RAP through its actionable goal to build culturally capable staff who understand cultural protocols.

Power and Water Corporation's dedication to providing opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples is communicated through its commitment to develop and formalise an Aboriginal leadership unit to improve and increase Aboriginal and Torres Strait Islander employment and training strategies, as well as create a culturally and socially inclusive workplace that achieves Aboriginal and Torres Strait Islander recruitment, retention and career progression.

On behalf of Reconciliation Australia, I commend Power and Water Corporation on its inaugural RAP and look forward to following its reconciliation journey.

Justin Mohamed

Chief Executive Officer Reconciliation Australia

Message from

Power and Water Corporation



It gives me great pleasure to present Power and Water's Reconciliation Action Plan (RAP) 2017-19.

Power and Water works closely with Aboriginal communities across the Territory. This helps define our commitment to service customers whose connection to country is paramount. However we can do better.

Our Innovate Reconciliation Action Plan (Innovate RAP) is a two year plan reported on annually and is Power and Water's first RAP. It builds on achievements to date and demonstrates our commitment to reconciliation.

Specifically, the RAP will focus on cultural learning programs, Aboriginal and Torres Strait Islander employment and supplier diversity.

We believe this will assist us to become an employer of choice for Aboriginal and Torres Strait Islander people and continue the development of a workforce that incorporates diversity of thought, culture and skill.

We are confident that together we can make an important contribution with respect to reconciliation and look forward to continuing our journey.



Mr John Langoulant AOChair
Power and Water Corporation Board



Power and Water's commitment to reconciliation is built on a history of understanding, engagement and action.

Our work with Aboriginal and Torres Strait Islander communities has been built on a significant footprint across hundreds of locations in remote and regional areas, as well as a commitment to education and support for Aboriginal initiatives across the Territory.

Today, this commitment drives numerous programs designed to improve understanding of Aboriginal and Torres Strait Islander culture within our employee base and across the Territory community.

The substance behind this activity is widely recognised and award winning. Indeed, Reconciliation Australia's decision that Power and Water should commence its RAP commitment at the second stage recognises the existing relationships we have with Aboriginal and Torres Strait Islander stakeholders, the progress we have achieved to date and our ability to develop and implement programs for cultural learning, Aboriginal and Torres Strait Islander employment and supplier diversity.

In summary, the Innovate RAP will support us to develop and test new and innovative approaches and embed the RAP into our organisation.





Power and Water's focus on reconciliation is underpinned by a commitment to end Aboriginal and Torres Strait Islander disadvantage.

Reconciliation is everyone's business in Power and Water. Our corporation is well placed to promote reconciliation across the Northern Territory.

This Reconciliation Action Plan (RAP) builds on existing corporate responsibilities and supports employees as they contribute to reconciliation in a direct and personal way.

Progress is evident across Power and Water and our commitment to a RAP is a logical progression for the corporation. It will assist us to build and sustain a strong Aboriginal workforce, the procurement of goods and services from Aboriginal firms and delivery of programs.

I would like to pay tribute to the Chair, the Board and the Chief Executive of Power and Water for leading this initiative and, of course, my fellow committee members for the dedication to achieving this outcome.

I encourage all employees to view the RAP and incorporate the principles and actions in everyday activities and roles.

Emeritus Prof MaryAnn Bin-Sallik AO

MQBm(Dall

Reconciliation Action Plan Chair Director Power and Water Corporation Board National NAIDOC Female Elder 2016



Our vision

Our vision for reconciliation

Power and Water Corporation's vision for reconciliation is that Aboriginal and Torres Strait Islanders have the same opportunities in health, employment and education as other Territorians. Power and Water believes corporate and government bodies can all play a contributing role in building a secure future for all Territorians.

By developing our inaugural RAP, our vision is to be a corporate leader promoting reconciliation across the Territory and to be a preferred employer for Aboriginal and Torres Strait people.

We will achieve this by enhancing healthy lifestyles and essential services to Aboriginal and Torres Strait Islander peoples in urban, rural, remote communities and outstations.

The corporation is investing in developing effective employment and training programs and strategies to increase Aboriginal and Torres Strait Islander participation in a diverse culturally competent workforce.

Our **business**

As a government owned corporation, Power and Water Corporation meets the needs of its customers while acknowledging the expectations of its shareholder, the Treasurer of the Northern Territory Government.

Power and Water provides electricity, water and sewerage services to five major urban areas including the capital city of Darwin, as well as 72 remote Aboriginal communities and 66 outstations. The corporation also supplies gas to the Territory's major power stations.

The Northern Territory's vast landscape stretches from the tropical savannah in the north to the deserts of Central Australia. The north experiences a monsoonal climate and torrential seasonal rains, floods and the threat of cyclones from October to May each year. The wet season is an inherently challenging time for employees and infrastructure. In Central Australia, the desert summers bring scorching temperatures while in winter they can frequently dip below freezing, creating a demanding work environment.

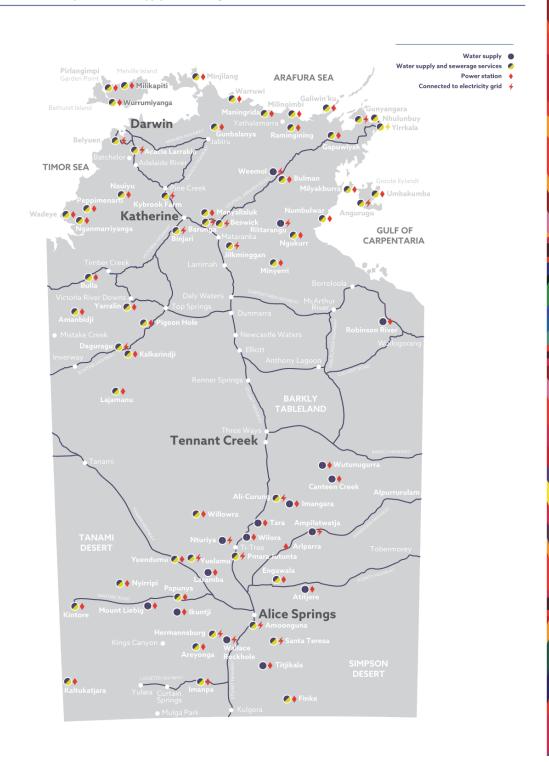
Power and Water supports economic growth through the provision of safe and reliable essential services. As one of the largest employers in the Northern Territory, Power and Water has over 900 employees living and working in the Territory including 188 relief and full time contracted Essential Services Operators living in remote Aboriginal communities who are trained by Power and Water and supported by the corporation's Regions and Remote Operations

In February 2016, Power and Water implemented a targeted recruitment strategy to increase Aboriginal and Torres Strait Islander employment across the corporation. All vacancies are advertised through the Special Measures Plan under the Public Sector Employment and Management Act, Section 38B(1) giving priority consideration to Aboriginal and Torres Strait Islander applicants who meet the essential criteria under the guidelines. These measures will support us to recruit and increase Aboriginal and Torres Strait Islander employees (total 6).



PROMOTING RECONCILIATION ACROSS THE TERRITORY

Aboriginal communities' power, water supply and sewerage services



RECONCILIATION ACTION PLAN JULY 2017 - JUNE 2019

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Power and Water's not for profit subsidiary, Indigenous Essential Services Pty Ltd, provides electricity, water and sewerage services to 72 remote communities and 66 outstations.

Power Networks

Power Networks is the largest business unit in Power and Water, with responsibility for planning, building and maintaining reliable electricity networks to transmit electricity between electricity generators and electricity consumers in the Northern Territory. The Power Networks division distributes electricity to 244,300 people across 1.3 million sq km. More than 5900km of overhead lines, 3200km of underground cable and 37,500 poles and towers connect domestic and commercial customers to the Northern Territory electricity network.

Water Services

Water Services provides water and sewerage services in the Northern Territory's five major centres and across regions. Within the Northern Territory, water is pumped through 2332km of mains to 18 centres. Sewer mains in 10 centres total 1264km. Sewage is typically treated using waste stabilisation ponds

Regions and Remote Operations

Power and Water's not for profit subsidiary, Indigenous Essential Services Pty Ltd, provides electricity, water and sewerage services to 72 remote communities and 66 outstations under an agreement with the Department of Housing and Community Development. Rapid development in these regions requires a commitment to working with communities towards sustainable electricity and water use to meet future needs and aspirations. Power and Water contracts and trains Essential Services

Operators through local councils, Aboriginal enterprises and private contractors to run facilities in remote communities. Regions and Remote Operations also generate electricity for five minor centres. Generation infrastructure includes diesel and low emission gas and renewable power stations.

