

Stronger Communities Cluster Aboriginal Participation Strategy 2020-21



We would like to acknowledge the artwork used is the winning design in the 2015 Juvenile Justice Aboriginal Staff Conference artwork competition. It was created by a girl in custody at Juniperina, the former Juvenile Justice Centre for girls.



Acknowledgement

The Stronger Communities Cluster team are based in all parts of New South Wales, and we acknowledge the Aboriginal people as the traditional custodians of the land and waters in which we work and live. We pay our respects to all elders past and present, and as a team are committed to supporting all the Aboriginal communities in our great state.





Introduction

The New South Wales (NSW) Government values the economic, social and cultural contributions offered to the peoples of NSW from the Aboriginal community and Aboriginal businesses across the state. The NSW Government Aboriginal Procurement Policy (APP) first developed in 2018 is a major commitment and will contribute to the NSW Governments strategic economic policy of growing NSW's First Economy.

The Stronger Communities Cluster is fully committed to support the overall objectives, metrics and targets of the APP through both Cluster-wide objectives as well as agency specific initiatives.

A key part of the APP commitments is the development of agency or Cluster Aboriginal Participation Strategy (APS) plan documents. This APS, developed for the Stronger Communities Cluster, is the basis of Cluster-wide activities for the 2020/2021 financial year. This APS shall be reviewed and published each financial year, or in the event there are any significant changes to the APP.

Message from the Cluster CPO's

As the senior procurement executives representing each of the agencies in the Stronger Communities Cluster, we know that through our combined spend commitments that we can have a significant and meaningful impact in helping develop Aboriginal businesses in the state of NSW.

We are a broad and diverse group of agencies that through the services we deliver effectively cover every corner of the state and work, in one way or another, with every community in NSW.

In support of the NSW Governments Aboriginal Procurement Policy and underlying strategic intent, we have developed this Aboriginal Participation Strategy (APS) to be the basis of our agreed approach and understanding of how we will work together as an Agency Cluster to achieve the outcomes we are looking for.

This document was developed and is managed by a working group within the Cluster and builds on the extensive work already underway within the agencies. The document has been reviewed and signed-off by the Cluster CPO community and we look forward to working on these initiatives in the coming year, raising awareness of the opportunities and building on leveraging the work already undertaken within the Cluster.

(Signed by Jean-Michel Carriere (Cluster CPO) on behalf of the Cluster CPO team.





Purpose of this Document

The purpose of this document is to be the Aboriginal Participation Strategy (APS) for the Stronger Communities Cluster, supported by each of the individual agencies within the group. It is aimed to supplement the materials published by the NSW Government related to the APP and Aboriginal business, procurement and supply chain programs.

This document outlines the key priorities and initiatives that have been identified and agreed to be actioned as Cluster-wide items. As these priorities and initiatives develop over time, the status will be updated and tracked in the annual update published.

While this document will outline and highlight key initiatives and the ongoing status of the activity, Agency and Cluster specific metrics (e.g. spend reporting, FTE hiring, contract volumes etc) will be tracked and reported centrally within the tools established by NSW Procurement team.

This document will be complemented by an agency specific 'APS Progress Report' where applicable and appropriate, to outline any specific or unique agency driven initiatives (and results) that are appropriate to capture and document. A standard reporting template has been generated for this purpose, and the guidance to the individual agencies that this information be included in either their Annual Procurement Plan or their related Annual Accreditation materials.

Commitment to the NSW Government targets

As both individual agencies and as a Cluster, we are committed to supporting the overall targets and objectives established by the NSW Government as outlined in the APP document.

We acknowledge that within the Cluster we are a diverse set of agencies that operate in very different spaces and on very different scales across the state. Through the development of this combined APS document structure and approach, our intent is to work together and leverage off each other to contribute to the targets outlined below.

- Supporting the NSW Governments aim to support an estimated 3000 full time equivalent employment opportunities for Aboriginal people through NSW Government procurement activities by 2021.
- Support the objective for Aboriginal owned businesses to be awarded at least 3% of the total number of domestic contracts for goods and services issued by NSW Government agencies by 2021.
- Meet any specific or additional targets that are allocated to the Stronger Communities Cluster or any agency within the group, in addition to any targets identified for specified categories of expenditure.

