



## The Hon Warren Snowdon MP

Minister for Veterans' Affairs

Minister for Defence Science and Personnel

Minister for Indigenous Health

Minister Assisting the Prime Minister on the Centenary of Anzac

Senator Nigel Scullion  
Senator for the Northern Territory  
Parliament House  
CANBERRA ACT 2600

**DRAFT**

Dear Senator Scullion

I am responding to your letter to the Secretary of Defence of 27 September 2012 which sought information about the Department of Defence's Indigenous programs.

I first refer you to the information reported in the Defence Portfolio Budget Statement 2012-13 (page 91); which notes that in financial year 2012-13 Defence was allocated \$16.757 million to deliver three Indigenous programs. These programs include the Defence Indigenous Employment Strategy, the Defence Indigenous Development Program, and the Army Aboriginal Community Assistance Program. The following financial and contextual information is in turn provided for each of these programs.

The Defence Indigenous Employment Strategy (IES) has a budget allocation of \$2.783 million, and the estimated year-to-date expenditure as at 30 September 2012 is \$0.690 million<sup>1</sup>. The strategy supports continued engagement with Indigenous programs across Government and into Indigenous communities. The Defence IES comprises a number of subordinate programs that are designed to attract and retain Indigenous employees. These include a variety of experiential tours (1-4 days) that target high performing Indigenous high school students, as well as an Indigenous Pre-Recruitment Course (IPRC), which is a full residential six-week course. The IPRC is designed to prepare eligible Indigenous jobseekers for the Defence Force recruiting processes. It is primarily aimed at urban and regional communities, although some participants have come from remote communities.

The Defence Indigenous Development Program (DIDP) has a budget allocation of \$6.174 million, and the estimated year-to-date expenditure as at 30 September 2012 is \$1.678 million<sup>2</sup>. Aligned to the Government's Closing the Gap strategy, the DIDP provides opportunities for Indigenous Australians from remote and regional communities to acquire skills that are transferable back to their community. An increase in the recruitment of Indigenous people from the DIDP into the Australian Defence Force (ADF) is an additional benefit. Currently, the Department of Education, Employment and Workplace Relations (DEEWR) and the Department of Defence are engaged in the ongoing development and implementation of the program.

<sup>1</sup> This includes on costs, net personnel costs, operating costs and direct costs (program delivery). Direct costs for example include; travel, meals, accommodation, clothing and stationary.

<sup>2</sup> *ibid*



The Army Aboriginal Community Assistance Program (AACAP) has a total budget of \$7.800 million<sup>3</sup>. The estimated year-to-date expenditure as at 30 September 2012 for Defence is \$1.727 million<sup>4</sup>. The Army Community Assistance Program is a joint initiative between the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and the Army to improve environmental health conditions within remote Aboriginal communities. The program seeks to maximise the benefits to Indigenous communities by focusing on projects that allow the Army to make best use of its construction expertise and capability. AACAP capitalises on the Army's ability to holistically deliver a range of services to remote communities that would not normally be available in a single project.

In terms of the outcomes from these programs, one broad measure is the participation rate of Indigenous members in the organisation. Within Defence, real-time Indigenous employment data is available from the Department's personnel database (PMKeyS). However, this system requires employees to self-identify their Indigenous heritage and not all Indigenous employees elect to self-identify. A second measure is achieved by the Defence Census which occurs every four years. Indeed, the Defence Census was recently modified to collect more detailed Indigenous employment data across the Defence Australian Public Service (APS) and ADF. Again, not all Indigenous employees elect to self-identify in the Defence Census, but the anonymous nature of the Census potentially makes self-declaration of Indigenous heritage more likely.

Currently, PMKeyS shows that Indigenous participation in Defence (across the ADF and APS) is tracking at 0.9%, which is below the APS average of 2.1% (June 2011). By comparison, the 2011 Defence Census reflected an ADF total of 1.4% and an APS total of 0.7%. The Census indicates that Indigenous participation in the Reserves is 3.9%.

The high Indigenous participation in the Reserves can mainly be linked to the Army Regional Forces Surveillance Units (RFSUs). These are Army units that operate in the remote areas of northern Australia. In consideration of the unique nature of population size and dispersion throughout northern Australia, special provisions have been made for RFSU personnel. Additional details on the RFSU and the special provisions are enclosed.

Defence is furthering existing evaluation efforts, such as through examining available Defence Census and Attitudinal data for Indigenous members. This will enable comparison of the attitudes and expectations of Indigenous members with those of other Defence groups, and also allow comparison over time in terms of employment intentions. For example, analysis of the Defence Census indicates that Indigenous ADF members intend to remain in the Service longer and have not considered leaving. Between 2007 and 2011, there was a 1% increase (18.5% to 19.5%) of Indigenous ADF members indicating their intention to remain in the Service until retirement; and there was a 1.5% increase in the number of Indigenous ADF members that have 'not' considered leaving (13.7% to 15.2%).

The Department also has a Defence Reconciliation Action Plan 2010-2014 (DRAP 2010-2014) that was built on Defence's first Reconciliation Action Plan (RAP). It is targeted to where Defence can best contribute to the broader Whole of Government agenda in *Closing the Gap in Indigenous Disadvantage* as articulated at the time of the *Apology*.

<sup>3</sup> As noted in the PBS 2012-13, the majority of costs are subsequently recovered from the Department of Families, Housing and Community Services and Indigenous Affairs. There is a MOU between Defence and FaHCSIA; Army is the Agent and FaHCSIA the principle. The YTD expenditure is the Army YTD expenditure.

<sup>4</sup> *ibid*

The broad themes of the DRAP 2010-2014 sought to address and change perceptions on Indigenous Cultural matters, create specialised recruitment pathways, and establish strong support networks and systems to retain Indigenous ADF members and Australian Public Service (APS) employees.

Defence determined that the long-term nature of the strategies of the DRAP 2010-2014 necessitated a four year plan. The Secretary and Chief of the Defence Force agreed the DRAP 2010-2014 in December 2009 and it was subsequently endorsed by Reconciliation Australia.

The Department of Defence has a number of other internal Indigenous initiatives including:

- Defence Aboriginal and Torres Strait Islander Network (and annual conference for network members);
- Development of Defence internet and intranet-based Indigenous content;
- Defence Indigenous Handbook for Commanders, Managers and Supervisors;
- Incorporation of Indigenous content into the syllabus at the Centre for Defence and Strategic Studies; and
- A variety of subordinate Indigenous initiatives which are at single-Service Headquarters level.

I trust that this information is of assistance. I am personally committed to ensuring that Defence continues to provide opportunities for Aboriginal and Torres Strait Islander people through either the Defence Reconciliation Action Plan or the Defence Indigenous Employment Strategy (in either the ADF or APS). If you would like further information, then please feel free to contact me through my office in Canberra.

