



Office of the **Director of Public Prosecutions**
Government of **Western Australia**

Reconciliation Action Plan 2008 - 2010

Prepared by the
*Organisation and People
Development Branch*

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CONTENTS

Introduction2

Statement of Commitment.....3

Our Reconciliation Action Plan4

Our Approach to Developing Our RAP.....4

Monitoring and Reporting4

Review.....4

Reconciliation Action Plan5

Contact Information:11

Introduction

The Office of the Director of Public Prosecutions (ODPP) is an independent agency within the WA Public Sector. It operates independently of the Government and reports to Parliament through the Attorney General. It is a critical participant in the administration of justice within Western Australia, providing an independent and effective criminal prosecution service, which is both fair and just.

Its core work is the prosecution of serious criminal offences in the Supreme and District Courts. It also manages indictable matters in the Perth Magistrates Court, appears for the State in the Drug Court, and undertakes prosecutions in the Children's Court. It brings and conducts appeals, secures extraditions and brings forfeiture proceedings under the Criminal Property Confiscation Act 2000. It also assists the Western Australia Police Prosecuting Division, through high level strategic and legal advice, to deliver effective and efficient prosecutorial services throughout the State in the courts of summary jurisdiction.

OUR MISSION

is to provide the people of Western Australia
with an independent and effective criminal prosecution service,
which is both fair and just.

In achieving our mission, the ODPP acknowledges that in order to be responsive to the diverse needs of the community it services, the ODPP must be cognisant of the different perspectives and experiences that exist in all sections of the community and their potential impact on the provision of a fair and just prosecution service.

Statement of Commitment

The ODPP is committed to reconciliation between Aboriginal and Torres Strait Islander people and non-Indigenous people for the benefit of all Australians and to achieve improved economic and social outcomes for Indigenous Western Australians.

OUR VISION

is to provide the highest quality prosecution service for the people of Western Australia.

To realise this, the Office embraces its role in fostering reconciliation by working with Aboriginal people and communities in order to:

- build positive relationships and partnerships with Aboriginal people, communities and organisations;
- enhance our workforce's understanding of and respect for Aboriginal cultures; and
- increase employment opportunities for Aboriginal people within the ODPP.

As an active demonstration of our values all employees are responsible for achieving these priorities.

OUR VALUES

The ODPP is committed to the following core values in order to achieve its vision:

Justice	Integrity	Excellence	
Independence	Respect	Leadership	Accountability

I have pleasure in presenting the ***ODPP Reconciliation Action Plan 2008-2010*** demonstrating our commitment to the National Program of Action. The Plan focuses on how we can continue to strengthen and build a high reputation as the prosecution service for the people of Western Australia, particularly through providing our staff with a better understanding of the diverse and separate cultures within the Aboriginal communities and the skills and knowledge to make a difference.



Robert Cock QC
Director of Public Prosecutions

Our Reconciliation Action Plan

Our Approach to Developing Our RAP

In May 2007, the Minister for Indigenous Affairs, Hon. Michelle Roberts MLA, announced that all State Government agencies were to develop a Reconciliation Action Plan (RAP). Two senior representatives from the Office attended a RAP Workshop in October 2007 hosted by Reconciliation Australia and the Department of Indigenous Affairs.

The process for developing the ODPP's RAP began with a 2-day *Aboriginal Cross-Cultural Awareness to Consciousness Workshop*, facilitated by Kooya Consultancy in January 2008, and attended by the Director of Public Prosecutions, Director Corporate Services, state prosecutors, paralegals and other key staff. The workshop particularly explored the implications of Aboriginal culture in the conduct of fair and just prosecution services and included a panel discussion with the following representatives from Aboriginal organisations and relevant government agencies:

- Dawn Bessarab, Manager Aboriginal Policy and Planning, Department of the Attorney General;
- Maureen Carter, Nillumbik Community Health Service;
- Dorinda Cox, Project Manager Aboriginal Healing for Family Violence and Sexual Assault;
- Ross Councillor, Senior Advisor Aboriginal Services, Department for Child Protection; and
- Christine White, Coordinator Child Witness Service, Department of the Attorney General.

