



ACT
Government

Government Response to the 5th and 6th Aboriginal and Torres Strait Islander Elected Body Reports

The 2014 and 2015 Reports were formally handed over to Dr Chris Bourke MLA, the former Minister for Aboriginal and Torres Strait Islander Affairs on 19 August 2016 and contained a summary of proceedings and recommendations from the 2014 and 2015 Aboriginal and Torres Strait Islander Elected Body Hearings.

**Presented by
Ms Rachel Stephen-Smith MLA
Minister for Aboriginal and Torres Strait Islander Affairs
Tabled in the Legislative Assembly THURSDAY, 30 MARCH 2017**

Prepared by
The Office for Aboriginal and Torres Strait Islander Affairs
Community Services Directorate

ACT Commitment to Equitable Outcomes

The ACT Government's commitment to equitable outcomes is outlined in the *ACT Aboriginal and Torres Strait Islander Agreement 2015 – 2018*. In April 2015, the Chief Minister, Minister for Aboriginal and Torres Strait Islander Affairs, the Head of Service and the Chair of the Aboriginal and Torres Strait Islander Elected Body (Elected Body), signed the *ACT Aboriginal and Torres Strait Islander Agreement* (the Agreement). The Agreement commits all parties to promoting an empowered, resilient community with increasing control over its future. The Agreement also identifies specific key focus areas for improving the outcomes for Aboriginal and Torres Strait Islander Canberrans.

The seven areas were developed through a comprehensive consultation with ACT Aboriginal and Torres Strait Islander community members, peak community organisations, service partners and ACT Government to identify approaches towards improving the key community priority, Strong Families, and to support improvement against the associated factors that would support families to become more resilient.

The seven key focus areas are:

- Cultural Identity
- Healthy mind, healthy body
- Feeling safe
- Connecting the community
- Employment and economic independence
- Leadership
- Education

The Agreement includes the signatories' statement of commitment to reconciliation which recognises the impact of European settlement on Aboriginal and Torres Strait Islander people and the right for Aboriginal and Torres Strait Islander people to freely determine their political status and freely pursue their economic, social and cultural development in line with the right to self-determination. It recognises the ongoing effects of trans-generational trauma caused by past government policies and that the local knowledge, expertise and contributions of the Aboriginal and Torres Strait Islander community, service providers, the Elected Body and ACT Government are required to meet the diverse needs of the community in a holistic and culturally appropriate way.

In 2016, changes to the ACT's human rights legislation brought about small but significant enhancements to the protection of Aboriginal and Torres Strait Islander cultural rights. The *Human Rights Act 2004* now acknowledges the material and economic relationships that Aboriginal and Torres Strait Islander people have with land, waters and other resources.

Through the 2016-17 Budget the Government is providing coordinated support for Aboriginal and Torres Strait Islander initiatives within the Community Services Directorate. The Government is also providing resources to increase awareness of the Elected Body's role in representing the views and concerns of Aboriginal and Torres Strait Islander people living in the ACT. In particular, this role will include building greater connections with the ACT Aboriginal and Torres Strait Islander community to share their views and concerns on matters of significance with the ACT Government.

In keeping with the advice of the Elected Body, the 2016-17 Budget included new initiatives that support Aboriginal and Torres Strait Islander people and progress the commitment to equitable outcomes in the ACT through: strong connections to culture; supporting people through the justice system; expanding outreach and other health programs; and improving career opportunities.

Key 2016-17 budget initiatives include:

- A \$1.99 million package that includes \$1.3 million from the Confiscated Assets Trust Fund, which will support the Indigenous Guidance Partner for adults undertaking Restorative Justice , the Justice Reinvestment Trial, a pilot bail support service, a life skills program supporting sentencing options at the Galambany Court and Aboriginal and Torres Strait Islander experience reports to inform courts' sentencing decisions.
- Additional funding of \$1.06 million for the Aboriginal and Torres Strait Islander Health Services in the ACT to extend the service to support additional specialist outreach programs and extend selected existing programs.
- Funding of \$3000,000, under the Strengthening Ngunnawal Culture and History in Schools, for a new two year pilot to increase opportunities for local youth to build their connection and engagement with Ngunnawal culture and history.
- The Kickstart My Career Program to support young Aboriginal and Torres Strait Islander youth at risk of leaving school.
- An investment of \$107,000 in additional mentoring and training for Aboriginal and Torres Strait Islander staff in the ACT Public Service (ACTPS) to improve their career development outcomes.
- Support for the arts and culture sector to build the capacity of and develop and support the Aboriginal and Torres Strait Islander community within the ACT.

In 2017, Australia will mark the 50 years since the 1967 referendum to allow Aboriginal people to be counted in the census and to remove a reference in the Australian Constitution which discriminated against Aboriginal people. This year also marks 25 years since the Mabo decision in 1992, which declared that terra nullius should not be applied to Australia.

The Government Response to the 2014 and 2015 Reports

This Response covers the 5th Aboriginal and Torres Strait Islander Elected Body Hearings held on 3-4 December 2014 and the 6th Hearings held on 9-10 December 2015 within the third term of the Aboriginal and Torres Strait Islander Elected Body.

The *Report on the Outcomes of the ATSIEB Hearings 2014 Fifth Report to the ACT Government* contains 18 recommendations and the *Report on the Outcomes of the ATSIEB Hearings 2015 Sixth Report to the ACT Government* contains 15 recommendations.

The Government Response to the 2014 and 2015 reports has been grouped for convenience under the following headings:

- ACT Public Service Employment
- Jervis Bay
- Boomanulla Oval
- Economic Participation
- Commonwealth Funding
- National Disability Insurance Scheme
- Homelessness
- Consultation
- Natural Resource Management
- United Ngunnawal Elders Council
- Education
- Justice
- Transport
- Reconciliation Action Plans
- Closing the Gap process
- Aboriginal and Torres Strait Islander Elected Body funding
- Health

The ACT Government has:

- agreed with 14 recommendations;
- agreed in principle with 7 recommendations; and
- noted 12 recommendations.

Government Response to the 5th and 6th Aboriginal and Torres Strait Islander Elected Body Reports

ACT Public Service Employment

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 1</p> <p>3.74 The Elected Body recommends that the ACT Government ensure that the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) collect, aggregate and publish figures on the employment of Aboriginal and Torres Strait Islander people, side-by-side, for each ACT Government Directorate and agency.</p>	<p>Agreed</p> <p>The Workforce Profile section of the State of the Service Report includes information on the numbers of Aboriginal and Torres Strait Islander employees for each directorate.</p>
	<p>Recommendation 2</p> <p>3.81 The Elected Body recommends that the ACT Government make concerted and systematic efforts to reach 2 per cent targets, at minimum, for the employment of Aboriginal and Torres Strait Islander people in each ACT Government Directorate and agency, within the next two reporting years.</p>	<p>Agreed</p> <p>In recent years, progress has continued to be made towards reaching the 2 per cent employment target of Aboriginal and Torres Strait Islander employees.</p> <p>In February 2015 the ACTPS growth target was reset in order to meet the original 2015 target by June 2019. This will result in a minimum headcount of 407 Aboriginal and Torres Strait Islander people, with the goal of exceeding this.</p> <p>For the period 2016-17 to 2018-19, directorate targets will be calculated at the first pay in July on an annual basis, or in the event that a significant Machinery of Government changes occurs. Annual directorate targets will be calculated with consideration to each directorate’s respective proportion of the total ACTPS workforce. Directorate-specific targets continue to be a KPI in the performance agreements of Directors-General.</p>

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		<p>The Workforce Capability and Governance Division (WCGD) within the Chief Minister, Treasury and Economic Development Directorate continue to build on the programs and initiatives implemented to improve employment of Aboriginal and Torres Strait Islander People within the ACTPS.</p> <p>The role of the Whole of Service Inclusion Team has been embedded within the ACTPS, with a particular focus on whole of government employment inclusion initiatives and providing support to directorates. In addition, the Whole of Service Inclusion Team has focused on providing pastoral care to support those participating in the Traineeship and other Inclusion Initiatives such as the Graduate Program.</p> <p>An ACTPS Indigenous Traineeship Program commenced on 17 August 2015. The Indigenous Traineeship is a one year program providing trainees with the opportunity to gain valuable skills and knowledge and develop networks across the ACTPS. The Indigenous Traineeship also affords trainees with professional development through the completion of individual based certifications. Trainees were placed in permanent positions within the ACTPS in August 2016 on the successful completion of their placements. The second ACTPS Indigenous Traineeship was advertised in October 2016 with trainees expected to commence in March 2017.</p> <p>For the 2016 and 2017 ACTPS Graduate Programs, a particular focus was placed on advertising to enhance the profile for available positions for Aboriginal and Torres Strait Islander people. In 2016, two Aboriginal and Torres Strait Islander graduates were part of the 45 graduate cohort. In total, approximately 20 per cent of the 2016 graduate cohort identify as being Aboriginal and Torres Strait Islander or having a disability. Sixteen inclusion positions were identified for the 2017 ACTPS Graduate Program to support the placement of both Aboriginal and Torres Strait Islander people and people with disability.</p> <p>Career development and retention of Aboriginal and Torres Strait Islander employees will be a significant focus for 2016-17. An Aboriginal and Torres Strait Islander Career Progression and Retention Program is proposed for the upcoming reporting period, with the focus on support and development of lower to middle range Indigenous employees in the ACTPS. This program is expected to be managed by the Inclusion Team in WCGD and would form part of the overall Inclusion focus in the ACTPS.</p> <p>An ACTPS Inclusion Practitioners Network will be established during the 2016-17 reporting period. This will be a regular networking and educational event where Inclusion Practitioners within the ACTPS can share</p>

