



Australian Government

Department of the Prime Minister and Cabinet

RAP Progress Report – 15 May 2007 to 14 May 2008

Action	Performance Indicator	Action Taken	Achievements	Annual Performance Indicator
Policy Leadership				
<p>PM&C will encourage a whole-of-government approach to policy development and program effectiveness for Indigenous Australians.</p>	<p>The Secretary will chair meetings of the Secretaries' Group on Indigenous Affairs and attend meetings of the Ministerial Task Force* to represent the interests of the Prime Minister.</p> <p>Each year the Secretaries' Group will publish an Annual Report to outline progress.</p> <p>*Note the Ministerial Task Force was discontinued by the Government from November 2007.</p>	<p>The Secretary chaired meetings of:</p> <ul style="list-style-type: none"> the Secretaries' Group on Indigenous Affairs, on 12 June and 21 September 2007 and 28 March 2008; a joint Secretaries' Group/National Indigenous Council (NIC) meeting on 14 August 2007; and a joint Secretaries' Group/Secretaries Sub-Group on 25 October and 13 November 2007. <p>The Secretary also chaired ten meetings of the Secretaries' Sub Group (SSG). The SSG met to coordinate the whole-of-government Northern Territory Emergency Response (NTER) to protect Aboriginal children in the Northern Territory. This role is now undertaken by the NTER Project Management Board. The Board met on 19 February and 1 April 2008. PM&C maintains membership on the Project Management Board. A Ministerial Task Force meeting was held on 20 September 2007.</p>	<p>The SSG oversaw the development of legislation and the first year's funding packages for the NTER including the implementation of measures during the first three months of the intervention. The NTER Project Management Board continues to oversee the implementation of the intervention.</p> <p>The Secretaries Group Annual Report 2006-2007 was published in January 2008.</p>	<p>Achieved</p>



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<p>The Secretary and the Indigenous Policy Branch will consult on a regular basis with the National Indigenous Council*.</p> <p>*Note: the Council's term expired on 31 December 2007 and has not been continued by the Government.</p>	<p>Feedback from the National Indigenous Council.</p>	<p>The Secretary co-chaired the joint Secretaries' Group/National Indigenous Council meeting on 14 August 2007 with Dr Sue Gordon, Chairperson of the National Indigenous Council.</p> <p>Staff from Indigenous Policy Branch, and other relevant branches, attended the 19-21 June 2007 and 13-15 August 2007 National Indigenous Council meetings.</p> <p>The Secretaries' Group on Indigenous Affairs worked with the National Indigenous Council on two policy papers developed by the Council: <i>Enhancing Indigenous Economic Independence</i>; and <i>Accessing Services in My Community (Mainstreaming)</i>.</p>	<p>The Secretaries' Group was closely engaged in the development of the National Indigenous Council's two major pieces of work for 2007:</p> <ul style="list-style-type: none"> • reports to the Minister for Families, Community Services; and • Indigenous Affairs on Enhancing Indigenous Economic Independence and Mainstreaming. <p>The two policy papers were completed by National Indigenous Council in consultation with the Secretaries' Group and were formally provided to the previous government.</p>	<p>Achieved</p>
<p>The Cabinet Implementation Unit will monitor the implementation of five to ten key Indigenous policy initiatives and will provide the Prime Minister and Cabinet with regular progress reports.</p>	<p>Number of key Indigenous policy initiatives monitored and reported upon.</p>	<p>The CIU is currently monitoring 24 Indigenous policy initiatives and reported on the progress of these initiatives as part of its July 2007 Quarterly Report to the Prime Minister and Cabinet.</p> <p>The number is higher than required due to the level of activity by the Government in this area. The CIU will also, through the COAG Indigenous Reform Working Group, monitor the implementation and achievement of targets in COAG plans for health, productivity and housing.</p>	<p>24 Indigenous measures are currently being monitored and reported on.</p>	<p>Exceeded</p>