System Control

System Control has a statutory role in monitoring and controlling the operation of the power systems in the Northern Territory and is responsible for overseeing the safe, secure and reliable operation of the Northern Territory's regulated power systems. System Control is responsible for the real time operations, planning, contingency development, system risk, power system technical assessments, incident reviews, and operational and technical regulatory reporting.

PROMOTING RECONCILIATION ACROSS THE TERRITORY



Gas Supply

The Gas Supply unit manages the purchase, transport and sale of gas to electricity generators and other major gas users.

Office of the Chief Financial Officer (CFO)

The Office of the CFO is responsible for all aspects of the financial management of Power and Water, including financial compliance, management reporting, budgeting and forecasting (including the Statement of Corporate Intent), taxation and financial analysis. In addition, it provides key strategic decision making support to the Chief Executive and the Power and Water Board and will effectively contribute to the business performance of the corporation.

Shared Services

The Shared Services business unit works in partnership with the operational business units and incorporates areas including People, Strategic Sourcing, Facilities Management, Health and Safety, Environment, Risk, Business Systems and Information Management, the Customer Service Centre and Legal Services.





We put **PEOPLE FIRST**



We value our customers and give them **OUR BEST**



We have pride in ourselves and OUR WORK



We work better by working TOGETHER



2016 National NAIDOC Awards

The National NAIDOC Awards Ceremony is the annual premier event on the National Indigenous calendar to celebrate our history, culture and achievements with all Australians.

narrative of our nation highlighted the importance of songlines to the existence and connection of all Aboriginal and Torres Strait Islander peoples.

Songlines are intricate maps of land, sea and country. They describe travel and trade routes the location of waterholds.

Darwin hosted the awards in 2016 and the theme, *Songlines - The living*

and country. They describe travel and trade routes, the location of waterholes and the presence of food. Songlines on the earth are mirrored by songlines of the sky allowing people to navigate the vast distances of this nation and its waters. They are imperative to the preservation of Aboriginal and Torres Strait Islander cultural ceremonies and practices. The Dreaming tracks of the songlines crisscross along our ancient trade routes. Australia has the oldest transcontinentinental trade routes in the world.

Female Elder of the Year Emeritus Prof MaryAnn Bin-Sallik AO

Emeritus Prof MaryAnn Bin-Sallik AO is a proud Djaru Elder from the East Kimberly who spent her formative years in Darwin. She became a nurse at 17 and turned her mind and path to academia in her mid-thirties.

Prof MaryAnn was the first Indigenous Australian to gain a doctorate from Harvard University in 1989. She has been a pioneer of Indigenous participation in higher education. Her involvement in government, university and community advisory and reviews groups has greatly influenced education and equity policies for Indigenous Australians.

On retirement in 2008, Charles Darwin University made Prof MaryAnn an emeritus professor in recognition of her decades of academic service to the academy and her contribution to the advancement of Indigenous education, cultures and heritage.

Recognising, celebrating cultures and achievements

PROMOTING RECONCILIATION ACROSS THE TERRITORY



Caring for Country Manymak Energy Efficiency Project

The Manymak Energy Efficiency Project was successfully trialled throughout six remote communities in East Arnhem Land from 2013 to 2015.

The project was designed to address a community need to use energy more efficiently and paves the way for further water and energy efficiency projects across the Northern Territory.

The project employed 91 Yolngu Energy Efficiency Workers to educate residents about power and water use, enabling them to make informed choices about what they spend their money on. Over 80 per cent of households participated in the project, with over 70 per cent of these receiving energy efficiency upgrades and all participants agreeing their knowledge about looking after power and water has improved.

The Manymak Energy Efficiency Project is a great example of what can be achieved when passionate individuals work with communities to share knowledge and provide solutions for long term, sustainable management of country.



Sullim Sallik

I am a Djaru, Kija and Wakaya man, born in Mount Isa.

I came to Tennant Creek at the age of 17, trained and worked as an Aboriginal Health Worker and, in 2006, became an apprentice linesmar for Power and Water Corporation. I have built respectful working relationships with communities and their respective leaders. I work in the township of Tennant Creek and the surrounding communities of Elliott, Ali-Curung and Ti-Tree for call outs and faults. I became team leader in 2009 and have recently commenced a dual electrical trade.





Our Reconciliation Action Plan

Power and Water Corporation recognises the success of the RAP is dependent on respectful leadership and relationships as well as Aboriginal and Torres Strait Islander peoples' involvement. It is driven by Power and Water's RAP Working Group comprising Power and Water's Executive Leadership Team and Aboriginal and Torres Strait Islander senior employees.

RAP Working Group and champions

The development of our Reconciliation Action Plan was driven by the RAP Working Group Chair, Emeritus Professor MaryAnn Bin-Sallik, a respected Aboriginal Elder and Power and Water Board Director. The RAP Working Group comprises the Power and Water Executive Leadership Team, which is representative of each business unit and Aboriginal and Torres Strait Islander senior employees.

The RAP Working Group is committed to key initiatives and projects focused on improving and increasing Aboriginal and Torres Strait Islander recruitment, retention, training and employment and supporting leadership into senior roles through the development and formalisation of an Aboriginal leadership unit. The RAP Working Group has internal and external champions who focus on training and recruitment programs and the support of current Aboriginal and Torres Strait Islander employees and is working towards making the corporation an employer of choice for Aboriginal and Torres Strait Islander peoples by promoting reconciliation across the Territory.



PROMOTING RECONCILIATION ACROSS THE TERRITORY

Our Reconciliation Action Plan Working Group and Champions



Emeritus Prof MaryAnn
Bin-Sallik AO
Reconciliation Action
Plan Chair
Director Power and Water
Corporation Board
National NAIDOC Female
Elder 2016
Respected Aboriginal Elder
Champion



Micheal Thomson Chief Executive Internal Champion



Neil Siford Chief Financial Officer



Djuna Pollard Executive General Manager Power Networks



Rob BritoExecutive General Manager
Water Services



Malcolm Conway General Manager System Control



David CoucillActing General Manager
Regions and Remote
Internal Champion



Mary-Anne Gomatos Acting General Manager Shared Services Internal Champion



Anne Hanning
Aboriginal Employment
and Career Development
Coordinator
Internal Champion



Jon Harris Aboriginal Employment and Career Development Consultant

Our journey to date

Power and Water Corporation's commitment to reconciliation draws on a history of understanding engagement and action through initiatives with internal stakeholders, including employees and many external stakeholders.

Acknowledging we are at the start of the RAP journey, it is also important to recognise the achievements to date. The following pages outline a selection of the activities undertaken by Power and Water and its employees in the last 12 months.

Developing new leaders

Power and Water's Indigenous Employment and Career Development Strategy (IECDS) 2015-2020 is an integral part of the corporation's commitment to increasing Aboriginal employment and career development opportunities.

A key component of IECDS is working towards developing a workforce that is more representative of the community we service. This has enabled Power and Water to take part in the Northern Territory Government's Special Measures recruitment strategy to encourage and promote the engagement of Aboriginal personnel into the organisation.

The strategy has aided in the recruitment of Aboriginal personnel into positions across Power and Water's workforce and is making a strong contribution to our targets.

The IECDS outlines actions aimed at increasing Aboriginal participation in our workforce in the next five years.

Key priority areas for IECDS are:

- Targets for Aboriginal employment and participation: Ensuring a commitment to Aboriginal career pathways is built, maintained and followed by the corporation.
- Engagement and support: Providing a mentoring and support system to Aboriginal employees, trainees and apprentices to assist their career growth.

- Attraction and retention of Aboriginal people: Providing recognition and support for all Aboriginal employees throughout the corporation to provide equal opportunities and career growth.
- Whole of corporation development to build capability and careers:
 Supporting the career development of Aboriginal employees and commitment to increasing capability through development opportunities across the corporation.

Power and Water has been working in partnership with remote schools and the Michael Long Learning and Leadership Centre (MLLLC) over the past 12 months. The program is about engaging students to start thinking about a career pathway and understanding what Power and Water and Essential Services Operators do in their remote community. Power and Water has presented to 20 schools, about 110 students - boys and girls - ages 10 to 13 years.