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		<p>and exchange ideas and projects, attend training and remain up to date on inclusion initiatives while networking with their peers. This will initially be coordinated through the Inclusion Team and will then be coordinated through each Directorate.</p> <p>ACTPS wide initiative are supplemented and enhanced by directorate and agency specific efforts to reach the 2 per cent employment target.</p> <p>For example, the <i>ACT Health Aboriginal and Torres Strait Islander Health Workforce Action Plan 2013-18 (page 10)</i> has four objectives which are designed to achieve the broader intention of the 2014 recommendations.</p> <p>The four objectives are:</p> <ol style="list-style-type: none"> 1. Increase the numbers of Aboriginal and Torres Strait Islander people employed in ACT Health and the public health care sector in the ACT; 2. Provide a work environment that is culturally competent in Aboriginal and Torres Strait Islander histories, cultures and health and healthcare needs; 3. Provide specific programs for Aboriginal and Torres Strait Islander people and employees that support development and education and training opportunities in the health care sector; and 4. Collect appropriate data on Aboriginal and Torres Strait Islander employment, recruitment and retention to inform the evaluation and the future development of the <i>ACT Health Aboriginal and Torres Strait Islander Workforce Action Plan 2013-18</i>. <p>The outcomes of these objectives support the ACT Aboriginal and Torres Strait Islander Elected Body recommendations 2, 17 and 18.</p> <p>The ACTPS is committed to being an employer of choice for Aboriginal and Torres Strait Islander people. Each year the ACTPS sets an annual employment diversity target for Aboriginal and Torres Strait Islander people. ACT Health is working towards achieving those employment headcount targets. For the four years from 2010 to 2015, the Diversity Employment targets for ACT Health Aboriginal and</p>

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		<p>Torres Strait Islander people increased by the Head of Service from a target of 57 to 74 headcount, and by 30 June 2017, the Diversity Employment targets required for ACT Health Aboriginal and Torres Strait Islander people is a headcount of 93 employees.</p> <p>In September 2016 the Head of Service updated targets for employing Aboriginal and Islander People within the ACTPS to reflect each directorate's realistic capacity to achieve the targets. For example, the revised target for the Justice and Community Safety (JACS) Directorate by June 2017 is 41.</p> <p>As at 21 September 2016, JACS employed 44 staff who identified themselves as being from an Aboriginal or Torres Strait Islander background. This is 2.5 per cent of the JACS' total workforce, and represents an increase in three employees since June 2016 and 28 since June 2015.</p> <p>JACS will continue to explore ways to attract, retain and develop its Aboriginal and Torres Strait Islander People, through the implementation of the <i>JACS Aboriginal and Torres Strait Islander Employment Action Plan 2016-2019</i> and the JACS third <i>Stretch Reconciliation Action Plan</i> launched in November 2016.</p>
	<p>Recommendation 17</p> <p>9.49 The Elected Body recommends that all ACT Government Directorates record, track, and publish data on the retention of Aboriginal and Torres Strait Islander employees in their first, second, third, fourth and fifth year of employment with the agency.</p>	<p>Agreed</p> <p>The Annual Reports (Government Agencies) Notice 2015, made under section 9 of the <i>Annual Reports (Government Agencies) Act 2004</i>, requires all ACT Government agencies to include information on the headcount of Aboriginal and Torres Strait Islander People in their annual reports. The State of the Service Report currently records the 5 year progress of employment but can be expanded to publish the additional data requested by the Elected Body.</p> <p>ACT Health, for example, conducts an annual Equity and Diversity Data update each year, whereby all staff are encouraged to update their equity and diversity details on the HR21 system. This information assists ACT Government with the development of equity and diversity programs and for statistical and reporting purposes.</p> <p>The current data shows that as at 1 December 2016 ACT Health has 82 employees who have self identified</p>

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		<p>as being an Aboriginal and/or Torres Strait Islander person. This number equates to 1.13 percent of the ACT Health workforce.</p> <p>A total of 12 Aboriginal and Torres Strait Islander identified positions have been established across the following Divisions and/or Branches within ACT Health:</p> <ul style="list-style-type: none"> • Canberra Hospital and Health Services Division employs six Aboriginal and Torres Strait Islander Liaison Officers; • The Corporate Division employs four administrative officers (at various classification levels); and • The Government and Communications Branch employs two apprentices. <p>Aboriginal and Torres Strait Islander staff are employed at the Canberra Hospital and Health Services, Strategy and Corporate, Population Health and Health Planning and Infrastructure and across various classification groups, including administration, allied health, dentistry, general, junior medical officers, nursing staff, and technical officers.</p> <p><i>ACT Health Aboriginal and Torres Strait Islander Health Workforce Action Plan 2013-2018 -Objective 4</i> states that the directorate will collate appropriate data on Aboriginal and Torres Strait Islander employment recruitment and retention to inform the future development and evaluation of the workforce plan. As at December 2016, the data relating to the development of Aboriginal and Torres Strait Islander employees is not available as no data is collected on any ACT Government education or development data bases.</p> <p>As another example, JACS use a number tools to record, track and publish data on retention of Aboriginal and Torres Strait Islander employees, including:</p> <ul style="list-style-type: none"> • the ACTPS payroll system (Chris21) to generate reports pertaining to retention of Aboriginal and Torres Strait Islander employees in their first five years of employment with JACS. Data may include divisions where employees are located; classifications; length of service; appointments and separations. Due to information privacy, the report does not identify each employee; and • the JACS learning and development database which captures training participation of staff who

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		<p>self-identify via their staff development application forms.</p> <p>JACS continues to explore and improve upon strategies to encourage Aboriginal and Torres Strait Islander employees to identify themselves within the Directorate so JACS can improve accuracy of its database of staff to better support those employees.</p>
	<p>Recommendation 18</p> <p>9.52 The Elected Body recommends that ACT Health investigate and report on lower retention rates for Aboriginal and Torres Strait Islander staff in the fourth and fifth year of their employment with the Directorate.</p>	<p>Agreed in Principle</p> <p>ACT Health provides retention statistics for Aboriginal and Torres Strait Islander employees and the 2009-2016 table is attached (See <u>Attachment A</u>). The <i>ACT Health Aboriginal and Torres Strait Islander Retention Data 2009-2016</i> (as at 14 November 2016) shows that 31 percent of the 2009 cohort of employees remains with ACT Health after seven years.</p> <p>The <i>ACT Public Service State of Service Report 2015</i> indicates an increase in Aboriginal and Torres Strait Islander staff between 2014 (270) and 2015 (317). The most commonly reported strategies to retain Aboriginal and Torres Strait Islander employees were: Aboriginal and Torres Strait Islander cultural awareness training; the promotion of the ACTPS as an employer of choice; and advertising employment opportunities through a variety of media sources including Aboriginal and Torres Strait Islander publications and media.</p> <ol style="list-style-type: none"> 1. ACT Health provides Aboriginal and Torres Strait Islander cultural awareness training – eLearning module for all employees; 2. All positions advertised at ACT Health provide the following statement “ACT Health is committed to building a culturally diverse workforce and an inclusive workplace. As part of this commitment we strongly encourage people from an Aboriginal or Torres Strait Islander background, or People with Disability, to apply for all jobs”; and 3. ACT Health is working towards updating its Recruitment Policy to ensure an Aboriginal and Torres Strait Islander staff member (or community representative) is assigned to Staff Selection Panels

