



ACT
Government

ACT GOVERNMENT RESPONSE TO THE ABORIGINAL AND TORRES STRAIT ISLANDER ELECTED BODY SECOND REPORT TO THE ACT GOVERNMENT 2011

Presented by Ms Joy Burch MLA Minister for Aboriginal and Torres Strait Islander Affairs



MINISTER'S FOREWORD

The Aboriginal and Torres Strait Islander Elected Body conducted the second 'estimates style' hearings on 3 and 6 September 2010 and provided its full report to the former Minister for Aboriginal and Torres Strait Islander Affairs on 12 April 2011.

I acknowledge that through the 'estimates style' hearing process the Elected Body has again provided valuable insight and feedback on issues that impact on the lives of members of the Aboriginal and Torres Strait community living in the ACT.

The Aboriginal and Torres Strait Islander Elected Body was established in 2008 under the *Aboriginal and Torres Strait Islander Elected Body Act 2008* to ensure that Aboriginal and Torres Strait Islander people in the ACT have a strong, democratically elected voice.

It is pleasing to note the 'estimates style' hearings conducted by the Elected Body have once again proved to be a successful method of interaction between government bureaucracy and representatives of the community they serve, culminating in a body of advice that will lead to significant improvements to service delivery and policy development.

The formation of the Elected Body has also proved to be a positive step in the reconciliation journey. The Elected Body was deliberately designed to be an active, valued representation of its community and people being empowered to hold government agencies to account for the quality and accessibility of services they provide, the programs they administer and the outcomes they deliver to the community.

The Elected Body has once again provided comprehensive advice through 30 recommendations contained in its report which will add to the body of information that the ACT Government is rapidly acquiring on the needs of members of the local Aboriginal and Torres Strait Islander.

I am confident the Elected Body will continue to work tirelessly to improve outcomes for Aboriginal and Torres Strait Islander people in the ACT by bringing to the attention of the ACT Government information that will inform service design and policy development.

Joy Burch MLA

Minister for Aboriginal and Torres Strait Islander Affairs

Overview of the Aboriginal and Torres Strait Islander Elected Body

The Aboriginal and Torres Strait Islander Elected Body (Elected Body) is unique in Australia. The ACT is the only jurisdiction to have a democratically elected, representative body with powers enshrined in law through the *Aboriginal and Torres Strait Islander Elected Body Act 2008* (the Act).

The Elected Body consists of seven people who are elected every three years to represent the interests and requests of the local Aboriginal and Torres Strait Islander community.

To be eligible to vote or be nominated as a candidate for the Elected Body, a person must be an Aboriginal or Torres Strait Islander, at least 18 years old, and be on, or entitled to be on, the ACT electoral roll.

The Elected Body has the following functions:

- to receive, and pass on to the Minister for Aboriginal and Torres Strait Islander Affairs, the views of Aboriginal and Torres Strait Islander people living in the ACT on issues of concern to them
- to represent Aboriginal and Torres Strait Islander people living in the ACT and to act as an advocate for their interests
- to foster community discussion about:
 - issues of concern to Aboriginal and Torres Strait Islander people living in the ACT
 - the functions of the Elected Body
 - *Aboriginal and Torres Strait Islander Elected Body Act 2008* (the Act).
- to propose programs and design services for Aboriginal and Torres Strait Islander people living in the ACT for consideration by the ACT Government and its agencies
- to monitor and report on the effectiveness of programs conducted by government agencies for Aboriginal and Torres Strait Islander people living in the ACT
- to monitor and report on the accessibility by Aboriginal and Torres Strait Islander people living in the ACT to programs and services conducted by government agencies for the general public
- to give information or advice to the Minister for Aboriginal and Torres Strait Islander Affairs
- to recommend any reasonable action it considers necessary to protect Aboriginal and Torres Strait Islander cultural material or information considered sacred or significant by Aboriginal and Torres Strait Islander people living in the ACT.

ACT Government commitments

The ACT Government welcomes the *Aboriginal and Torres Strait Islander Elected Body's Estimates Report*, which is comprehensive and informative. The report highlights achievements to-date, and areas for improvement in the delivery of services and programs for Aboriginal and Torres Strait Islander people.

Given the differential in outcomes for Aboriginal and Torres Strait Islander people, across all critical indicators, the ACT Government acknowledges the need for Aboriginal and Torres Strait Islanders to have improved access to, quality delivery of, and equitable outcomes from, mainstream services.

The 'gap' needs to be closed expeditiously. This can only be achieved through a partnership with Aboriginal and Torres Strait Islander people, and in particular, through our valued working relationship with the Elected Body.

The ACT Government accepts that gaps in data collection, information provision and accessibility all impact on the performance of services delivered to Aboriginal and Torres Strait Islander people who live in the ACT. The ACT Government is committed to utilising existing skills and resources to develop and implement whole-of-government approaches to resolve these issues.