Offering new opportunities for professional development

Power and Water ensures it is delivering development and leadership opportunities as part of its IECDS. The leadership and development programs are aimed at encouraging existing Indigenous employees to build on their career path and feel empowered to do so.

By promoting and supporting better career paths, recognition, opportunities for career development and a sense

of personal achievement, Indigenous employees are given the opportunity to grow and develop within the corporation. The programs furthermore assist individuals to improve their confidence to seek and take leadership opportunities by providing safe learning environments in which to practice.

Available programs

 Australian Indigenous Leadership Centre (AILC) Leadership Courses:

The Australian Indigenous Leadership Centre (AILC) offers accredited courses in Indigenous Leadership, nonaccredited short courses in specific leadership skills and mentoring to foster Indigenous leadership at all levels.

- faHACSIA Indigenous Leadership Program: FaHCSIAs Indigenous Leadership Program aims to develop the leadership capacity of Aboriginal and Torres Strait Islander men, women and youth aged 18 years and over.
- Kigaruk and Lookrukin Leadership Programs: The Kigaruk (Men's) and Lookrukin (Women's) Indigenous Leadership Development Programs are designed to provide a high level, significant learning experience for Aboriginal and Torres Strait Islander men and women employed in the Northern Territory Public Service (NTPS). These are accredited programs where participants undertake the Diploma of Management through Charles Darwin University.





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Business unit opportunities

Indigenous Cadetship Support:
Department of Education
Employment and Workplace
Relations (DEEWR): administers
Indigenous Cadetship Support
(ICS), linking full time students
undertaking a diploma, advanced
diploma or their first undergraduate
degree with employers who can
give them work placements and
potential ongoing employment
once they finish their studies.

The Indigenous Employment
Program (IEP): specifically
designed to attract Indigenous
jobseekers wishing to enter or
return to the workforce and equip
them with the foundation skills to
be employed in permanent entry
level positions across the Northern
Territory Public Service.

PSEMA Special Measures: allows Power and Water to implement programs, plans or arrangements designed to promote equality of opportunity for groups of people who are disadvantaged or have special needs because of an attribute.

Remote community work

To operate efficiently and effectively, Power and Water facilities in all remote communities need ongoing investment and the population at each centre need education to build awareness about the use of water services and energy sources such as solar power or diesel power.

In some communities across the Northern Territory the status of water supplies can be complex. Approximately one quarter of the remote communities are water stressed, meaning the water sources used to supply remote communities face supply risks. In these places, Power and Water is prioritising the investigation

and development of replacement water sources. Education and community engagement is a critical tool to ensure these and other communities are aware of the benefits and dangers involved in the delivery and consumption of water and energy to their townships.

An example is:

Power and Water has been working for a number of years to secure additional water sources and improve the water quality in the Mungoorbada community, also known as Robinson River. Community growth and increasing water demand, public health concerns and infrastructure reliability and sustainability are all driving water improvement activities in the community.



Franceine Macskimin

I am a member of the Ngalakgan people from the Milwarpara, Roper regions of the NT.

I grew up in the township of Katherine and, despite living and working in Darwin, I still have a large family base in Katherine.

I have worked in various social and community services organisations undertaking residential care and alcohol rehabilitation, which has meant juggling long shift hours. This is when I decided to pursue a more reliable and stable career pathway and applied through the Indigenous Employment Program (IEP) with the NT Government.

After completing the 20 week IEP program I was fortunate to secure a six month work placement with the Power and Water Corporation as Living Water Smart's customer service officer. The program aims to help the Darwin region save water.

In Darwin, we are using more water than can be captured and supplied. As the customer service officer I am the first point of contact for the Living Water Smart, which means managing emails, incoming phone calls, vehicle maintenance, supplier correspondence such as invoicing (raising purchase orders/approving invoices) and other daily duties. What keeps this role exciting is that the program is always changing. Each year new campaigns and rebates are introduced to help educate and create behavioural changes for Darwin residents.

I have commenced a traineeship with Living Water Smart to undertake a Cert IV Project Management, which I know will give me experience and increase my skills for further exciting career opportunities.



Ashlie **Kopp**

I am an Eastern Arrernte and Wuthathi woman from Central Australia.

I was born and raised in Alice Springs and currently live in Darwin where I was successful in signing up for the 20 week Indigenous Employment Program (IEP). The IEP program entailed undertaking a Cert II Business at Charles Darwin University (CDU) as well as two week work placements with Power and Water Corporation. There were times during the program that I wanted to give up, but through the encouragement of new friends, IEP Coordinators and the CDU lecturers I persevered with the program.

After graduating with a Cert II Business I was given a six month employment contract with Power and Water in the Customer Service Centre call centre. In my role I was the first point of contact, investigating and following up customer queries. As a team member in the call centre it was evident that a strong focus is centred on our customers. I learned from the team that building a positive relationship with all customers is equally as important as providing good customer service. As you

After working in the call centre for three months an opportunity arose to work in the Regions and Remote Operations business unit where I am responsible for calling each community daily to receive chlorine reads for the town water as well as reports for power outages. Additionally, I organise travel, accommodation and itineraries for staff who travel to remote regions. Fortunately, my experience working in a busy call centre developed my skills and gave me confidence when speaking on the phone.

I really enjoy my work within Power and Water and I would like to thank staff and team members for their support and encouragement. I would like to continue working in Regions and Remote Operations as I am a community orientated person and really like working and dealing with remote community people.

The Yuendumu Water Efficiency project was implemented between July 2014 and June 2016 to extend the community's water supply. Three customer facing water savings strategies were implemented, including:

- · community wide education
- development of a documentary and community service announcement filmed in Yuendumu with local people.

The Milingimbi Water Efficiency Project was delivered from July 2015 to June 2016, responding to sustainability issues with the existing community water supply. The joint Power and Water and Department of Housing and Community Development project targeted both community residents and non-residential customers, aiming to reduce water demand across the community. The project sought to reduce the amount of water loss (through leak repair and education) from approximately 30 per cent to 10 per cent of overall water demand.

The Manymak Energy Efficiency project in six communities in east Arnhem Land was the first energy efficiency project of this scale to be delivered in remote communities and addressed a real community need in ways that were culturally appropriate, respectful and responsive.

The Michael Long Learning and Leadership Centre (MLLLC) encourages Aboriginal youths to learn and lead through sport. Power and Water is engaged with the MLLLC program as our work has direct relevance to youth in remote communities.

Indigenous Employment Program (IEP)

Power and Water's Indigenous Employment Program (IEP) enables employment for IEP graduates as part of a pathway to full time employment.

Each participant takes part in twenty weeks of on the job learning, classroom study to achieve either a Certificate II in Business or a Certificate II in Resourcing and Infrastructure.

Last year, at the completion of Power and Water's inaugural Indigenous induction program, 15 IEP graduates started six month employment contracts. These graduates work across Power Networks in the Underground, Overhead, Substations and Cable Joining teams, Regions and Remote Operations, Water Services, Finance (Accounts) and Shared Services (Customer Service Centre and Learning and Development) teams.

Each graduate has base knowledge of operations from their hosted placements. From there they learn about Power and Water's business and the important services we provide to the territory. They visit various Power and Water sites and as a group talk and learn about each other's lives, family, upbringing, hopes and work history. Workshops are held and key Power and Water employees provide presentations about their work groups, roles, career progression and how we all work together to make one larger organisation.

External guest speakers and role models also join the group during the week to inspire and encourage, giving an insight into how they have been challenged, what they have overcome and achieved in their work and family lives:

Power and Water is currently reviewing the effectiveness of the Aboriginal and Torres Strait Islander Employment Program in readiness for a 2018 midyear intake.

Indigenous Essential Services

Significant resources are invested in Indigenous Essential Services Pty Ltd (IES), which provides electricity, water and wastewater services to 72 remote communities and 66 outstations under an agreement with the Department of Housing and Community Development. Our aspiration in each community and outstation is threefold:

- establishing sustainable electricity and water use to meet future needs
- working with local stakeholders to improve the lives of communities
- where possible providing employment opportunities through local councils, Aboriginal enterprises and private contractors to run facilities day to day and ensure the best possible service to customers.