The activities and actions that will be driven through the Cluster and outlined in the APS, and individual agency reporting, will focus on the achievement and delivery of these targets.





Agencies covered by this APS document

The Stronger Communities Cluster within the NSW Government is predominately made up of the agencies previously working within the Family and Community Services Cluster and the Justice Cluster. For 2019, this resulted in multiple APS being published.


For the 2020/2021 financial year, all APS across the Stronger Communities Cluster have been consolidated into a single APS. As a result, the agencies outlined below are covered by this APS and committed to the objectives and deliverables contained herein.

- Crowns Solicitors Office
- Department of Communities and Justice
- Fire and Rescue NSW
- Legal Aid NSW
- NSW Rural Fire Service
- NSW State Emergency Services
- NSW Police Force
- NSW Crime Commission
- NSW Judicial Commission
- Office of Director of Public Prosecution
- Office of Sport
- Office of the Children's Guardian

As a result of Machinery of Government changes, we recognise that there are additional agencies who are not covered by this plan. We will commit to including all agencies in the cluster in next financial year's strategy.






	1	Stronger Communities Cluster CPO Network and Collaboration	
Commitment		Initiatives	
<p>Cluster Chief Procurement Officer (CPO) will represent as Steering Committee to drive change and deliver aligned outcomes</p>		<ul style="list-style-type: none"> • Provide financial support, resourcing & prioritisation of initiatives. • Ensure that the APS is a standing agenda item for CPO quarterly meetings to report on Aboriginal participation progress and achievements 	
Developments		Achievements	
<p>Cluster</p> <ul style="list-style-type: none"> • Stronger Communities Cluster APS developed, endorsed and launched • APS is a standing agenda item at CPO quarterly meetings 		<p>Cluster</p> <ul style="list-style-type: none"> • Cross-agency collaboration within the Procurement teams has enabled a joint approach to an initiative like this one. • Sharing of information relating to APS, from CPO meetings to agency team meetings, ensuring all staff members have up to date information 	






	2	Raise Awareness, Education and Planning	
Commitment		Initiatives	
<p>To raise awareness and influence the mindset of staff through education and effective planning of procurement activities to build Aboriginal participation and engagements</p>		<ul style="list-style-type: none"> Promote and advertise Aboriginal engagement success stories on intranet Review and update procurement intranet material 	
Developments		Achievements	
<p>Cluster</p> <ul style="list-style-type: none"> Lead from the top – Executives to raise and grow awareness Ensure prospective suppliers are made aware of their obligations, responsibility and accountability for major procurement activities >\$10M (for Goods & Services) Review and update intranet page on APP and how to engage Aboriginal Owned Businesses Expanding access for staff to Aboriginal owned business database Exploring access to NSW Indigenous Chamber of Commerce for Procurement staff members 		<p>Cluster</p> <ul style="list-style-type: none"> Training conducted on NSW Government Aboriginal Procurement policy changes <p>Agency Specific</p> <ul style="list-style-type: none"> NSW Police: Formal briefing to the NSWPF Aboriginal Engagement Corporate Sponsor AC Joe Cassar regarding the program and initiatives underway DCJ: Intranet has a dedicated page on procuring from Aboriginal Owned Businesses with links to peak organisations such as Supply Nation DCJ: Developed the Sustainable Procurement course to raise awareness across the department DCJ: Embedded the APP requirements and consideration in department’s procurement system 	






	3	Review and update Sourcing Activities and Strategies	
Commitment		Initiatives	
<p>Review and update existing/traditional sourcing activities and strategies to help build Aboriginal employment and develop Aboriginal own businesses capabilities</p>		<ul style="list-style-type: none"> • Connect and collaborate with local Aboriginal owned businesses to build capabilities • Implement innovative sourcing strategies to build Aboriginal employment • Leverage agency specific initiatives to pilot whole of Stronger Communities cluster programs 	
Developments		Achievements	
<p>Cluster</p> <ul style="list-style-type: none"> • Review of traditional sourcing strategies and simplifying procedures to facilitate Aboriginal owned businesses to participate in procurement opportunities <p>Agency Specific</p> <ul style="list-style-type: none"> • DCJ: Reviewing the work processes within the departmental procurement system to facilitate easier engagement with Aboriginal owned businesses • DCJ: Developing a library of prepared questions within department's procurement system to simplify sourcing process for targeted opportunities 		<p>Cluster</p> <ul style="list-style-type: none"> • Piloting a process where selected agencies support Aboriginal participation through Supplier partnership with managed service provider for contingent labour. Mandating first preference given to Aboriginal owned business to supply suitable candidates for all administrative role graded Clerk 5/6 and below <p>Agency Specific</p> <ul style="list-style-type: none"> • DCJ: Integrated guide notes on APP within the department's sourcing processes and procurement system 	