Yours sincerely

**WARREN SNOWDON**

Enclosures

1. Regional Force Surveillance Unit Overview
2. Defence Reconciliation Action Plan 2010-2014



### Regional Force Surveillance Unit Overview

The Regional Force Surveillance Unit (RFSUs) are:

- NORFORCE. Headquarters in Darwin with Squadrons in Darwin, Arnhem, Centre and Kimberley.
- Pilbara Regiment. Headquarters in Karratha with Squadrons based out of Karratha, Exmouth, Karrakatta and Port Headland
- 51 Far North Queensland Regiment. Headquarters in Cairns with Squadrons based out Cairns, Mt Isa, Wiepa and Thursday Island

The RFSUs undertake reconnaissance and surveillance tasks within their designated area of responsibility.

RFSUs are an integrated unit, they comprise of: Australian Regular Army (ARA); Army Reserve (ARes); Regional Force Surveillance List (RFSL); and RFSL Local Observer Element (LOE).

Some RFSU members can not meet the normal Army Reserve General Entry conditions of entry and service but otherwise are very well suited to the role and tasks undertaken by RFSUs. These members can be appointed or enlisted under special conditions in the ARes RFSL. The Chief of Army or his delegate (in this case the Commanding Officer (CO) of an RFSU) is the delegate for RFSL enlistment. The CO of the RFSU has the authority to waive or grant provisional entry for applicants who do not meet the normal ARes enlistment criteria where there is a clearly demonstrated advantage to the Army.

The RFSL LOE is a category of RFSL service available to those who may otherwise maybe ineligible or unable to meet the requirements of service in the RFSU. They may be a community member/resident within an RFSU area of responsibility who have the special skills, or detailed local, or cultural knowledge which in the opinion of the RFSU CO, will enhance unit operational capability.





Australian Government  
Department of Defence

A large, high-contrast, black and white close-up photograph of a person's face, showing the eye, nose, and cheek, with a grainy, textured appearance.

# DEFENCE RECONCILIATION ACTION PLAN 2010-2014



RECONCILIATION ACTION PLANS

RECONCILIATION THROUGH OUR PEOPLE









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# SECRETARY'S FOREWORD

A career in Defence is unlike any other. Whether as an Australian Defence Force member or a public service employee Defence offers unique and demanding roles, that can take our people across the world to assist in rebuilding infrastructure, help with natural disasters, research the latest technology, procure capability or provide advice to Government. In building and keeping the people who fulfil these roles, it is important that Defence as an organisation truly reflects the richness and diversity of today's Australia.

Reflecting the broad Australian community doesn't begin and end with getting the right people. As our workforce is drawn from the community, Defence success in attracting people is dependent on how the community views and judges us. So we require strong and resilient underpinnings of constant support to keep people included, challenged, productive and satisfied within an accepting and tolerant culture.

In Australia today, it is important that Defence participates in the Australian Government's Closing the Gap initiative, which is addressing the gap in Indigenous employment. Meeting that challenge will require a coordinated and sustained approach at every level of the organisation and across the continuum of the work cycle.

The Defence Reconciliation Action Plan 2010-14 articulates how we propose to build an enduring foundation to achieve our goal under three broad themes of:

- Changing perceptions on Indigenous cultural issues,
- Creating specialised recruitment pathways, and
- Establishing strong support networks and systems to retain existing Indigenous Australian Defence Force and Australian Public Service members.

Our plan provides an overview of how Defence will further our reconciliation efforts and how we will embed understanding and diversity into our everyday business. It has been developed by our people for our people – to ensure that our aims are meaningful, realistic and achievable.

It's an ambitious plan, but it needs to be. Defence has significant presence in metropolitan, regional and remote Australia and our people must reflect that footprint.

I encourage you to integrate the plan into your usual work practices to ensure Defence is a diverse and tolerant organisation that reflects the community we represent.



Dr Ian Watt  
Secretary  
December 2009



# CHIEF OF THE DEFENCE FORCE FOREWORD

The Australian Defence Force has a long and proud Indigenous history.

Indigenous Australian Defence Force members have engaged in conflicts since the Boer War and played a significant role in the Regional Force Surveillance Units in northern Australia since 1981.

However, if the Australian Defence Force is to meet its current and future commitments even greater participation of Indigenous Australians in Navy, Army and Air Force is needed in coming years.

Through this Defence Reconciliation Action Plan 2010-14 we aim to give Indigenous Australians the opportunity to realise their potential to participate in our world class Australian Defence Force – no matter their background or location.

The plan outlines the specialised pathways that we will introduce to encourage greater Indigenous participation in the Australian Defence Force before, during and after recruitment.

It also explains how we intend to deepen the Australian Defence Force's understanding and appreciation of Indigenous cultural issues and acknowledge Aboriginal and Torres Strait Islander contributions in our military traditions.

The plan was developed in an inclusive way because its objective is inclusion, at all levels and at every Australian Defence Force location throughout Australia.

Navy, Army and Air Force members played an active role in developing the plan so it meets the needs and requirements of our ships, units and bases.

I encourage you to embrace the spirit of the plan, and implement its actions to make the Australian Defence Force a true reflection of the nation we are proud to defend.



Air Chief Marshal Angus Houston  
Chief of the Defence Force  
December 2009



# INTRODUCTION

Defence is now positioned to introduce significant and meaningful changes to Indigenous participation rates in the Australian Defence Force and the Australian Public Service.

With a new White Paper setting the nation's strategic direction to 2030, a Government mandate for deep reform and a strong and committed leadership team to drive these initiatives, Defence has never been better positioned to implement policies that ensure we truly reflect the diversity of modern Australia.

In today's world, people look to large organisations like Defence to be accountable and transparent and to lead by example. When it comes to reconciliation, that means Defence will be genuinely committed to a broadened membership base and actively involved in realising strategies that encourage and foster Indigenous participation and potential.

This Defence Reconciliation Action Plan 2010-14 does that.

The Directorate of Indigenous Affairs is responsible for creating an environment in which Defence can truly represent the Australia of today – by driving change at the national and regional level.

Since it was established on 1 July 2008, the Directorate has centralised the leadership of Indigenous affairs in Defence and broadened and strengthened the pathways and networks that underpin greater participation by existing and future Aboriginal and Torres Strait Islander Australian Defence Force members and Australian Public Service employees. The directorate is also working hard to enhance Defence's understanding of Indigenous cultural issues by developing targeted education programs and embedded ceremonial acknowledgements.

The directorate, which is guided by the Defence Indigenous Reference Board, is building a national team of Indigenous engagement and recruitment officers and regional networks to mentor and support existing and future Aboriginal and Torres Strait Islander Australian Defence Force members and Australian Public Service employees.

The directorate has developed this plan in consultation with Indigenous and non-Indigenous Australian Defence Force members, Australian Public Service employees and stakeholders. The directorate will manage its implementation over coming years to achieve three broad goals – changing perceptions, specialised career pathways and support to encourage greater participation by Indigenous Australians in the Defence of the nation.

This will be achieved by –

- Building respect
- Broadening and deepening opportunities, and
- Strengthening relationships within Defence, across government and with Indigenous communities throughout Australia.



