



# Aboriginal Action Plan

2006-2010



## A MESSAGE FROM THE CHIEF EXECUTIVE

The RTA *Aboriginal Action Plan 2006 - 2010* builds on the significant progress from the implementation of the *Aboriginal Action Plan 2001 - 2006*.

The *Aboriginal Action Plan 2006 - 2010* will influence research and improve planning and services that the RTA delivers to Aboriginal communities across NSW. The action plan gives RTA staff and customers' knowledge, support and direction in delivering exceptional customer service to Aboriginal communities.

The following principles form the basis of the RTA *Aboriginal Action Plan 2006 - 2010*.

### ■ **Community consultation**

Community consultation is widely conducted throughout NSW by the RTA, and is essential to the success of the *Aboriginal Action Plan*. The Aboriginal community is consulted on various issues often at the grass roots level, to ensure relevant direction. The RTA is committed to community consultation and utilises the expertise of the Aboriginal Programs Team at planning stages in projects which may impact on Aboriginal issues (in particular in our road projects) to minimise the impacts on Aboriginal cultural heritage.

### ■ **Best practice**

The RTA prides itself on being a best practice organisation in employment, environmental management and road safety strategies. The *Aboriginal Action Plan 2006 - 2010* sets specific achievable goals and actions in the key areas of:

- Road safety and licensing.
- Customer and service delivery.
- Reconciliation.
- Alliance, partnerships and government directions.
- Aboriginal cultural heritage.
- Employment by commissioning the actions of the *Aboriginal Action Plan* the RTA will remain a fore runner in best practice.

### ■ **Linkage to RTA strategic frameworks**

The RTA *Aboriginal Action Plan* is linked to the RTA's *The Journey Ahead*, the RTA *Aboriginal Heritage Guidelines* and the RTA *Diversity & Equity Plan*.

*The Journey Ahead* is the RTA's highest level plan, setting broad organisational direction and priorities for the RTA. It provides a common focus for analysis and decision making and is the basis on which all other plans and performance agreements in the RTA are formulated.

*The Diversity & Equity Plan* is focused on core business and is the context that affirms the corporate commitment to 'manage services to meet the needs of Aboriginal & Torres Strait Islander people, remote and ethnic communities, and people with special needs'.

The *Aboriginal Heritage Guidelines* have been prepared to assist RTA staff in maintaining the highest standards when involved with any issues concerning Aboriginal cultural heritage. They are aimed particularly at staff who are involved in the planning, development and maintenance of the NSW road network including environmental impact assessments to ensure legislative and policy requirements are addressed and to preserve Aboriginal cultural heritage.

The RTA is committed to providing services which meet the needs of Aboriginal communities whilst achieving RTA objectives. The RTA supports the NSW Governments' *Aboriginal Affairs Plan 2003 - 2012* by ensuring that RTA services are planned to meet the needs of Aboriginal communities.

The success of the *Aboriginal Action Plan 2006 - 2010* will be guaranteed by Directors reporting on their actions and all RTA staff working together to deliver the actions in this plan.



