

**2018**

**THE LEGISLATIVE ASSEMBLY FOR THE  
AUSTRALIAN CAPITAL TERRITORY**

**Government Response to the ACT Aboriginal and Torres Strait  
Islander Elected Body Report on the Outcomes of the ATSIEB  
Hearings 2016–17 Seventh Report to the Act Government**

**Presented by  
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**Government Response to the 7th Aboriginal and Torres Strait Islander Elected Body Report**

Directorate	Recommendation	Response
<p><b>Directorate</b> <b>CMTEDD</b></p>	<p><b>Recommendation 1</b> 3.122 The Elected Body recommends that the directorate works collaboratively with CSD and the Elected Body as soon as practical to formulate a business case to feed into the budget process to support Boomanulla Oval in its new form.</p>	<p><b>Noted</b></p> <p>Since the previous lessee of Boomanulla Oval ceased operation in late 2014, the ACT Government has worked in collaboration with the Elected Body, including establishing an interim advisory group, with the objective of returning Boomanulla Oval to sustainable Indigenous management. This resulted in a tender process following an initial request for expressions of interest (EOI) in early 2016 and a subsequent Request for Tender process.</p> <p>Despite best intentions and considerable work by all parties, the tender process was unsuccessful in facilitating a viable outcome and was recently ended by the Territory.</p> <p>In parallel to the tender process, the ACT Government has recently provided funding to undertake interim restoration work that will enable the facility to re-open later in 2018 for informal recreation and community use. Consultation with the Elected Body and community stakeholders is ongoing as part of this process, including about interim management arrangements.</p> <p>The ACT Government remains committed to restoring the management of Boomanulla Oval to Aboriginal and Torres Strait Islander community control and will continue discussions with the Elected Body about how longer term arrangements for the facility could be addressed, following the unsuccessful tender process.</p>

		<p>Ongoing consultation in relation to Boomanulla Oval will be critical as the interim restoration works and management arrangements are finalised, and in addressing longer term arrangements for the facility. The method and timing of future engagement/s with the community will be developed in consultation with the Elected Body.</p> <p>Any future business case would be informed by these ongoing discussions.</p>
<b>Directorate</b>	<b>Recommendation</b>	<b>Response</b>
<b>CSD</b> <b>CMTEDD</b>	<p><b>Recommendation 2</b></p> <p>3.123 The Elected Body recommends that the ACT Government put subsidiary timelines in place for consultation processes so that they do not extend to the point where they impinge on, or prevent, the delivery of tangible outcomes.</p>	<p><b>Agreed in principle</b></p> <p>The ACT Government will work to ensure guidance is developed to improve clarity around tolerable parameters for consultation timelines so as not to impinge on delivery of tangible outcomes.</p>
<b>Directorate</b>	<b>Recommendation</b>	<b>Response</b>
<b>CMTEDD</b>	<p><b>Recommendation 3</b></p> <p>3.129 The Elected Body recommends that, in light of realistic paths to job readiness, that the ACT Government seek to engage Aboriginal and Torres Strait Islander secondary students for work experience placements, and that students who meet criteria be considered for future positions in the ACT Public Service</p>	<p><b>Agreed</b></p> <p>The ACT Government Aboriginal and Torres Strait Islander Employment Framework articulates the Government’s commitment to employing at least 407 Aboriginal and Torres Strait Islander people by 30 June 2019. This framework establishes a range of actions to be used across the ACT Public Service to reach that goal. In terms of recruitment, the framework identifies the need to promote awareness of career paths into the ACT Public Service.</p>