	<p>4</p>	<p>Building relationships with Aboriginal communities and certified bodies</p>	
<p>Commitment</p>		<p>Initiatives</p>	
<p>Building stronger relationships with Aboriginal communities throughout the state to deliver more focused services</p> <p>Partnering with Aboriginal certified bodies such as Supply Nation and Indigenous Chamber of Commerce (ICC)</p>		<ul style="list-style-type: none"> • Develop/implement programs engaging Aboriginal communities and their participation • Network and collaborate with Aboriginal service providers/owned businesses to develop their capabilities in providing better services to Aboriginal communities • Mentoring program with the Indigenous Chamber of Commerce to support Aboriginal Owned business owners to develop skillsets in responding to tenders • Explore and leverage access to a large network of reliable and quality Aboriginal owned businesses and suppliers • Build on work done in FACS to focus on engagement opportunities in regional NSW 	
<p>Developments</p>		<p>Achievements</p>	
<p>Cluster</p> <ul style="list-style-type: none"> • Develop/implement programs engaging Aboriginal communities and their participation • Network and collaborate with Aboriginal service providers/owned businesses to develop their capabilities in providing better services to Aboriginal communities • Explore and leverage access to a large network of reliable and quality Aboriginal owned businesses and suppliers • Build on work done in former FACS to focus on engagement opportunities in regional NSW • Improving the relationship with peak bodies via more targeted opportunities 		<p>Cluster</p> <ul style="list-style-type: none"> • CPO Network members participated in panel discussions with representatives of Aboriginal Owned Businesses • Conducted supplier briefings to help Aboriginal owned businesses navigate the complexities of doing business with the department. Meetings have been held with multiple suppliers to understand their business model e.g. in NSW Police a focus has on employment of Aboriginal employees particularly for the Fit and Strip tender 	






	5	Review of Procurement Policy and Templates	
Commitment		Initiatives	
Review and update of procurement policy, procedures, guidelines and templates incorporating Aboriginal Procurement Policy requirements		<ul style="list-style-type: none"> • Streamlining existing procedures to grow engagements and participation of Aboriginal suppliers • Review procedures to remove unnecessary barriers to tender opportunities. 	
Developments		Achievements	
Cluster <ul style="list-style-type: none"> - Review existing procurement documentation and templates such as: <ul style="list-style-type: none"> - Tender documentation - Category management plans - Evaluation methodology and reports - Negotiation plans 		Cluster <ul style="list-style-type: none"> • New Procurement Policy and Procurement Manuals have been drafted/approved • Existing documents are under review but incorporate current APP guidelines • Aboriginal Participation Plan updated Agency Specific <ul style="list-style-type: none"> • DCJ: APP requirements have been incorporated into department's procurement forms and templates • DCJ: Reviewed guidelines such as RFx requirements to ensure references to APP wherever applicable 	





	6	Enhancement of reporting mechanism on spend	
Commitment		Initiatives	
<p>Streamline reporting of contracts and procurement activities awarded to Aboriginal owned businesses in line with Aboriginal Procurement Policy requirements</p>		<ul style="list-style-type: none"> Review spend analysis & reporting mechanism to enhance report on Aboriginal engagements and contract awards. Leadership role in working with DFSI/Treasury on whole of Government reporting models 	
Developments		Achievements	
<p>Agency Specific</p> <ul style="list-style-type: none"> DCJ: Streamlining spend reporting for DCJ 		<p>Cluster</p> <ul style="list-style-type: none"> Cluster representation established as part of the team reviewing the reporting templates and supporting systems Contract award to Aboriginal owned companies is also captured in contract management systems Finalised addressable spend for Aboriginal spend reporting purposes 	