## ABOUT DEFENCE

Defence's principle focus is to ensure Australia's interests are protected and advanced and to promote international security and stability.

In doing so it must prepare for and conduct military operations and other tasks around the world as directed by the Government. These tasks include peacekeeping and regional assistance missions and domestic security operations. Defence also contributes to the Government's efforts to protect Australia's offshore maritime areas.

As a large and dispersed Commonwealth agency with an international and national focus Defence is supported by a number of functions that are the backbone of Defence business.

These include our information and communication technology systems, bases and infrastructure and logistics and support structures, which underpin the Australian Defence Force by delivering facilities, materiel, garrison support, information and other services. Other functions include procuring and sustaining capital equipment and science and technology support.

Defence consists of a number of legally distinct organisations that work together to defend the nation and its national interests.

Defence has about 120,000 members and employees comprising the Australian Defence Force – members of the Navy, Army and Air Force, including Reservists and the Australian Defence Force Cadets – employees of the Australian Public Service, and members of the prescribed agency, the Defence Materiel Organisation.

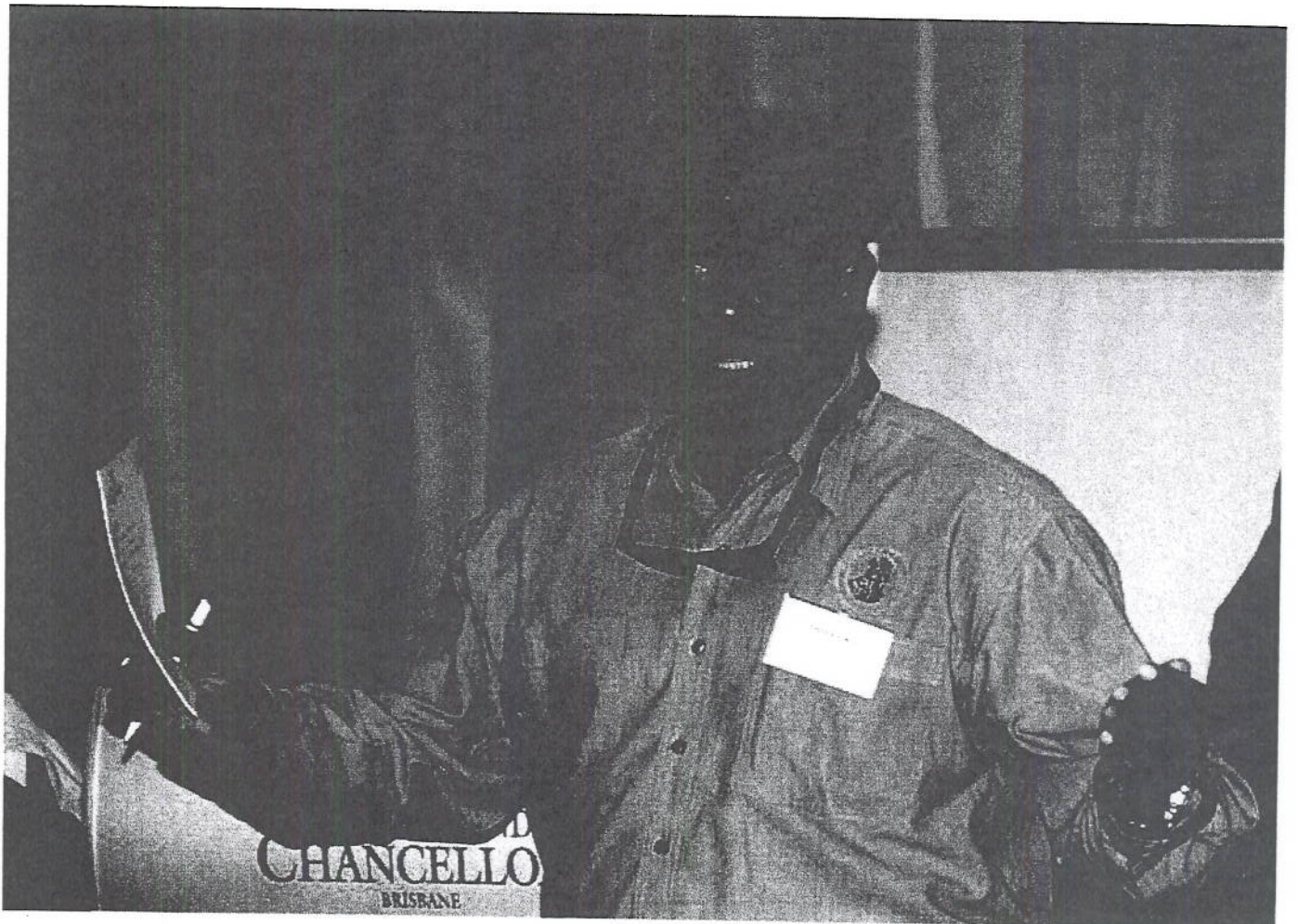
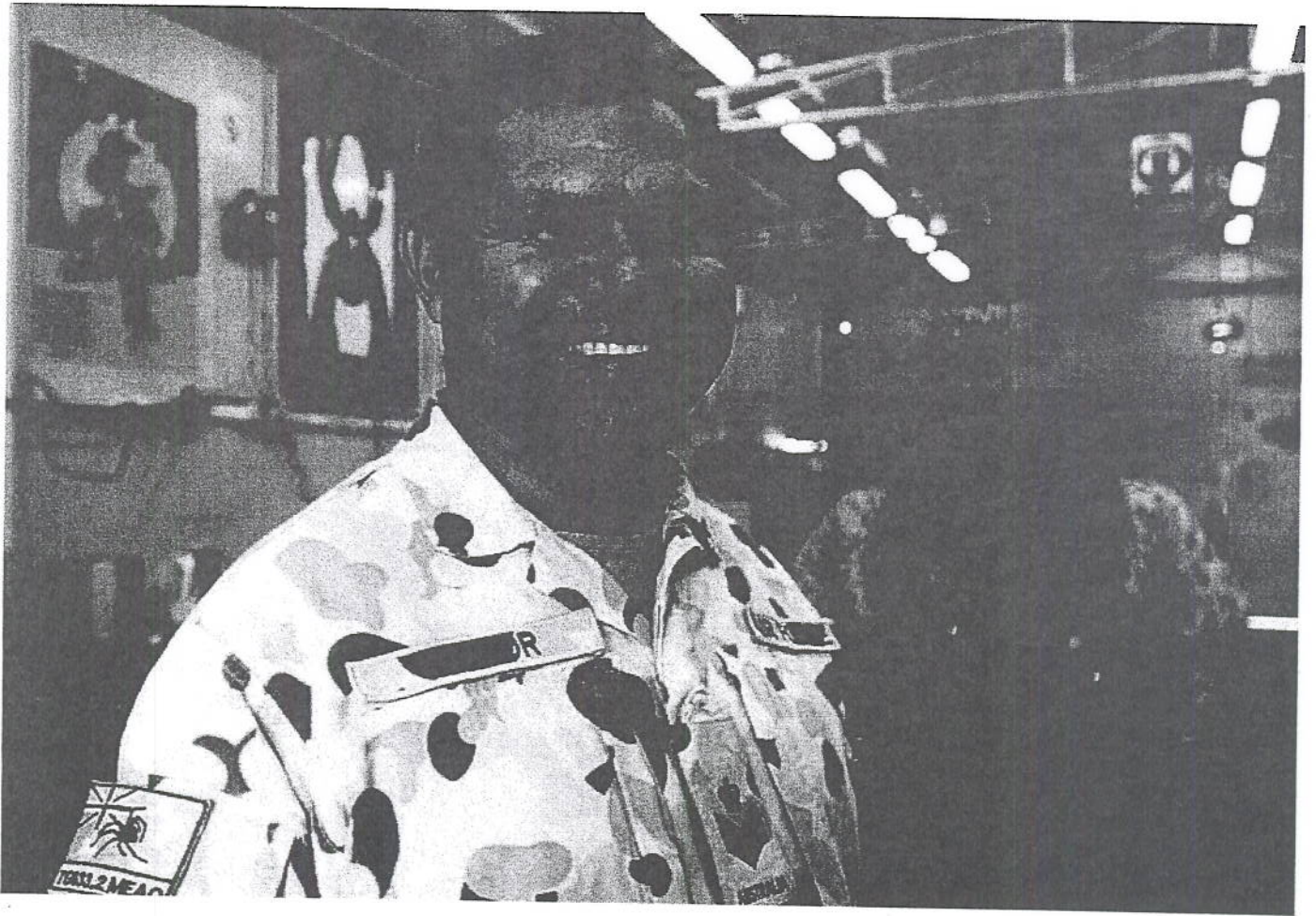
Defence's size and diversity means there is a career for everyone – whatever their background, interests, skill base, location and aspirations. Like the organisation, the choices are vast.