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		<p>where Aboriginal and Torres Strait Islander applicants are interviewed or where positions require Aboriginal and Torres Strait Islander knowledge, understanding and experience.</p>
2015	<p>Recommendation 1</p> <p>3.89 The Elected Body recommends that the Chief Minister, Treasury and Economic Development Directorate take a stronger and more systematic role in assisting other ACT Government Directorates to achieve agreed staffing levels for Aboriginal and Torres Strait Islander people in the ACT public sector of 2 per cent of total workforce.</p>	<p>Agreed</p> <p>See response to recommendation 2 from the 5th Aboriginal and Torres Strait Islander Elected Body Report 2014.</p>
	<p>Recommendation 5</p> <p>5.43 The Elected Body recommends that the Environment and Planning Directorate seek to go beyond the agreed 2 per cent target for including Aboriginal and Torres Strait Islander people in its workforce, and that it undertake a targeted campaign to achieve this.</p>	<p>Agreed</p> <p>As of September 2016 the Environment, Planning and Sustainable Development Directorate employed 13 identified staff which represented 2.47 per cent of the Directorate's workforce at that time. The Directorate will also be taking on two new Aboriginal identified staff in early 2017, an Aboriginal Trainee and the Healthy Country Manager, working in the Parks and Conservation Service.</p>

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	<p>Recommendation 7</p> <p>6.74 The Elected Body recommends that the Education and Training Directorate design and implement an explicit strategy to support Aboriginal and Torres Strait Islander staff to progress into senior positions.</p>	<p>Agreed</p> <p>The Education Directorate’s Aboriginal and Torres Strait Islander Employment Action Plan (EAP) contributes to the ACT Government’s efforts to increase the number of Aboriginal and Torres Strait Islander employees. The EAP clearly articulates a suite of actions to attract, retain and support the professional growth of Aboriginal and Torres Strait Islander employees.</p> <p>The Education Directorate’s Aboriginal and Torres Strait Islander Staff Network has worked with the People and Performance Branch to develop an Aboriginal and Torres Strait Islander Mentor Program. Guidelines for mentors and mentees have been developed and the Staff Network identified potential mentors across the Education Directorate. Potential mentors were invited to participate in the program. A total of sixteen biographies were received and formed part of the Mentee Guidelines. Potential mentors include Aboriginal and non-Aboriginal staff. Potential mentors are from the following classifications; directors, retired senior executive, school leaders, teachers, administrative support staff and senior officers.</p> <p>In 2016 a work shadowing program is being trialled for staff interested in building their capacity and experience across Directorate Divisions and Branches. The trial program will be formalised in 2017.</p>
	<p>Recommendation 10</p> <p>7.71 The Elected Body recommends that the Justice and Community Safety Directorate plan and implement measures to increase the representation of Aboriginal and Torres Strait Islander staff, in particular for roles which entail interaction with Aboriginal and Torres Strait Islander people in contact with the criminal justice system.</p>	<p>Agreed</p> <p>The Justice and Community Safety Directorate (JACS) will continue to explore ways to increase Aboriginal and Torres Strait Islander representation through the implementation of the JACS <i>Aboriginal and Torres Strait Islander Employment Action Plan 2016-2019</i> and JACS third <i>Stretch Reconciliation Action Plan</i> which was launched in November 2016. Examples include:</p> <ul style="list-style-type: none"> • appointing a senior executive to champion the JACS Aboriginal and Torres Strait Islander Employment Action Plan; • appointing an Inclusion Officer to develop and promote inclusive practices in JACS; • continuing our commitment to engage trainees under the Indigenous Employment Pathways Program; • placement of trainees with overall guidance and support from a senior Aboriginal and Torres Strait Islander employee where possible;

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		<ul style="list-style-type: none"> • appointing an Aboriginal or Torres Strait Islander person to the role of Galambany Circle Court Coordinator; • continuing our commitment to consider Aboriginal and Torres Strait Islander employees as potential graduates under the ACT Public Service Graduate Program; • advertising all Identified positions in the mainstream and Aboriginal and Torres Strait Islander media and networks; • advertising traineeships / internships through CIT and various universities' networks; • continuing our participation in the annual CareersXpo and Indigenous Exhibition; • implementing a new JACS Aboriginal and Torres Strait Islander Employment Action Plan with the focus on developing and implementing actions that contribute to achieving meaningful outcomes for Aboriginal and Torres Strait Islander employees; and • continuing our support for the JACS Inclusion Officer to promote respect, equity and diversity and Aboriginal and Torres Strait Islander cultural awareness in the workplace. <p>ACT Corrective Services (ACTCS) is increasing Aboriginal and Torres Strait Islander representation by expanding its traineeship program and employing more staff. An additional Alexander Maconochie Centre Indigenous Case Manager position was established in 2015 to manage growing workloads as a result of increased detainee numbers.</p> <p>In addition to ACTPS employees, the ACT Government engages an Indigenous Official Visitor to oversee ACT correctional facilities. The occupant of this position is employed until October 2017.</p> <p>ACTCS also undertakes significant steps to appeal to the Aboriginal and Torres Strait Islander community in its broader recruitment. In addition to advertising permanent and contract positions via Seek and the ACT Government, most positions are also advertised via www.ourmob.com.au (Aboriginal and Torres Strait Islander job search website) and The Koori Mail.</p> <p>ACTCS and JACS were promoted as an employer of choice for Aboriginal and Torres Strait Islander people at a recent public information sessions for ACTCS recruitment and also at the 2016 Careers Expo.</p>

Jervis Bay

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 3</p> <p>3.85 The Elected Body recommends that the ACT Government make representations to the Commonwealth and NSW, in the course of negotiations on administrative responsibility for Jervis Bay, highlight the negative effect of uncertainty on the Jervis Bay Aboriginal community, and encourage parties to agree on a timeline by which negotiations will be completed and new arrangements put in place.</p>	<p>Noted</p> <p>The ACT Government continues to negotiate with the Commonwealth and NSW regarding securing better outcomes for the Jervis Bay Territory (JBT) community. Given the distance from the ACT and the administrative arrangements in place for the delivery of State-type services to the JBT, the ACT continues to strongly advocate that it is not best positioned to deliver services in JBT, and that a transparent process for transitioning service responsibility to NSW, developed in consultation with the JBT community, is essential to ensure equity of service for JBT residents.</p>

Boomanulla Oval

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 4</p> <p>3.88 The Elected Body recommends that the ACT Government establish and publicise a timeline for the design and implementation of new arrangements for the management of Boomanulla Oval, including an allocation of time for due consultation with the ACT Aboriginal and Torres Strait Islander community on arrangements for the oval.</p>	<p>Noted</p> <p>Since Boomanulla's gates closed in late 2014, the ACT Government has worked in partnership with the Aboriginal and Torres Strait Islander Elected Body, including through the establishment of an Interim Advisory Group, to return Boomanulla to sustainable Indigenous management. After an initial request for expressions of interest in March 2016, Winnunga Nimmityjah Aboriginal Health Service (Winnunga) was invited to respond to a request for tender (RFT). The RFT calls for a business case about how the facility will be used and managed going forward. A plan for engaging with the Aboriginal and Torres Strait Islander and local communities is also being developed. An indicative timeline is being considered as part of the RFT process.</p>
2015	<p>Recommendation 2</p> <p>3.94 The Elected Body recommends that the ACT Government continue to consult with the Elected Body and the ACT Aboriginal and Torres Strait Islander community on plans for a change of use for Boomanulla Oval, in light of the substantial cultural significance of the oval to the local Aboriginal and Torres Strait Islander community.</p>	<p>Agreed</p> <p>The initial EOI and current RFT processes were established in consultation with the Elected Body and the Interim Advisory Group (co-chaired by the Chair of the Elected Body). The ACT Government understands the importance of ensuring ongoing consultation with the Elected Body and the ACT Aboriginal and Torres Strait Islander community about the future use of Boomanulla Oval, as reflected in the RFT requirements.</p>