		<p>The ACT Government has a history of engaging Aboriginal and Torres Strait Islander secondary students for work experience placements through three programs:</p> <ol style="list-style-type: none"> <li>1. ACT Work Experience Program (WEX)</li> <li>2. Structured Workplace Learning (SWL)</li> <li>3. Australian School-based Apprenticeships (ASBAs).</li> </ol> <p>A WEX placement is a student’s short-term (usually 1 week), unpaid participation in the workplace as a learner and an observer. This forms part of a student’s broad career development and is not required to be linked to a specific course of study. Students gain insight into many aspects of the world of work but they do not displace employees. Students must be 14 years of age or over.</p> <p>SWL is the workplace component of a nationally recognised industry specific vocational education and training (VET) in secondary schools program. It provides supervised learning activities contributing to an assessment of competency and achievement of outcomes and requirements of a particular VET qualification. Secondary students can undertake a SWL years 11 and 12. SWL can contribute to the requirements of the ACT Senior Secondary Certificate.</p> <p>ASBAs combine paid work experience with study towards a nationally recognised VET qualification. Typically ASBAs undertake 15 hours of paid work per week for approximately 18 months. ASBAs</p>
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		<p>also contribute to the requirements of the ACT Senior Secondary Certificate. ASBAs must be aged 15 years of age or over.</p> <p>In combination, these three programs provide realistic pathways to job readiness and a paid employment position in the ACT Government after leaving school. For example, a secondary student may succeed along this pathway in the following way:</p> <p>Step 1: Complete a 1-week WEX placement in the ACT Government during year 10.</p> <p>Step 2: The connections and impression made by the student during their WEX placement may assist the student to find an employer who will engage them as an ASBA in Year 11.</p> <p>Step 3: Completing an ASBA increases a student's chance of being successfully considered for a position as a full trainee or apprentice after leaving school.</p> <p>In 2017, 29 Aboriginal and Torres Strait Islander secondary students commenced employment as an ASBA. Of these, 11 were employed by the ACT Government.</p> <p>In 2018 CMTEDD (assisted by Skills Canberra for the training and certification components) and the Education Directorate will continue to work to promote these three programs to employers across the ACT Public Service with an emphasis on engaging Aboriginal and Torres Strait Islander secondary students. CMTEDD and the Education Directorate will also continue to engage with the</p>
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		<p>Community, Providers and Schools in promoting these programs and employment in the ACT Public Service.</p> <p>In the 2018-19 Budget, funding has been received for the following programs:</p> <ul style="list-style-type: none"> <li>• The Aboriginal and Torres Strait Islander Career Development and Retention program for up to 40 Aboriginal and Torres Strait Islander employees (20 at the ASO level and 20 at the SOG level).</li> <li>• The ACTPS Aboriginal and Torres Strait Islander Leadership Program is a new program which will provide up to 20 Aboriginal and Torres Strait Islander employees at the SOG level and Executives with the opportunity to develop in their current leadership roles and will assist these employees to reach their full potential in the ACTPS.</li> <li>• Mentor training with specific cultural focus. It is proposed to provide this training for up to 50 employees to develop individuals (both Aboriginal and Torres Strait Islander and non-Identified) to mentor and support Aboriginal and Torres Strait Islander employees.</li> </ul>
Directorate	Recommendation	Response
CSD Health	<p><b>Recommendation 4</b></p> <p>4.153 The Elected Body recommends that given Gugan Gulwan Youth Aboriginal Corporation and Winnunga Nimmityjah Aboriginal Health Service are relied upon to provide a number of ACT Government programs and critical services for the wellbeing of</p>	<p><b>Agreed</b></p> <p><u>Winnunga Nimmityjah</u></p> <p>The 2018-19 ACT Budget confirmed \$11.3 million dollars over 3 years for the construction of a new health facility for Aboriginal and Torres Strait Islander peoples of the ACT. The new facility will be</p>

	Aboriginal and Torres Strait Islander people in the ACT and the directorate work with CMTEDD and other directorates to ensure that both organisations have premises that are fit for purpose to provide these programs and critical services.	built in partnership with Winnunga Nimmitiyjah Aboriginal Health and Community Services Ltd.  <u>Gugan Gulwan</u> Significant efforts have continued since 2014 to seek suitable accommodation for Gugan Gulwan. However, finding premises that meet the organisation's specific requirements has proved challenging. The Government has provided funding for a feasibility study to investigate accommodation options for Gugan Gulwan as part of the 2018-19 Budget process. The Community Services Directorate will be taking the lead on this work with Gugan Gulwan and will be supported by ACT Property Group.
Directorate	Recommendation	Response
<b>ALL Directorates</b>	<b>Recommendation 5</b> 4.162 The Elected Body recommends that the ACT Government provides, as a high priority, support for the outcomes reporting framework developed and maintained by the Office for Aboriginal and Torres Strait Islander Affairs, and that it ensures that agencies and sub-agencies comply with reporting requirements and in taking practical actions to address shortfalls in programs and services monitored under the Framework.	<b>Agreed</b> The ACT Government recognises the need for comprehensive, integrated and coordinated effort across all ACT Government Directorates to achieve targets and outcomes for the Aboriginal and Torres Strait Islander community.  The Outcomes Framework provides evidence about the way programs and initiatives support specific population based outcomes and provides the basis for evaluation against the current ACT Aboriginal and Torres Strait Islander Agreement 2015-18 (the Agreement). The Outcomes Framework is necessary to have a shared understanding of the specific outcome that the community expects and to unify efforts across Government.

		<p>The Community Service Directorate is continuing consultation with all directorates on the measures, data sources and baseline data to be included in the Framework. This is an evolving process and will be refined as work continues on the development of the next Agreement.</p> <p>The Aboriginal and Torres Strait Islander Subcommittee to the ACT Public Service Strategic Board (Subcommittee) has the responsibility to enhance performance and accountability by ACT Government directorates in improving life outcomes for the Aboriginal and Torres Strait Islander community (including monitoring performance against the Agreement). The Subcommittee membership comprises Directors-General of all directorates and is chaired by the Director-General, Community Services Directorate. The Chair of the Aboriginal and Torres Strait Islander Elected Body is also a member of this Subcommittee.</p>
<b>Directorate</b>	<b>Recommendation</b>	<b>Response</b>
<b>CSD</b>	<p><b>Recommendation 6</b></p> <p>4.165 The Elected Body recommends that the ACT Government ensure that sufficient resources are available to the Office for Aboriginal and Torres Strait Islander Affairs so that its outcome framework can be adapted, refined, and kept up-to-date as a</p>	<p><b>Agreed</b></p> <p>The Office for Aboriginal and Torres Strait Islander Affairs (OATSIA) provides strategic advice across government and to the Minister for Aboriginal and Torres Strait Islander Affairs on issues affecting Aboriginal and Torres Strait Islander people living in the ACT.</p>