From serving as an Australian Defence Force member in operations in the Middle East, Afghanistan and the Pacific to employment in the Australian Public Service acquiring, supporting and disposing of capability, developing strategic policy, researching Defence science and technology and managing human and financial resources, Defence provides opportunities for careers on a scale rarely found in Australia.

Unlike other Commonwealth agencies, Defence has two heads, the Secretary and the Chief of the Defence Force, together they jointly lead the Defence organisation under a 'diarchy' and work for the Minister for Defence.

Defence's people secure Australia's future in hundreds of ways. If you want to make a difference to your nation, then Defence is the place to do it.







# RECONCILIATION ACTION PLAN PRINCIPLES

"The Australian Defence Force and the Australian Public Service that supports it, are renowned as leaders in defending our national security. So it's only natural that we aspire to become a very clear beacon for reconciliation. The plan sets out what it will take for us to be a leader in Indigenous recruitment, retention and participation in Australia."

*Phil Minns  
Deputy Secretary, People Strategies and Policy  
October 2009*

## VISION

Defence's reconciliation vision is to realise our mission and values by being truly representative of the nation we serve.

## MISSION

Defence's mission is to defend Australia and its national interests.

In fulfilling this mission, Defence serves the Government and is accountable to the Australian people through the Commonwealth Parliament.

If Defence is to meet its mission, it must represent and respect the people it serves. Our reconciliation mission is to do that by:

- Building on our strong and long standing bonds with Indigenous Australian Defence Force members and Australian Public Service employees, and
- Forging firm and respectful relations with the Indigenous communities across the nation.

## VALUES

Our values underpin everything we do including our approach to reconciliation.

- Professionalism – striving for excellence in everything we do
- Loyalty – being committed to each other, our leaders and the organisation
- Integrity – doing what is right
- Courage – having the strength of character to do what is right
- Innovation – actively looking for better ways of doing business
- Teamwork – working together with respect, trust and a sense of collective purpose

# THE JOURNEY SO FAR

This Reconciliation Action Plan builds on the solid start made under the Reconciliation Action Plan launched in 2007.

This plan recognises the need to develop practical employment opportunities for Indigenous Australians and identifies mechanisms to address this need.

For those who are already Australian Defence Force members or Australian Public Service employees, the plan's journey has highlighted the fact that strong and resilient relationships must be forged to enable us to work toward achieving our common goal of protecting and advancing Australia's interests.

Defence has formalised a Defence Indigenous Affairs consultative framework that supports the plan. The framework and reporting enables involvement at all levels. In a department the size of Defence, the development of the framework has encouraged a greater degree of ownership of the plan.

Input has been received from:

- The Secretary and the Chief of the Defence Force
- The most senior levels of Defence, including the Chief of Navy, Chief of Army and Chief of Air Force and Deputy Secretary People Strategies and Policy
- Individual contributions through Australian Defence Force member, Australian Public Service employee, Reservist and Regional Force Surveillance Unit focus groups
- Australian Defence Force members on operations
- An energised and reinvigorated Aboriginal and Torres Strait Islander Network now working with the Directorate of Indigenous Affairs to establish a solid commitment to support Indigenous Australian Defence Force members and Australian Public Service employees
- Advice and comment from external and internal stakeholders, and
- Senior management advisory working groups representing the Australian Defence Force and Australian Public Service.



# RECONCILIATION THEMES AND GOALS

## RESPECT, OPPORTUNITIES AND RELATIONSHIPS



### RESPECT

Defence is committed to creating and maintaining an environment free from discrimination and one that recognises the diversity of the Australian community it serves.

The knowledge of, and respect for, the cultural pride of Indigenous people in their community, country and history is an important element of support for Defence Indigenous members and employees. All Australian Defence Force members and Australian Public Service employees treat everyone with respect and courtesy.



### OPPORTUNITIES

Defence fosters an environment of mutual support and benefit by supporting Indigenous Australians to prepare for Australian Defence Force membership and Australian Public Service employment.

The development of specialised pathways to employment underpins Defence's commitment to the Government's goal of Closing the Gap, by halving the gap in participation in Indigenous and non-Indigenous employment.



### RELATIONSHIPS

As the basis for successful and productive relationships, Defence values communication, consultation, cooperation and input from all its people on matters that affect their workplace.

# CHANGING PERCEPTIONS



*“Our Air Force is ‘One Team’ shaped by the diversity of the Australian society and reflective of core national values regarding rights and freedoms, respect for the dignity of all persons, and the democratic principles upon which our society is based.”*

*Air Marshal Mark Binskin, AM  
Chief of Air Force  
1 July 2009*

Most people that join the Australian Defence Force have had a prior association with the military, either through serving or ex-serving family members or friends. A similar association seems to be the case for Australian Public Service employees.

