



Tasmania

PREMIER

- 6 FEB 2003

Senator N Bolkus
Chair
Senate Legal and Constitutional References Committee
Parliament House
CANBERRA ACT 2600

Dear Senator Bolkus

Thank you for your letter of 20 December 2002 inviting the Tasmanian Government to provide supplementary information on action taken to support Aboriginal Reconciliation in the State, to assist the Inquiry into Progress Towards National Reconciliation currently being conducted by your Committee.

I enclose a paper detailing current actions being undertaken by Tasmania to advance the reconciliation process and to achieve improved outcomes for the State's Aboriginal community. Included is specific information on relevant benchmarks under *Tasmania Together*, the 20 year overarching social, environmental and economic plan for Tasmania, measures to support the Council of Australian Governments (COAG) Reconciliation Framework as well as other initiatives designed to make service delivery to the Aboriginal community more effective.

I hope this information is of interest and thank you again for the opportunity to contribute to the Inquiry.

Yours sincerely

Paul Lennon
Acting Premier

- Establish ways for the State Government to work in partnership with the Aboriginal community to improve its economic and social well-being. In part, this means making sure Tasmanian Aborigines have equitable access to the services that are available to all Tasmanians. It also requires the provision of services specific to the needs of the Aboriginal community.

Under the Framework, the following principles will guide the development and implementation of policies, programs and services delivered to the Aboriginal community. The principles have as their central and long-term aim the improvement of socio-economic and cultural outcomes for Tasmanian Aborigines.

- Recognition of Tasmania's unique Aboriginal culture, society and history;
- Recognition of the impact of past policies on the economic, social and physical well-being of Tasmanian Aborigines;
- Seeking the involvement of the Aboriginal community as partners in policy development and in the design and delivery of programs and services;
- Responsiveness to local needs in developing and delivering programs, policies and services;
- Application of the established process for determining Aboriginality and subsequent eligibility for programs and services;
- Recognition that Aboriginal people want to take responsibility for their own lives and that government actions should help empower them to do so;
- Effective cooperation between and coordination across Government Agencies and other providers at all levels to allow optimum outcomes to be achieved;
- Delivering policies, programs and services for Aboriginal people that strengthen community capacity and economic and social capital as key elements in addressing disadvantage;
- Evaluation of the effectiveness of initiatives to be the basis for planning service delivery (evidence-based approach), while at the same time allowing the flexibility to try innovative approaches; and
- Recognition and celebration of successful outcomes.

Strategies under the Framework are based around four themes:

- Coordination of service delivery at the individual and community levels;
- Aboriginal community involvement in program planning and delivery;
- Ensuring services are culturally appropriate; and
- Data collection/performance monitoring.

There is a focus on holistic delivery models at the community level, emphasising the need for closer cooperation with both Local Government and Commonwealth agencies in achieving better outcomes for Aboriginal people.

ATSIC Partnership Agreement

The Tasmanian Government issued a communiqué with ATSIC in November 2001 announcing the development of a Partnership Agreement aimed at joint initiatives to reduce disadvantage in the Aboriginal community. A copy of the communiqué is

TASMANIAN INITIATIVES IN SUPPORT OF ABORIGINAL RECONCILIATION

TASMANIA TOGETHER

Tasmania *Together* provides the overarching social, environmental and economic plan for Tasmania within which improved outcomes for the Aboriginal community are an important priority. The plan has been developed through broad consultation with the Tasmanian community and its goals provide the framework for both government and non-government decision making. Ultimately, Tasmania *Together* is about the Government working in partnership with the community to achieve a shared vision of Tasmania by the year 2020.

The State Budget process has been amended to incorporate long-term planning and to link policy and financial planning to achieve the Tasmania *Together's* goals and benchmarks. Social, economic, environmental and community outcomes will now be directly linked to agency Outputs and strategies.

