



Australian Government

Department of Agriculture, Fisheries and Forestry

## RECONCILIATION ACTION PLAN

### Introduction

The Department of Agriculture, Fisheries and Forestry (DAFF) recognises that Indigenous Australians and communities have a legitimate expectation that, like the Australian community more broadly, they will benefit from the outcomes the Department seeks across our portfolio industries. The Reconciliation Action Plan is a key component of the Department's approach and commitment to improving the quality of life of Indigenous Australians. The Department will monitor its progress against meeting the performance indicators within the RAP and evaluate the effectiveness of its strategies towards improving the life expectancy of Indigenous Australians.

### Our Vision for Reconciliation

Indigenous Australians share in the benefits of competitive, profitable and sustainable agricultural, fisheries, food and forestry industries.

### Our Business

The Department of Agriculture, Fisheries and Forestry's role is to develop and implement policies and programs that ensure Australia's agricultural, fisheries, food and forestry industries remain competitive, profitable and sustainable.

Our policies and programs:

- encourage and support sustainable natural resource use and management
- protect the health and safety of plant and animal industries
- enable industries to adapt to compete in a fast-changing international and economic environment.
- help improve market access and market performance for the agricultural and food sector
- encourage and assist industries to adopt new technology and practices, and
- assist primary producers and the food industry to develop business and marketing skills, and to be financially self-reliant.

The Department employs about 4200 staff in Australia and overseas, including policy officers, program administrators, scientists, economists, meat inspectors, veterinary officers and quarantine inspectors.

### Our Reconciliation Initiatives

The Department of Agriculture, Fisheries and Forestry's Reconciliation Action Plan sets out how the Department will increase its attractiveness as an employer of choice for Indigenous Australians, develop collaborative working relationships with Indigenous communities, improve awareness of support programmes available to aid the development of primary industries and resource management opportunities and promote cultural awareness amongst non-Indigenous employees.



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### Strategy 1 - Employment

**Objective** - develop, implement and evaluate the Department's Indigenous Employment and Engagement Strategy to improve social and economic opportunities for Indigenous Australians within the Department.

Action	Responsible	Performance Indicator	Timeline
Promote employment and training opportunities for Indigenous Australians	Management Services Branch	Examine feasibility of implementing a DAFF specific Indigenous Cadet Programme. Aim is to prepare Indigenous Cadets for selection for the merit based DAFF Graduate Development Programme.	June 2007
	AQIS Human Resources	Appoint Indigenous Participation Officer	August 2007
	Indigenous Participation Officer	Maintain an Indigenous recruitment page on the Department website	Review in September 2007
	AQIS Human Resources	Increase recruitment through APSC Pathways Programme	Review in September 2007
Develop a DAFF Indigenous Support Network	Indigenous Affairs Steering Committee	Establish Terms of Reference including membership	November 2007
	Indigenous Affairs Steering Committee	Bimonthly meeting to report on activity to the EMT steering committee	January 2008
Increase the number of self-identified Indigenous employees and ensure workforce planning caters effectively for their needs.	Indigenous Participation Officer	Review recruitment assistance programme.	January 2008
	Indigenous Participation Officer	Identify number of existing Indigenous employees and establish communication network to encourage staff involvement in issues, programs, policies that affect Indigenous staff and Indigenous communities.	September 2007
	Central Office and Regional recruitment managers	Target Indigenous media to advertise positions.	Review in December 2007
Improve retention and career development opportunities for Indigenous Australians.	Indigenous Affairs Steering Committee	Develop a mentoring programme for Indigenous employees.	March 2008
	Indigenous Affairs Steering Committee	Appoint Indigenous advisers to provide assistance to supervisors of Indigenous employees.	June 2008
Access initiatives available to support Indigenous employment and retention	DAFF & AQIS Human Resources	Use APSC Indigenous Capability funding to enhance development opportunities for Indigenous employees.	June 2007



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### Strategy 2 - Collaborative Working Relationships

**Objective** - continue to develop collaborative working relationships with Indigenous communities to complement DAFF's mission of increasing the profitability, competitiveness and sustainability of Australian agricultural, fisheries, food and forestry industries and enhancing the natural resource base to achieve greater national wealth and stronger rural and regional communities.