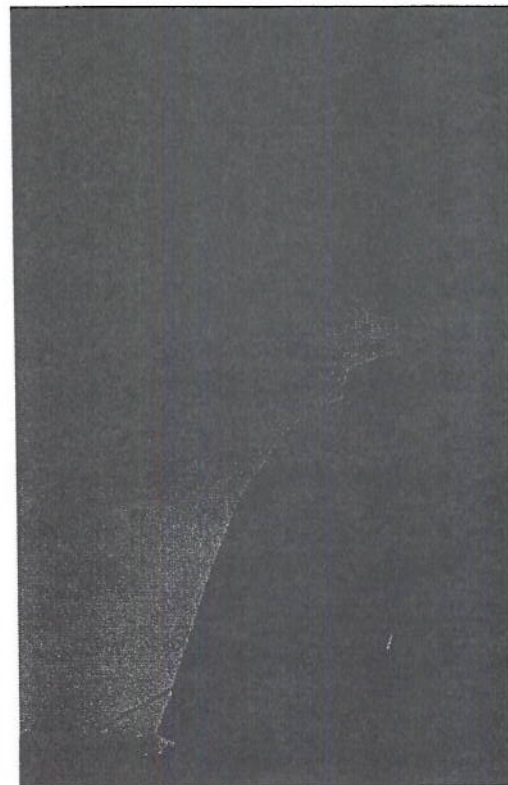
This is no different for Indigenous Australians – their perception is their reality.

To attract more Indigenous Australians to a career in Defence, we need to change the perceptions of Defence as an employer through better communication and improved and appropriate cultural recognition across all activities and at all levels.

The actions that Defence will pursue to influence perceptions are outlined.

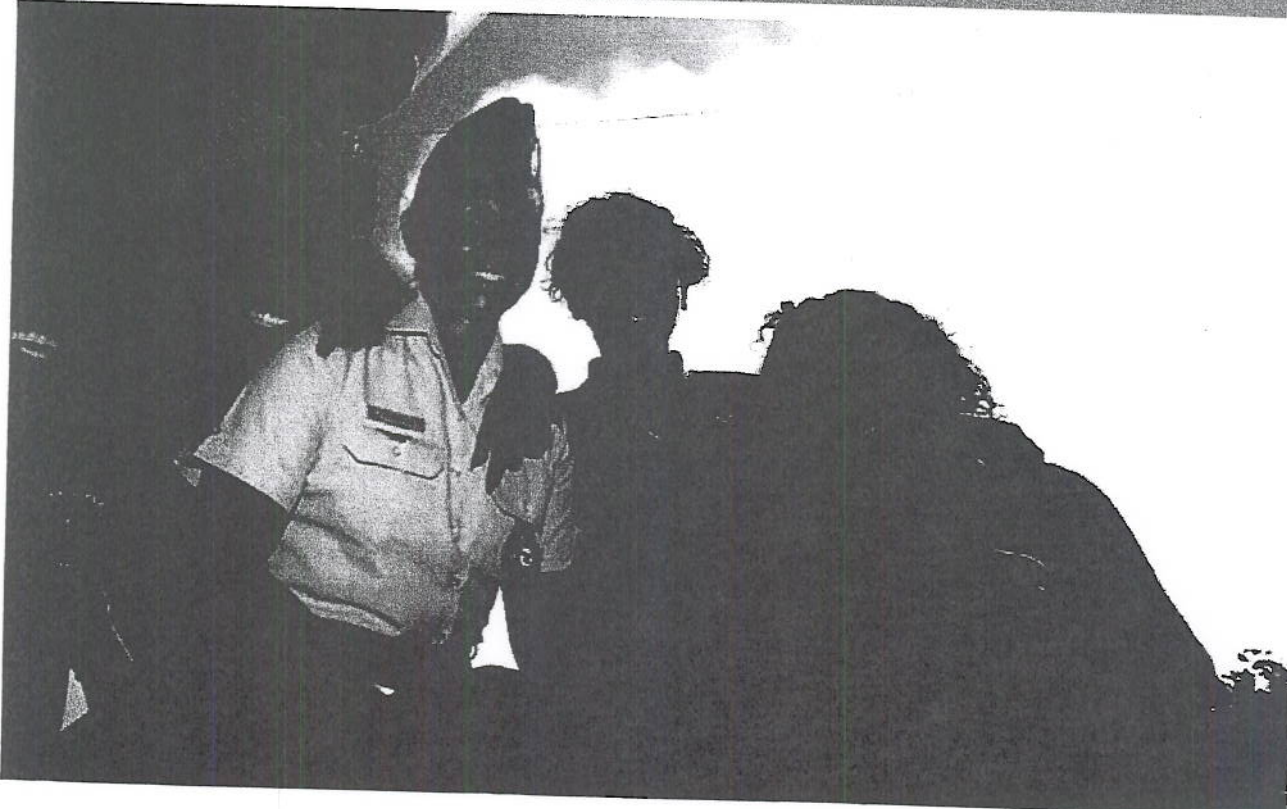


	Strategies	Responsibility
1.1	Establish an Defence Indigenous Reference Board and Ambassadors Program	Indigenous Affairs
1.2	Community Engagement	Indigenous Affairs
1.3	Establishment Signage	Indigenous Affairs DSG
1.4	Recognise significant Indigenous cultural events	Indigenous Affairs Navy, Army and Air Force





Timeline	Performance measure
July 2011  July 2012  July 2014	Defence Indigenous Reference Board and Ambassadors Program established  Potential suitable well respected Indigenous Australians identified and relationships with the national Indigenous Leadership Group and National Youth Leadership Group developed  Development of specific career promotion campaigns for Indigenous Australians  Development of a consistent Defence approach to building relationships with Indigenous communities
2010 - 2014	Indigenous members and employees are encouraged to return to formative schools and community organisations to affirm life in the Australian Defence Force and employment with Defence as a positive career choice
2010 - 2014	A comprehensive establishment signage strategy across all Australian Defence establishments in recognition of the traditional land on which they are built is implemented
2010-2014	Significant Indigenous cultural and memorial services including NAIDOC Memorial Service are observed and attended





# SPECIALISED PATHWAYS



*“While Army has set standards that must be achieved by all soldiers, Army also acknowledges and is supportive of the fact that the pathways to achieve those standards may vary depending on an individual’s background.”*

*Lieutenant-General Ken Gillespie, AO, DSC, CSM  
Chief of Army  
1 July 2009*

Many young Indigenous Australians, particularly from remote regions and communities, have rarely or never engaged in full time employment.

This makes the adjustment to the work routine of a full time career in Defence a significant challenge.

Some Indigenous Australians may also lack the requisite level of English and Mathematics to pass Australian Defence Force General Entry requirements.

Specialised pathways are being developed as a clear demonstration of Defence’s commitment to improving the participation of Indigenous Australians in the organisation – as an Australian Defence Force member or an Australian Public Service employee.

Through the Defence Indigenous Pre-Recruitment Course, Indigenous Australian Defence Force candidates are being prepared for the more specialised recruiting process for Australian Defence Force entry.

Specialised pathways are also being developed to assist the transition of Indigenous students through their senior years of schooling into training and/or employment opportunities within Defence.