In its first term, the Elected Body has played a pivotal role in highlighting the needs of Aboriginal and Torres Strait Islander people. The Elected Body's work has the strong support and respect of the ACT Government.

The ACT Government is committed to ensuring that all directorates fully and effectively support the Elected Body. Senior officials will be identified within each directorate at the Deputy Chief Executive or Executive Director level, to seek advice from, to inform, and work in partnership with Elected Body representatives with aligned portfolio responsibilities. These positions of responsibility will not be delegated.

The Chair of the Elected Body will continue to interact directly with Ministers and Directors-General and Agency heads when appropriate.

Delivery on the commitments outlined in this report is also an important aspect of the government's agenda and these agreed actions will become the point of reference for future reports to the Elected Body and to the Minister for Aboriginal and Torres Strait Islander Affairs.

Key recommendations

All ACT Government directorates have considered the 30 recommendations contained in the Elected Body's Estimates Report 2011 and provided their response accordingly.

The table below outlines existing and new commitments which ACT Government directorates are already implementing or plan to implement to address each of the Elected Body's 30 recommendations. Progress against each of these commitments will be reported to the Elected Body and may be refined or enhanced as a result of engagement with the Elected Body.

Government response to the key recommendations from the 2010 Aboriginal and Torres Strait Islander Elected Body estimates style hearings

Recommendation	Commitments	Lead agency
<p>Recommendation 1</p> <p>The ACT Government must consult with the Elected Body when making any commitments to address the issue of social inclusion as stated in the objectives and outcomes of the National Indigenous Reform Agreement</p>	<p>Agreed</p> <p>Community Inclusion is a key component of the government's planning framework, as well as its national commitments (including the National Indigenous Reform Agreement). The dimensions of inclusion for the ACT Government include building cohesion and addressing disadvantage.</p> <p>Community Services Directorate (CSD) and Chief Minister and Cabinet Directorate (CMCD) assess all policies in light of this commitment to inclusion. Both directorates also actively pursue new ways of working to embed these principles in the day to day development of policy and delivery of services.</p> <p>The Engaging Canberrans: A guide to Community Engagement incorporates specific strategies to engage with Aboriginal and Torres Strait Islander people in the development of policy. This includes the need to engage the Elected Body and the United Ngunnawal Elders on matters of significance.</p> <p>A combination of the policy approach to inclusion and the guidelines for engagement, and ongoing incorporation of these principles into the cultural practice of the government, mean engagement with the Elected Body on all major policies, including national frameworks, should occur as a matter of practice.</p>	<p>Community Services Directorate and Chief Minister and Cabinet Directorate</p>
<p>Recommendation 2</p> <p>To overcome Aboriginal and Torres Strait Islander disadvantage the ACT Government and its agencies, through a strategic policy framework, focus on increased budget allocation and policy attention in the following areas:</p> <ul style="list-style-type: none"> ■ education ■ health ■ law and justice ■ housing 	<p>Agreed-in-principle</p> <p>The ACT Aboriginal and Torres Strait Islander Service Delivery Framework (the framework) will provide an across government strategic policy framework for the delivery of services to Aboriginal and Torres Strait Islander people. The previous Elected Body was instrumental in developing this document. The ACT Government also notes the new Elected Body, which commenced in May 2011, has identified the additional areas of employment and economic development and youth and family support for inclusion in a strategic policy framework.</p> <p>The framework prioritises an integrated approach to service delivery that is aligned to Australia's commitment to 'closing the gap' in Indigenous disadvantage. The priority areas identified by the Elected Body—such as Education, Health, Housing and Employment—are consistent with the 'closing the gap' policy building blocks as expressed in the Council of Australian Government's Urban and Regional Service Delivery Strategy.</p> <p>A crucial part of the implementation of the framework will be working with the Elected Body to ensure the alignment of strategic priorities, policy development and budget allocation, based on the Elected Body's representation and expertise and the best available evidence. Any new initiatives will be considered in the normal budget context, considered against all of the issues competing for government's limited resources.</p>	<p>Community Services Directorate</p>

Recommendation	Commitments	Lead agency
<p>Recommendation 3</p> <p>In line with the National Indigenous Law and Justice framework, the Justice and Community Safety Directorate provide a report on actions and funds allocated and expended to date based on the framework goals as shown below:</p> <ol style="list-style-type: none"> 1 Improve all Australian justice systems so that they comprehensively deliver on the justice needs of Aboriginal peoples and Torres Strait Islanders in a fair and equitable manner 2 Reduce over-representation of Aboriginal and Torres Strait Islander offenders, defendants and victims in the criminal justice system 3 Ensure that Aboriginal peoples and Torres Strait Islanders feel safe and are safe within their communities 4 Increase safety and reduce offending within Indigenous communities by addressing alcohol and substance abuse 5 Strengthen Indigenous communities through working in partnership with governments and other stakeholders to achieve sustained improvements in justice and community safety 	<p>Agreed</p> <p>Through the ACT Aboriginal and Torres Strait Islander Justice Agreement progress and funds allocated on these initiatives will be reported to the Elected Body on an annual basis.</p>	<p>Justice and Community Safety Directorate</p>