Establishing sustainable electricity and water use to meet future needs:

Electricity and water use will grow strongly across remote communities in coming years. Power and Water is working to long term plans to meet this demand, which includes expanding and replacing as well as water and energy conservation programs through partnerships with community organisations. We are also improving operational water efficiencies, installing water meters and establishing community supported efficiency approaches including behaviour change. Energy and water efficiency programs are being developed with cultural leaders, shires and councils. These focus of sharing cultural stories, education and respectful engagement.

Working with local stakeholders to improve the lives of communities:

Working with community members, Power and Water has helped raise awareness about where water and electricity come from and how to conserve these resources and protect supplies for future generations. We have gained enormous support working in partnership with the community and fostered improved local ownership of initiatives, resulting in more effective programs and on-ground insight into the operation of essential services.

Providing employment opportunities through local councils, Aboriginal enterprises and private contractors to run facilities day to day and ensure the best possible service to

customers: Power and Water provides services to remote communities through Essential Services Operators contracted by regional councils and Aboriginal business enterprises. This is a significant initiative in increasing local Aboriginal employment. There are 188 Essential Services Operators (ESOs) working across the Territory carrying out minor works and services. These skilled locals provide an efficient approach to infrastructure servicing and maintenance in remote communities. Power and Water's Aboriginal Employment and Career Development Strategy (IECDS) is an integral part of its commitment to increasing Aboriginal employment and career development opportunities.

Solar Energy Transformation Program (Solar SETuP)

The Solar SETuP program builds significantly on Power and Water's 20 years of experience in incorporating solar technologies into regional and remote communities. As the largest isolated off-grid solar rollout in a regulated environment, Solar SETuP is a world first program. It will transform the way energy is supplied to remote communities with hybrid solar/ diesel power generation becoming an integral part of electricity supply. SETuP will deliver an additional 10 megawatts (MW) of solar power to communities across the Northern Territory that currently rely entirely on diesel generators. The result will be cleaner and quieter generation, with increased capacity and flexibility for

future growth. Anticipated fuel savings of 15 per cent from the integrated solar panels will also mean a reduced reliance on expensive diesel deliveries. A 1MW solar system at Nauiyu (Daly River) will use battery storage technology to achieve a 50 per cent saving in diesel fuel. Building of the first tranche of 10 communities (3.325MW) is complete. Construction of the 1MW of solar at Daly River with Daly River, including battery system install is underway.

Essential Services Operators (ESOs)

ESOs are crucial in the delivery of power, water and sewerage services in remote areas.

These ESOs are responsible for carrying out a range of regular operational and maintenance tasks. They are our "eyes" on the ground and the first to respond to unplanned supply interruptions and emergencies. Around 188 ESOs are based across the Territory's remote communities working for shires or private contractors under contracts with Power and Water.

Power and Water conducts regular training sessions for ESOs to equip them with the skills and expertise needed to undertake their work in the communities.

The role of ESOs in communities provides valuable jobs for local people. Power and Water is committed to building local capacity and providing training and development opportunities to ensure that ESOs continue to deliver essential services. Power and Water is working to build local capacity by providing training and development opportunities, with a focus on increasing the portion of ESOs who are Aboriginal.

Power and Water does this in partnership with Charles Darwin University (CDU), Group Training NT (GTNT) and the Shires by providing a structured career path for ESOs to gradually develop the necessary skills to carry out ESO duties.

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Relationships



Power and Water Corporation is committed to forging stronger respectful relationships with the Aboriginal and Torres Strait Islander peoples of the Northern Territory and recognises that there is much to learn from the Aboriginal and Torres Strait Islander peoples in equitable partnership to create sustainable futures.

Action	Deliverable	Timeline	Responsibility
RAP Working Group actively monitors RAP development and implementation of actions, tracking progress and reporting.	 The Rap Working Group oversees the development, endorsement and launch of the RAP. 	July 2017	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group
	Ensure Aboriginal and Torres Strait Islander senior employees are represented on the RAP Working Group.	Established May 2017 reviewed annually	RAP Working Group Senior Executive Manager, Customer and Stakeholder
	Establish Terms of Reference for the RAP Working Group.	July 2017	
	Establish weekly meeting to develop RAP for endorsement.	July 2017	
	Schedule meetings every six weeks to monitor and report on RAP implementation.	July 2017	
	Northern Territory Chief Minister to launch final endorsed RAP during NAIDOC week 2017.	6 July 2017	

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Action	Deliverable	Timeline	Responsibility
Celebrate and participate in National Reconciliation Week (NRW) providing opportunities to build	 Promote National Reconciliation Week through internal communications for all employees. 	27 May to 3 June 2018 and then annually	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group
and maintain respectful relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	Organise at least one internal event for National Reconciliation Week each year and ensure RAP Working Group participation.	27 May to 3 June 2018 and then annually	Senior Executive Manager, Customer and Stakeholder
	Register all NRW events via Reconciliation Australia's NRW website.	27 May to 3 June 2018 and then annually	
	Ensure our RAP Working Group participates in an external event to recognise and celebrate National Reconciliation Week.	27 May to 3 June 2018 and then annually	

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Action	Deliverable	Timeline	Responsibility
3. Develop and maintain mutually beneficial respectful relationships with Aboriginal and Torres Strait Islander	 Review existing engagement and communication plan to work with our Aboriginal and Torres Strait Islander stakeholders. 	Begin August 2017, complete by December 2017	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group RAP Working Group
peoples, communities and organisations to support positive outcomes.	Update and distribute refreshed engagement and communication plan on how to work with our Aboriginal and Torres Strait Islander stakeholders.	Begin February 2018, complete by June 2018	Senior Executive Manager, People and Culture Senior Executive Manager, Customer and Stakeholder
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	By end March 2018	
	Develop a calendar of Aboriginal and Torres Strait Islander events.	September 2017	
	 Support at least two events that promote strong culture, healthy lifestyles and education and training. 	By December 2018	
	Review existing partnership agreements.	By December 2017	
	Investigate and establish new partnerships with the Aboriginal and Torres Strait Islander communities we service across the Northern Territory.	By June 2019	
	Engage, support and develop at least two, two way sponsorships for community capacity building.	March 2018	

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Action	Deliverable	Timeline	Responsibility
Raise internal and external awareness of our RAP to promote reconciliation	Develop and implement a strategy to communicate our RAP to all internal and external	By August 2017	Aboriginal Employment and Career Development Coordinator
across our business sector.	stakeholders.		Chair RAP Working Group
			RAP Working Group
	 Promote reconciliation through ongoing active engagement with all stakeholders. 	Review January, April, July and October starting January 2018	Senior Executive Manager, Customer and Stakeholder
	Use intranet and internet to promote RAP.	Review July October, January, April annually Starting July 2017	
	Include stories about the RAP and RAP outcomes in the Power and Water newsletter.	Review July, October, January, and April annually starting July 2017	
	CE to promote RAP annually to all employees.	By end of December annually	

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Respect



Power and Water Corporation respects Aboriginal and Torres Strait Islander peoples, their cultures, land and history as it is important when engaging, communicating and participating in decisions that impact on their lands. We strive to promote and actively encourage a culturally aware and culturally competent workplace that respects cultural protocols and practices.

Action	Deliverable	Timeline	Responsibility
5. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait	 Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. 	Start July 2017, complete by December 2017	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group RAP Working Group
Islander cultures, histories and achievements.	 Capture data to measure our employees' current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. 	September annually	Senior Executive Manager, Customer and Stakeholder Senior Executive Manager, People and Culture
	 Research, design, develop and implement an Aboriginal cultural awareness training strategy for all employees. 	Completed by April 2018	
	 Research, design and develop training packages and modules in consultation with local Traditional Owners and/ or Aboriginal consultants to develop cultural awareness and cultural competency training. 	Completed by June 2018	
	Provide opportunities for RAP Working Group and Champions and other key leadership employees to participate in cultural training.	June 2019	

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Action	Deliverable	Timeline	Responsibility
Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of	Develop, implement and communicate a Cultural Protocol document for Welcome to Country and Acknowledgement of Country in line with Traditional Owners across the Northern Territory.	By December 2017	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group RAP Working Group Senior Executive Manager, Customer and Stakeholder General Manager, Shared Services
Country, ensuring there is a shared meaning and provide information on Aboriginal and Torres	 Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships. 	By December 2017	
Strait Islander cultural and intellectual property rights.	 Invite a Traditional Custodian to provide a Welcome to Country at significant events, including launch of RAP by Chief Minister. 	Implemented by July 2017 review June 2019	
	Develop protocols for Aboriginal and Torres Strait Islander cultural and intellectual property rights.	By March 2018	
	 Include an Acknowledgement of Country at the commencement of all significant internal and external meetings. 	Implemented by July 2017	
	Ensure Aboriginal and Torres Strait Islander flags are displayed at significant internal and external events.	Implemented by July 2017	
	 Encourage employees to include an Acknowledgement of Country at the commencement of significant internal and external meetings. 	Begin July 2017 review June 2019	
	Fly Aboriginal flag at Darwin and Alice Springs offices.	By June 2019	