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<p>The Cabinet Secretariat will ensure that there is appropriate consideration in any Cabinet submission of the differential impact a policy initiative may have on Indigenous Australians.</p>	<p>Extent to which Cabinet is made aware of the particular impact on Indigenous Australians of proposed policies.</p>	<p>For the reporting period, the Cabinet Secretariat has ensured that all Cabinet submissions considered by the Cabinet which had/may have had differential Indigenous impact were circulated to relevant portfolios, including ensuring that relevant departments and agencies had the opportunity to provide coordination comments on proposals where appropriate.</p>		<p>On track</p>
<p>PM&C will ensure that Commonwealth officials work effectively with state and territory colleagues to take a cross-jurisdictional approach to Indigenous issues.</p>	<p>Communiqués of the Council of Australian Governments.</p>	<p>Working Group on Indigenous Reform (WGIR) was established to ensure the implementation of the Closing the Gap agenda and held meetings on 13 June & 3 September 07 and 25 January & 7 March 08. PM&C is represented on the WGIR at Deputy Secretary level.</p> <p>COAG, at its meeting of 20 Dec 2007, agreed to a new model of Commonwealth-State co-operation underpinned by more effective working arrangements. Indigenous Reform was set as one of COAG's priority areas for its 2008 work agenda. COAG asked the Working Group on Indigenous Reform (WGIR) to bring forward a reform proposal on Indigenous Early Childhood Development to the COAG meeting in July 2008. COAG also asked the Working Group to bring forward sustainable reform</p>	<p>The WGIR has ensured other COAG working groups address the Closing the Gap agenda: 20 of the 25 implementation plans developed by COAG working groups contain Indigenous-specific elements.</p> <p>WGIR set up 5 subgroups to progress work on Closing the Gap targets (Building Blocks, Evidence Base, Passive Welfare/Economic Independence, Alcohol and Substance Abuse, Optimising Service Delivery).</p> <p>Indigenous Reform Troika (Officials' IDC, including Dr Morauta) set up to support the work of WGIR – has met weekly since 9 Jan 08.</p>	<p>Achieved</p>



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PM&C will ensure that Commonwealth officials work effectively with state and territory colleagues to take a cross-jurisdictional approach to Indigenous issues (continued).		proposals no later than the COAG meeting in October 2008 on basic protective security from violence for Indigenous parents and children, remote service delivery and workforce planning, and economic participation and active welfare. PM&C has actively participated in the WGIR, its sub-groups and associated Troika.		
Employment				
PM&C will recruit one or two cadets each year from the National Indigenous Cadetship Project (NCIP).	Up to two Indigenous cadets recruited each year.	No NICP candidates have been placed in the reporting period. Efforts have been made to place a cadet from the APSC Indigenous program. However, the candidates that were deemed suitable were unable to commence until 2011.	One candidate has been placed via the Indigenous entry level program run by the APSC.	Not yet achieved
PM&C will recruit one or two graduates each year from the Indigenous Graduate Program.	Up to two Indigenous graduates recruited each year.	Five Indigenous graduates were interviewed through the Indigenous Graduate Program during 2007. Offers were made to three candidates, two of which accepted.	Two Indigenous graduates started PM&C's Graduates Program in February 2008. Two SES hosted a well received onsite session of the 'The APS from outside in', an APSC initiative offered to all Indigenous APS Graduates. The forum was also attended by all PM&C 2008 graduates.	Achieved



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PM&C will encourage Indigenous staff from other APS agencies to use the department's Development Opportunities Secondment Scheme.	Hosting one Indigenous staff secondment each DOSS round.	DOSS was inactive during the reporting period.		
PM&C will encourage and support its staff to undertake secondments in APS agencies undertaking significant Indigenous service delivery.	One secondment undertaken each year.	<p>PM&C staff were encouraged to apply for roles working in delivery of the Northern Territory Emergency Response.</p> <p>A number of PM&C's Indigenous Officers took part in the APSC's Indigenous Recruitment Program as Guest Speakers.</p>		On track
<p>PM&C will promote participation in:</p> <p>(a) the Insights secondment program which is offered by PM&C, the Department of Finance and Administration and the Treasury for Indigenous staff, and</p> <p>(b) the APS Horizons Indigenous Mobility Scholarship program for Indigenous staff.</p>	Up to two participants in each program each year.	<p>To encourage Indigenous staff to participate in the APSC's Insights and Horizons programs, details were directly emailed to PM&C staff identifying as Indigenous.</p> <p>To date, there has been no response to the expressions of interest sought for the Insights program. The APSC is currently reviewing the program.</p>		Not achieved