Economic Participation

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 5</p> <p>3.99 The Elected Body recommends that the ACT Government take a more active role, in consultation with the Elected Body, in increasing the visibility of, and fostering and supporting, Aboriginal and Torres Strait Islander business in the ACT in the tourism and other sectors.</p>	<p>Agreed</p> <p>VisitCanberra promotes Australian Indigenous culture and experiences within Canberra and the surrounding region through:</p> <ul style="list-style-type: none"> a) the consumer website visitcanberra.com.au; b) supporting digital and social media channels; c) publications including VisitCanberra’s annual Visitor Guide and seasonal events guides; d) digital advertising and public relations programs and activities; and e) through the Canberra and Region Visitors Centre (CRVC) promotes the Tidbinbilla newsletter Explore which gives details on Aboriginal guided activities, as well as the self drive Ngunnawal Country Track. <p>VisitCanberra, has worked with local landscape designer Neil Hobbs and Ngunnawal leader, Adrian Brown to create and install an Indigenous garden bed at the new Canberra and Region Visitors Centre at Regatta Point. The garden bed design, and plantings, represent a Phenological Clock – a cyclic and seasonal blossoming timeline of the local Indigenous flora.</p> <p>VisitCanberra worked closely with Thunderstone Aboriginal Cultural and Land Management Services to provide advice on small business development and the creation of Dharwra Aboriginal Tours that launched on 23 November 2016.</p> <p>artsACT has recently conducted a consultation with the Aboriginal and Torres Strait Islander arts community. Preliminary analysis suggests that business development for arts activities and industries are a consideration for the sector. The consultation report will inform the co-design of targeted programs to assist the Aboriginal and Torres Strait Islander community and may include activities to support business development.</p> <p>Reaffirmed in Confident and Business Ready – Building on Our Strengths, the ACT Government continues to raise awareness, facilitate local business connections into broader networks and promote and celebrate successes in the Indigenous community.</p> <p>As part of this commitment Innovate Canberra has implemented a range of initiatives that also contribute</p>

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		<p>to increased opportunities for Aboriginal and Torres Strait Islander people to move towards economic independence as outlined in the <i>ACT Aboriginal and Torres Strait Islander Agreement 2015-18</i>.</p> <p>Innovate Canberra has worked with the ACT Aboriginal and Torres Strait Islander Elected Body (ATSIEB), members of the Indigenous business community and the CBR Innovation Network (CBRIN) to design programs and activities that create a positive approach to fostering innovation and entrepreneurship in the ACT Indigenous community and as a means of disseminating targeted and culturally appropriate information on mainstream business program support. Specifically, in 2016 Innovate Canberra has:</p> <ul style="list-style-type: none"> • sponsored the ACT NAIDOC Indigenous Business of the Year Award to promote and celebrate business achievement during the National Aboriginal and Islander Day Observance Committee (NAIDOC) week; • funded CBR Innovation Network for the delivery of the ACT Aboriginal and Torres Strait Islander Business Development and Entrepreneurship Support Program, which contained a range of initiatives to support and promote Indigenous enterprises into the future including: a series of targeted workshops on financial literacy and accounting, linking to existing business fundamental courses and Indigenous business marketing courses; an Indigenous business tradeshow event which had participation from 30 local ACT Indigenous businesses and was attended by over 100 people including Commonwealth and ACT Government procurement decision makers; and the development of a documentary titled Canberra Business Yarns as an opportunity for six Indigenous businesses to tell their story with a focus on how culture fits into their businesses. <p>Procurement and Capital Works has commenced work on an Indigenous Procurement Policy, which is expected to be considered by the Strategic Board in early 2017. To assist agencies to procure goods, services and works from local Indigenous businesses, the procurement website includes a list of such businesses on its website, with information sourced from Supply Nation.</p>

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2014	<p>Recommendation 6</p> <p>4.60 The Elected Body recommends that the ACT Government, in its dealings with the Commonwealth, advocate for an alternative model of funding for programs for Aboriginal and Torres Strait Islander people which would recognise the costs of short-term funding arrangements, and give due weight to the value of consistency, predictability and follow-through for that funding.</p>	<p>Agreed in Principle</p> <p>The ACT Government will continue to advocate through the Council of Australian Governments, and other appropriate fora, for Commonwealth funding arrangements that support achieving the best outcomes for Aboriginals and Torres Strait Islander people and communities.</p>

National Disability Insurance Scheme

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
<p>2014</p>	<p>Recommendation 7</p> <p>4.65 The Elected Body recommends that the ACT Government, in light of uncertainty generated by the transition to the National Disability Insurance Scheme (NDIS) ensure that it engages the Aboriginal and Torres Strait Islander community in the ACT and keeps it informed of developments and changes to service delivery.</p>	<p>Agreed</p> <p>Gugan Gulwan Aboriginal Youth Organisation was contracted by CSD for 18 months to support the Aboriginal community to (1) know about the NDIS, (2) prepare for the NDIA; and (3) access the NDIA. This contract ended on 31 December 2016. Gugan Gulwan used its networks across the community to promote information about the NDIS including by hosting Yarn Ups at a variety of events and venues to reach the broadest community membership.</p> <p>To ensure Gugan Gulwan was kept up to date and had effective communication with the NDIA regular meetings were held between Gugan Gulwan’s Deputy CEO, the outreach workers, the ACT NDIS Taskforce and the NDIA. Gugan Gulwan outreach workers were also connected to mental health clinicians and the Alexander Maconochie Centre to support NDIS engagement for their Aboriginal clients.</p> <p>The NDIA held regular outreach sessions at Gugan Gulwan and other sites at Gugan Gulwan’s recommendation to further ensure the community were connected to NDIA and NDIS assistance.</p> <p>A dedicated resource has been funded to support Aboriginal organisations to position for NDIS funding and service delivery. The program called Opening Doors run by the Nous Group was established in late 2015 and will operate through to March 2017. The program was intended to provide flexible, direct and one to one assistance to local Aboriginal organisations to build their capacity to operate in the changing environment.</p> <p>CSD will facilitate a round table conversation with senior Commonwealth officers to canvass challenges experienced by local Aboriginal providers considering whether to transition to the NDIS funding environment. The round table is seeking to enhance NDIS engagement for local organisations and to inform NDIS rollout in other jurisdictions to support Aboriginal community engagement with the NDIS.</p> <p>The Nous Group’ Opening Doors project has been interviewing local members of the Aboriginal community who have an NDIS package to record their story to let other community member know how they have been able to get their support needs met under the new arrangements.</p>

Homelessness

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 8</p> <p>4.70 The Elected Body recommends that the ACT Government conduct studies of Aboriginal and Torres Strait Islander people in the ACT affected by homelessness, to identify drivers and remedies, and to ensure an accurate picture of demand and supply for homeless services for this client population.</p>	<p>Agreed in Principle</p> <p>The AIHW Specialist Homelessness Services (SHS) collects data from all specialist homelessness services across Australia. Data is provided annually to the ACT Government on all service users in the ACT. Data is provided on all people who have identified as Aboriginal and Torres Strait Islander, age and sex, their portion of the service population, service needs and whether these were met, proportion with case management plan, labour force and income status, housing status before and after support, repeat periods of homelessness. The ACT Government reports to the Productivity Commission on these figures for ATSI people as well as using this information to enhance service delivery for ATSI individuals and families experiencing homelessness or at risk. In addition as part of the outcomes reporting framework, social housing and homelessness services are also required to provide evidence of service/sector initiatives to improve engagement with Aboriginal and Torres Strait Islander service users, to contribute to improved housing outcomes each reporting period. Suggestions for how this may be evidenced include:</p> <ul style="list-style-type: none"> • practices/strategies that have been implemented during the current reporting period; • how these strategies have improved housing outcomes for Aboriginal and Torres Strait Islander service users; • whether staff have attended relevant cultural training and how has this influenced practice; and • whether the service has discussed collaborative practice with relevant cultural services.