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Action	Deliverable	Timeline	Responsibility
7. Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their culture and communities by	 Review HR policies and procedures to ensure there are no barriers to employees participating in NAIDOC Week. 	July 2017 and July 2018	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group General Manager,
celebrating NAIDOC Week.	Promote NAIDOC Week internally – intranet.	July 2017 and July 2018	Shared Services Senior Executive Manager, People and Culture
	 Fly Aboriginal and Torres Strait Islander flags during NAIDOC week (Darwin and Alice Springs). 	July 2017 and July 2018	Senior Executive Manager, Customer and Stakeholder
	 Provide opportunities for all Aboriginal and Torres Strait Islander employees to participate with their cultures and communities during NAIDOC Week across all Power and Water regions. 	July 2017 and July 2018	
	 Power and Water will support the NAIDOC march in Darwin CBD and have a RAP banner with branding. 	July 2017 and July 2018	
	Host NAIDOC BBQ at Ben Hammond Complex.	July 2017 and July 2018	

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Opportunities



Power and Water Corporation understands and is committed to providing a culturally and socially inclusive workplace and recognises the importance of creating sustainable opportunities; education, leadership, training and employment and economic aspirations for Aboriginal and Torres Strait Islander peoples across the Territory to achieve equality.

Action	Deliverable	Timeline	Responsibility
8. Develop and formalise an Aboriginal leadership unit to: • improve and increase	 Ensure the Aboriginal Leadership Unit has Aboriginal and Torres Strait Islander identified positions. 	By December 2017	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group
Aboriginal and Torres Strait Islander employment and training strategies and programs • create a culturally and socially inclusive workplace	 Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace. 	By August 2017	RAP Working Group General Manager, Shared Services Senior Executive Manager, People and Culture Senior Manager, Human Resource Services
that improves Aboriginal and Torres Strait Islander recruitment, retention and career progression support economic and social participation across the Northern Territory.	 Review and collect data on employees who identify as Aboriginal and Torres Strait Islander to establish a benchmark and 'snap shot' report to develop current and future employment opportunities. 	By December 2017	
	Monitor and collect data on numbers of Aboriginal and Torres Strait Islander applicants for positions.	Start July 2017 and review quarterly	
	 Develop and distribute survey to current Aboriginal and Torres Strait Islander employees to inform future and professional development and employment opportunities. 	By end of December 2017	

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Action	Deliverable	Timeline	Responsibility
8. Continued	 Include, where practical, two Aboriginal and Torres Strait Islanders on all recruitment selection panels in support of Special Measures. 	By September 2017	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group RAP Working Group
	Consult with Aboriginal and Torres Strait Islander stakeholders to ascertain the most effective ways to advertise job vacancies in order to reach Aboriginal and Torres Strait Islander members of the public.	Complete by November 2017	General Manager, Shared Services Senior Executive Manager, People and Culture Senior Manager, Human Resource Services
	Review and revise, recruitment procedures to ensure future job advertisements follow these.	Complete by January 2018 and review September each year	
	Review, realign and relaunch Power and Water's Aboriginal Employment and Career Development Strategy.	By June 2018	
	 Research, develop and implement an Aboriginal employment program. 	By June 2018	
	Research, develop and implement an Aboriginal mentoring program.	By June 2018	
	Encourage and support Aboriginal and Torres Strait Islander leadership into senior positions.	Start July 2017 and review quarterly	
	Design, develop and launch Power and Water's Aboriginal Leadership Unit webpage.	By March 2018	

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Action	Deliverable	Timeline	Responsibility
9. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation is in 20072000	 Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	July annually	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group RAP Working Group
progress.	 Promote, throughout Power and Water, a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services. 	By end June 2019	Senior Executive Manager, Customer and Stakeholder Chief Procurement Officer
	Develop at least one commercial relationship per year with an Aboriginal and/or Torres Strait Islander owned business.	By end June 2019	
	Investigate Supply Nation membership.	By end June 2019	

Action	Deliverable	Timeline	Responsibility
10. Promote and grow remote employment and training opportunities within Power and Water Corporation.	 Investigate and develop partnerships to support training and employment opportunities in Power and Water. 	By end June 2019	Workforce Capability and Development Manager

Action	Deliverable	Timeline	Responsibility
11. The Aboriginal Leadership Unit will oversee all aspects of RAP including Aboriginal employment	Develop and implement systems and capability needs to track, measure and report.	By December 2017	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group
and training strategies and programs.	Link RAP actions/deliverables to employee KPIs.	By December 2017	RAP Working Group General Manager, Shared Services
	 Maintain internal RAP Champions from Executive Leadership Team and Senior Aboriginal and Torres Strait Islander employees. 	Start July 2017 and review quarterly	Executive Manager, People and Culture Senior Executive Manager, Customer and Stakeholder

Table of actions

Action	Deliverable	Timeline	Responsibility
13. Report RAP achievements, challenges and learnings internally and externally.	 Publicly report our RAP achievements, challenges and learnings. 	September annually	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group RAP Working Group Senior Executive Manager, Customer and Stakeholder General Manager, Shared Services Senior Executive Manager, People and Culture Senior Executive Manager, Customer and Stakeholder
	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	September annually	
	Investigate participating in the RAP Barometer.	May 2018	

Action	Deliverable	Timeline	Responsibility
14. Review, refresh and update RAP.	 Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. 	February 2019	Aboriginal Employment and Career Development Coordinator Chair RAP Working Group
	 Send draft RAP to Reconciliation Australia for formal review, feedback and endorsement. 	May 2019	RAP Working Group Senior Executive Manager, Customer and Stakeholder

Contact details

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The artwork

Our Vibrant Country Shannon Hanning Arrernte Nation

Artist Shannon Hanning comes from a Centralian family of noted artists from Utopia, Santa Teresa and Alice Springs. Spending her formative years in Darwin she finds inspiration and strength from both the tropical vibrant landscapes and savannahs of Northern Australia and the wonderful Red Centre desert landscapes with their ever changing hues. Hence the theme for this artwork – *Our Vibrant Country.*

"The distinctive style of vivid colour symbolizes spiritual energy and movement representing our rivers that flow rapidly during the wet season and the landscapes of the Red Centre's desert plains that endure searing heat, and the ever present movements of our ancestral heroes."