<p>Recommendation 4</p> <p>That the ACT Government fund an expansion of the role of the Aboriginal and Torres Strait Islander Elected Body in the development of policy for Aboriginal and Torres Strait Islander Canberrans, including the funding of a full-time chairperson for the Elected Body in the next term</p>	<p>Noted</p> <p>The role of the Aboriginal and Torres Strait Islander Elected Body is clearly stated in its establishing legislation—the <i>Aboriginal and Torres Strait Islander Elected Body Act 2008</i>—which requires the Elected Body 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 relevant policy makers in the ACT Government.</p> <p>All ACT Government directorates are expected to make arrangements that facilitate the participation of the Aboriginal and Torres Strait Islander Elected Body early in their respective policy development processes.</p> <p>In relation to funding a full time Chair for the Elected Body, it should be noted that additional base financial support was provided in the 2011 ACT Budget to the Office of Aboriginal and Torres Strait Islander Affairs so that it could better support the Elected Body. In addition, the ACT Government expects all directorates, and in particular, the funded dedicated facilitator to support the members of the Elected Body to fulfil their roles under the <i>Aboriginal and Torres Strait Islander Act 2008</i>. The appointment of senior executives in each of the nine ACT Government directorates to liaise with the Elected Body will further develop the Elected Body’s capacity to contribute to policy development.</p> <p>The ACT Government will continue to review the appropriateness of resources for this function, noting any new initiatives will be considered in the normal budget context, considered against all of the issues competing for government’s limited resources.</p>	<p>Community Services Directorate</p>
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Recommendation	Commitments	Lead agency
<p>Recommendation 5</p> <p>That the ACT Government transfer all administration and resources aligned with the Aboriginal and Torres Strait Islander Elected Body to the Chief Minister's Department</p>	<p>Noted</p> <p>The Elected Body made this recommendation when the former Chief Minister was the Minister Aboriginal and Islander Affairs, and thus at that time the department and the ministerial portfolio responsibilities were not aligned.</p> <p>Dr Hawke considered the location of support for the Elected Body and made his assessment in the context of the One ACT Public Service Structure, which prioritises aligning directorates to ministerial portfolios. Dr Hawke ultimately found that administrative support for the Elected Body is appropriately located in the Office of Aboriginal and Torres Strait Islander Affairs.</p> <p>Given the current Minister for Aboriginal and Torres Strait Islander Affairs (who is also the Minister for Community Services), it is appropriate for the Elected Body secretariat to remain in the Community Services Directorate.</p>	<p>Community Services Directorate</p>
<p>Recommendation 6</p> <p>That the Chief Minister's Department support the Aboriginal and Torres Strait Islander Elected Body by increasing research, reporting, administrative and support services</p>	<p>Noted</p> <p>While the Community Services Directorate remains solely responsible for providing a high level of secretariat, administrative and research support to the Elected Body for its ongoing operations, through the Office of Aboriginal and Torres Strait Islander Affairs, all directorates have responsibility to support the work of the Elected Body in undertaking its statutory role.</p> <p>The ACT Government will continue to review appropriateness of resources for support for the Elected Body, noting any new initiatives will be considered in the normal budget context, considered against all of the issues competing for government's limited resources.</p>	<p>Community Services Directorate</p>
<p>Recommendation 7</p> <p>That the ACT Government works with the Australian Government in the funding of an ACT Aboriginal and Torres Strait Islander Legal Service.</p>	<p>Agreed</p> <p>The Justice and Community Safety Directorate has made representations to the Commonwealth Government about the concerns raised by members of the Elected Body about the legal service. The Directorate will continue to work with the Elected Body and the Aboriginal Legal Service (NSW/ACT) to ensure that adequate legal assistance is available for Aboriginal and Torres Strait Islander clients in the ACT.</p>	<p>Justice and Community Safety Directorate</p>
<p>Recommendation 8</p> <p>Under the ACT Recruitment and Career Development Framework, ACT Government agencies create scholarships and/or cadetships for Aboriginal and Torres Strait Islanders in the areas of child care, preschool, teachers and nursing.</p>	<p>Agreed-in-principle</p> <p>The ACT Public Service Employment Strategy for Aboriginal and Torres Strait Islander People (the Employment Strategy) provides the framework for recruitment and career development for Aboriginal and Torres Strait Islander people in the ACT Public Service.</p> <p>Under the Employment Strategy four-year Action Plan, there is a commitment that all directorates in the ACT Public Service will investigate and make available, either through existing avenues (such as Commonwealth programs, or ACT Government resources) or through additional funding, cadetships, and/or scholarships for Aboriginal and Torres Strait Islander recruits.</p>	<p>Community Services Directorate and Chief Minister and Cabinet Directorate</p>