Consultation

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 9</p> <p>4.81 The Elected Body recommends that the Community Services Directorate (CSD) adopt a broader, systemic, approach to consultation with its Aboriginal and Torres Strait Islander client groups to ensure appropriate and sustainable services.</p>	<p>Agreed in Principle</p> <p>The <i>ACT Aboriginal and Torres Strait Islander Agreement 2015-2018</i> sets out ACT Government’s obligation to form and strengthen partnerships and work with individuals, groups, community stakeholders and businesses to build shared understanding and experience. The Community Services Directorate is committed to working with Aboriginal and Torres Strait Islander clients and community to develop culturally appropriate and sustainable services.</p> <p>Under the Opening Doors banner, local Aboriginal consultation group Coolaman has been working with disability service providers wanting to improve their delivery of culturally sensitive services. This project targets strategies tailored to each organisation that are likely to produce meaningful and sustainable changes in service delivery and culture.</p> <p>The Office for Aboriginal and Torres Strait Islander Affairs is driving changes that influence the ACT public sector to establish and strengthen relationships and build network opportunities with the ACT Aboriginal and Torres Strait Islander community through:</p> <ul style="list-style-type: none"> • Consult with the ACT Aboriginal and Torres Strait Islander Elected Body; • Consult with Traditional Custodians including the United Ngunnawal Elders Council, Registered Aboriginal Organisations and other identified traditional custodians when required; • Initiate and develop partnerships and strengthen existing relationships; • Developing checklist within organisations to ensure that the office is on their checklist; and • Working with Aboriginal and Torres Strait Islander agencies and peak organisations to address gaps in service delivery. <p>Children and Youth Protection Services (CYPS) have commissioned Jaanamili to engage in consultation with the sector regarding service development.</p> <p>CYPS has met with the Lanyon Nannies Group on 16 August 2016. Specific issues were tabled, followed up</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
		<p>and discussed. The meeting included discussion on inter-jurisdictional issues relating to Family Relationship Support and available support services for mother's experiencing difficulties. Also discussed, was factors which might be contributing to the exacerbating increase in demand of Child Concern Reporting.</p> <p>CYPS provides a range of supports for Aboriginal and Torres Strait Islander Children and Young People involved with Child and Youth Protection Services. This includes a specialised Cultural Services Team, the development of a Cultural Plan for each Aboriginal or Torres Strait Islander child and young person in care and priorities for placement under the Children and Young People Act 2008. The Cultural Services Team within CYPS provides staff with support and advice when working with Aboriginal and Torres Strait children, youth and families. The Team also provide assistance in engaging with other community agencies. The Cultural Services team has developed relationship management with the Aboriginal and Torres Strait Islander Community.</p> <p>CYPS are working with the Public Advocate ongoing work with service provides on how to improve the sectors service provision to the Aboriginal and Torres Strait Islander community.</p> <p>Housing and Community Services (HACS) has identified the Aboriginal and Torres Strait Islander community as a particular target group requiring access to safe, secure and appropriate public housing.</p> <p>At 30 June 2016, there were 894 Aboriginal Torres Strait Islander public housing tenancies, housing 1,949 Aboriginal and Torres Strait Islander residents. This included 67 new Aboriginal and Torres Strait Islander public housing tenancies created in 2015-16.</p> <p>In seeking to respond appropriately to the needs of the community, HACS has worked closely with the Elected Body and with other key Aboriginal and Torres Strait Islander organisations. The development of new Aboriginal and Torres Strait Islander older persons units in Kambah well illustrates this point. HACS worked closely with the Elected Body and other community representatives to identify a suitable location for the units and then to design homes that are culturally appropriate and acknowledged the importance of shared communal gathering places within the development.</p> <p>Under the 2016 Parliamentary Agreement with the ACT Greens for the 9th Assembly, a second purpose-built culturally appropriate older person housing service is to be provided, preferably in the Northside.</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
		<p>The same process will be followed for the development of that older persons' service, with ongoing liaison and consultation with the Aboriginal and Torres Strait Islander Elected Body and the local Aboriginal and Torres Strait Islander community to identify the preferred site for the development and involvement in the design and delivery of the service. This will include the engagement of an architect with experience in and skilled at providing culturally sensitive housing for Aboriginal and Torres Strait Islander people.</p> <p>Housing and Community Services provides specialist programs that specifically support Aboriginal and Torres Strait Islander families who are vulnerable through the specialist homelessness services, including supported accommodation services, the Aboriginal and Torres Strait Islander boarding house network and the Engagement Service through ACTCOSS. In addition, Housing and Community Services engages Winnunga to provide housing liaison services to better co-ordinate and engage with Aboriginal and Torres Strait Islander families in the Territory and a Home Maintenance Program to assist young Aboriginal and Torres Strait Islanders learn skills and secure employment and training.</p> <p>Aboriginal and Torres Strait Islanders are employed as fulltime staff in housing management and policy positions. Aboriginal and Torres Strait Islander staff also fill an additional support role for tenants and staff in ensuring culturally appropriate service interventions are offered.</p>

Natural Resource Management

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 10</p> <p>5.47 The Elected Body recommends that funding support for the position of Aboriginal Natural Resource Management (NRM) Facilitator transition from Commonwealth grant-based funding to the Environment and Planning Directorate's budget appropriation, and that further identified positions be created to support the position.</p>	<p>Noted</p> <p>Funding for the position of Aboriginal Natural Resource Management Facilitator and for other identified positions for 2018-19 and forward years will be considered in the context of Commonwealth Funding grants and ACT Government priorities.</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 11</p> <p>5.64 As per the <u>Third Hearings Report Recommendation 17</u>: Administrative responsibility for the operation of the United Ngunnawal Elders Council to be transferred to the Environment and Planning Directorate (EPD) to more effectively engage with local Aboriginal custodians on cultural and heritage matters, including NRM issues.</p>	<p>Noted</p> <p>The United Ngunnawal Elders Council has a key responsibility in the preservation and protection of the local Ngunnawal culture.</p> <p>The Environment, Planning and Sustainable Development Directorate (EPSDD) has a provision under the <i>Heritage Act 2004</i> for the declaration of Representative Aboriginal Organisations (RAOs). Under the Act, the Heritage Council is responsible for consulting with RAOs on a range of matters relating to Aboriginal places and objects in the ACT. The process for declaring an RAO is under Section 14 of the <i>Heritage Act 2004</i>.</p> <p>The <i>Heritage Act 2004</i>, section 31, requires consultation with representative Aboriginal organisations before deciding whether to provisionally register an Aboriginal place or object. ‘The council must consult, and consider the views of, each representative Aboriginal organisation about the provisional registration’.</p> <p>Under the current declaration (Notifiable Instrument NI2006–298) section 4 it states that: <i>Under the Act, representative Aboriginal organisations fulfill an important role in the identification and management of Aboriginal cultural heritage places and objects in the ACT. These organisations are consulted about:</i></p> <ul style="list-style-type: none"> • <i>the development of heritage guidelines relating to Aboriginal cultural heritage places and objects</i> • <i>Heritage Council decisions about provisional registration of Aboriginal places and objects</i> • <i>Heritage Council decisions about cancellation of registration of Aboriginal heritage places and objects</i> • <i>the heritage significance of Aboriginal cultural heritage places and objects</i> • <i>Heritage Council decisions about restricted information regarding Aboriginal cultural heritage places and objects</i> <ul style="list-style-type: none"> • <i>the Minister's decision about declaring a repository for Territory owned Aboriginal cultural heritage objects</i>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
		<ul style="list-style-type: none"> • <i>the impacts of proposed development on Aboriginal heritage places and objects</i> <p><i>There is no provision for organisations to be remunerated for consultation under the Act.</i></p> <p>Currently UNEC does not meet the incorporation requirements to become an RAO. The Environment, Planning and Sustainable Development Directorate consult with UNEC as a relevant stakeholder but are not required to consult with UNEC under section 31 of the <i>Heritage Act 2004</i>.</p>