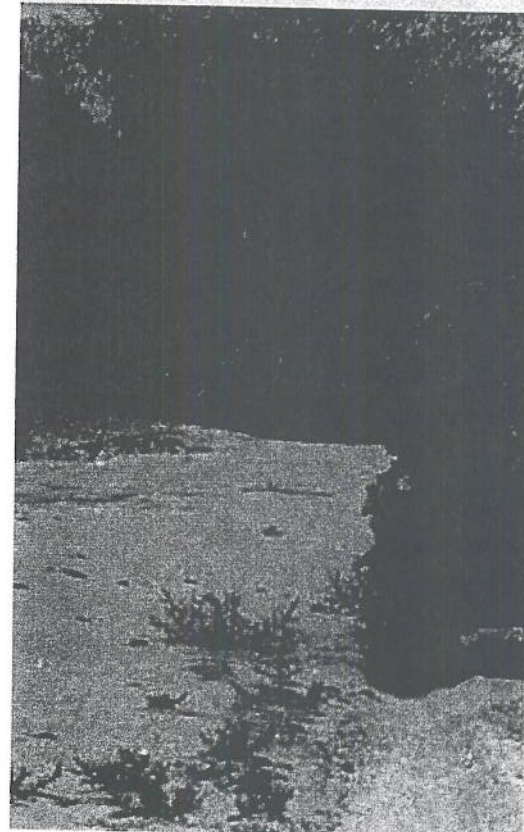
## Strategies

Australian Defence Force strategies

**2.1** Implement the Defence Indigenous Pre Recruitment Program

**2.2** Implement a Defence Indigenous Development Program

**2.3** Refresh the Australian Defence Force Indigenous Employment Strategy





Responsibility	Timeline	Performance measure
Indigenous Affairs Defence Force Recruiting Navy, Army and Air Force	2010 - 2014	Successful completion of courses for Indigenous Australians interested in applying for the Australian Defence Force conducted with 75% of participants assessed as suitable for service in the Australian Defence Force
Indigenous Affairs Navy, Army and Air Force	2010 - 2014	Further development and rollout of the Defence Indigenous Development Program across remote Australia Number of programs delivered Number of participants graduating annually
Indigenous Affairs	December 2010	A refreshed Australian Defence Force Indigenous Employment Strategy is published





# SPECIALISED PATHWAYS



Defence is developing an Australian Defence Force career continuum for interested Indigenous Australians to engage them early and help them through the recruitment process.

The continuum starts by encouraging and supporting young Indigenous Australians to join youth development organisations, such as the Australian Defence Force Cadets, and other school-based programs.

In northern Australia, Indigenous young adults can join Regional Force Surveillance Units and, through further development activities such as the Defence Indigenous Development Program, transition to the Permanent forces or General Entry Reserves.

The Australian Defence Force recognises that educated, highly skilled Indigenous people are in high demand. Targeted initiatives are proposed to support Indigenous students achieve a university education. They are also designed to encourage more Indigenous students and professionals to consider Defence as a preferred employer as an Australian Defence Force member or Australian Public Service employee.

The actions that Defence will pursue to help Indigenous Australians to employment in Defence are outlined.

Strategies	
	Australian Public Service strategies
2.4	Market opportunities and develop relationships through the Australian Public Sector Pathways programs
2.5	Implement an Indigenous pre-recruitment program
2.6	Participate in recruitment initiatives and career expositions
2.7	Develop a general round of recruitment for Indigenous Australians for suitable entry level Australian Public Service positions
2.8	Refresh the Australian Public Service Indigenous Employment Strategy
	Youth Connections Program
2.9	Introduce traineeships and apprenticeships
2.10	Indigenous scholarships



Responsibility	Timeline	Performance measure
Indigenous Affairs	2010 - 2014	Continued support and involvement in the Australian Public Sector Pathways programs, including the: <ul style="list-style-type: none"> <li>• Indigenous Cadetship Support program</li> <li>• Indigenous graduates program</li> <li>• Indigenous entry level program</li> <li>• Indigenous Australian Government Development Program, and</li> <li>• Horizons Secondment program</li> </ul> Numbers participating reported annually
Indigenous Affairs	December 2011 July 2012 July 2014	Development of a pre-vocational course for Indigenous Australians interested in applying for entry to the Australian Public Service Pilot program conducted and evaluated Conduct two pre-vocational courses
Indigenous Affairs Australian Public Sector Pathways programs	First quarter 2010 2010-2014	An annual program developed to target suitable expositions Numbers of expositions attended
Indigenous Affairs Australian Public Service Indigenous Roundtable	2011 2012	Requirement developed Recruitment round conducted and a list of potential Australian Public Service employees available for Groups
Indigenous Affairs	December 2010	A refreshed Australian Public Service Indigenous Employment Strategy is published
Indigenous Affairs Navy, Army and Air Force	2010-2014	Development of pathways through traineeships and apprenticeships into the Australian Defence Force and Australian Public Service
Indigenous Affairs	2010 - 2014	Number of Indigenous scholarships for senior secondary and selected tertiary students implemented



# PROVIDING SUPPORT TO OUR PEOPLE



*"New Generation Navy culture supports all our people, empowering them to make a respected contribution. I want everyone to be the best they can be and to serve Australia with pride."*

*Vice Admiral Russ Crane, AM, CSM, RAN  
Chief of Navy  
1 July 2009*

Defence knows that to retain its people it must support them by encouraging a foundation to their Australian Defence Force or Australian Public Service careers. This not only improves retention rates, but increases referrals about a career in the organisation.

It is widely acknowledged that undertaking full-time employment can be difficult for some Indigenous Australians, particularly when they are isolated from their family and community. Defence should acknowledge this separation and its impact on Indigenous members and employees through positive and supporting actions.

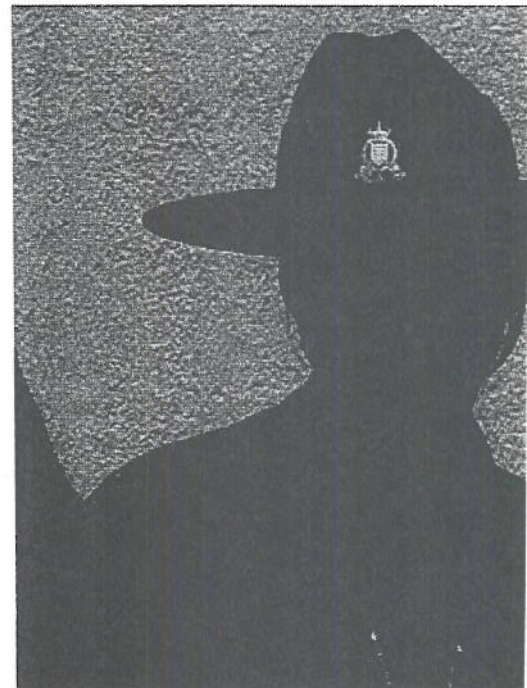
Additional support mechanisms to retain Indigenous Australian Defence Force members and Australian Public Service employees include formalising networking arrangements and developing a greater awareness of the effects of full time employment on Indigenous Australians' cultures. Support can also include career development pathways and opportunities and supportive conditions that recognise cultural requirements.