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PM&C will provide coaching and mentoring support to all Indigenous staff.	Annual review with all Indigenous staff to identify career support needs.	Staff identifying as Indigenous are actively encouraged to participate in the APSC's Indigenous Capability Fund and Learning and Development programs. Staff have access to the Career Advisory Panel's Indigenous coaching mentor.		On track
Cultural Awareness				
PM&C will host Indigenous cultural awareness sessions each year.	Three sessions hosted each year.	<p>Cultural awareness training covering aspects of Indigenous Culture; including history, kinship and community took place in July and November 07 and in March 08.</p> <p>Training sessions took place at the National Museum of Australia, which allowed the course content to broaden to include tours of museum's Indigenous galleries.</p>	Over the three cultural awareness sessions offered, 33 staff attended. Participants rated the training highly and completed the day with a more comprehensive understanding of Indigenous people and cultures.	Achieved
PM&C will publish articles on Indigenous issues of interest in CODDSWallop (the departmental newsletter) each year.	Three articles published in CODDSWallop each year.	<p>CODDSWallop's June 07 edition featured articles on the RAP launch, cultural awareness training and the profile of an Indigenous officer in 'CODDSWallop Talks To'.</p> <p>CODDSWallop's August 07 edition featured articles on PM&C's NAIDOC Week activities, the 'Drawing Together' exhibition and awards night and Indigenous Achievements - Australian Honours.</p>		Achieved



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<p>PM&C will provide staff with access to presentations on Indigenous issues relevant to the department, including in division guest presentations and the 'Secretary's Speaker' series.</p> <p>PM&C will provide staff with access to presentations on Indigenous issues relevant to the department, including in division guest presentations and the 'Secretary's Speaker' series (continued).</p>	<p>Two presentations made each year.</p>	<p>As a part of the Secretary's Guest Speaker Series, Robert Fitzgerald AM, convenor of the Steering Committee for the Review of Government Service Provision - Indigenous Working Group, made a presentation on their report 'Overcoming Indigenous Disadvantage'.</p> <p>The report covered a wide range of indicators dealing with health, education, employment, incomes, disability, housing, child protection, justice, substance abuse, land and governance.</p> <p>Planning for a second presentation on 'Overcoming Indigenous Disadvantage Report' has commenced. This presentation forms part of the department's lunchtime Learning & Development seminars and will be delivered on 24 July 2008.</p>	<p>Over 40 staff attended this lunchtime presentation.</p>	<p>Continuing</p>
<p>PM&C will actively celebrate Reconciliation and NAIDOC Weeks.</p>	<p>Number and quality of activities undertaken.</p>	<p>Reconciliation Week was celebrated in May 2007 by launching PM&C's RAP, this included an all staff address by the Secretary and an Indigenous Officer.</p> <p>2007 NAIDOC Week was celebrated with:</p> <ul style="list-style-type: none"> a PM&C viewing of the 'Drawing Together' art exhibition and competition at the National Archives of Australia; 	<p>RAP launch was well attended by PM&C staff.</p>	<p>Achieved</p>



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PM&C will actively celebrate Reconciliation and NAIDOC Weeks (continued).		<ul style="list-style-type: none">two separate contemporary Indigenous film screenings followed by a buffet of Indigenous style food; andattendance by the RAP working group at the 'Drawing Together' awards night of which PM&C was a Gold sponsor. Planning has commenced into PM&C activities for Reconciliation and NAIDOC Weeks in 08.		
PM&C will acknowledge traditional owners at public PM&C events.	Traditional owners acknowledged at public PM&C events.	A draft guideline on the Acknowledgement of Traditional Ownership has been developed and is currently under consultation.		On track