- Shannon Hanning

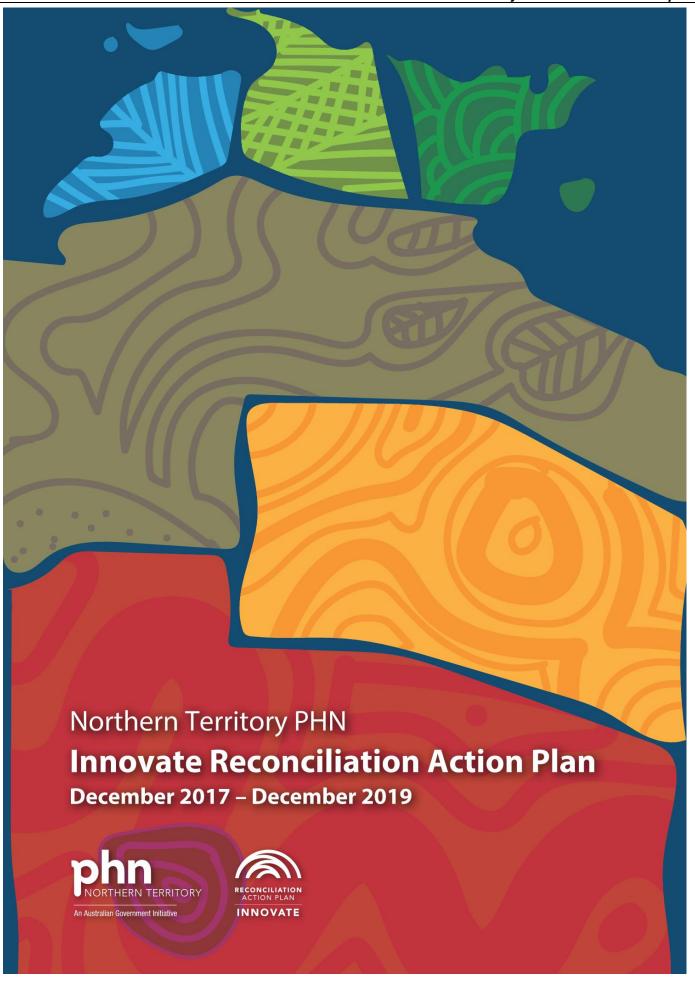


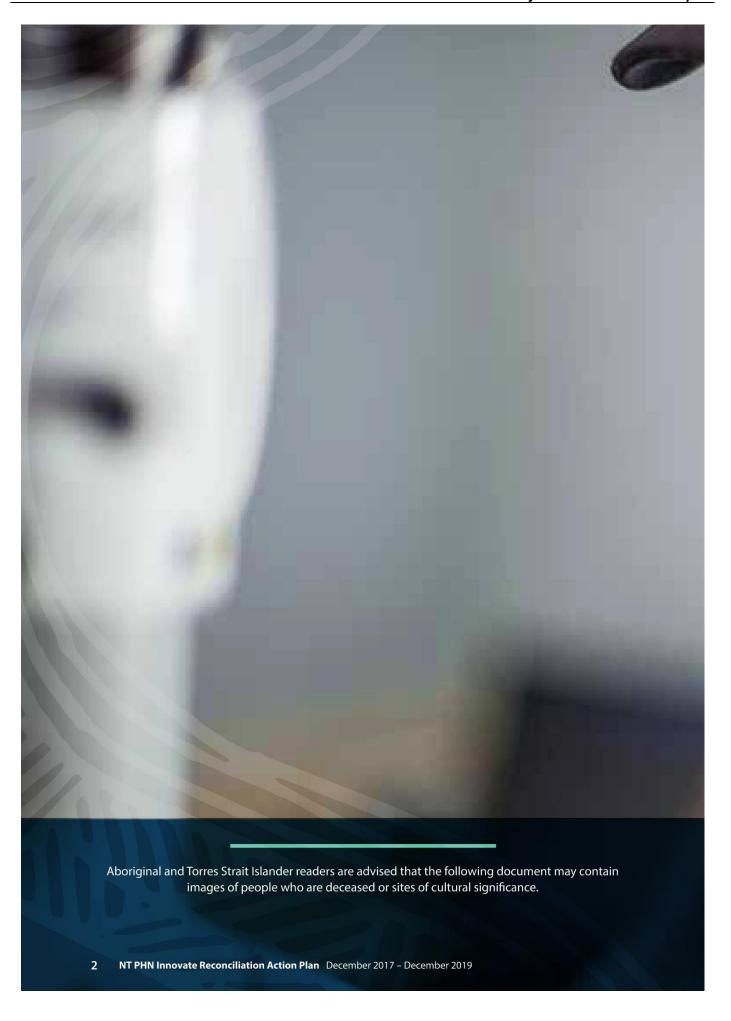


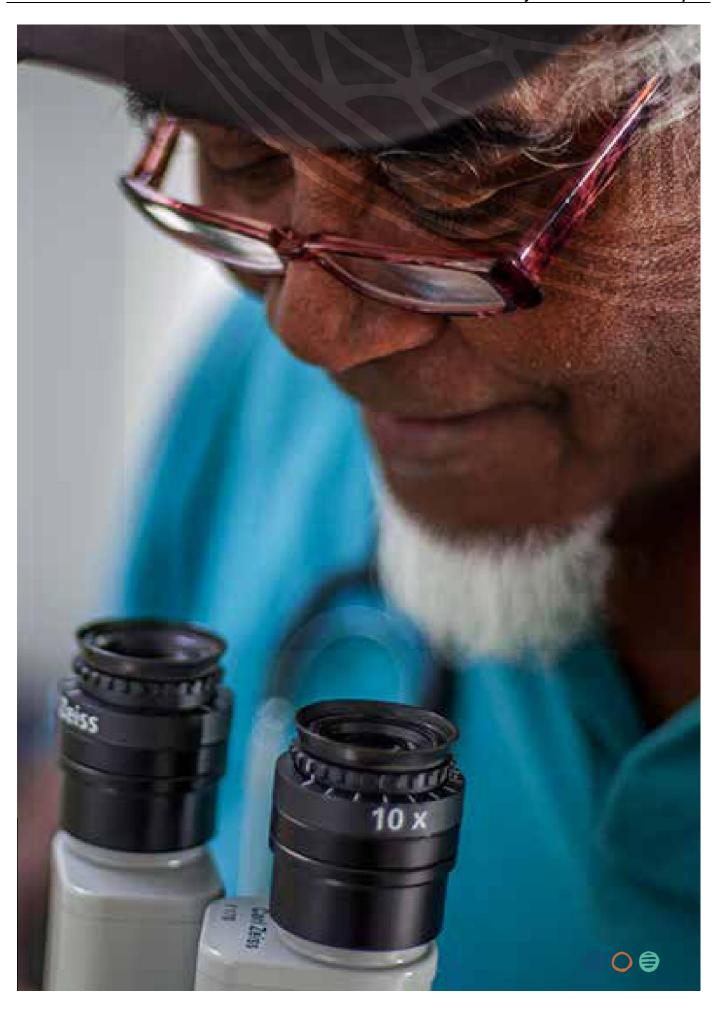
POWER AND WATER CORPORATION

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Our Governance

NT PHN is the Primary Health Network (PHN) for the NT, and is funded under the Australian Government Department of Health's Primary Health Network Programme. It is one of 31 PHNs across Australia.

NT PHN is a not for profit public company limited by guarantee. Our Members are the Aboriginal Medical Services Alliance Northern Territory (AMSANT), the Northern Territory Government Department of Health and the Health Providers' Alliance Northern Territory. Our governance structure includes a skills-based Board, with three Aboriginal directors, two GP-led Clinical Councils and a Community Advisory Council, with each Council having at least one Aboriginal member.

NT PHN's core business is the commissioning of primary health care services throughout the NT to ensure that Territorians receive the right health care, in the right place, at the right time. NT PHN also provides support to the primary health care workforce and supports integration across the acute and primary health care sectors.

NT PHN is an NT wide organisation with offices in Darwin and Alice Springs. NT PHN also has Regional Coordinator roles in Katherine and Nhulunbuy. The organisation regularly engages with regional and remote NT communities. In November 2017 NT PHN employed 79.86 FTE staff, 5 of whom identified as Aboriginal and Torres Strait Islander (described as Aboriginal people in this document), making up approximately 6 per cent of our workforce.

The development of NT PHN's Reconciliation Action plan has been an 18 month process initiated and overseen by NT PHN's Board. During this period of organisational redesign and alignment, the core development was undertaken by a dedicated Reconciliation Action Plan Working Group with cross – branch internal representation with high level oversight by the Senior Executive Leadership Team and ongoing encouragement and input from NT PHN's Board.

Membership of the RAP Working Group has included Aboriginal and Torres Strait Islander members of staff.