Education

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 12</p> <p>6.66 The Elected Body recommends that the ACT Government, in response to the cessation of Commonwealth funding for the Indigenous Education Consultative Body, fund the Consultative Body by way of the Education and Training Directorate’s annual budgetary appropriation.</p>	<p>Agreed in Principle</p> <p>The Directorate values the contributions made by the ACT Aboriginal and Torres Strait Islander Education Consultative Group (the Group). With sufficient funds to support the Group for another 2 years, the Directorate will work with the Group to explore options for a sustainable future.</p> <p>The Directorate notes one of the priorities of the Elected Body’s Community Priorities 2014-2017 is to formalise engagement with the Group. The Education Directorate fully supports this priority and recommits to the representation of both the Elected Body and the Group at the monthly meetings with the Director-General.</p>
2015	<p>Recommendation 6</p> <p>6.69 The Elected Body recommends that the Education and Training Directorate arrange matters so that contact with Indigenous Liaison Officers is congruent with stipulations in Individual Learning Plans in force for Aboriginal and Torres Strait Islander students in the ACT public education system.</p>	<p>Noted</p> <p>Individual Learning Plans (ILPs) are learning plans used to support students with disability or special learning needs including gifted and talented students.</p> <p>Personalised Learning Plans (PLPs) are learning plans originally introduced to support Aboriginal and Torres Strait Islander students, parents/carers and teachers to work together to identify learning goals and to develop strategies to achieve those goals.</p> <p>PLPs were introduced in ACT public schools for Aboriginal and Torres Strait Islander students as one strategy to implement an action of the <i>National Aboriginal and Torres Strait Islander Education Action Plan 2010-2014</i> (NATSIEAP). Personalised learning and personalised learning strategies were the focus of NATSIEAP and PLPs for Aboriginal and Torres Strait Islander students has never been mandatory.</p> <p>Since the introduction of PLPs for Aboriginal and Torres Strait Islander students in 2011-12, schools have moved to more whole school approaches to personalised learning to support all students to be reflective learners and encourage students and parents to be active participants in decision-making about their learning. Whole school approaches create a school culture of personalised learning.</p> <p>Approaches to personalised learning and personalised learning plans vary. Some schools use simple short</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
		<p>term learning and personal goal processes and templates, others have longer term, detailed personalised learning plans and in high schools and colleges, pathways planning is often the vehicle to set learning goals. Regardless of its form, fundamental to any learning plan is the student's sense of ownership and relevance.</p> <p>The personalised learning strategies and plans are best developed by teachers in consultation and collaboration with students, parents and care givers with an emphasis on student interests, aspirations, and strengths, setting goals, relationships and conversations. Personalised learning supports students to be reflective learners and encourages them to be active participants in decision-making about their learning.</p>
	<p>Recommendation 8</p> <p>6.77 The Elected Body recommends that Canberra Institute of Technology (CIT) ensure that administrative, child-care and teaching arrangements at CIT Yurauna be amended so that they achieve parity with standards expected for other components of CIT.</p>	<p>Noted</p> <p>CIT has reviewed its administrative and teaching practices and is satisfied that they are consistent across CIT Yurauna and CIT as required for all registered training organisations (RTOs) under the Australian Skills Quality Authority.</p> <p>Child care services for the ConnXtions program are delivered by Northside Community Services on CIT premises. CIT Yurauna is sub-contracted by Northside Community Services to deliver the training for the Certificate III in Community Services. Northside Community Services is responsible for the delivery of child care services under the National Quality Framework, established in 2012 to raise quality and drive continuous improvement and consistency in Australian education and care services.</p>
	<p>Recommendation 9</p> <p>6.80 The Elected Body recommends that the Education and Training Directorate ensures that arrangements for further time to complete year 12 are consistent and transparent, and ensure that these arrangements are known and</p>	<p>Noted</p> <p>Through secondary colleges, the Directorate provides considerable flexibility and individualised support for students who are at risk of not meeting certification requirements. Teachers and other school support staff work to ensure that students have clear, constructive pathways that best suit their needs, circumstances and aspirations. This may involve allowing students additional time to complete certification requirements or the negotiation of another education or training pathway.</p> <p>The Directorate ensures that students and parents receive information about flexibility in completing the</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
	<p>available to Aboriginal and Torres Strait Islander students.</p>	<p>year 12 certificate as part of the college enrolment process, which takes place in year 10 and then again through year 11 orientation programs. Colleges regularly remind students about certification requirements and information is communicated to parents and families through newsletters and college websites. Information about certification requirements and timeframes is clear and consistent across all senior secondary schools in the ACT. All public colleges work very hard to ensure that students meet certification requirements.</p> <p>The Directorate welcomes further discussion about the above issues and looks forward to the opportunity to share further information, particularly the successes of our Aboriginal and Torres Strait Islander young people, at the upcoming Hearings.</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 13</p> <p>7.53 The Elected Body recommends that the Indigenous status of detainees entering the Alexander Maconochie Centre be determined on the basis of the following conventionally-accepted criteria identified by the Australian Institute of Aboriginal and Torres Strait Islander Studies, as follows:</p> <ul style="list-style-type: none"> • being of Aboriginal or Torres Strait Islander descent • identifying as an Aboriginal or Torres Strait Islander person • being accepted as such by the community in which you live, or formerly lived. 	<p>Noted</p> <p>When appearing before a court, and after being either remanded in custody or given a custodial sentence, an individual will be asked by ACT Corrective Service (ACTCS) custodial staff whether they identify as an Aboriginal or Torres Strait Islander person, prior to being conveyed to a custodial facility.</p> <p>An individual is again asked the question by Alexander Maconochie Centre (AMC) staff on admission to the facility and their response will be recorded on their admissions documentation. As required in the <i>Corrections Management (Aboriginal and Torres Strait Islander Detainees) Policy 2011 (No.2)</i> where an individual has identified as being an Aboriginal or Torres Strait Islander person on admission to AMC, the AMC Indigenous liaison officer will be notified and will engage with the detainee as soon as practicable following their admission.</p> <p>This engagement is not for the purpose of undertaking any formal exploration of an individual’s Indigenous status or to determine the validity of their identification. The engagement is undertaken to support the person’s wellbeing in a cultural sense and to ensure the person is being accommodated appropriately. It is also used to address any issues the individual may disclose together with other identified risk factors associated with the individual.</p> <p>The issue of Aboriginal and Torres Strait Islander identification is sensitive as once an individual identifies themselves to be either Aboriginal or Torres Strait Islander it can be deemed insensitive or even inappropriate to dispute or explore it further with them.</p> <p>ACTCS continues to employ a policy of self identification as it is considered the most appropriate and sensitive method of identifying an individual’s Indigenous status within a custodial environment. ACTCS acknowledges the Australian Institute of Aboriginal and Torres Strait Islander Studies Standard and understands its relevance and purpose in other Government agencies and community organisations who may apply the three ‘working criteria’ as proof or confirmation of an individual’s Aboriginal or Torres Strait Islander heritage.</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
	<p>Recommendation 14</p> <p>7.63 The Elected Body recommends that ACT Policing create a more sustainable structure, with greater depth and redundancy for functions, currently being performed by the designated Aboriginal Liaison Officer such as consulting with the ACT Aboriginal and Torres Strait Islander community.</p>	<p>Noted</p> <p>ACT Policing continues to develop strategies to improve its services to the Aboriginal and Torres Strait Islander community. Through representation by the Indigenous Community Liaison Officers (ICLO) at meetings where programs and services are reviewed, ACT Policing remains aware of contemporary issues and can offer information to assist in the development of appropriate responses.</p> <p>ACT Policing’s ICLO liaises with the Aboriginal and Torres Strait Islander community and Elders to identify, action and remediate issues as required. The ICLO devotes a large portion of time to meet with the Elders in order to learn about priority issues and areas of concern, and to assist in identifying whole-of-government solutions.</p> <p>The role has grown significantly since its inception, and the ICLO has developed a respectful and trusting relationship with the Elders and many of the Aboriginal and Torres Strait Islander community leaders. Of note, the ICLO has been instrumental in averting conflict on many occasions through early intervention and as a conduit for information sharing.</p> <p>Due to the success of the ICLO, and the value that it brought to ACT Policing’s engagement with the Indigenous community, a second ICLO (the Indigenous Community Women & Children Liaison Officer) was established in 2015. This position was self-funded by ACT Policing.</p> <p>In realising the benefits of this second position the ACT Government committed 12 months of funding, as part of the Justice Reinvestment Strategy, to retain the position and increase the focus the ICLO during 2016-17.</p> <p>The Indigenous Community Women & Children Liaison Officer works alongside the ICLO, but goes further by providing culturally sensitive and appropriate pathways for Indigenous females and children to access policing services for matters such as family violence, child abuse and sexual assaults; particularly where the more traditional Indigenous women are (by their culture and traditions) prohibited from speaking to a male about such matters.</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2015	<p>Recommendation 11</p> <p>7.74 The Elected Body recommends that the ACT Government continue to support Legal Aid ACT to provide legal services to Aboriginal and Torres Strait Islander people in the ACT.</p>	<p>Noted</p> <p>JACS is working with stakeholders under the auspices of the Aboriginal Justice Partnership to strengthen responses for Aboriginal and Torres Strait Islander people coming into contact with the justice system. This will include efforts to better coordinate and augment the efforts of Aboriginal liaison officers working across the justice system.</p> <p>An Aboriginal Liaison Officer is currently employed with Legal Aid ACT to promote the activities of the organisation to the local Aboriginal and Torres Strait Islander community, which may include outreach support in the future.</p>
	<p>Recommendation 12</p> <p>7.78 The Elected Body recommends that, as a matter of urgency, the Community Services Directorate and the Justice and Community Safety Directorate enter into cooperative arrangements that ensure that Aboriginal and Torres Strait Islander people are appropriately housed upon leaving detention at the Alexander Maconochie Centre.</p>	<p>Agreed in principle</p> <p>Both Indigenous and non-Indigenous people who exit custody after having served a custodial sentence at the Alexander Maconochie Centre (AMC) are eligible to participate in the Extended Throughcare Initiative. Extended Throughcare is a voluntary program, available to all female detainees (remand or sentenced), and all sentenced men exiting the AMC.</p> <p>The Extended Throughcare model covers the period from three months pre-release to 12 months post release and includes:</p> <ul style="list-style-type: none"> • a single point of service coordination; • client-centric case management; • services responsive to offenders needs; • established links with providers prior to release; and • clear governance arrangements. <p>A key focus of the program is assisting detainees to find appropriate accommodation. No detainee participating in Extended Throughcare is released without an approved address that has been confirmed by ACT Corrective Services (ACTCS) staff. In appropriate instances, ACTCS connects with families before turning to ACT Housing. If those options are exhausted, ACTCS connects with specialist housing providers before seeking assistance from shelters (as a short term accommodation option).</p> <p>The Justice and Community Safety Directorate (JACS) and the Community Services Directorate (CSD) will</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
		<p>continue to work collaboratively through the Throughcare Governance Group to identify appropriate accommodation options for Aboriginal and Torres Strait Islander people exiting custody with support from the Extended Throughcare Initiative.</p> <p>The Throughcare Governance Group provides high level oversight of the initiative and continues to assess collaborative interagency measures to assist in further addressing this need. This group consists of representatives from a broad range of stakeholders, including senior representatives from the Community Services Directorate and Justice and Community Safety Directorate.</p> <p>The specialist housing and homelessness services working in partnership with JACS and the Throughcare Initiative are Everyman Australia and Toora Women Inc. Everyman currently operates the Managed Transitional Program (MTP), which offers some direct access to housing with support, as well as outreach support to men exiting the AMC. During 2015-16, approximately 9 per cent per cent of service users were Aboriginal and Torres Strait Islander people. Toora currently operates the Coming Home program, which offers outreach support to women exiting the AMC at risk of homelessness and recidivism. During 2015-16, approximately 30 per cent of service users were Aboriginal and Torres Strait Islander people.</p>
	<p>Recommendation 13</p> <p>7.83 The Elected Body recommends that the Justice and Community Safety Directorate and the Environment and Planning Directorate make formal arrangements to expand the work being done by the Aboriginal Natural Resource Management Facilitator with detainees at the Alexander Maconochie Centre.</p>	<p>Agreed</p> <p>AMC Education and Training through their partnership with the registered training provider Campbell Page, offer a number of programs specifically for Aboriginal and Torres Strait Islander detainees in the AMC, including the Culture and Land Management (CALM) program.</p> <p>During 2014-15, the CALM Program expanded engagement enabling greater participation by Indigenous detainees in the AMC. The ACT Aboriginal Natural Resource Management Facilitator (hosted within the Environment and Planning Directorate) and Greening Australia’s Indigenous Restoration Officer partnered with Campbell Page education staff to deliver a wider range of specialist training units.</p> <p>The program integrates aspects of traditional culture, art, music, horticulture and land management with language, literacy and numeracy skills. This is delivered in conjunction with Greening Australia and</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
		<p>Winnunga Nimmityjah Aboriginal Health Service (Winnunga Nimmityjah AHS). The CALM program was recently enhanced by the Culture and Country Pilot Unit. This specific unit is proposed to continue as part of CALM for an additional two years.</p> <p>The CALM program offers participants the opportunity to obtain a Certificate II in Foundation Skills for Work and vocational pathways which includes horticulture/ land management, vocational education and training elective streams. Through enhanced collaboration with Greening Australia and the Aboriginal Natural Resource Management Facilitator, it is anticipated the program will be strengthened in 2017 by introducing new components to the program including a native seed bank and a native grasslands restoration project.</p> <p>ACTCS continues to explore further opportunity through government, community and directorate partners, including the Commonwealth initiative of Prison to Work. ACTCS also continue to consider new initiatives through senior managers that may provide further opportunity for Aboriginal and Torres Strait Islander detainees at AMC and those transitioning into the community.</p>