Under Tasmania *Together* there are 24 goals supported by 212 agreed benchmarks. Achievement is monitored by an independent Progress Board reporting to Parliament. One of these goals (Goal 10) is specifically targeted at improved outcomes for the State's Aboriginal community. Details of the 14 benchmarks included under Goal 10 are attached.

Further information on progress towards achieving these benchmarks is available on the Tasmania *Together* website: www.tasmaniatogether.tas.gov.au .

There are three broad strategies currently being implemented by the Government that directly support the Tasmania *Together* benchmarks and the COAG Reconciliation Framework:

Framework for Improving Services for the Tasmanian Aboriginal Community

In collaboration with other agencies, the Department of Premier and Cabinet has been developing a whole-of-government policy framework to guide the future provision of services to indigenous Tasmanians. The Draft Framework is currently being finalised following consultation in 2002 with the Aboriginal community and other stakeholders.

The aim of the Framework is to enhance access to and utilisation by the Tasmanian Aboriginal community of State Government services through providing these services in a more appropriate and effective way. The Framework will:

- Provide a guide for existing and future programs and policies through a set of principles and strategies for conducting business;
- Acknowledge that consultation with members of the Aboriginal community is essential for building effective working relationships between the Aboriginal community and mainstream service providers; and

attached. The agreement is focussing on practical measures to improve service delivery outcomes at the community level.

Negotiations reached an advanced stage in early 2002 but were suspended pending the outcome of the ATSIC elections in the second half of 2002. The negotiation process has now resumed.

The Partnership Agreement will cover four main areas - economic development and employment, health and well-being, education and consultation. It is expected that a number of strategies for each of the areas targeted will be developed, with the emphasis being on identifying specific initiatives that can make a real difference to the well-being of the Aboriginal community.

Local Government Partnership Agreements

The Tasmanian Government is well advanced on a program to negotiate partnership agreements with individual and regional groupings of Councils across the State. As part of the negotiation of these agreements, the Government seeks to promote links between Local Government and Aboriginal community. The aim is to identify key issues that affect Aboriginal people in the municipality and develop strategies to address these. Broadly, they cover:

- Strategies to improve the level of participation of Aboriginal people in Local Government;
- Promoting understanding of indigenous issues in the wider community;
- Sustaining the reconciliation process by encouraging public support and participation;
- Taking joint action to reduce social disadvantage in the Aboriginal community; and
- Measures to enhance economic development and employment opportunities for Aboriginal people.

OTHER INITIATIVES SUPPORTING RECONCILIATION

Indigenous family violence

The Tasmanian State Government, through the Office of Aboriginal Affairs and Women Tasmania, has undertaken an Indigenous Family Violence (IFV) Project with the Tasmanian Aboriginal Community.

The aims of the project were, in partnership with the Aboriginal community, to:

- Scope the extent and nature of IFV in Tasmania;
- Provide information about IFV to Tasmanian Aboriginal people;
- Support capacity building processes facilitated by the Aboriginal community;
- Provide information about IFV to existing government and non-government service providers and policy makers; and
- Facilitate the development and implementation of IFV projects within the Tasmanian Aboriginal community.

The Project report – *ya pulingina kani* - was launched in October 2002. A copy of the Report is enclosed. The outcomes of the Project are currently being taken back to the

Aboriginal community as part of a consultation process to further develop options for addressing the issues raised in the Report.

In recognition of the high priority given to dealing with Indigenous family violence by the Aboriginal community in the State and nationally under the COAG Reconciliation Framework, Tasmania has proposed a joint project in with the Commonwealth in this area as part of the COAG community trials of approaches to whole of government service delivery.

Discussions are continuing with the Aboriginal community and Commonwealth agencies on how such a project might be progressed.

Education for Reconciliation

- The Education Department has reviewed Aboriginal education to ensure teachings are accurate and appropriate.
- The State Government provides financial support to the Tasmanian Aboriginal Education Association who provides advice to the State Government and the Tasmanian Aboriginal community on Aboriginal issues.
- The Education Department produced a learning kit aimed at primary school aged students, which details Tasmanian Aboriginal history through to today's contemporary Tasmanian Aboriginal community.