Recommendation	Commitments	Lead agency
<p>Recommendation 9</p> <p>The ACT Government develops a proposal for an Aboriginal and Torres Strait Islander Aged Care and Disability facility including respite services in the ACT to service the ACT and regional Aboriginal and Torres Strait Islander aged and disabled population</p>	<p>Agreed-in-principle</p> <p>The Community Services Directorate is keen to assess the specific needs of the Aboriginal and Torres Strait Islander aged and disabled population to gain a thorough understanding of the type of services that would be required to ensure that clients receive the best possible services.</p> <p>Following this, the Community Services Directorate will examine separate aspects of existing aged care and disability services to gauge the extent to which they meet the specific needs of Aboriginal and Torres Strait Islander people living in the ACT, particularly the capacity of these services to be delivered in a culturally sensitive way.</p> <p>The Community Services Directorate will seek the assistance of relevant members of the Aboriginal and Torres Strait Islander Elected Body and other Aboriginal and Torres Strait Islander professionals to conduct these reviews.</p> <p>In the first instance, there will be a review of respite services for Aboriginal and Torres Strait Islander people with disability. The scope of the stakeholder group will include determining the optimal physical and service design and location for four centre-based services delivered by Disability ACT.</p> <p>It will also consider the range of respite models more broadly needed to support children, young people, and adults with a disability and the families who care for them. Apart from the views offered by the members of the Aboriginal and Torres Strait Islander stakeholders group, this work will be informed by the submissions into, and recommendations of, the Standing Committee on Health, Community and Social Services Report, Love Has its Limits—Respite care services in the ACT which was released in December 2010.</p>	<p>Community Services Directorate</p>
<p>Recommendation 10</p> <p>The ACT Government review its Aboriginal and Torres Strait Islander housing and homelessness services in consultation with the Aboriginal and Torres Strait Islander Elected Body</p>	<p>Agreed</p> <p>Housing ACT will meet with the new members of the Elected Body to brief them as soon as possible to discuss issues around housing and homelessness and possible responses and options.</p>	<p>Community Services Directorate</p>

Recommendation	Commitments	Lead agency
<p>Recommendation 11</p> <p>The referral pathways for the Ngunnawal Bush Healing Farm be developed ensuring appropriate support for families of those accessing the service</p>	<p>Agreed</p> <p>The Bush Healing Farm will be a drug and alcohol abuse rehabilitation service founded on re-connecting Aboriginal people to their land and culture as part of the therapeutic process.</p> <p>The Health Directorate, in collaboration with the Aboriginal and Torres Strait Islander Residential Rehabilitation Service (Ngunnawal Bush Healing Farm) Advisory Board, is committed to developing an appropriate support mechanism for families in consultation with the relevant ACT directorates.</p> <p>The advisory board considered appropriate methods to consult with non-government organisations and government directorates regarding referral pathways to and from the Ngunnawal Bush Healing Farm at their first meeting on 11 February 2011.</p>	<p>Health Directorate and Community Services Directorate</p>
<p>Recommendation 12</p> <p>The Department of Education and Training replicates the Skill Based Training program that has been successful at Erindale College for Aboriginal and Torres Strait Islander Year 11 and 12 students to all colleges in the ACT.</p>	<p>Noted</p> <p>The Skills Based Training program has been delivered at Erindale College for Aboriginal and Torres Strait Islander students in years 11 and 12 throughout 2010.</p> <p>Melba Copland Secondary School has expressed interest in offering the program to its college students from the beginning of the 2011 school year.</p> <p>A review of the program will need to be conducted at the end of 2011 before promoting it to all colleges in the ACT.</p> <p>The financial implications of rolling out the program will need to be considered along with the results of the review of the program.</p>	<p>Education and Training Directorate</p>
<p>Recommendation 13</p> <p>The ACT Government create a discrete ACT Aboriginal and Torres Strait Islander foster care agency</p>	<p>Noted</p> <p>The Community Services Directorate will consider this recommendation and discuss its feasibility with the new Elected Body, noting any new funding proposal will need to be fully considered through the budget process and that funding decisions reflect a difficult balance of competing priorities across government (including in relation to services for Aboriginal and Torres Strait Islander people).</p> <p>Any such service will need to be considered along with other service priorities taking into account services already available and budget constraints.</p>	<p>Community Services Directorate</p>
<p>Recommendation 14</p> <p>ACT Government agencies have an Aboriginal and Torres Strait Islander Cultural Competency Program for all managers and frontline staff</p>	<p>Agreed-in-principle</p> <p>Under the four-year action plan for the ACT Public Service Employment Strategy for Aboriginal and Torres Strait Islander People, there is a focus on diversity in the workplace.</p> <p>There is a commitment under the Employment Strategy for cultural competency training for managers and staff. Directorates will report on this through the ACT Public Service Respect, Equity and Diversity Framework annual progress report to the Chief Minister.</p>	<p>All directorates</p>