Cultural integration is the key to enabling both Indigenous and non-Indigenous Australian Defence Force members and Australian Public Service employees to recognise their common organisational culture and commitment to Defence.

The actions that Defence will pursue to support our people are outlined on the following page.

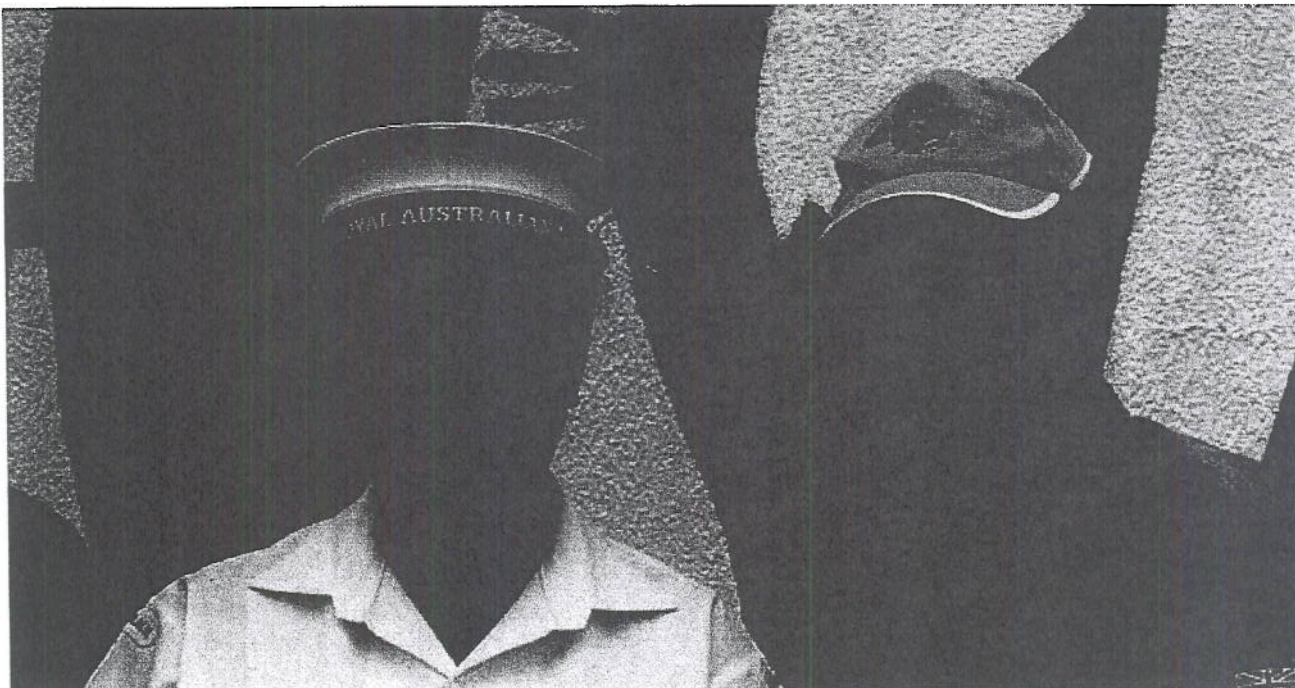
## Strategies

- 3.1** Enhance the Defence Aboriginal and Torres Strait Islander Network
- 3.2** Establish electronic networking communication media
- 3.3** Establish a Cultural Awareness Integration Education Program
- 3.4** Indigenous Families Program
- 3.5** Member advocacy





Responsibility	Timeline	Performance measure
Indigenous Affairs	July 2011	A supported national conference framework established
Defence wide	July 2012	A regional network and mentoring framework developed in all Defence Regions
	July 2013	A regional network and mentoring framework implemented in all Defence Regions
Indigenous Affairs	2011	Indigenous Australian Defence Force members and Australian Public Service employees are linked through an electronic networking framework Establish a monitoring facility
Indigenous Affairs	2010	Develop and trial a cultural awareness integration three tier program
	2011-2014	Implement across Defence Number of members participating reported annually
Indigenous Affairs	Third quarter 2012	Families of Indigenous Australian Defence Force members and Australian Public Service employees are supported through the program Develop a monitoring facility
Indigenous Affairs	2011	Indigenous Australian Defence Force members and Australian Public Service employees are encouraged to address workplace situations through advocacy, coaching and self-determination





# IMPLEMENTING AND REPORTING ON OUR PLAN

The Directorate of Indigenous Affairs provides a single point of contact for Defence Indigenous matters and will advise on and implement the Defence Reconciliation Action Plan 2010-2014.

The directorate, in consultation with key stakeholder groups and in conjunction with members of the Defence Aboriginal and Torres Strait Islander Network, will oversee a formal evaluation of progress against the initiatives undertaken in this plan and report through the Defence Indigenous Reference Board to the Secretary and Chief of the Defence Force.

This is underpinned by detailed action plans that will be measured and reported on in detail. This will allow Defence to meet the undertakings in the plan.

Defence will monitor and report progress as follows.





	Strategies	Responsibility	Timeline	Performance measure
4.1	Improve statistics on Aboriginal and Torres Strait Islander participation in Defence as Australian Defence Force members and Australian Public Service employees	Indigenous Affairs Defence wide	2011  2012  2013	Amended current cultural identification categories on Defence's people management systems  Increased numbers of Indigenous members and employees recording their status on PMKeyS  Development of gender, age and demographic profiles of Indigenous Australians serving in Defence  Measure impact through Defence Census reporting
4.2	Conduct exit surveys	Indigenous Affairs Defence wide Directorate of Strategic Personnel Policy Research	2010-2014	Template developed in conjunction with the Directorate of Strategic Personnel Policy Research for use by the Australian Defence Force and Australian Public Service
4.3	Maintain records on Indigenous Australian Defence Force members and Australian Public Service employees recruited and length of service	Indigenous Affairs Workforce Planning	2010-2014	Records of current Indigenous Australian Defence Force members and Australian Public Service employees that include recruitment and separation rates are available through Defence Census reporting
4.4	Monitor and report progress	Indigenous Affairs Navy, Army and Air Force	2010-2014	Reconciliation Action Plan implementation reported to the Defence Indigenous Reference Board
4.5	Annual public report to Reconciliation Australia	Indigenous Affairs	2010 -2014	Defence internet and intranet websites update conducted and annual progress on plan implementation reported
4.6	Refresh Reconciliation Action Plan 2014-2018	Indigenous Affairs Defence wide	2014	Refreshed Defence Reconciliation Action Plan 2014 - 2018 available in 2014



# HISTORY OF INDIGENOUS INVOLVEMENT IN DEFENCE

Indigenous Australians have a long and proud history of defending the nation and its national interests and have been involved in every conflict since Federation.