Transport

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	<p>Recommendation 15</p> <p>8.44 The Elected Body recommends that the Territory and Municipal Services Directorate (TAMS) improve public transport links to the ACT Aboriginal and Torres Strait Islander Cultural Centre and that the Cultural Centre be added as a destination on services to the National Arboretum.</p>	<p>Agreed</p> <p>Transport Canberra, through ACTION buses, provide a bus service 7 days a week to the ACT Aboriginal and Torres Strait Islander Cultural Centre on the Route 81 (weekdays) and Route 981 (weekends). The stop is part of the Tourist Loop (81/981 Routes), which includes stops at the National Zoo and Aquarium, the National Arboretum and major attractions through the Parliamentary Zone.</p>

Reconciliation Action Plans

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2014	Recommendation 16 8.54 The Elected Body recommends that TAMS outline a timeline for, and work expeditiously toward, formulating and adopting a Directorate Reconciliation Action Plan before the end of the 2015-16 reporting period.	Agreed The Transport Canberra and City Services Directorate launched its Reconciliation Action Plan (RAP) in September 2016. Work is continuing to implement the deliverables within the RAP.

Closing the Gap process

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2015	<p>Recommendation 3</p> <p>3.101 The Elected Body recommends that the ACT Government consult closely with the Elected Body, and advocate strongly to the Commonwealth and other jurisdictions, on the importance of maintaining the viability of the Close the Gap process across all Australian jurisdictions.</p>	<p>Agreed</p> <p>The ACT recently committed at the Council of Australian Governments (COAG) to invest significant effort over the next 12 months to refreshing the Closing the Gap agenda. The ACT Government will continue to support, through COAG and other appropriate fora, the adoption of revitalised Closing the Gap targets, linked to action.</p> <p>The ACT Government will advocate for appropriate accountability and reporting mechanisms in each jurisdiction to understand what is working across the country. Additionally, The ACT Government recognises that progress on closing the gap in outcomes between Aboriginals and Torres Strait Islanders and the rest of Australia will require genuine buy-in and engagement from Indigenous leaders and organisations in each jurisdiction.</p>

Aboriginal and Torres Strait Islander Elected Body funding

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2015	<p>Recommendation 4</p> <p>4.114 The Elected Body recommends that the ACT Government establish a two-part framework for discretionary funds for the Elected Body, with a view to increasing predictability of funding, comprising a set yearly amount for discretionary funding; and a mechanism to establish the scope of potential additional funding, and providing criteria on which representations by the Elected Body would be considered.</p>	<p>Noted</p> <p>The role of the Aboriginal and Torres Strait Islander Elected Body is to facilitate community consultation on issues of relevance to the ACT Aboriginal and Torres Strait Islander community and to bring those views to the attention of the minister and the relevant policy makers in the ACT Government. The Aboriginal and Torres Strait Islander Elected Body remuneration, secretariat support and all meeting costs are funded through the Office for Aboriginal and Torres Strait Islander Affairs.</p> <p>The ACT Government expects all directorates to support the members of the Elected Body to fulfil their roles under the <i>Aboriginal and Torres Strait Islander Act 2008</i>.</p> <p>The ACT Government will continue to review the appropriateness of resources for the Elected Body. The ACT Government would expect the Elected Body to identify proposals that will maximise the opportunity and participation of Aboriginal and Torres Strait Islander people living in the ACT in the development and implementation of government policies that affecting them. All proposals should meet the normal funding cycles and would be considered against other proposals competing for government’s limited resources.</p>