Protocol and Ceremony

- The State Government will continue, where appropriate, to observe protocols for official events. This includes flying the Aboriginal flag from government buildings and appropriate 'Welcome to Country' ceremonies by Tasmanian Aboriginal Elders.

Statements of Reconciliation

- The State Parliament has apologised to the Aboriginal community for the Stolen Generation.
- The State Government provided financial support to ensure the "Sea of Hands" was able to come to Tasmania.
- In conjunction with the Hobart City Council and the State Reconciliation Committee, a reconciliation walk was conducted over the Tasman Bridge in 2000. An estimated 25,000 people attended. In partnership with the Hobart City Council, the Office of Aboriginal Affairs provided direction and assistance in awarding the Tasmanian community a specific award acknowledging the spirit of the reconciliation walk.
- Tasmania Day has been changed to a more appropriate date.

Recognition of Aboriginal and Torres Strait Islander Rights

Education

- Cultural awareness training is undertaken by service delivery agencies, and particularly Tasmania Police. Cross-cultural awareness is part of the cadet, sergeant and inspector courses at Tasmania Police. Tasmania Police commissioned a mural depicting Tasmanian Aboriginal history, which is displayed at the Tasmanian Police Academy. It involved the Tasmanian

Aboriginal community, including formal acknowledgment of the land on which the ceremony took place.

Land

- *The Aboriginal Lands Act 1995* conferred title of 13 parcels of land to the Aboriginal community. A further legislation package identifying 8 areas of land was defeated in the Legislative Council on 15 March 2001. The Tasmanian Government acknowledges this setback, but remains firm that legislation to transfer land back to the Aboriginal community forms an integral part of the reconciliation process.

Legislation

- *The Living Marine Resources Management Act 1995* recognises the right of Aborigines to cultural fishing without the requirement of a licence.
- *The National Parks and Wildlife Act 1970* confers a right for Aborigines to cultural hunting and gathering on Aboriginal land proclaimed under the *Aboriginal Lands Act 1995*. Further work is to be undertaken to consider extending Aboriginal cultural fishing, hunting and gathering rights. Legislation is currently being considered to recognise the right for the Aboriginal community to conduct Aboriginal burials and cremations.
- The State Parliament has decriminalised the victimless crime of public drunkenness.

Economic Independence

Access to jobs and resources

- In conjunction with the Department of Employment, Workplace Relations and Small Business, a three year recruitment strategy is being conducted to boost the number of Aboriginal and Torres Strait Islanders in the State Service. In association with this is a specific strategy to boost employment of Aborigines in the Tasmania Police Service.
- The State Government provides funding to the Aboriginal Land Council of Tasmania (ALCT) to assist in the management of Aboriginal land. Support is also being given to assist in securing Natural Heritage Trust funds for Aboriginal land management activities.

Tourism

- The State Government is preparing an Aboriginal Tourism Development Plan that will foster Aboriginal tourism initiatives, strategies to involve Aborigines in mainstream tourism are being considered as part of the Partnership Agreement with ATSIC.
- Funding has been provided to the Aboriginal community to assist in the development of an Indigenous Theme for the Great Western Tiers/Kooparooona Niara Tourist Interpretation Project.