The issues and ideas explored at the workshop formed the basis of a draft plan that was distributed for consultation by publishing on the Intranet for feedback, forwarding to the panel representatives and Kim Collard, Kooya Consultancy.

The feedback was reviewed and incorporated into the final plan.

Monitoring and Reporting

The RAP has initiatives which the agency will achieve during 2008-2010. The achievement of these initiatives will be monitored by the Compliance Management Committee and regular progress reports will be provided to the Corporate Support Committee and the Corporate Executive Committee, and be publicly reported annually to Reconciliation Australia.

Review

The plan will be reviewed and revised annually to ensure its initiatives remain relevant to the needs of the Office. The revised RAP will be provided to Reconciliation Australia.

Reconciliation Action Plan

Outcome	1 Relationships – Effective consultation and engagement between the ODPP and the various Aboriginal communities is essential to the provision of a fair and just prosecution service to Aboriginal people.			
Focus Area	1.1 Executive Leadership			
Initiative	1.1.1 Senior management and key staff actively promote and support the ODPP Reconciliation Action Plan.			
	Actions	Responsible Officer(s)	Timeline	Measurable Target
	The Director of Public Prosecutions promotes the finalised RAP to all staff.	DPP	June 2008	An email has been sent to all staff.
	Aboriginal staff and, where applicable external key stakeholders, are included on ODPP working groups relevant to achieving the RAP's outcomes.	Senior Managers	As they occur	Relevant ODPP Working Groups have an Aboriginal representative on them.
	Senior management lead discussions within their teams on implementing the RAP in the course of their work.	Senior Managers	June 2008	Staff have participated in RAP discussions and identified, where applicable, how they can implement the RAP.
	In external justice forums senior staff promote justice reform with respect to the needs of Aboriginal people.	Senior Staff	As they occur.	Justice related decisions, policies, and procedures reflect the needs of Aboriginal people.
Focus Area	1.2 Indigenous Collaboration			
Initiative	1.2.1 Consult with different Aboriginal groups to identify the different needs and barriers to service delivery.			
	Actions	Responsible Officer(s)	Timeline	Measurable Target
	Identify key Aboriginal stakeholders and organisations in the major regional communities where the ODPP attends Court.	Project Officer	December 2008	Key Aboriginal stakeholders and organisations have been identified.
	Publish on DPPnet the contact details for these stakeholders and the services or assistance they can provide.	Project Officer	July 2009	Contact details are available on DPPnet.
	Establish relationships with key Aboriginal stakeholders and organisations.	Project Officer	July 2009	A survey of ODPP staff has identified staff are using the contacts and updating the contacts list as required.

		Involve key Aboriginal stakeholders in the ACCACW Workshop's Panel Discussion module.	Project Officer	Ongoing	At least 2 key Aboriginal stakeholders have participated in each of the workshops.
Outcome	2	Respect – Respect for and understanding of Aboriginal culture will enhance the ODPP's responsiveness to the needs of Aboriginal people with respect to their involvement in the justice system.			
Focus Area	2.1	Cultural Education and Development			
Initiative	2.1.1	Conduct <i>Aboriginal Cross Cultural Awareness to Consciousness Workshops</i> for all employees to ensure staff are responsive to the needs of Aboriginal people with respect to their involvement in the justice system.			
		Action	Responsible Officer(s)	Timeline	Measurable Target
		Engage a training provider and tailor the ACCACW Workshop to the ODPP's business requirements.	Workforce Development Consultant	April 2008	A training provider has been engaged.
		Prepare a training schedule e.g: <ul style="list-style-type: none"> ▪ 5 workshops in 2008 ▪ 5 workshops in 2009 	Workforce Development Consultant	May 2008	All staff have attended a workshop by December 2009.
		Coordinate the workshops.	Workforce Development Consultant	Annually	10 workshops have been conducted by December 2009.
		Senior management attend <i>Aboriginal Cross Cultural Awareness to Consciousness Workshops (ACCACW)</i> .	Senior Managers	By December 2009	At least two senior managers have attended each of the 10 ACCACW workshops.
		New employees attend an annual workshop(s).	Workforce Development Consultant	Annually – January or July	New employees have attended a workshop within 12 months of commencement.
Initiative	2.1.2	Conduct Continuing Legal Education Seminars on specific Aboriginal topics relevant to delivering an effective prosecutorial service.			
		Action	Responsible Officer(s)	Timeline	Measurable Target
		Identify specific topics for Continuing Legal Education Seminars, e.g. kinship systems, Aboriginal lore, understanding Aboriginal English, rites of passage, gender issues, etc.	Workforce Development Consultant	July 2008	Topics have been identified.
		Identify guest presenters.	Workforce Development Consultant	August 2008	Guest presenters have been identified.