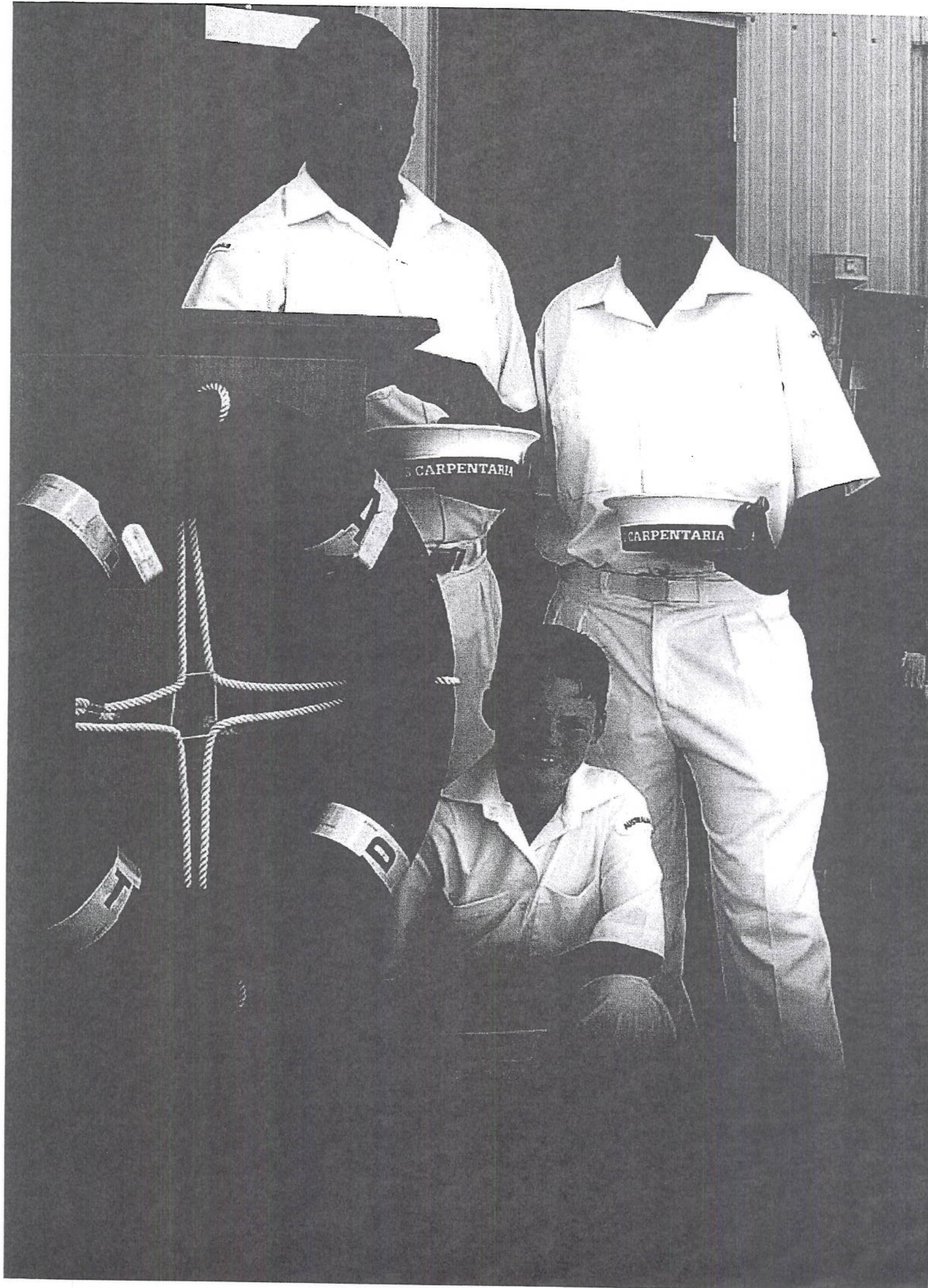
Period	Indigenous Involvement
<b>Boer War</b>	Although not documented, it is a widely held belief that Indigenous Australian Defence Force members may have been among the Australians who fought in the Boer War.
<b>World War 1</b>	At least 300 Indigenous Australians are known to have enlisted in the first Australian Imperial Force. Of the 154 Indigenous Australians who enlisted from Queensland, 18 were killed in action, 22 were wounded in action and five were gassed. This casualty rate – about one in three – mirrors the rate for the whole of the first AIF and supports the fact that Indigenous Australians bore their share of the fighting.
<b>1920s and 1930s</b>	HMAS Geranium employed six Tiwi Islanders from Melville Island to survey the northern coast of Australia. Torres Strait Islanders were employed by the Army to maintain a wireless guard on the island.
Period	Indigenous Involvement
<b>World War 2</b>	Despite the formal bars placed on non-Europeans, over 3000 Indigenous Australians enlisted in World War 2. A further 150-200 served as de facto Servicemen and patrolled and performed other military duties along the north Australian coast. Up to 3000 Indigenous Australians supported the World War 2 Defence effort as civilian labourers.
<b>Korean War</b>	While there was Indigenous Australian involvement in the Korean War, total numbers are unknown.
<b>Malayan Emergency</b>	Five Indigenous soldiers in 3 RAR and three in 4 Platoon, B Company served in the Malayan Emergency.
<b>Vietnam War</b>	At least six Indigenous soldiers served in 9 RAR and many Indigenous Australians served as volunteers during the Vietnam War.
<b>Formation of the Regional Force Surveillance Units</b>	The Regional Force Surveillance Units, which were formed in 1981, have the greatest number of Indigenous soldiers in the Australian Defence Force. The units cover northern Australia.
<b>Modern conflicts from 1973</b>	In the last 35-plus years, Indigenous Australians have served in Cambodia, Somalia, Rwanda, Mozambique, Bougainville, Kosovo, Sierra Leone and the Gulf War. They also serve in Iraq, Afghanistan, East Timor, Solomon Islands, Sudan, Yugoslavia and in border protection.



## REFERENCES AND GUIDES

External	Internal
Anti-Discrimination Act 1991	Defence Collective Agreement 2009-2012
Equal Opportunity in Public Employment Act 1992	Equity and Diversity Plan
Torres Strait Islander Cultural Heritage Act 2003	Australian Defence Force Indigenous Employment Strategy 2009-2017
Aboriginal Cultural Heritage Act 2003	Australian Public Service Indigenous Employment Strategy 2009-2017
Public Records Act 2002	Army Indigenous Strategy – 2009
Commonwealth Privacy Act 1988	51st Battalion – Engaging Community Protecting Country 2008-09
The Defence Act 1903	The Defence Heritage Toolkit-Indigenous and Cultural Heritage Management – Guide 8
The Public Service Act 1999	
The Defence White Paper 2009 – 'Defending Australia in the Asia Pacific Century Force 2030'	
The Defence Annual Report 2007-08	
Portfolio Budget Statements 2009-10	













Defence Reconciliation Action Plan 2010-2014  
Directorate of Indigenous Affairs

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RECONCILIATION ACTION PLANS