Recommendation	Commitments	Lead agency
<p>Recommendation 15</p> <p>The ACT Government develops a discrete Aboriginal and Torres Strait Islander Small Grants Program to promote the history, culture and achievements of the local Aboriginal and Torres Strait Islander people and assist in their aspirations</p>	<p>Agreed</p> <p>The former Minister for Aboriginal and Torres Strait Islander Affairs has agreed to make \$60,000 available from existing resources through a small cultural grants program to promote local Aboriginal culture at the Aboriginal and Torres Strait Islander Culture Centre. The former minister appointed three elders to serve as an advisory group to formulate an annual cultural program for the Aboriginal and Torres Strait Islander Culture Centre.</p>	<p>Community Services Directorate</p>
<p>Recommendation 16</p> <p>That the ACT Government implement a linguistic program based on the model and paper provided to the Department of Education during the estimates hearings</p>	<p>Not agreed</p> <p>The Education and Training Directorate, in partnership with the Community Services Directorate, provides early intervention programs aimed at supporting speech and language development.</p> <p>The paper provided to the Education and Training Directorate during the 2010 estimates hearings describes a service model for the provision of speech and language development of Aboriginal and Torres Strait Islander children in rural communities in NSW. Advice from Therapy ACT indicates the proposed model is not suitable for the ACT.</p> <p>ACT Therapy will present its assessment of this model to a future meeting of the Elected Body.</p>	<p>Education and Training Directorate</p>