Our partnerships/current activity

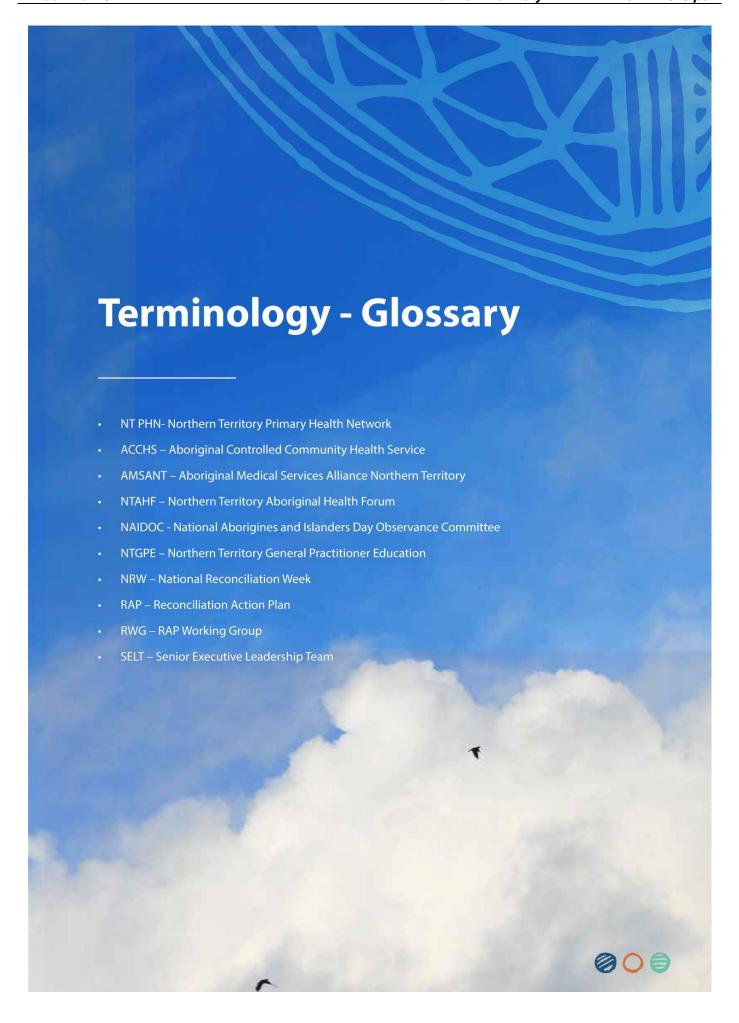
NT PHN is an active member of the NT Aboriginal Health Forum (NTAHF), a key planning structure established to provide guidance on priority policy and planning issues for Aboriginal health in the Territory. Core members of the NTAHF are the Commonwealth Departments of Health and Prime Minister and Cabinet, Northern Territory Department of Health and AMSANT.

A key function of Primary Health Networks is ongoing health needs assessments. This requires NT PHN to work closely with health service providers, other NT peak health agencies and the community to map and understand the health needs of the population, and current health service provision. It allows us to strategically prioritise the commissioning of health services that meet regional needs. A key component of a needs assessment is understanding the health needs of Aboriginal people and the commissioning of current and new services to address those needs.

NT PHN also incorporates the NT Rural Workforce Agency. Through this program, we focus on the recruitment and retention of suitably qualified general practitioners, nurses, allied health professionals and Aboriginal health workers. NT PHN works particularly closely with Aboriginal Community Controlled Health Services (ACCHSs) to address their clinical workforce needs and provides clinical education and cultural awareness programs to the larger NT health sector to support the growth of a culturally and clinically competent workforce. NT PHN recognises that through increasing stable employment opportunities for Aboriginal people, this supports Aboriginal people to make both a positive contribution to the health of Aboriginal people as well as increase their own feeling of self-worth and improve their socio-economic status.

NT PHN is a participant of the Top End Reconciliation Action Plan Network. This consists of representatives from a variety of organisations across the Top End that regularly meet to promote a collaborative approach to development and implementation of reconciliation action plans (RAPs).

6 NT PHN Innovate Reconciliation Action Plan December 2017 – December 2019





Relationships

Working collaboratively with stakeholders, communities and organisations to direct resources towards an integrated, high quality primary health care system is a fundamental part of NT PHN's business. As commissioners and integrators of the NT Health Care system, NT PHN is committed to actively engaging with local Aboriginal communities, ACCHSs and other Aboriginal organisations to gain local knowledge and ensure the provision of culturally competent health services across the NT. This will enable the development of meaningful connections, whilst maximising reconciliation outcomes from our planning and commissioning activities

Action

Deliverable

 RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting RWG oversees the development, endorsement and launch of the NT PHN 'innovate' RAP.

Ensure Aboriginal and Torres Strait Islander peoples are offered the opportunity to be represented on the RWG through employees and representatives from stakeholder organisations.

Meet at least 2nd monthly to monitor and report on RAP implementation. Additional meetings are organised as required

Establish Terms of Reference for the RWG including representatives from each NT PHN office and branch to ensure RWP provides support to allow implementation across organisation

Invite NTGPE RAP Committee and AMSANT to have representatives on our RAP working group

Report Quarterly to CEO

Review composition and ToR of RWG annually

Where appropriate invite local Aboriginal organisations to provide cultural guidance on specific issues

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,	Action	Deliverable
2	Celebrate and participate in National Reconciliation Week (NRW) by providing	Organise at least one internal event for NRW each year.
	opportunities to build and maintain relationships between Aboriginal and	Register all NRW events via Reconciliation Australia's NRW website.
	Torres Strait Islander peoples and other Australians	Support an external NRW event by staff attendance
		Ensure NT PHN Aboriginal and Torres Strait Islander staff are given priority access to participate in an external event to recognise and celebrate NRW.
		Extend an invitation to local Aboriginal and Torres Strait Islander peoples in Alice Springs, Katherine, Nhulunbuy and Darwin (Arrente and Larrakia) to share their reconciliation experiences or stories.
		Download Reconciliation Australia's NRW resources and circulate to staff.

A	ction	Deliverable
3.	Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders across the health and non-health sector
	support positive outcomes	Meet with local Aboriginal and Torres Strait Islander peoples, communities and organisations in the regions and Darwin to develop guiding principles for future engagement.
		Together with AMSANT, develop roles and positions through ACCHS to support delivery of NT PHN programs linked to the Indigenous employment strategy
		Collaborate with AMSANT and NTGPE cultural education team and other Aboriginal and Torres Strait Islander stakeholders for delivery of key events and building relationships

Ac	tion	Deliverable
3.	(Continued) Develop and maintain mutually	Continue membership of NT AHF
	beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	Work with key Aboriginal stakeholders to develop and implement health literacy activities
sup		Collaborate on development of a Statement of Intent that outlines our agreement for a strong working relationship between AMSANT and NT PHN

Action	Deliverable
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.
	Promote reconciliation through ongoing active engagement with all stakeholders.

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Respect

NT PHN is committed to understanding and respecting the cultural perspective of Aboriginal people, their histories, beliefs and their stated preference for health services to be delivered by Aboriginal organisations and staff. We will ensure that we consider Aboriginal outcomes in all that we do and continue to acknowledge and respect the Aboriginal people as the Traditional Owners of Country.

Action Deliverable 5. Engage employees in continuous Develop and implement an Aboriginal and Torres Strait Islander cultural learning opportunities cultural awareness training strategy for our staff which defines to increase understanding and cultural learning needs of employees in all areas of our business and appreciation of Aboriginal and Torres considers various ways cultural learning can be provided (online, Strait Islander cultures, histories and face to face workshops or cultural immersion). achievements Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training. Provide opportunities for RWG members, RAP champions, HR Mgrs. and other key leadership staff to participate in cultural training. Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements through self-assessment. Determine feasibility of having/developing an internal cultural educator/advisor Identify ways to incorporate two-way learning into RAP activities Collaborate with key stakeholders to create a library of digital resource via intranet (internal) and internet website (external)

relating to RAP

including locally relevant cultural information and information







A	ction	Deliverable
6.	the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country including instructions on pronunciation and explanations of the reasons for these protocols.
		Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.
		Invite a Traditional Owner to provide a Welcome to Country at significant events, including AGM, Compass, Health Pathways Launch, external meetings.
		Encourage staff to include an Acknowledgement of Country at the commencement of identified key meetings, which goes beyond a standard form of words and looks to convey true consideration of its meaning.
		Organise and display an Acknowledgment of Country and Statement of Reconciliation in our office/s or on our office building.
		Develop a tool with definitions of agreed terminology with respect to Reconciliation and explanation for the reasons and meanings behind these activities

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Ac	tion	Deliverable
7.	and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week – 1st week July	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.
		Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.
		Provide opportunities for all staff to participate in NAIDOC Week activities.
		Consult with Aboriginal and Torres Strait Islander peoples to hold an internal NAIDOC Week event.
		Support Aboriginal and Torres Strait Islander staff to attend an external NAIDOC Week community event.
		Contact our local NAIDOC Week Committee to discover events in our community.

Action	Deliverable
respect for Traditional Owners e.g. naming	With appropriate consultation and engagement, install visible signs in the office that show respect for Traditional Owners e.g. naming of rooms and plaques for paintings



Opportunities

NT PHN continues to build an organisational culture that is welcoming, inclusive and supportive. We are committed to supporting Indigenous careers to create a diverse and skilled workforce that promotes professional advancement and personal development. NT PHN also recognises the importance of ensuring that opportunities for local Aboriginal organisations to receive funding for program activities are maximised.

