



Australian Government

Australian Transaction Reports
and Analysis Centre



AUSTRAC Reconciliation Action Plan **2010**

Message from the Chief Executive Officer

Wednesday 13 February 2008 was an historic day for all Australians when the Prime Minister, the Honourable Kevin Rudd MP, introduced the Motion of Apology to Australia's Stolen Generations in Parliament.

In response to this historically significant event, AUSTRAC has decided to develop a Reconciliation Action Plan (RAP) to help build positive relationships between Aboriginal and Torres Strait Islander peoples and the broader Australian community.

Our RAP commits AUSTRAC to improving employment and retention opportunities within our agency and recognises Aboriginal and Torres Strait Islander peoples diverse cultures, their histories and special place as the first Australians. It is also a step forward in showing our commitment to reconciliation between Aboriginal and Torres Strait Islander peoples and the wider Australian community.



John L Schmidt
Chief Executive Officer

Our vision for reconciliation

Our vision is to see AUSTRAC playing an active, supportive and ongoing role with other Australian Public Service (APS) agencies to increase the level of participation of Aboriginal and Torres Strait Islander peoples in Australian Government employment. AUSTRAC commits to:

- recruiting, developing and retaining more Aboriginal and Torres Strait Islander staff
- working together across the agency to build respect and understanding of Aboriginal and Torres Strait Islander peoples and cultures
- ensuring we value reconciliation by fostering a culture of inclusiveness and diversity.

Our business

The Australian Transaction Reports and Analysis Centre (AUSTRAC) is Australia's anti-money laundering and counter-terrorism financing regulator and specialist financial intelligence unit.

AUSTRAC's vision is an Australian community that is hostile to money laundering and the financing of terrorism.

Purpose and function

AUSTRAC's purpose is to protect the integrity of Australia's financial system and contribute to the administration of justice through its expertise in countering money laundering and the financing of terrorism.

In its regulatory role, AUSTRAC oversees compliance with the reporting requirements of the *Anti-Money Laundering and Counter-Terrorism Financing Act 2006*

and the *Financial Transaction Reports Act 1988* by a wide range of financial services providers, the gambling industry and other specified reporting entities and 'cash dealers'.

In its intelligence role, AUSTRAC provides financial transaction reports information to State, Territory and Australian law enforcement, national security, social justice and revenue agencies, as well as certain international counterparts.

Our RAP

AUSTRAC's RAP 2010 was developed in consultation with AUSTRAC's Reconciliation Action Committee (RAC). It reflects our ongoing commitment to building respect and understanding of Aboriginal and Torres Strait Islander people in our organisation and to establish and implement a range of employment programs and initiatives to support Aboriginal and Torres Strait Islander peoples.

Relationships

Establish effective relationships with local community and Australian Public Service employees as a first step towards understanding reconciliation issues.

Focus area: Increasing the diversity of AUSTRAC employees and their understanding of Aboriginal and Torres Strait Islander employees and issues

Action	Responsibility	Timeline	Measurable target
Formalise a Reconciliation Action Committee (RAC) to monitor review and refresh RAP	RAC	June 2009 December 2010	<ul style="list-style-type: none">- RAC formalised.- RAC meets quarterly to discuss and implement initiatives.
Launch of RAP by Chief Executive Officer to all staff	Chief Executive Officer & RAC	April 2010	<ul style="list-style-type: none">- Launch RAP through article in AUSTRAC monthly newsletter.- Broadcast email from Chief Executive Officer to all staff.
Invite an Aboriginal and Torres Strait Islander speaker to address and develop staff understanding of the Aboriginal and Torres Strait Islander community	RAC	May 2010 and September 2010	<ul style="list-style-type: none">- Address by Aboriginal and Torres Strait Islander speaker.

Respect

We aim to foster a culture of inclusiveness and diversity that builds respect and understanding of Aboriginal and Torres Strait Islander peoples and cultures as respect is fundamental to reconciliation and changing our organisational culture.

Focus area: Increasing understanding of Aboriginal and Torres Strait Islander peoples and issues

Action	Responsibility	Timeline	Measurable target
Cultural awareness training	People Strategies & Solutions and Education and Training teams	August 2010 and ongoing	<ul style="list-style-type: none">- All staff to complete cultural awareness training within one year.- New staff to complete cultural awareness training as part of induction.
'Acknowledgement of Country' and 'Welcome to Country' protocols used at all AUSTRAC significant meetings and sponsored conferences	Meeting and conference organiser (AUSTRAC)	July 2009 and then ongoing	<ul style="list-style-type: none">- 'Acknowledgement of Country' and/or 'Welcome to Country' at significant AUSTRAC meetings.- Traditional owners invited to perform welcome at selected functions.
Promote Aboriginal and Torres Strait Islander art and plaques acknowledging traditional owners in AUSTRAC offices	Building and Facilities Services	May 2010	<ul style="list-style-type: none">- Display Indigenous artwork in reception of AUSTRAC Head office acknowledging the artist location and story.- Install plaques in all AUSTRAC offices (Sydney, Brisbane, Melbourne and Canberra).
All staff participate in National Aborigines and Islanders Day Observance Committee (NAIDOC) Week	RAC and senior managers	July 2010	<ul style="list-style-type: none">- All staff to participate in activities to promote cultural awareness.- Include NAIDOC events on intranet.

Opportunities

AUSTRAC will improve employment and retention opportunities within our agency as a step forward in showing our commitment as an agency to reconciliation between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander Australians.

Focus area: Aboriginal and Torres Strait Islander recruitment and retention

Action	Responsibility	Timeline	Measurable target
Develop an Aboriginal and Torres Strait Islander employment and retention strategy	People Strategies & Solutions team	April 2010	- Strategy developed and yearly employment targets to be set.
Employ and professionally develop Aboriginal and Torres Strait Islander peoples at AUSTRAC (subject to available funding)	People Strategies & Solutions team	July 2010	- Recruitment and selection strategies to be reviewed. - 2 x Aboriginal and Torres Strait Islander employees to be recruited by 2011.
APS Aboriginal and Torres Strait Islander Trainees (subject to available funding)	General managers and the People Strategies & Solutions team	July 2010	- Identify suitable work areas. - Engage with the Australian Public Service Commission (APSC) to recruit one to two trainees.
Attend employment fairs	People Strategies and Solutions	Late 2010	- One fair per year. Feasibility study as to whether there is a way for AUSTRAC to effectively use employment fairs eg join with APSC at Aboriginal and Torres Strait Islander employment fairs.
Cadetships	People Strategies & Solutions	May 2010	- Explore potential and suitability of Department of Education, Employment and Workplace Relations and the APSC Indigenous cadetship program.
Mentor	General Manager Corporate	November 2010	- In consultation with Aboriginal and Torres Strait Islander staff identify suitable mentors for Aboriginal and Torres Strait Islander trainees employed.
Indigenous APS Employees Network (IAPSEN)	Appropriate manager	December 2010	- Aboriginal and Torres Strait Islander trainees actively participate in IAPSEN.

Tracking progress and reporting

Action	Responsibility	Timeline	Measurable target
RAP to be monitored and evaluated annually by RAC	RAC	Quarterly December 2010	- Internal monitoring meetings take place quarterly. - Report to Executive and Reconciliation Australia.
Refresh RAP	RAC and Executive	October 2010	- Refreshed RAP is approved by Reconciliation Australia.
Forward RAP to Reconciliation Australia	RAC	Annually	- RAP is approved by Reconciliation Australia. Approved RAP to be uploaded on AUSTRAC and Reconciliation Australia websites.



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