Prepare the Continuing Legal Education seminar schedule.	Workforce Development Consultant	September 2008	A schedule has been prepared.
Publicise and conduct the Continuing Legal Education seminars.	Workforce Development Consultant	October 2008 ongoing	At least 2 Aboriginal specific Continuing Legal Education seminars have been conducted each year.
Initiative	2.1.3 Publish relevant Aboriginal information and reference material on DPPnet, e.g. Guides to kinship systems.		
Action	Responsible Officer(s)	Timeline	Measurable Target
Create an Aboriginal Cultural Awareness site on DPPnet for staff access and contribution.	Project Officer	July 2008	The site has been created.
Identify and publish on DPPnet information and reference material relevant to conducting prosecutions.	Project Officer	July 2008	The site has been maintained and updated.
Advise staff how they can contribute to the publishing of information on the Aboriginal Cultural Awareness site.	Project Officer	July 2008	Staff have contributed to the ongoing development of the site.
Focus Area	2.2 Cultural Protocols		
Initiative	2.2.1 Develop and implement protocols for 'welcome to country' and/or recognition of traditional owners at key events.		
Action	Responsible Officer(s)	Timeline	Measurable Target
Identify appropriate Aboriginal people to perform 'welcome to country' at key events.	Project Officer	July 2008	Appropriate people have been identified.
Prepare protocol guidelines.	Project Officer	August 2008	The Protocol guidelines have been prepared.
Publish the protocol on DPPnet.	Project Officer	September 2008	The Protocol is accessible and maintained.
Advise relevant staff of the protocol.	Project Officer	Ongoing	Where applicable, the protocol has been used.

Focus Area	2.3	Policy Integration		
Initiative	2.3.1	Assess ODPP policies and procedures that impact on service delivery for possible discriminatory outcomes based on the needs of Aboriginal people.		
		Action	Responsible Officer(s)	Timeline
		Identify policies and procedures that impact on service delivery.	Senior Legal Officer	December 2008
		Prepare review schedule.	Senior Legal Officer	December 2008
		Review and amend major policies and procedures.	Senior Legal Officer	December 2009
		Review and amend other policies and procedures.	Senior Legal Officer	December 2010
Outcome	3	Opportunities – Equal access for Aboriginal people to employment and career development opportunities within the ODPP is critical to developing a workforce that better meets the needs of Aboriginal people.		
Focus Area	3.1	Recruitment and Retention		
Initiative	3.1.1	Review selection processes to ensure Aboriginal people are not at an unreasonable competitive disadvantage.		
		Action	Responsible Officer(s)	Timeline
		Identify key, Aboriginal recruitment related, stakeholders and prepare a consultation plan on the ODPP's selection processes.	HR Consultant	August 2008
		Consult with employees and key stakeholders.	HR Consultant	August – September 2008
		Prepare review findings and recommendations.	HR Consultant	September 2008
		Obtain corporate executive endorsement and DPP approval of the recommended actions.	HR Consultant	October 2008
				Measurable Target
				Policies and procedures have been identified.
				A review schedule has been prepared.
				Major policies and procedures have been reviewed and amended.
				Minor policies and procedures have been reviewed and amended.
				Aboriginal recruitment stakeholders have been identified and a consultation plan has been prepared.
				Input was received from a diverse section of the workforce and stakeholders.
				The Review Report has been prepared.
				The recommendations were endorsed and approved.