Mike Hannon  
**A/Chief Executive**

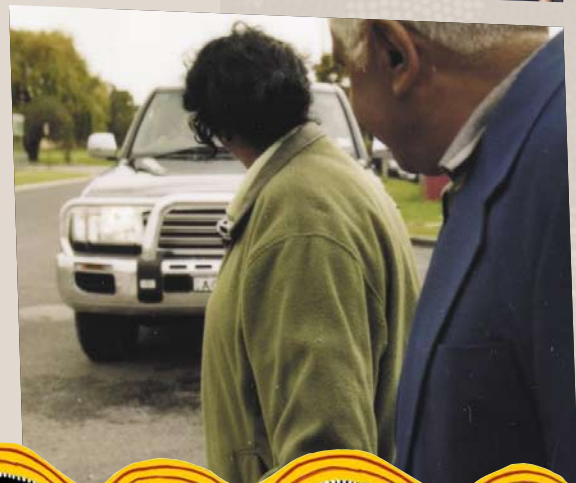
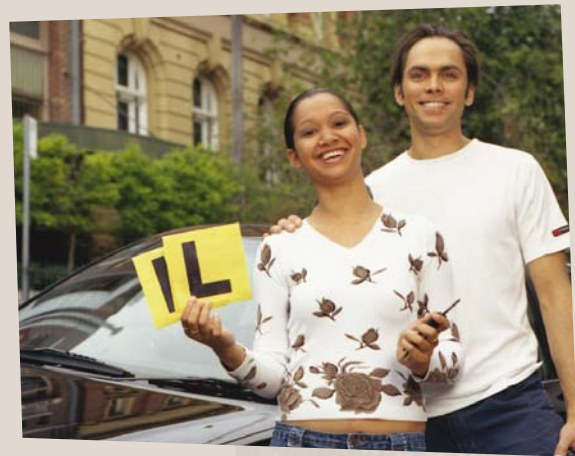
July 2006



## HIGHLIGHTS FROM THE ABORIGINAL ACTION PLAN 2001

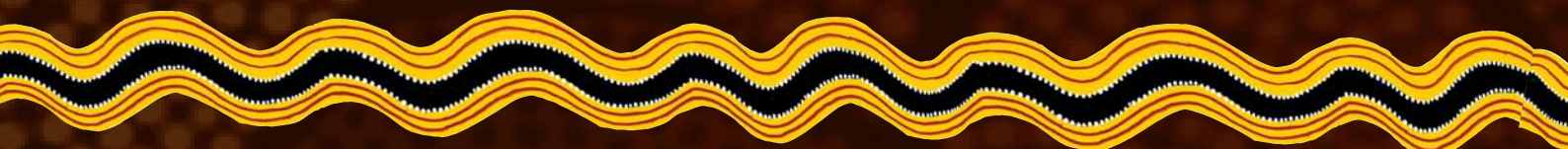
- The development of the road motif as the RTA Aboriginal identity.
- The development and implementation of culturally appropriate road safety public education resources.
- Targeting campaigns and programs to address road safety issues in Aboriginal communities.
- Development and implementation of the first NSW pilot Aboriginal Child Restraint Hire Program in partnership with a community controlled Aboriginal medical service.
- Funding and evaluating the first pilot NSW Aboriginal Driver Education Program in partnership with the Attorney General's Department and the Motor Accidents Authority.
- Increasing Aboriginal employment within the RTA.
- Increasing Aboriginal employment through the implementation of the *NSW Aboriginal Participation in Construction Implementation Guidelines* on RTA road projects.
- The development and implementation of the *RTA Aboriginal Heritage Guidelines* in partnership with the NSW Heritage Office.

*Clockwise from top left: Reconciliation Corroboree Walk across the Sydney Harbour Bridge, 28 May, 2000 (Rick Stevens, Fairfax Photos); supporting Aboriginal communities in licensing and safe driving; Bring the Mob Home Safely campaign; opening of the Aunty Joan Cooper OAM Bridge, Leura, 3 July, 2006.*



