

Response to question on notice

Questions on Notice Paper No 16

3 March 2025

Question No. 885

MARK PARTON MLA: To ask the Minister for Aboriginal and Torres Strait Islander Affairs

1. Why does each individual directorate have its own Reconciliation Action Plan (RAP).
2. What was the cost, per directorate, of the implementation of the RAP.
3. Why does the Government not have a single, whole-of-government RAP.
4. How does each directorate having their own RAP deliver better outcomes when compared to a consistent, coordinated whole-of-government policy.

SUZANNE ORR MLA - The answer to the Member's question is as follows:

This question has previously been answered by Minister Stephen-Smith and I refer the member to [Question on Notice 130](#).

Each directorate determines for itself whether to develop a formal Reconciliation Action Plan (RAP) or an equivalent strategic document that advances reconciliation and cultural integrity. This approach ensures each directorate can implement actions that are directly relevant to, business functions, operational priorities, workforce profile, and specific engagement with Aboriginal and Torres Strait Islander stakeholders. It enables directorates to shape their reconciliation commitments in ways that reflect their unique responsibilities and reconciliation journey, informed through consultation, truth-telling and shared decision making.

Costs associated with the development and implementation of RAPs or equivalent reconciliation strategies are managed within existing directorate resources and vary depending on the scope of actions selected by each directorate.

Reconciliation Australia is the overseeing body for Reconciliation Action Plans and set the framework for all RAPs. The ACT Government has previously sought advice from Reconciliation Australia on whether they would support a single RAP for ACT Government and their advice was this was not considered best practice and would not be supported by their organisation.

Allowing directorates to determine their own reconciliation approach with their key stakeholders enables targeted, meaningful and operationally appropriate actions that can be embedded within their core work and strategic priorities.

Whole-of-government advice has been developed to ensure consistency with how directorates work with their stakeholders to make this decision. This approach aligns directorate activity with the National Agreement on Closing the Gap and the ACT Aboriginal and Torres Strait Islander Agreement 2019–2028, while supporting genuine partnership with Aboriginal and Torres Strait Islander people.

Approved for circulation to the Member and incorporation into Hansard.



Suzanne Orr MLA
Minister for Aboriginal and Torres Strait Islander Affairs

Date: 31/03/26

This response required 2hrs 30mins to complete, at an approximate cost of \$418.99.