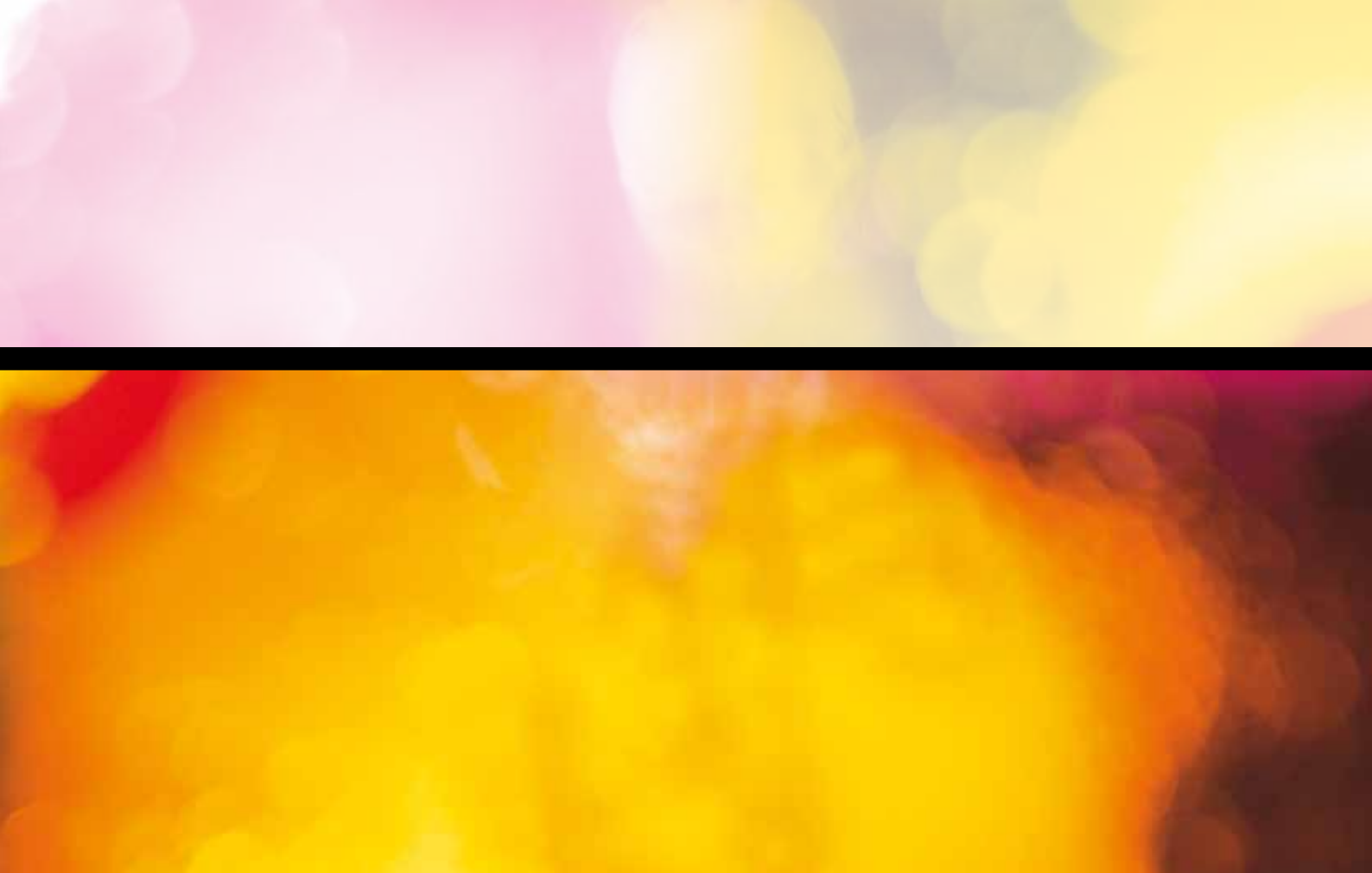
Recommendation	Commitments	Lead agency
<p>Recommendation 17</p> <p>That the ACT Government issue an annual report on its progress on closing the gap on Aboriginal and Torres Strait Islander disadvantage, including expenditure both from its National Partnership Agreements with the Australian Government and its own programs</p>	<p>Agreed</p> <p>An annual report on progress towards ‘closing the gap’ in the ACT will be developed in 2011–12.</p> <p>The ACT Government agrees it would be valuable to utilise the national reporting framework on ‘closing the gap’ — particularly the COAG Reform Council’s annual report on the National Indigenous Reform Agreement (and other relevant COAG agreements) — to present, in a concise and consolidated manner, the ACT’s progress against ‘closing the gap’ targets. Such a report could be generated on an annual basis, and would provide the basis for valuable discussion with the Elected Body about how the ACT can meet its commitment to close the gap in Aboriginal and Torres Strait Islander disadvantage, and where best to prioritise effort.</p> <p>This analysis would also be supported by information from the Overcoming Indigenous Disadvantage Report (released biennially) and the National Indigenous Expenditure Report. It is important to note, however, the long term trajectory of some targets and the cycle of data collection (especially data based on surveys) means progress on some targets will not be reportable in all years.</p> <p>In relation to funding, it is important to note that the Australian Government provides direct funding for some programs and services to Aboriginal and Torres Strait Islander people in the ACT. The Australian Government does not currently disaggregate this expenditure by state and territory but the Australian Government has undertaken to address this in the next National Indigenous Expenditure Report.</p> <p>The ACT Government is currently in the early stages of scoping a project that will build on the National Indigenous Expenditure Report to provide a more complete picture of the mix and direction of funding for both mainstream and Aboriginal and Torres Strait Islander-specific government expenditure in the ACT.</p>	<p>Community Services Directorate</p>
<p>Recommendation 18</p> <p>That the ACT Government looks at ways to increase Aboriginal and Torres Strait Islander graduates through the development of specific cadetship programs that target the needs of the agency and assists Aboriginal and Torres Strait Islander students develop career paths</p>	<p>Agreed</p> <p>Under the four-year action plan for the ACT Public Service Employment Strategy for Aboriginal and Torres Strait Islander People, there is a commitment to investigate and make available, either through existing avenues (such as Commonwealth programs or ACT Government resources) or through additional funding, cadetships, and/or scholarships for Aboriginal and Torres Strait Islander recruits.</p>	<p>Community Services Directorate and Chief Minister and Cabinet Directorate</p>