## Road safety and licensing

	Action	Who is responsible	By when
1.1	Develop and implement strategies to inform Aboriginal novice drivers and supervisors about the Graduated Licensing Scheme and to encourage access to the Parent Workshop Helping Learner Drivers Become Safer Drivers.	Director RSLVM	April 2007
1.2	Develop culturally appropriate public education resources to inform and assist Aboriginal people with vehicle related fines, licensing requirements and the purchasing of vehicles.	Director RSLVM	December 2006
1.3	Develop and implement strategies to ensure Aboriginal people have access to Driver Knowledge, Hazard Perception and Driver Qualification practice tests.	Director RSLVM	May 2007
1.4	Undertake research on the feasibility of identification of Aboriginal and/or Torres Strait Islander status in data collection of licences and registrations.	Director RSLVM	August 2007
1.5	Undertake research to identify licensing issues amongst Aboriginal people.	Director RSLVM	Ongoing
1.6	Develop and deploy strategies to increase Aboriginal people's access to gaining a licence through the development and implementation of culturally appropriate programs.	Director RSLVM	November 2006 Ongoing
1.7	Establish partnerships with key agencies to develop and deploy strategies to reduce recidivist licence/traffic offenders, motor vehicle related incarceration rates and to the lifting of RTA sanctions amongst Aboriginal people.	Director RSLVM	Ongoing
1.8	Develop strategies to improve awareness amongst Aboriginal people of issues to consider before purchasing a vehicle.	Director RSLVM	December 2006
1.9	Develop and implement strategies targeting key road safety issues including overloading of vehicles, restraint usage, drink drive, driver fatigue, speed, pedestrian & bicycle safety.	Director RSLVM	Ongoing
1.10	Develop and deploy culturally appropriate resources and programs to raise road safety awareness among Aboriginal communities including education resources for children's services, schools and children at risk.	Director RSLVM	Ongoing
1.11	Develop Aboriginal Road Safety grant options for Local Government Road Safety Officers and local groups/agencies targeting Aboriginal communities.	Director RSLVM	Annually
1.12	Develop and implement Regional Road Safety Aboriginal Action Plans addressing key road safety and licensing issues.	Director RSLVM (Lead) Director OSD	November Annually
1.13	Undertake research into Aboriginal road safety and transport issues, including identification of Aboriginal and/or Torres Strait Islander status in crash data.	Director RSLVM	Ongoing
1.14	Continue to participate on the National Aboriginal Road Safety Working Group and contribute to the working group's recommendations and the National Road Safety Action Plan	Director RSLVM	Ongoing



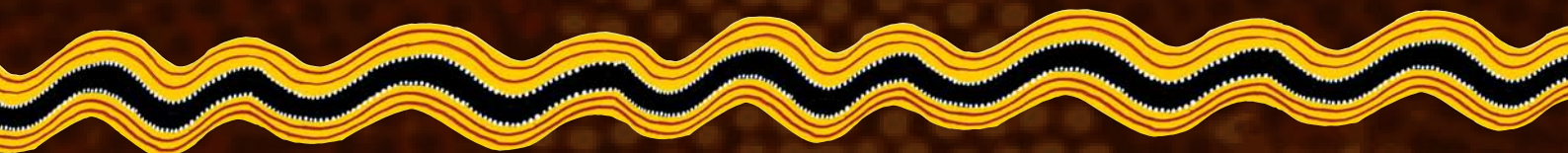
# ABORIGINAL ACTION

## Customer and service delivery

	Action	Who is responsible	By when
2.1	Promote the Aboriginal Action Plan amongst staff.	Directors	Annually
2.2	Develop & integrate Aboriginal specific outcomes into regional business plans.	Director OSD	Annually
2.3	Promote the Aboriginal Action Plan amongst contractors and Aboriginal communities.	Director RNI (Lead) Director OSD Director Motorways	Ongoing
2.4	Provide and market RTA business/campaigns through key Aboriginal events.	Director OSD (Lead) Director CS Director CCR Director RSLVM	Ongoing
2.5	Market and deploy information which targets Aboriginal people and communities in a culturally appropriate manner.	Director CCR (Lead) Director CS Director Motorways Director OSD Director RSLVM	Ongoing
2.6	Report annually on the RTA Aboriginal Action Plan roll out, implementation and achievements.	Director OSD (Lead) Directors Ongoing	Annually

## Reconciliation

	Action	Who is responsible	By when
3.1	Identify and explore opportunities to provide Aboriginal names to roads & bridges on classified roads.	Director OSD Director CCR Director Motorways	Ongoing
3.2	Develop and maintain relationships with Aboriginal stakeholders and explore opportunities to develop and place Welcome to Country signage at targeted locations on classified roads.	Director OSD	Ongoing
3.3	Integrate Aboriginal culture and heritage information into the design and planning of rest areas.	Director RNI Director OSD Director RSLVM Director Motorways	Ongoing



