

## Aboriginal Policy Statement

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VERSION 1

AUTHORISED BY Board of Chairs

AUTHORISED DATE 24/08/2016

ISSUED BY State Operations

EFFECTIVE DATE 24/08/2016

### Policy Statement

The purpose of this policy is to clearly outline our commitment, as well as our approach, to working with the Aboriginal community to foster and develop meaningful relationships and partnerships in the conduct of our business.

### Scope

This policy applies to all staff, board and committee members of Local Land Services (LLS). It includes temporary staff, private contractors and consultants when performing the role of a public official.

### Principles

- We respect, value and acknowledge Traditional Owners in relation to traditional land management knowledge, cultural values and caring for Country matters.
- We want to work in partnership with Aboriginal communities to better inform planning and program implementation.
- LLS acknowledges Australia has rich and diverse history including Aboriginal and contemporary non-Aboriginal history with a vision of shared values and future.
- We commit to providing the best available information in a timely and transparent manner so Aboriginal communities are fully engaged in decision making.
- We support our Aboriginal staff by acknowledging the challenges they may face in an effort to balance working for LLS while continuing to contribute to the Aboriginal and broader community.
- We recognise that partnership opportunities, especially those that have employment outcomes, are a priority.
- We acknowledge that Reconciliation has benefits for Aboriginal peoples and communities, by informing the wider community of the importance of Aboriginal cultural values and beliefs.

We will apply these principles as we conduct our business consistent with; the laws and regulations that govern Local Land Services; national and state priorities; investor preferences; best available knowledge, and the expectations of Aboriginal communities and the wider community.

## Requirements

1. In our dealings with Aboriginal communities we will adapt our activities, business and engagement strategies, processes, and practices such that they are relevant and appropriate to the circumstances, needs and capacities of those communities.
2. We will work to build capacity within Aboriginal communities and our staff.
3. Local Land Services in collaboration with the Aboriginal community and other stakeholders, will work toward closing the social and economic gap by helping to identify opportunities and initiatives which will create employment for Aboriginal peoples as well as partnerships with Aboriginal groups and communities.
4. We commit to increasing the number of Aboriginal people in senior public service positions by supporting programs that equip Aboriginal people with the necessary skills, experience and qualifications to take advantage of opportunities.
5. We will employ Aboriginal staff, when and where appropriate, to provide linkages to local Aboriginal communities.
6. Local Land Services will develop appropriate state and regional approaches and programs that respond to this policy and support responses to early priorities at the appropriate scale including:
  - I. The development of a Reconciliation Action Plan by the 30<sup>th</sup> of June 2017.
  - II. Building whole of organisation cultural competence to work with Aboriginal communities, by undertaking a series of workshops with staff, committees and boards by the 30<sup>th</sup> of June 2017.

## Roles and responsibilities

Name	Responsibility
Board of Chairs	Policy oversight, monitoring and improvement
Senior Executive Team	Policy implementation, monitoring and improvement
Local Boards	Policy oversight in local Regions
All staff	Commit to the principles and policy positions contained in the Aboriginal policy

## Other related documents

- Local Land Services Act 2013
- Aboriginal Land Rights Act 1983
- NSW Premier's State Priorities
- National Landcare Program
- OCHRE : opportunity, choice, healing, responsibility, empowerment – NSW Government Plan for Aboriginal affairs
- NSW Public Service Commission Aboriginal Employment Strategy 2014 - 2017
- Closing the Gap – National Indigenous Reform Agreement

## Revision history

Version	Date issued	Notes	By
1	24/08/2016	New policy developed for Local Land Services.	General Manager, Murray Region

**Review date**

August 2017

**Contact**

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