	Revise/develop relevant policies, procedures and guidelines for recruitment and selection within the ODPP.	HR Consultant	November – December 2008	The policies, procedures and guidelines were revised / developed.
	Advise employees of the outcome.	HR Consultant	December 2008	Employees are aware of the new / revised policies, procedures and guidelines.
Initiative	3.1.2 Implement more open and inclusive recruitment practices for Aboriginal people and develop ongoing employment support initiatives.			
	Action	Responsible Officer(s)	Timeline	Measurable Target
	Research better practice Aboriginal recruitment practices and compare with existing arrangements.	HR Consultant	December 2008	Current practices are compared with better Aboriginal recruitment practices and significant gaps / changes summarised.
	Draft an Aboriginal Employment Strategy, which includes strategies to achieve an Aboriginal employment target of 3% by 2010.	HR Consultant	July 2009	A draft AES and employment targets have been prepared.
	Consultation and revision.	HR Consultant	September 2009	Input was received from a diverse section of the workforce and key stakeholders.
	Obtain corporate executive endorsement and DPP approval of the AES.	HR Consultant	October 2009	The AES is endorsed and approved.
	Distribute the AES.	HR Consultant	November 2009	Staff are aware of the AES and their role and responsibilities.
	Monitor and review the AES.	HR Consultant	November 2009 onwards	Employees report that the policy meets their needs.
Initiative	3.1.3 Provide greater opportunities for Aboriginal people to participate in employment programs, e.g. traineeships, cadetships, vacation/articled clerkships, etc.			
	Action	Responsible Officer(s)	Timeline	Measurable Target
	Research and identify Aboriginal employment programs appropriate to the ODPP.	HR Consultant	January 2010	Employment programs appropriate to the ODPP are identified.
	Draft the program frameworks and expected outcomes and targets to be achieved.	HR Consultant	February – March 2010	Draft program frameworks and outcomes/targets are prepared.

Consultation and revision.	HR Consultant	June 2010	Input was received from a diverse section of the workforce and key stakeholders.
Obtain corporate executive endorsement and DPP approval of the programs.	HR Consultant	July 2010	The programs and outcomes/targets are endorsed and approved.
Advertise and implement the programs.	HR Consultant	August 2010	Staff and potential employees are aware of the programs.
Monitor and review the programs.	HR Consultant	August 2010 onwards	The programs are attracting quality applicants from Aboriginal people and targets are being met.
Focus Area	3.2 Professional and Career Development		
Initiative	3.2.1 Develop professional and career development strategies that facilitates the retention of Aboriginal staff.		
Action	Responsible Officer(s)	Timeline	Measurable Target
Consult with Aboriginal staff to identify their needs.	Workforce Development Consultant	January 2010	Aboriginal staff have been consulted.
Identify better practice strategies.	Workforce Development Consultant	February 2010	Better practice strategies have been identified.
Develop and implement the strategies applicable to the ODPP.	Workforce Development Consultant	June 2010	Aboriginal staff are accessing the strategies and retention targets are being met.
Outcome	4 Tracking Progress and Reporting		
Action	Responsible Officer(s)	Timeline	Measurable Target
Annually review and revise the ODPP RAP and provide to Reconciliation Australia.	Manager Organisation & People Development	May	The RAP is reviewed and revised each year and provided to Reconciliation Australia.
Monitor and report on progress to the Corporate Support Committee and the Corporate Executive Committee, and publicly report annually to Reconciliation Australia.	Manager Organisation & People Development	May	Progress is monitored and reported regularly to the Corporate Support Committee and annually to the Corporate Executive Committee and Reconciliation Australia.

Contact Information:

Should you have any queries or comments with regards to the ODPP's RAP please contact the:

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If you would like this RAP in an alternative format, such as an audio file, Braille or large print version, please contact the Office and a copy will be made available to you.