Ac	tion	Deliverable
9.	and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	Ensure that across all Branches at least 15 per cent of NT PHN staff are Aboriginal or Torres Strait Islander
		Engage with Aboriginal Staff to identify barriers and opportunities for improving NT PHN as an employer of choice for Aboriginal people.
		Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.
		Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.
		Advertise all vacancies in Aboriginal and Torres Strait Islander media.
		Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.
		Include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged to apply.'
		Identify positions appropriate for prioritisation for Aboriginal and Torres Strait Islander applicants

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Action	Deliverable
9. (Continued) Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment	Encourage Aboriginal and Torres Strait Islander employees to participate in mentoring and coaching.
outcomes within our workplace	Develop and implement partnerships with Registered Training Organisations to attract Aboriginal and Torres Strait Islander staff.
	Consult with internal and external Aboriginal and Torres Strait Islander staff at NT PHN and similar organisations (PHN, GP RTOs) to better understand key organisational attributes that will improve the retention and career development opportunities available for Aboriginal and Torres Strait Islander staff.

Action	Deliverable
 Promote and encourage NT PHN funded service providers to employ Aboriginal staff to deliver health programs across the NT. 	Embed a statement supporting Aboriginal employment into all new NT PHN service provider contracts based on Aboriginal people's preference to receive a health service from Aboriginal staff
	Encourage NT PHN funded service providers to provide support and training to their Aboriginal employees
	Amend the current reporting templates to add a question requesting the number of Aboriginal staff in each funded service as part of their regular reporting requirements. Also, include brief information about the NT PHN RAP to raise general awareness



Action	Deliverable
11. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation and embed agreed commissioning principles	Review and update NT PHN procurement and commissioning policies and procedures to ensure they are consistent with the Primary Health Network and Aboriginal Community Controlled Health Organisations Guiding Principles.
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.
	Develop at least one commercial relationships with and Aboriginal and Torres Strait Islander owned business
	Investigate Supply Nation membership

Action	Deliverable
12. Ensure agreed Aboriginal and Torres Strait Islander commissioning principles are embedded within our organisation	Develop A Cultural Respect Framework for the activities of NT PHN
	Embed Cultural Safety principles within NT PHN Commissioning requirements and tenders

Action	Deliverable
13. Develop and support collaborative approaches to better service provision and policy for Aboriginal and Torres Strait Islander health services.	Embrace Aboriginal health knowledge and expertise in service delivery arrangements and program development
	Collaborative planning through NT PHN Comprehensive Advisory Group with AMSANT, NTG, Health Services and key stakeholders
	Collaborate with NT health organisations to obtain data to contribute towards identifying health needs and gaps in the NT including agreement on a data sharing protocol

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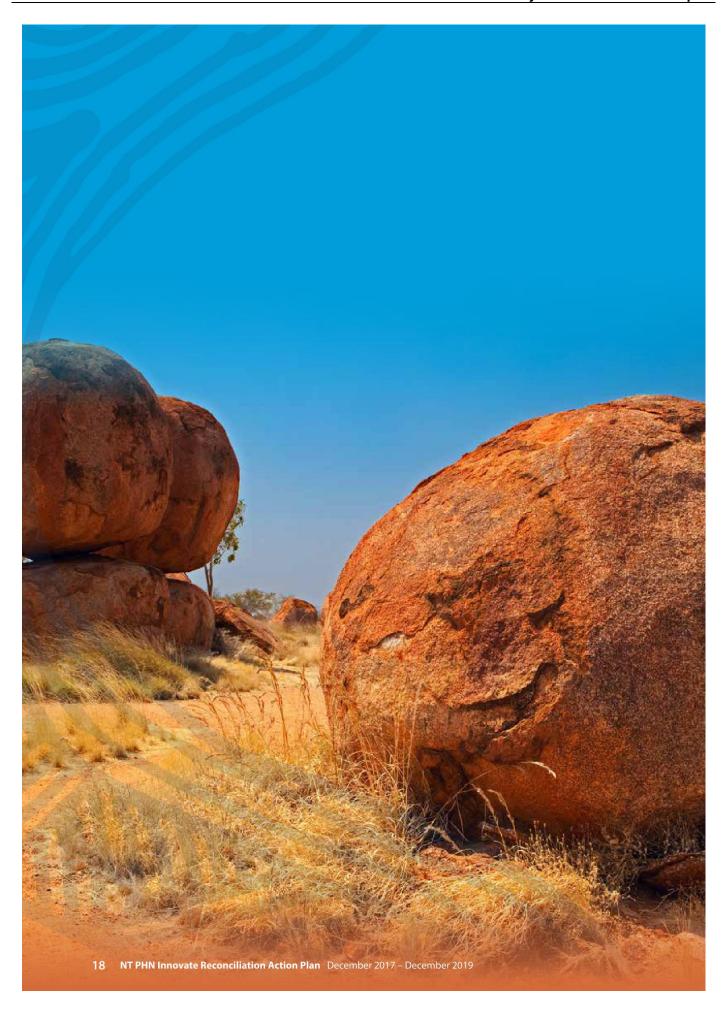


Governance, tracking progress and reporting

Action	Deliverable
14. Report RAP achievements, challenges and learnings to Reconciliation Australia	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
	Investigate participating in the RAP Barometer.
	Develop and implement systems and capability needs to track, measure and report on RAP activities.

Action	Deliverable
15. Report RAP achievements, challenges and learnings internally and externally	Publicly report our RAP achievements, challenges and learnings.
	Report quarterly to CEO

Action	Deliverable
16. Review, refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.
	Send draft RAP to Reconciliation Australia for review and feedback.
	Submit draft RAP to Reconciliation Australia for formal endorsement.

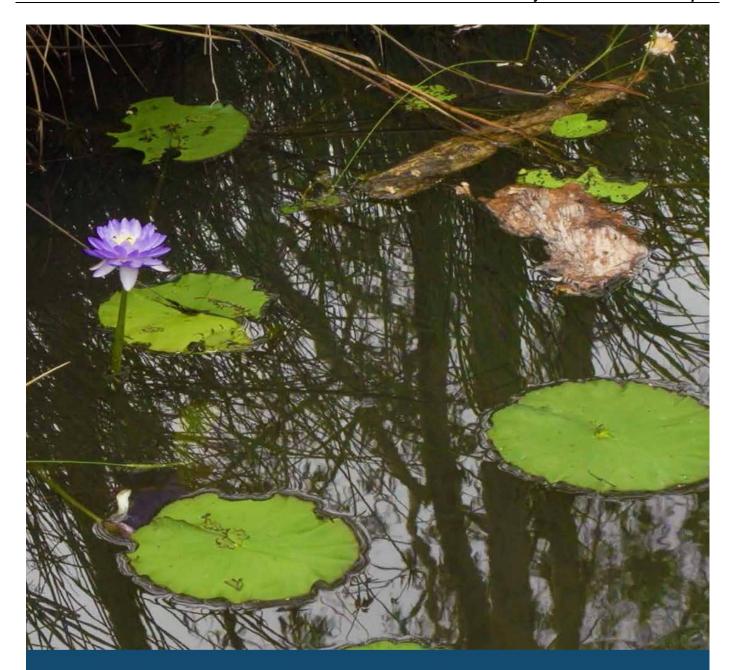


The **Artwork**

The artwork has been designed by Cian Mungatj McCue. Born and raised in Darwin, Cian is a descendant of the Larrakia, Yanyuwa and Mulluk-mulluk people.

The artwork is representative of the great expanse of the NT and each region's distinguishing art styles. From cross hatching and line work in the Top End to circle and dot work throughout Central Australia. The artwork also represents NT PHN's jurisdiction, which extends across the entire NT.







An Australian Government Initiative

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GENERAL BUSINESS

ITEM NUMBER 5.2

TITLE Committee Focus

REFERENCE 254898

AUTHOR Steve Moore, Chief Executive Officer

RECOMMENDATION

That Council

a) General Discussion in regards to what the committee would like to focus on over the next 12 months.

SUMMARY:

The committee may wish to discuss the items you would like to focus on this year and possibly pick three priority areas.

BACKGROUND

<<Enter Text>>

ORGANISATIONAL RISK ASSESSMENT

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BUDGET IMPLICATION

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ISSUE/OPTIONS/CONSEQUENCES

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CONSULTATION & TIMING

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ATTACHMENTS:

There are no attachments for this report.