Health

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
2015	<p>Recommendation 14</p> <p>9.37 The Elected Body recommends that the Health Directorate make formal arrangements to support out-of-hours access to appropriate cultural support for Aboriginal and Torres Strait Islander people accessing the ACT public health system.</p>	<p>Agreed in Principle</p> <p>The recommendation by the Aboriginal and Torres Strait Islander Elected Body to support out of hours access to appropriate cultural support for Aboriginal & Torres Strait Islander people accessing the ACT public health system is implemented currently through the social workers who are trained to provide cultural support competently.</p> <p>The Aboriginal Liaison Service at The Canberra Hospital (TCH) provides an advocacy, support and liaison service to Aboriginal and Torres Strait Islander inpatients in an acute care setting Monday to Friday. The Service is located in the governance structure under Acute Support Services in Division of Medicine, and reports operationally through the Director of Allied Health.</p> <p>Referrals are received via the daily patient report, the wards, self referrals, family, community members and organisations. There are a small number of drop-ins which occur for non-inpatients.</p> <p>The Aboriginal and Torres Strait Islander Liaison Service establishment is 3.28 FTE, comprising:</p> <ul style="list-style-type: none"> • SOGC - Manager 1.0 FTE • AS06 - 1.0 FTE • AS05 - 1.0 FTE • AS03 - 0.28 FTE <p>These are Aboriginal and Torres Strait Islander identified positions.</p> <p>The relatively small staffing level exposes a risk of staff burn out if an after hours service was introduced. The ALOs work closely with the social work department to provide cultural support to Aboriginal & Torres Strait Islander patients after hours. The demand for service and access to after hours social workers are captured on a monthly basis. Data for 2016 shows a total of 18 patients who identified as Aboriginal and/or Torres Strait Islander accessed the social workers after hours. This data is reviewed to determine service demand. These numbers have been consistent. There have been no complaints received by patients accessing the social workers after hours.</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
		<p>The Aboriginal Liaison Service is working on developing and building a casual pool of liaison officers to respond to after hours service demand. The department will also undertake a patient satisfaction survey and consumer consultations to further support patients and families accessing ACT public health.</p> <p>A medium and long term strategy to redesign the workforce is being explored for the new financial year. However in the short term, strategies to use the social workers from the social work department to provide an after hours culturally appropriate service to Aboriginal and Torres Strait Islander people are in place and working well.</p>
	<p>Recommendation 15</p> <p>9.44 The Elected Body recommends that the Health Directorate make further investments in education and training Aboriginal and Torres Strait Islander people to support their entry into the public sector health workforce.</p>	<p>Noted</p> <p>In line with <i>ACT Health Workforce Plan 2013-18</i>, ACT Health is committed to increasing skills and capabilities of the current workforce by promoting strong leadership, by planning for the future and by ensuring that policy decisions are aligned with operational planning around workforce needs.</p> <p>The investments for education and training to support Aboriginal and Torres Strait Islander people to enter into the health workforce as at December 2016 are outlined below.</p> <p><u>Funded positions</u></p> <p>The People and Culture Branch have funded two Administration Support Officer Class 1 (ASO1) Full Time Equivalent (FTE) positions and use the national program 'Australian Schools Based Apprenticeships (ASBA) to attract candidates. This increases the opportunity for students to obtain a health related entry level qualification. One Aboriginal student completed the program in 2013-14.</p> <p>In December 2016, two Aboriginal ASBA students have been engaged into identified apprentice positions. They will undertake a Certificate II in Information, Digital Media and Technology whilst gaining work experience in the Government and Communications Branch, ACT Health.</p> <p><u>Aboriginal and Torres Strait Islander Scholarships</u></p> <p>In line with <i>ACT Health Aboriginal and Torres Strait Islander Health Workforce Action Plan 2013-18</i>, ACT Health is committed to providing Scholarships and Cadetships for Aboriginal and Torres Strait Islander</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
		<p>students in Nursing, Allied Health, Dentistry and Medicine. The following information provides details of the ACT Health investment in scholarship programs as at December 2016.</p> <p><u>Peter Sharp Scholarship</u></p> <p>Since 2011, ACT Health has funded the Australian National University (ANU) Medical School to deliver the Peter Sharp Scholarship Program. ACT Health has provided \$208,000 over 4 years. Current funding ceases during the 2017 calendar year.</p> <p>There are three initiatives under the Scholarship Program:</p> <ol style="list-style-type: none"> 1. Aboriginal and Torres Strait Islander health stream placement offers all students in the ANU Medical School – Aboriginal and Torres Strait Islander health stream support for travel and accommodation costs related to attending activities such as cultural immersion programs, conferences or workshops; 2. Aboriginal and Torres Strait Islander student recruitment initiative supports the enrolment of Aboriginal and Torres Strait Islander students at the ANU Medical School; and 3. Peter Sharp Scholarship supports the education and accommodation of a medical student in the ANU Medical School Aboriginal and Torres Strait Islander health stream. <p>The first Peter Sharpe Scholar, Miss Danielle Dries, graduates from University this year and has been successful in gaining internship with Canberra Hospital and Health Services for 2017.</p> <p><u>Other scholarship programs</u></p> <p>ACT Health offers two Aboriginal and Torres Strait Islander Enrolled Nursing Scholarships (per semester) through the Nursing and Midwifery Office. There are two students enrolled in this course under the Aboriginal and Torres Strait Islander Enrolled Nursing Scholarship at the Canberra Institute of Technology.</p> <p>There are no specifically funded scholarships for Aboriginal and Torres Strait Islander students who are seeking a career as a Registered Nurse, Allied Health worker and/or Dental practitioner. The Chief Allied Health Office provides the following opportunities to all allied health students and/or allied health staff:</p> <ul style="list-style-type: none"> • Allied Health New Graduate Program – two programs run per year;

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
		<ul style="list-style-type: none"> • Public Service Young leaders Program – two to three Allied health candidates supported per year; • Post Graduate Scholarships; • Clinical Education Professional Development grants; and • Allied Health Research Grants. <p>Each year, the Chief Allied Health Office offers to subsidise the fees of identified students undertaking the Certificate IV Allied Health Assistance qualification through the Canberra Institute of Technology (by extension to the Yurauna centre at CIT).</p> <p>The Chief Allied Health Office and Indigenous Allied Health Australia have a respectful and collaborative relationship and will continue to look for ways to improve opportunities to support workforce development. In 2014 and 2016, the ACT Health Chief Allied Health Office and the Policy and Stakeholder Relations Branch sponsored the Health Fusion Interprofessional Team Challenge at the Indigenous Allied Health Australia National Conference.</p> <p>In addition the Nursing and Midwifery Office provides a Post Graduate Scholarship Scheme and a Registered Nurse Scholarship.</p> <p><u>ACT Public Service Aboriginal and Torres Strait Islander Traineeship Program</u></p> <p>ACT Health has invested in candidates completing the ACT Public Service Aboriginal and Torres Strait Islander Traineeship Program since 2012. In 2015-16, it supported one candidate to successfully complete this program.</p> <p><u>Inclusion Manager Programs</u></p> <p>The ACT Health, Employment Inclusion Manager has operated a Temporary Inclusion Employment Register since 2012. This register supports the Aboriginal and Torres Strait Islander employment service provider Habitat. Habitat assists clients to complete application documentation for base grade positions.</p>

REPORT YEAR	RECOMMENDATION	GOVERNMENT RESPONSE
		<p>The following strategies are under development:</p> <ul style="list-style-type: none"> • The Employment Inclusion Manager has developed a process to access vacant funded base grade positions. These positions are in Administration, Health, Facilities and Technical Service Officer Classifications. This means that prior to advertising or during the recruitment process candidates on the Inclusion Temporary Employment Register are eligible for isolated assessment for the following classifications: <ul style="list-style-type: none"> ○ Administrative Services Officers (ASO1 and 2); ○ Health Services Officers (HSO2 and 3); ○ Technical Officer Level 1; ○ Facilities Technical Officers (Level 1 - 5); ○ Health Professional Level 1; ○ Registered Nurse Level 1; and ○ Registered Midwife Level 1. • The ACT Health, Employment Inclusion Manager has identified new pathways into the Australian Schools Based Apprenticeship (ASBA) program with ACT Health. She has also identified pathways suitable for indigenous candidates to access the ACT Government Traineeship Programs: <ul style="list-style-type: none"> ○ Aboriginal and Torres Strait Islander Health Worker, Trades Apprenticeships (various); ○ Administration – various; Hospital/Health Services Pharmacy Support; ○ Clinical Coding; ○ Work Health and Safety; ○ Population Health; ○ Commercial Cookery; ○ Sterilising; ○ Pathology Collection or Assistant; and ○ Allied Health Assistant; and Assistant in Nursing (noting that an Assistant in Nursing pathway can only be undertaken as an ASBA student – clinical supervision requirements cannot be met in a traineeship program).

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		<p><u>Other information</u></p> <p>ACT Health Aboriginal and Torres Strait Islander Health Workforce Action Plan 2013-2018 Objective 4 states that the directorate will collate appropriate data on Aboriginal and Torres Strait Islander employment recruitment and retention to inform the future development and evaluation of the workforce plan.</p>

Attachment A

Health Directorate—Aboriginal & Torres Strait Islander Retention Rates

Table 1 Aboriginal & Torres Strait Islander Identified Employee Headcount in 2009-2016

Year	2009	2010	2011	2012	2913	2014	2015	2016
Identified Employee Headcount	26	37	51	59	61	75	83	78
All Headcount	5423	5632	5936	6292	6585	6998	7064	7206

Table 2 Aboriginal & Torres Strait Islander Identified Employee Retention Summary in 2009-2016
Calendar Year

		2009	2010	2011	2012	2013	2014	2015	2016
Year retained	0	26	37	51	59	61	75	83	78
	1	21 (81 per cent)	26 (70 per cent)	40 (78 per cent)	44 (75 per cent)	52 (85 per cent)	59 (79 per cent)	61 (72 per cent)	
	2	16 (62 per cent)	23 (62 per cent)	30 (59 per cent)	37 (63 per cent)	41 (67 per cent)	46 (61 per cent)		
	3	14 (54 per cent)	17 (46 per cent)	28 (55 per cent)	31 (53 per cent)	36 (59 per cent)			
	4	12 (46 per cent)	16 (43 per cent)	25 (49 per cent)	27 (46 per cent)				
	5	12 (46 per cent)	16 (43 per cent)	20 (39 per cent)					
	6	12 (46 per cent)	13 (35 per cent)						

	7	8 (31 per cent)
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* The numbers of employees in the table are sourced from the first pay day after 1 July of each calendar year.

* Example to read the data: In 2009, there were 26 identified employees. After 1 year in 2010, the 21 of these 26 retained and retention rate is 81 per cent. After 7 years in 2015, the 8 of these 26 retained, the retention rate is 31 per cent.