



# **Rollers Australia Pty Ltd**

## ***Indigenous Affairs Management Plan***

*January 2019*

<b>Version</b>	<b>Author</b>	<b>Review</b>	<b>Date</b>
Version 1d	A Hudson	S Phillis	10/1/2019



**RECONCILIATION  
ACTION PLAN**

**REFLECT**

**Reflect Reconciliation Action Plan January 2019 – January 2020**

**Rollers Australia Pty Ltd**

***“As a small business we want to show our commitment to reconciliation by any means possible. We are excited by the steps we have already taken and focussed on our future pathways” Julian O’Neil Managing Director***

**Our business**

*The core business of Rollers Australia is a hire and rental company that specialises in compaction equipment, water trucks and mobile site amenities across New South Wales, Queensland, ACT and Victoria. We offer unmatched personal service in our industry and pride ourselves on supplying government and private sectors with reliable equipment and specialist training while maintaining a value for money option. We employ 13 fulltime staff members in total and varied amounts of casual operators and depot staff. We currently employ one Aboriginal staff member however the majority of our casual employees that we hire for operator work are Aboriginal and Torres Strait Islander peoples. Our companies reach is national as we supply Victoria, New South Wales, ACT and Queensland currently with a view to expand over time. We have 6 offices over New South Wales and Queensland at Tamworth, Double Bay, Wagga Wagga, Orange, Roma and Emerald with satellite locations across Sydney and Goulburn areas*

**Our RAP**

*As a part of our partnership with Supply Nation it has been noted that we need to implement a RAP and possibly an IAMP (Indigenous Affairs Management Plan) as a part of our continuing commitments to reconciliation. This process has been started by the formation of the RAP working group. Steve Phillis- General Manager and Adrian Hudson- Operations manager have been assigned to the RAP working group. We intend to implement our RAP by starting small. We would firstly like to get cultural awareness training for all staff, equip all of our sites and offices with recognition of Traditional Owners plaques, incorporate Acknowledgment of Country into our operator training packages and compaction talks*

*Before becoming a member of Supply Nation, we have always attempted to engage Aboriginal and Torres Strait Islander peoples as operators and casual staff from the region where the work is. We have found over the years that the local knowledge of the people and land puts him/her ahead of the competition as most of our work is in remote western areas. We consider ourselves a market leader in the hire industry and our customer base expects the best from our fulltime and casual staff so we hand pick the correct person for each job we are providing equipment and personnel to. We are currently working with Aboriginal Employment Strategy at Dubbo with the offer to train (free of charge) all members of their employment scheme to give them the skills they need as operators and jobsite staff*

### **Our partnerships/current activities**

*In October 2018, we conducted a review of cultural learning needs and made a commitment to undertake cultural awareness training for all staff members*

*We have always recognised National Reconciliation and NAIDOC Weeks internally. Where our Aboriginal and Torres Strait Islander staff wish to take time for organised functions or gatherings, we allow this without taking any leave entitlements. As our staff base is limited at every depot we have found that a group email and calendar entries is the best platform to ensure that we recognise the important reflection of NAIDOC Week and National Reconciliation Week.*

<b>Relationships</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	February 2019	General Manager, Operations Manager
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	February 2019	General Manager
	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	27 May – 3 June 2019	Operations Manager
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May – 3 June 2019	General Manager
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May – 3 June 2019	General Manager, Operations Manager
	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	Refresh statement June 2019	General Manager
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	March 2019	General Manager, Operations Manager
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	March 2019	General Manager, Operations Manager
	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	February 2019	Operations Manager
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs</li> </ul>	February 2019	Operations Manger

<b>Respect</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> <li>Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants and providers to deliver cultural awareness training.</li> </ul>	February 2019	General Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	February 2019	General Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> <li>Engage a Supply Nation certified company to create the plaques</li> <li>Invite stakeholders and local community members to attend the unveiling of the plaques</li> </ul>	July 2019	Operations Manager, General Manager
8. Organise and display Acknowledgement of Country plaques		July 2019	Operations Manager
		First week in July, 2019	Operations Manager
		February 2019	Operations Manager
		February 2019	Operations Manager

<b>Opportunities</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	<p>June 2019</p> <p>February 2019</p>	<p>General Manager</p> <p>General Manger</p>
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	<p>Ongoing (Supply Nation) Monitor Progress July 2019</p> <p>July 2019</p>	<p>General Manager, Operations Manager</p> <p>General Manger, Operations Manger</p>
	<ul style="list-style-type: none"> <li>Develop and communicate to staff a list of Aboriginal and Torres Strait Islander owned businesses that can be used to procure goods and services</li> </ul>		

<b>Governance</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
10. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Ensure RWG meet twice yearly to monitor and report on RAP implementation.</li> </ul>	June 2019, December 2019	Operations Manager, General Manager
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	June 2019	General Manager
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	December 2019	General Manager
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	July 2019	Operations Manager
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	February 2019	General Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September, 2019	Operations Manager
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	September 2019	Operations Manager

#### **Contact details**

Name: Adrian Hudson  
 Position: Operations Manager  
 Phone: 0488 101 101  
 Email: [adrian@rollersaustralia.com.au](mailto:adrian@rollersaustralia.com.au)