Action	Responsible	Performance Indicator	Timeline
Maintain relationships to enhance natural resource management.	Natural Resource Management Division	Report on Indigenous employment and training outcomes from the Australian Government Natural Resource Management (AGNRM) joint team project between DAFF and the Department of Environment and Water (DEW).	November 2008
Develop presentations to demonstrate how we work collaboratively with Indigenous communities and what opportunities exist for new participants.	DAFF Public Relations Section	Presentations developed for Departmental publications, Centrelink Roadshows, Indigenous Coordination Centres and Indigenous Conferences	November 2007
Develop sustainable fishery harvest management plans.	Fisheries and Forestry Division	Increase Indigenous fishery quota to improve economic return on regional natural resources. Options for distributing quotas are being reviewed over next 2 years to ensure equity of distribution	July 2009
Maintain and develop collaborative working relationships with other organisations to support development of Indigenous aquaculture and forestry industries.	Fisheries and Forestry Division	Increase number of projects supported. Report on collaboration within DAFF and other Australian, State/Territory government agencies. To date approximately 16 forestry and 18 aquaculture projects have been developed creating approximately 50 employment opportunities.	July 2008
Increased collaboration with Indigenous Australians regarding policy development and programme implementation.	Indigenous Affairs Steering Committee and Indigenous Participation Officer	Employment of an Indigenous Land Management Facilitator to increase communication and engagement with Indigenous stakeholders.	July 2008
	Fisheries and Forestry Division	Continued support for implementation of the Indigenous Aquaculture and Forestry Strategies, and ongoing communication about the Strategies.	July 2008
	Fisheries and Forestry Division	Involvement of Indigenous Australians in the Australian Government's Recreational Fishing Community Grants Programme (RFCGP) to be reported to the Indigenous Affairs Steering Committee annually.	Review in July 2008



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### Strategy 3 - Accessibility to Support Programmes

**Objective** - improve awareness of and access to support programmes available to aid the development of agricultural opportunities.

Action	Responsible	Performance Indicator	Timeline
Raise awareness of departmental portfolio industries support programmes.	DAFF Public Relations Section	Identify Indigenous media opportunities to promote support programmes.	October 2007
	Management Services Branch	Fill all Indigenous leadership sponsorships.	June 2008
	Indigenous Affairs Steering Committee	Promote Indigenous participation in capacity building programmes by targeting groups – 2008 extend invitations to Indigenous youth and women	June 2008
	Rural Policy and Innovations Division	Include Indigenous people as a focus of the communication plans of the Rural Financial Counselling services.	Review in July 2008
Promote results of portfolio research on Indigenous topics	Rural Policy and Innovations Division Australia Bureau Agriculture and Resource Economics Division Bureau Rural Sciences Division	Distribute media releases and publications broadly and target Indigenous audiences about research from portfolio members including: <ul style="list-style-type: none"> <li>Rural Industries R&amp;D Corporation</li> <li>Land and Water Australia</li> </ul>	Review in July 2008
Develop documentation to include Indigenous Australians	DAFF Public Relations Section	Develop and implement Indigenous cultural protocols for application in the content and presentation of departmental publications	July 2008
Advertise support programmes and employment opportunities in Indigenous publications and/or at conferences	Management Services Branch AQIS Human Resources Branch	Target advertising material to Indigenous audience for example Koori Mail, National Indigenous Times, Torres News and electronic media in line with DAFF / AQIS Indigenous Employment and Engagement Strategies	July 2008



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### Strategy 4 - Cultural Recognition

**Objective** - promote cultural awareness amongst non-Indigenous staff.

Action	Responsible	Performance Indicator	Timeline
Actively encourage all staff to participate in Indigenous Celebrations or commemorations	DAFF NAIDOC Organising Committee	Diversify celebrations by combining with the Department of Environment and Water Resources for Canberra NAIDOC week celebrations.	July 2007
	Executive Management Team	Encourage participation in other local events.	June/July 2007
	DAFF NAIDOC Organising Committee	Liaise with regional offices to assist with NAIDOC week celebrations as appropriate.	June/July 2007
	Management Services Division	Ensure Indigenous employees are aware of access to cultural leave.	Review in July 2008
Increase participation in Indigenous cultural awareness training tailored for non-Indigenous staff	Management Services Division	All new employees to attend Indigenous cultural awareness training within 18 months of commencement of employment.	Review in December 2007
		Compulsory graduate and trainee participation in Indigenous cultural awareness training.	December 2007
		Increase the number of non-indigenous employees attending training and evaluate status of staff participation.	December 2007
Symbolic acknowledgement of traditional owners in Departmental offices	DAFF Accommodation Team	Use Indigenous local language to name meeting rooms in Departmental offices	June 2008