Employment

- Under the State Government Employment Strategy, there has been the recruitment of at least 17 Aboriginal or Torres Strait Islander people to full time permanent positions in the State Service. The targeted positions include traineeships, cadetships, police recruits and custodial officers.
- Aboriginal Employment Policy Guidelines have been developed to ensure that positions targeted for Aboriginal & Torres Strait Islanders in the State Service are filled by Aboriginal & Torres Strait Islanders.
- Identified positions have been created for the filling by Aboriginal & Torres Strait Islander only.
- An Aboriginal Employment Register has been created, which is used to fill casual vacancies and traineeships created or targeted for Aboriginal employment in the State Service.
- An Aboriginal Employment Policy Officer has been employed to assist Aboriginal & Torres Strait Islanders and State Government Agencies with employment issues. The officer refers suitable Aboriginal & Torres Strait Islanders for employment; assists in the development of individual State Government Agency employment strategies; case management; and marketing and promotion.
- Six Indigenous teacher scholarships have been offered to increase the numbers of Indigenous teachers.

Service Delivery

Housing

- Funding has been provided to the Tasmanian Aboriginal Centre Inc. to assist Aboriginal first home buyers with the payment of stamp duties.
- Work is continuing to establish an Aboriginal Housing Authority to run the Aboriginal Rental Housing Program.

Justice System

- Funding is provided to the Tasmanian Aboriginal Centre Inc for a diversionary project that takes youth at risk out of the justice system to Clarke Island. The program provides educational outcomes and assists the youth to reconnect to their Aboriginal heritage. The program also attempts to instill a sense of ownership and belonging by allowing the youth to have input into program planning for the project.
- Tasmania Police has developed a Strategic Plan that sets out a framework for addressing justice/policing issues facing Aboriginal and Torres Strait Islanders and Tasmania Police.

Health

- A Regional Aboriginal and Torres Strait Islander Health Plan for Tasmania has been in place since 2001 (copy attached). The Plan establishes a framework for the delivery of services to Tasmania's Aboriginal and Torres Strait Islander population.

Education

- The Aboriginal Strategic Plan 1997-2002. The Department of Education developed to address access, attendance, retention, success, participation of parents and employment in the education system. The Plan is currently being reviewed.

Community leadership

Women in leadership

- Women Tasmania has established a forum for Indigenous women to provide the opportunity to discuss issues that are important to them. The Forum provides an avenue for indigenous women to have input into policy development dealing with women's issues.

Capacity building

- Funding and resource assistance is provided to the Tasmanian Aboriginal Land Council (TALC) to assist them in providing advice and assistance to the State Government on Indigenous cultural heritage issues.

Tasmania Together

Goal 10. Acknowledge and respect the contribution that the Aboriginal community and its culture have made and continue to make to Tasmania and its identity.

Indicator	Indicator(s)	Targets	Rationale/Recommendation
<p>1.1 recognise, promote, share and celebrate Aboriginal culture heritage, encouraging recognition and respect for Aboriginal and non-Aboriginal people</p>	<p>1.1 Percentage of teaching staff who have received professional development specifically related to their role as teachers of indigenous studies (1) 2000: 26% Source: Education Dept</p>	<p>2005: 40% 2010: 60% 2015: 80% 2020: 100%</p>	<p>Rationale: If teachers are educated about Aboriginal culture it will enable and encourage them to communicate this to students.</p>
<p>1.2</p>	<p>1.2 Percentage of schools integrating Aboriginal perspectives throughout all relevant areas of the curriculum (1) 2000: 50% Source: Aboriginal Education Unit Annual Survey</p>	<p>2005: 100% 2010: Maintain 2015: Maintain 2020: Maintain</p>	<p>Rationale: If Tasmanians are to have a greater understanding of Aboriginal culture, it is essential that the school curriculum reflects this culture. Recommendation: That the benchmark be extended to both public and private schools and the degree of compliance be verified.</p>
<p>1.3</p>	<p>1.3 Number of major visitor centres containing Aboriginal cultural interpretation (1) 2000: 7 Source: DPAC</p>	<p>2005: 9 2010: 10 2015: 11 2020: 12</p>	<p>Rationale: There is a need to increase public awareness of Aboriginal culture through its inclusion in major visitor centres.</p>
<p>1.4</p>	<p>1.4 Number of people who have completed Aboriginal cultural awareness programs (2)</p>	<p>Targets to be established by 2003</p>	<p>Rationale: An increase in the number and coverage of cultural awareness programs will enable the community as a whole to have a greater understanding of Aboriginal culture and heritage.</p>
<p>2.1</p>	<p>2.1 Number of Aboriginal people involved in boards, policy reference groups, consultative groups and working parties (2)</p>	<p>Targets to be established by 2003</p>	<p>Rationale: Increasing the number of Aboriginal people in these areas will enhance the likelihood of self-determination. Recommendation: The Progress Board approach the appropriate agencies and stakeholders requesting that the relevant data for indicators 2.1 and 2.2 be collected to establish benchmarks by 2003.</p>
<p>2.2</p>	<p>2.2 Number of Aboriginal people employed in the Tasmanian public service (2)</p>	<p>Targets to be established by 2003</p>	<p>Rationale: Employment in the public service will provide the opportunity for Aboriginal people to participate in decision making. Recommendation: That there be an increase in the number of Aboriginal people employed at all levels in the public service.</p>

