



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.