STRONGER COMMUNITIES CLUSTER

ABORIGINAL PARTICIPATION STRATEGY – 2019 / 2020
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.
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) developed in 2018 is a major commitment and will contribute to the NSW Government’s strategic economic policy of growing NSW’s First Economy.

In conjunction with the existing Aboriginal Participation in Construction (APIC) policy, the APP will aim to support (amongst other things) an estimated 3000 full time equivalent employment opportunities for Aboriginal people through NSW Government procurement activities by 2021.

The Stronger Communities Cluster is fully committed to support those overall objectives, metrics and targets 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 is the first of our APS documents drafted for the Stronger Communities Cluster, which will be the basis for our cluster-wide activities for this year. An update to this document will be generated and published annually from July 2019.

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 make a significant and meaningful impact in helping develop Aboriginal owned businesses in the state of NSW.

We are a broad and diverse group of agencies and 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 Government’s 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 can work together as an Agency Cluster to achieve the desired outcomes.

This initial document was developed by a working group within the cluster and builds on the extensive work already undertaken within the agencies, specifically the teams from FACS and Justice. 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.

Rodney Lambert A/Cluster CPO and Chair Stronger Communities Cluster CPO Network on behalf of the Cluster Chief Procurement Officers.
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 cluster. It is aimed to supplement the materials published by the NSW Government related to the APP, APIC and related Aboriginal business, procurement and supply chain programs.

This document, published annually, will outline 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 activities, 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 Government’s 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

As at 1 July 2019, the Stronger Communities Cluster within the NSW Government will be made up of the agencies previously working within the Family and Community Services (FACS) cluster and the Justice cluster. For 2019, FACS have published a separate APS document and so the agencies outlined below are covered by this APS and committed to the objectives and deliverables contained herein.

- Department of Communities and Justice
- Crown Solicitors Office
- Fire and Rescue NSW
- NSW Rural Fire Service
- NSW State Emergency Services
- NSW Police Force
- NSW Crime Commission
- NSW Judicial Commission
- Legal Aid NSW
- Office of Director of Public Prosecution
### 1 Stronger Communities Cluster CPO Network and Collaboration

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<th>Commitment</th>
<th>Initiatives</th>
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| Cluster Chief Procurement Officer (CPO) will represent as Steering Committee to drive change and deliver aligned outcomes | • Cluster CPO will act as Sponsor and oversee endorsements and launch of the Aboriginal Participation Strategy (APS).  
• 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 |

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<tr>
<th>Developments</th>
<th>Achievements</th>
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<td>For the first time, cross-agency collaboration within the Procurement teams has enabled a joint approach to an initiative like this one.</td>
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### 2 Raise Awareness, Education and Planning

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| To raise awareness and influence the mindset of staff through education and effective planning of procurement activities to build Aboriginal participation and engagements | • Lead from the top – Executives to raise and grow awareness  
• Promote and advertise Aboriginal engagement success stories on intranet  
• Review and update procurement intranet material  
• Ensure prospective suppliers are made aware of their obligations, responsibility and accountability for major procurement activities >$10M (for Goods & Services) |

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## Review and update Sourcing Activities and Strategies

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| Review and update existing/traditional sourcing activities and strategies to help build Aboriginal employment and develop Aboriginal own businesses capabilities | • Review traditional sourcing strategies and simplifying procedures to facilitate Aboriginal owned businesses to participate in procurement opportunities  
• 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

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 roles graded Clerk 5/6 and below.

## Building relationships with Aboriginal communities and certified bodies

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| Building stronger relationships with Aboriginal communities throughout the state to deliver more focused services  
Partnering with Aboriginal certified bodies such as Supply Nation and Indigenous Chamber of Commerce (ICC). | • 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 FACS to focus on engagement opportunities in regional NSW |

### Developments

Achievements
### 5 Review of Procurement Policy and Templates

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| Review and update of procurement policy, procedures, guidelines and templates incorporating Aboriginal Procurement Policy requirements | • Streamlining existing procedures to grow engagements and participation of Aboriginal suppliers  
• Review procedures to remove unnecessary barriers to tender opportunities.  
• Review existing procurement documentation and templates such as:  
  o Tender documentation  
  o Category management plan  
  o Evaluation methodology and report  
  o Negotiation plan |

### 6 Enhancement of reporting mechanism on spend

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| Streamline reporting of contracts and procurement activities awarded to Aboriginal owned businesses in line with Aboriginal Procurement Policy requirements | • 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 |

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<td>Cluster representation established as part of the team reviewing the reporting templates and supporting systems</td>
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