



DEPARTMENT OF RESOURCES, ENERGY AND TOURISM - RAP 2009-2010

Our vision for reconciliation

The Department of Resources, Energy and Tourism (RET) has a key role in enhancing prosperity for all Australians through internationally competitive and sustainable business. RET's role in increasing prosperity for all Australian is consistent with Reconciliation Australia's vision of an Australia that provides equal life chances for all. The Department's responsibilities encompass three industry sectors that are key economic drivers of the Australian economy. These sectors have identified the need to engage more with Indigenous people and communities and RET is working with them to improve their capacity. RET is a high performing boutique organisation, so the Reconciliation Action Plan sets out how the Department will increase its attractiveness and reputation as an employer of choice for Indigenous Australians. Integral to this, RET will continue to participate in the Australian Public Service (APS) Employment and Capability Strategy for Aboriginal and Torres Strait Islander Employees.

Our business

The Department of Resources, Energy and Tourism (RET) is responsible for developing and maintaining government policies and programs for the resources, energy and tourism industries.

Key objectives of the Department include:

- achieving strong economic growth;
- resilient and secure energy systems;
- equitable distribution of the benefits of Australia's energy;
- resources and tourism industries; and
- actively participating in a whole of government approach to domestic and international environmental policy.

The department is committed to promoting reconciliation and this document identifies the steps we will take to achieve improved economic and social outcomes for Indigenous Australians.

Our RAP

The RET Reconciliation Action Plan was developed during 2008 following consultation with all Indigenous and Non Indigenous employees within RET. The Human Resources team were guided by a number of other agency plans and reviewed a variety of intra-governmental reports and programs, together with RET policy documents. Comments on the draft Plan were obtained from senior RET executive and incorporated into the final Plan.

The resulting RET Reconciliation Action Plan presented in this document articulates RET's reconciliation aspirations, many of which align with the high level objectives of existing RET programs and policies. These are accompanied by a target or 'measure' to assist our evaluation of the Plan.

1. Relationships

RET will seek to foster positive relationships with Aboriginal and Torres Strait Islander people through the continued engagement with Indigenous people and communities and increased awareness of RET support programs available to Indigenous Australians and organisations.

Focus area: Building cultural awareness and shared understanding

Action	Responsibility	Timeline	Measurable Target
1.1 Establish a RAP Working Group composed of Indigenous and non-Indigenous staff/stakeholders, managers and executives from relevant areas that includes consultative processes for the development, implementation and reporting on the RAP.	Secretary and HR	June 2009	RAP working group established with agreed governance arrangements in place.
1.2 Build relationships with external Indigenous professionals and/or organisations, community members, traditional owners and create a data base of the networks in national office and each state and territory,	HR and SES State/Territory Managers	February 2010	Number of new relationships Network data bases established
1.3 Establish an Indigenous staff network	HR and Indigenous staff	June 2009	Indigenous staff network established and operating



2. Respect

Respect is the basis for any successful, productive relationship. At RET we actively encourage our staff to participate in cultural awareness programs and activities to nurture an understanding of Indigenous culture, so that staff can work on meaningful workplace relationships.

Focus area: Demonstrating our commitment to effective relationships

Action	Responsibility	Timeline	Measurable Target
2.1 Incorporate acknowledgement of traditional owners at important meetings or arrange for traditional owners to welcome people to country at important events.	Secretary, key managers	February 2009	Acknowledgement incorporated into meeting protocols and available to all staff Number of events using TOs to welcome to country
2.2 All staff have a greater awareness and understanding of Aboriginal and Torres Strait Islander culture and reconciliation	HR, key managers	February 2010	Staff induction package includes RAP Cultural awareness and appreciation program developed and implemented Number of staff trained in cultural awareness and appreciation
2.3 Insert Reconciliation Australia's website, including "Sharing our Pride" on RET website and intranet	Communications	April 2009	Link/s on website and intranet
2.4 Encourage and support positive cultural change between the mining sector and Indigenous communities by: - hosting regional workshops - encouraging and supporting regional partnership committees - disseminating information about successful mining/Indigenous partnerships	Key managers and Communications	December 2010	Number of regional workshops held Number of regional partnerships committees established and operating Number of good news stories published in print, website, etc.

3. Opportunities

We believe that an organisational culture that promotes skill sharing and supports Indigenous capacity is in everyone's interest. That is why RET believes in recruiting more Indigenous staff while retaining a balance of Indigenous and non-Indigenous staff to reflect that diversity in our decision-making process.

Focus area: Commitment to Indigenous employment and development

Action	Responsibility	Timeline	Measurable Target
3.1 Improve awareness of the RET support programs available to Indigenous Australians and organisations: - Business Ready Program for Indigenous Tourism (BRPIT) - Working in Partnership Program (WIP) by selecting mentors for the BRPIT to identify a portfolio of Indigenous tourism businesses in their region and increase their business management skills and increasing the number of partnerships between industry, Indigenous and government stakeholders.	BRPIT Manager WIP Manager	February 2010 February 2010	BRPIT mentors selected Each mentor has established a portfolio of regional Indigenous Tourism businesses Mentoring in business management skills recorded Number of new partnerships in WIP program
3.2 Engage and consult with Indigenous communities/groups to identify the development and implementation of new Indigenous-specific programs.	Relevant managers	February 2010	Number of communities/groups consulted Number of new initiatives
3.3 In developing and implementing policies that affect Indigenous peoples, communities and organisations RET will ensure the needs of the people affected are considered by developing standard procedures for engagement in each stage of the policy cycle	Executive, all or relevant managers	July 2009 February 2010	Procedures developed Procedures implemented
3.4 Develop a number of tourism initiatives/policies that include Indigenous perspectives including: - National Long-Term Tourism Strategy - National Accreditation Framework - Business Events Strategy - Tourism and Climate Change Framework for Action	Policy area with key managers responsible	February 2010	Number of initiatives/policies developed that include Indigenous perspectives



3.5 In implementing the tourism development measures for Tropical North Queensland consult and include Aboriginal and Torres Strait Islander groups	Key manager	Upon implementation and by February 2010	Number of Indigenous groups consulted
3.6 Develop and implement a RET Indigenous recruitment and retention strategy that includes the APSC graduate and cadet recruitment initiatives	HR in consultation with management	June 2009	RET Indigenous recruitment and retention strategy developed Number of Indigenous graduates/cadets recruited
4. Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
4.1 RAP approved by RA, monitored regularly	HR in consultation with Executive and RA	March 2009 and six monthly thereafter	RAP on RA and RET website
4.2 RET reports on RAP and engages with RA on refreshed RAP	HR, RAP working group	February 2010	Report sent to RA, accepted on both websites Refreshed RAP approved and on both websites