Goal 10 Continued

Indicator	Indicator(s)	Targets	Rationale/Recommendation
Empower the Aboriginal community by increasing land in Aboriginal community ownership or management	3.1 Hectares of land owned or managed by the Aboriginal community (1) 2000: 4,742 Source: DPAC	2003: 56,000 2005: 77,300 2010: 90,000 2015: 110,000 2020: 124,000	Rationale: Land ownership and management are central to Aboriginal culture and to achieving reconciliation between Aboriginal and non-Aboriginal peoples.
Ensure the protection and preservation of Aboriginal culture and heritage	4.1 Percentage of Tasmanian Aboriginal cultural property collections repatriated (1) 2001: One of 37 known overseas collections returned Source: Tasmanian Aboriginal Centre	2003: 10% 2005: 25% 2010: 50% 2015: 75% 2020: 100%	Rationale: The return of Tasmanian Aboriginal cultural property collections will demonstrate respect for Aboriginal culture and enable Tasmanians to appreciate Aboriginal artefacts that rightly belong in Tasmania.
	4.2 Recorded sites protected under either a management regime or Aboriginal management (2)	Targets to be established by 2002	Rationale: Protection of Aboriginal sites will preserve Aboriginal culture in Tasmania. Recommendation: That the Department of Primary Industries, Water and Environment provide data to the Progress Board by end of 2001.
Increase the number of Aboriginal people practising culture	5.1 Number of Aboriginal people practising cultural activities including hunting, fishing and gathering (2)	Targets to be established by 2004	Rationale: To facilitate a process that encourages the recognition of Aboriginal cultural hunting, fishing and gathering rights. Recommendation: Progress Board to develop benchmarks by 2004.
Integrate Aboriginal perspectives and expertise into management and use of natural resources and Aboriginal cultural heritage to the satisfaction of the Aboriginal community	6.1 Number of Aboriginal people employed in policy development, planning and management of natural resources (2)	Targets to be established by 2003	Rationale: Aboriginal perspectives and expertise are more likely to be considered if Aboriginal people are employed in these areas.
	6.2 Level of Aboriginal satisfaction with processes and outcomes in natural resource management (3)	Targets to be established by 2003	Rationale: The level of satisfaction of Aboriginal people measures the success of the program to incorporate Aboriginal participation in natural resource management. Recommendation: Progress Board to work with the Aboriginal community to develop a survey instrument.