Recommendation	Commitments	Lead agency
<p>Recommendation 19</p> <p>That the ACT develops a program to mentor Aboriginal and Torres Strait Islander students into tertiary education</p>	<p>Agreed</p> <p>The Education and Training Directorate has a program called Indigenous Student Aspirations program and a targeted academic student support program which mentors students through their primary and secondary academic years.</p> <p>In 2010 the Indigenous Student Aspirations program identified 109 students who participated in activities aimed at supporting their successful completion of schooling in 2010. Activities have been arranged for year cohorts of Aboriginal and Torres Strait Islander students</p> <p>There is also the targeted academic student support program. Schools will be assisted to provide additional targeted academic support through tutors for Aboriginal and Torres Strait Islander students from year 5 to year 12. A coordinated approach is being planned to support primary and high schools that have Aboriginal and Torres Strait Islander students with identified complex needs.</p>	<p>Education and Training Directorate</p>
<p>Recommendation 20</p> <p>That ACT agencies appropriately support Aboriginal and Torres Strait Islander trainees in their placement to reduce the number of trainees not finishing their traineeship</p>	<p>Agreed</p> <p>The ACT Public Service Aboriginal and Torres Strait Islander Traineeship Program has in place support networks for the Aboriginal and Torres Strait Islander trainees, including social and mentoring programs as well as cultural awareness training for workplace supervisors and managers.</p>	<p>All directorates</p>
<p>Recommendation 21</p> <p>That the ACT Government looks at options for green energy initiatives that will assist Aboriginal and Torres Strait Islander aged and disabled to offset the cost associated with their housing</p>	<p>Agreed</p> <p>As at 30 June 2011, there were 520 tenancies in the ACT public housing system accommodating a total of 1147 Aboriginal and Torres Strait Islander residents.</p> <p>In 2007–08, the ACT Government committed \$20m over ten years to improve energy efficiency of public housing and \$8m over four years in the 2011 budget.</p> <p>Housing ACT developed a ten-year action plan to deliver the energy efficiency program. The Energy Action Plan is centred on building fabric improvements and improving the energy efficiency of hot water systems, providing dual flush toilets, replacing white goods with energy efficient appliances and providing water saving shower heads.</p> <p>All new homes will have an energy rating of at least six stars. All new developments will include separate grey water plumbing and rain water tanks.</p>	<p>Community Services Directorate</p>

Recommendation	Commitments	Lead agency
<p>Recommendation 22</p> <p>That the ACT Government look at the development of Aboriginal and Torres Strait Islander businesses in the ACT including suppliers of services to government and tourism</p>	<p>Agreed</p> <p>The ACT Government endorsed the National Partnership on Indigenous Economic Participation—ACT Implementation Plan—as part of COAG’s National Indigenous Reform Agreement.</p> <p>Under this implementation plan, the ACT has agreed to strengthen current government procurement policies to maximise Aboriginal and Torres Strait Islander employment in the private sector and to increase employment in the public sector.</p> <p>The ACT Government has subsequently committed to several key initiatives that will provide significant outcomes in relation to this recommendation as follows:</p> <ul style="list-style-type: none"> ■ a commitment has been made to achieve 2% Aboriginal and Torres Strait Islander employees in the ACT Public Service by 2015—current population share is 1.3% ■ ACT Government became a foundation member of the Australian Indigenous Minority Suppliers Council ■ work towards social procurement is progressing so that it would become easier for Aboriginal and Torres Strait Islander businesses to supply goods and services to the ACT Government. <p>The Economic Development Directorate will brief the Elected Body about business assistance programs available in the ACT with a view to promoting this information to interested members of the Aboriginal and Torres Strait Islander community.</p>	<p>Community Services Directorate and Economic Development Directorate</p>
<p>Recommendation 23</p> <p>The ACT Government in its Aboriginal and Torres Strait Islander Employment Strategy clearly articulate not only how it will bring Aboriginal and Torres Strait Islander people into the ACT Public Service but how it will retain and develop those staff into meaningful, rewarding positions</p>	<p>Agreed</p> <p>The ACT Public Service Employment Strategy for Aboriginal and Torres Strait Islander People sets out as its key performance measures the retention, recruitment and development of Aboriginal and Torres Strait Islander people.</p> <p>The strategy sets out the following key performance measures to measure the effectiveness of the actions in the four-year action plan:</p> <ul style="list-style-type: none"> ■ improving our capability ■ retaining Aboriginal and Torres Strait Islander employees in the ACT Public Service ■ attracting Aboriginal and Torres Strait Islander people in the ACT Public Service. <p>Performance will be monitored and reported against annually under the Respect, Equity and Diversity progress report.</p>	<p>Community Services Directorate and Chief Minister and Cabinet Directorate</p>
<p>Recommendation 24</p> <p>The ACT Government looks at ways to increase Aboriginal and Torres Strait Islander graduates through the development of specific cadetship programs that target the needs of the agency and assists Aboriginal and Torres Strait Islander students develop career paths</p>	<p>Agreed</p> <p>Under the four-year action plan for the ACT Public Service Employment Strategy for Aboriginal and Torres Strait Islander People, there is a commitment to investigate and make available, either through existing avenues (such as Commonwealth programs or ACT Government resources) or through additional funding, cadetships, and/or scholarships for Aboriginal and Torres Strait Islander recruits.</p>	<p>Community Services Directorate and Chief Minister and Cabinet Directorate</p>