	result of assessment of its effectiveness, and in response to changes in conditions relevant to Aboriginal and Torres Strait Islander people in the ACT.	As a business unit within the Community Services Directorate, OATSIA is able to draw on a range of human services expertise to supplement its resources as and when required.  A review of the outcomes framework is a primary element of the OATSIA 2018-19 work program.
<b>Directorate</b>	<b>Recommendation</b>	<b>Response</b>
<b>Environment, Planning and Sustainable Development</b>	<b>Recommendation 7</b> 5.59 The Elected Body recommends that the ACT Government fund the position of Aboriginal Natural Resource Management from the ACT Budget once current grants-based funding for the position expires in 2018.	<b>Agreed in principle</b> The Environment, Planning and Sustainable Development Directorate (EPSDD) has a long term commitment to this position. It is expected the position will continue to be funded from a combination of National Landcare Program Phase 2 (2018-23) and ACT Government funding.
<b>Directorate</b>	<b>Recommendation</b>	<b>Response</b>
<b>Environment, Planning and Sustainable Development</b>	<b>Recommendation 8</b> 5.60 The Elected Body recommends that the ACT Government build on the success of the position of Aboriginal Natural Resource Manager by recruiting support staff and expanding the program so as to ensure the ongoing viability of the program.	<b>Agreed in principle</b> EPSDD currently employs a number of Aboriginal staff in the Environment Division, including senior officers. Support for Programs is provided through regular cross-divisional collaboration and the Murrumbung Yurung Murra Aboriginal network.

Directorate	Recommendation	Response
CIT	<p><b>Recommendation 9</b></p> <p>7.46 The Elected Body recommends that the ACT Government conduct a prospective analysis of the resource needs of CIT Yurauna Centre and in the future provide budget funding which reflects increasing numbers of Aboriginal and Torres Strait Islander students in programs at CIT Yurauna Centre.</p>	<p><b>Noted</b></p> <p>In 2017, CIT reviewed the funding structure for 2018 and beyond and through this process funded CIT Yurauna staffing and resources.</p> <p>In 2018, CIT will continue to undertake regular review and analysis of the resource needs of the Yurauna Centre to support its provision of training and services to students, staff and community.</p>
Directorate	Recommendation	Response
Health	<p><b>Recommendation 10</b></p> <p>8.129 The Elected Body recommends that the ACT Government implement the Ngunnawal Bush Healing Farm proposal so that it includes facilities for culturally appropriate, residential, drug and alcohol treatment for Aboriginal and Torres Strait Islander clients, by the end of the 2018 calendar year.</p>	<p><b>Noted</b></p> <p>ACT Health considers the problems associated with alcohol, drugs, and incarceration - which are all too common in Aboriginal and Torres Strait Islander communities - as symptoms of other underlying issues. In this context the aim of the programs at Ngunnawal Bush Healing Farm (NBHF) is to deal with underlying issues, and not the symptoms in isolation. The NBHF will build participants' connection to their identity and culture, form a strong foundation from which participants can avoid relapses, are able to participate more fully in society, and hopefully become role models in their community. The NBHF is therefore not designed to provide targeted alcohol and/or other drug treatment to Aboriginal and Torres Strait Islander clients.</p>

		<p>In the future, the NBHF will deliver residential services to Aboriginal and Torres Strait Islander people who have suffered from alcohol and drug addictions and are at high risk of relapsing unless their underlying issues are addressed.</p> <p>A five week (non-residential) program was delivered over November and 14 December 2017. The NBHF program timetable consisted of Foundational Skills, Food and Cooking, Healthy Country, Mindfulness and SMART Recovery. Programs were delivered four days a week from Monday to Thursday.</p> <p>Programs were offered to both male and female clients aged 18 – 40 years who identified as an Aboriginal and/or Torres Strait Islander person and who were free from alcohol and/or other drugs.</p> <p>Feedback from clients recommended a need for more flexibility with the programs being offered and for these programs to be tailored to the individual's need.</p> <p>In response, ACT Health has undertaken to develop a new suite of programs, services and activities that can address this feedback and continue to reflect the needs of the ACT Aboriginal and Torres Strait Islander community.</p>
<b>Directorate</b>	<b>Recommendation</b>	<b>Response</b>
<b>TCCS</b>	<p><b>Recommendation 11</b></p> <p>9.44 The Elected Body recommends that the ACT Government ensure that funding and organisation arrangements for the Aboriginal and</p>	<p><b>Agreed</b></p> <p>Ongoing funding has been provided for the continuing provision of this service through TCCS.</p>

	Torres Strait Islander Community Bus program are put in place to ensure the continuance and longevity of the program.	
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