Goal 10 Continued

Indicator(s)	Indicator(s)	Targets	Rationale/Recommendation
<p>support the Aboriginal community in exercising their economic development through sustainable use of natural resources</p>	<p>7.1 Level of satisfaction within the Aboriginal community regarding their capacity to independently decide their own economic future (2)</p>	<p>Targets to be established by 2003</p>	<p>Rationale: A satisfaction survey will determine whether the Aboriginal community is satisfied with progress being made towards economic independence. Recommendation: Progress Board to work with the Aboriginal community to develop a survey instrument.</p>
	<p>7.2 Resources available to the Aboriginal community for undertaking conservation and sustainable resource development on their land (3)</p>	<p>Targets to be established by 2003</p>	<p>Rationale: Aboriginal people require adequate resources, comparable to those available to other land managers, to achieve sustainable resource development and conservation.</p>



COMMUNIQUE
Issued by the
GOVERNMENT OF THE STATE OF TASMANIA
AND
THE ABORIGINAL AND TORRES STRAIT ISLANDER COMMISSION

The Premier of Tasmania, Jim Bacon MHA and the Board of Commissioners of the Aboriginal and Torres Strait Islander Commission (ATSIC) met on the 14 November 2001 to further strengthen and give their commitment to jointly improve outcomes for Aboriginal people in Tasmania.

Key Principles

It is agreed on this day that the foundation for a new relationship between the Tasmanian Government and ATSIC, representing Aboriginal people in Tasmania, will be based on the following principles:

- their ongoing commitment to the purpose, objectives, principles and frameworks contained in the *National Commitment to Improved Outcomes in the Delivery of Programs and Services for Aboriginal Peoples and Torres Strait Islanders (1992)*;
- the November 2000 Council of Australian Governments (COAG) framework on Aboriginal Reconciliation that builds upon the 1992 National Commitment and looks to addressing disadvantage in, and improving service delivery to, the Aboriginal community as a central part of the reconciliation process; and
- the need for joint leadership in progressing the process of reconciliation within the Tasmanian community through working to achieve the benchmarks contained in Goal 10 of *Tasmania Together*.

Other Guiding Principles

- recognition and respect for the fact that Aboriginal people in Tasmania represent a distinct cultural group;
- recognition and respect for the inherent rights of Aboriginal peoples as recognised in common law;
- recognition that Aboriginal people represent one of the most disadvantaged groups in the community;
- recognition of the need to integrate the activities of the Commonwealth and State Governments within a partnership approach and to open discussions with Local Government aimed at ensuring all levels of government work together towards the reconciliation objectives;
- recognition that true reconciliation will only be achieved through government and the wider community supporting policies and strategies that clearly identify the linkage between the recognition of Aboriginal rights and the measures that address disadvantage;
- recognition that only a true partnership at a State and local community level can achieve a healthy and self-determining Aboriginal community; and
- a commitment to achieve improved outcomes in the social, cultural and economic wellbeing of Aboriginal people in Tasmania.

Achieving Priority Outcomes

To improve outcomes in the priority areas outlined below, ATSIC and the Tasmanian Government will undertake specific initiatives for joint action in accordance with a Partnership Agreement to be developed and agreed to by both parties.

This Agreement will recognise the need for a partnership with Aboriginal people in Tasmania and the imperative for a multi-agency approach to achieving priority outcomes. Initiatives will be implemented cooperatively by relevant Commonwealth, State and Local Government agencies and ATSIC. Specific issues identified under these initiatives will be further developed by Partnership Agreement Issues Working Groups.

Priority Initiatives for Cooperation

Education

Education equips individuals with the capacity for full participation in community life. From literacy and numeracy skills essential to most employment, through to the development of interpersonal skills, cultural confidence and self-esteem, success in education is vital for each person to access opportunities available within the community.

In training and education, Aboriginal students on average achieve and participate at levels below that of the rest of the community. State wide literacy and numeracy testing indicates that Aboriginal students perform below other students in Grades 3, 5 and 7. In 2000 the retention rate for Aboriginal students to year 12 was 59 per cent compared to 84 per cent for other students. Similarly attendance rates are lower for Aboriginal students compared to non-Aboriginal students.

Beyond school, indigenous people are over represented in lower level or preparatory (access) vocational and training courses but are under represented in higher level training qualifications and at University.