Recommendation	Commitments	Lead agency
<p>Recommendation 25</p> <p>That the Elected Body and the traditional custodians are consulted in the development of new suburbs</p>	<p>Agreed</p> <p>The Community Services Directorate works across ACT Government directorates and agencies and in conjunction with the Elected Body to ensure that issues identified by the Elected Body receive early attention in the policy formulation and annual budget processes.</p> <p>The Environment Sustainable Development Directorate is responsible for place/street names. It should be noted that an Elected Body member has been part of the Indigenous Advisory Group for ACT Place Names.</p> <p>The Indigenous Advisory Group has been instrumental in the naming of streets in the new suburb of 'Bonner'.</p> <p>The Land Development Agency undertakes various due diligence studies associated with the release of land for estate development in the ACT. An important component of this work is to assess, protect and conserve (where possible) the Indigenous and European cultural heritage areas of new land release sites. In addition, the Land Development Agency has established the Provision of Cultural and Heritage Services Panel to undertake this work. The panel is required to:</p> <ul style="list-style-type: none"> ■ engage with the four ACT representative Aboriginal organisations (RAOs) as sub-consultants ■ coordinate the participation, management and payment of RAOs ■ document consultation with RAOs carried out in the course of the cultural heritage assessment. 	<p>Community Services Directorate and Economic Development Directorate (Land Development Agency) and Environment Sustainable Development Directorate</p>
<p>Recommendation 26</p> <p>That the ACT Government fund Elders Camps to allow connection to country and healing, continuing the work previously done through DECCEW with the United Ngunnawal Elders Council</p>	<p>Agreed</p> <p>The ACT Government has funded two camps for Aboriginal Elders from the ACT in the 2011 ACT Budget.</p> <p>Funding of \$36,000 has been allocated for the Elders camps for the financial year 2011–12.</p> <p>The ACT Government funding provided for Aboriginal Elders Camps will be sensitive to the cultural needs of all local Aboriginal traditional custodian family groups of the ACT and will not be exclusive.</p>	<p>Community Services Directorate</p>
<p>Recommendation 27</p> <p>That the ACT Government better support the Aboriginal and Torres Strait Islander Elected Body from all agencies, not just the secretariat, ensuring each agency has a point of contact for the Elected Body</p>	<p>Agreed</p> <p>All ACT Government directorates will nominate a senior executive as a central point of contact for the Elected Body.</p>	<p>All directorates</p>

Recommendation	Commitments	Lead agency
<p>Recommendation 28</p> <p>Ensure that the Aboriginal and Torres Strait Islander Elected Body is consulted early in the development of policies that have an impact on Aboriginal and Torres Strait Islander Canberrans</p>	<p>Agreed</p> <p>The Community Services Directorate works across ACT Government directorates to ensure that the Elected Body is in a position to consult with the community on key issues early in the formulation of policy processes.</p>	All directorates
<p>Recommendation 29</p> <p>That the ACT Office of Aboriginal and Torres Strait Islander Affairs be given a focus in the review of the ACT Public Service by Dr Allan Hawke</p>	<p>Agreed and completed</p> <p>Dr Allan Hawke AC met with the Elected Body in the consultation phase of his review of the ACT Public Service. The report on Dr Hawke's review, <i>Governing the City State</i>, discusses the outcomes of this consultation on page 159.</p>	Chief Minister and Cabinet Directorate
<p>Recommendation 30</p> <p>Develop an agreement with NSW in the delivery of services to the Aboriginal and Torres Strait Islander population outside the ACT but who rely on services within the ACT including those in the region surrounding the ACT as well as Jervis Bay Territory and the South Coast</p>	<p>Agreed-in-principle</p> <p>The Commonwealth Government is responsible for Jervis Bay Territory (JBT) as it is a Commonwealth Territory.</p> <p>Although ACT laws apply in JBT and the ACT provides some services under agreement with the Commonwealth on a fee for service basis, it is not part of the ACT.</p> <p>The ACT believes services in the JBT would be most effectively and efficiently delivered by NSW.</p> <p>The ACT has an existing agreement with NSW regarding the delivery of cross-border health services, including a cost-recovery element. The ACT also receives equalisation payments through the Commonwealth Grants Commission for the delivery of other services to NSW residents. Delivery of services to Aboriginal and Torres Strait Islander people is one factor considered by the Commonwealth Grants Commission when determining the equalisation payments.</p> <p>The ACT Government is also looking to engage with the new NSW Government on a range of issues, including potential future options for strategic regional service planning.</p> <p>While it is possible an agreement on cross-border service delivery could be the logical conclusion of this process, the first step is to build the evidence base from which service planning can occur and to ensure the ACT receives appropriate payment for those services.</p> <p>To this end, the Chief Minister and Cabinet Directorate will continue to develop the concept of regional demography, supported by analysis of Census data and other relevant data.</p> <p>The ACT Government notes analysis of 2011 Census data will include the potential for disaggregation by Aboriginal and/or Torres Strait Islander status. The Government commends the Australian Bureau of Statistics for its efforts to reduce under-enumeration of Aboriginal and Torres Strait Islander persons for the 2011 Census.</p>	Chief Minister and Cabinet Directorate



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