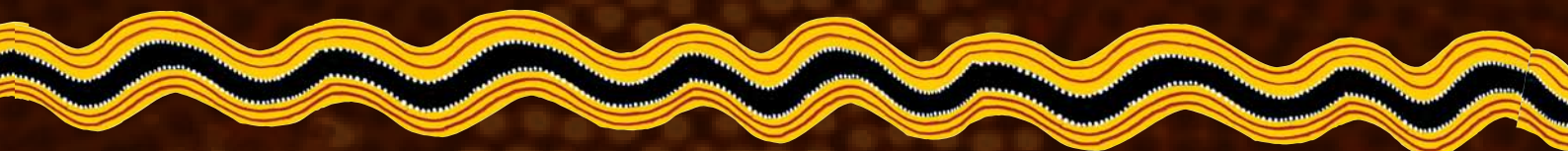
# ON PLAN 2006 - 2010

## Alliance, partnerships and government directions

	<b>Action</b>	<b>Who is responsible</b>	<b>By when</b>
4.1	Monitor continued compliance with relevant recommendations from the Royal Commission into Aboriginal Deaths in Custody & develop strategies where appropriate.	Director RSLVM	Ongoing
4.2	Inform staff about Aboriginal initiatives and best practise and develop strategies to implement government directions including the NSW Aboriginal Affairs Plan 2003 – 2012.	Director OSD	Ongoing
4.3	Improve partnerships with government and non-government agencies on Aboriginal issues.	Director OSD (Lead) Director CS Director RSLVM	Ongoing
4.4	Promote and put into action the Aboriginal Participation in Construction Implementation Guidelines in targeted road projects.	Director RNI (Lead) Director OSD Director Motorways	Ongoing

## Aboriginal heritage

	<b>Action</b>	<b>Who is responsible</b>	<b>By when</b>
5.1	Review and update the RTA Aboriginal Heritage Guidelines in partnership with key departments and stakeholders.	GM EB	June 2007
5.2	Ensure implementation of the RTA Aboriginal Heritage Guidelines.	GM EB (Lead) Director Motorways Director OSD Director RNI	Ongoing
5.3	Ensure Aboriginal representation on the RTA's Heritage Committee.	GM EB	Ongoing
5.4	Develop and maintain partnerships with key departments and stakeholders to address and manage Aboriginal Heritage on RTA road projects.	GM EB (Lead) Director OSD	Ongoing



## Employment

	Action	Who is responsible	By when
6.1	Review, develop and implement the RTA Aboriginal Employment Strategy.	Director CS	December 2006
6.2	Improve Aboriginal employment, career development & retention rates across salary levels at a rate similar to non Aboriginal staff.	Director CS	Ongoing
6.3	Target identified positions in the RTA cadetship, graduate programs and apprenticeship positions.	Director CS	Annually
6.4	Develop and implement a policy for identification and tracking of Aboriginal and/or Torres Strait Islander status for new and existing employees.	Director CS	April 2007
6.5	Establish/maintain relationships with secondary, tertiary institutions and Premiers Department and provide support to ensure the availability of suitable Aboriginal graduates, cadets and trainees.	Director CS (Lead) Director OSD	Ongoing
6.6	Create employment options for Aboriginal people in Environmental Services, Customer Service, IT, Engineering, Communications, Road Safety, Maintenance and Human Resources.	Directors CS (Lead) Directors	Annually
6.7	Review, develop and implement the RTA Aboriginal cultural awareness training program to meet the needs of all staff including project managers, motor registry staff and selection panel members.	Director CS	June 2007
6.8	Improve Aboriginal traineeships through recruitment workshops, information sessions and ongoing support.	Director CS	Ongoing

## Acronyms

<b>CCR</b>	Communications and Corporate Relations.
<b>CS</b>	Corporate Services.
<b>EB</b>	Environment Branch.
<b>OSD</b>	Operations and Services.
<b>RNI</b>	Road Network Infrastructure.
<b>RSLVM</b>	Road Safety, Licensing and Vehicle Management.