The Tasmanian community, through *Tasmania Together*, has identified the need to ensure that young Aboriginal people are able to participate in an inclusive curriculum that respects their cultural heritage, recognises the perspectives of the Aboriginal community throughout school activities and allows teachers to provide a culturally sensitive education.

The State Government and ATSIC will work through the Partnership Agreement and with the Aboriginal community towards improved education outcomes for Aboriginal people. In doing so, the parties acknowledge the planning, program and reporting arrangements for Aboriginal education and training that exist in the State. To achieve better outcomes, joint effort under the Agreement will build upon these arrangements and look to new ways of assisting Aboriginal students. This will include vocational education and training (VET) Aboriginal programs.

The major emphasis for intervention with Aboriginal students in the immediate future will continue to be in the areas of literacy, numeracy, attendance, effective participation in education, higher retention rates to year 12, and increased participation in VET.

At the same time we will continue to work towards a more culturally sensitive school curriculum and a broader awareness of Aboriginal culture amongst teachers, students and the wider community.

Health and Well-Being

The health and well-being status of the Aboriginal community is below that of other Australians. For example, life expectancy is shorter, there is evidence of overcrowded housing, hospital admissions for interpersonal violence are significantly higher, and so is the perinatal mortality rate.

Indicative figures for Tasmania show that in 1998, 6.2 per cent of Aboriginal people rated their quality of life as lower than other Tasmanians, compared with 1.2 percent of all people. Only 55.4 per cent of Aboriginal people own their own homes, compared with 73 per cent of all Tasmanians.

The issue of improving health and well-being to a standard comparable to that of other Australians is a significant task which will take time to achieve. The Partnership Agreement will focus on two areas that have been given priority nationally as well as in Tasmania. These are Indigenous family violence and housing reform.

However, ATSIC and the State Government will also explore ways to address other health issues faced by the Aboriginal community – such as drug use and smoking. Both parties recognise the importance of diet and nutrition in improving health and well-being for Aboriginal people and will explore the part that traditional Indigenous foods can play in better diet.

Economic Development and Employment

The major economic indicators still show that the Aboriginal and Torres Strait Islander community is disadvantaged compared to other Australians.

In 1996, the unemployment rate for Aboriginal people in Tasmania was 28.5 per cent, compared with 10.7 per cent for the broader population. At the same time median weekly income for Aboriginal people was \$233 compare with \$265 for all Tasmanians.

Under the Partnership Agreement, ATSIC and the State Government will cooperate to promote economic development opportunities within the Aboriginal community that can have a real impact on increasing economic independence and employment.

There are five initial areas in which these efforts will focus:

- Housing - in particular the development of a business and training enterprise based around maintenance work on Aboriginal homes;
- Agriculture and aquaculture;
- Arts; and
- Tourism.

Tourism is an especially important sector. ATSIC and the State Government acknowledge the need for a tourism development plan that will assist the Aboriginal community to enter into all facets of the tourism industry.

The State Government will also continue to explore strategies to promote employment opportunities for Aboriginal people within the public sector.

Community Consultation

To ensure the aspirations of the Aboriginal community in Tasmania are being addressed, the Board of Commissioners and the Tasmanian Government agree to establish a broad consultation process within the State's Aboriginal community on the issues covered by the Partnership Agreement. The process will also allow other

issues - such as Aboriginal heritage and culture, land management and resource management - to be progressed.

In addition, ATSIC and the State Government will look at ways in which the Aboriginal community can be more closely involved in government decision making processes on issues that effect them.

Monitoring and Reporting

To ensure that the Partnership Agreement achieves agreed objectives, it is important that progress be monitored against key performance indicators that will be developed during the detailed negotiation of the Agreement. The Agreement will be completed by June 2002 and contain provision for periodic review.

CHAIRMAN GEOFF CLARK

**Aboriginal and Torres Strait
Islander Commission**

JIM BACON MHA

Premier of Tasmania

14 November 2001