

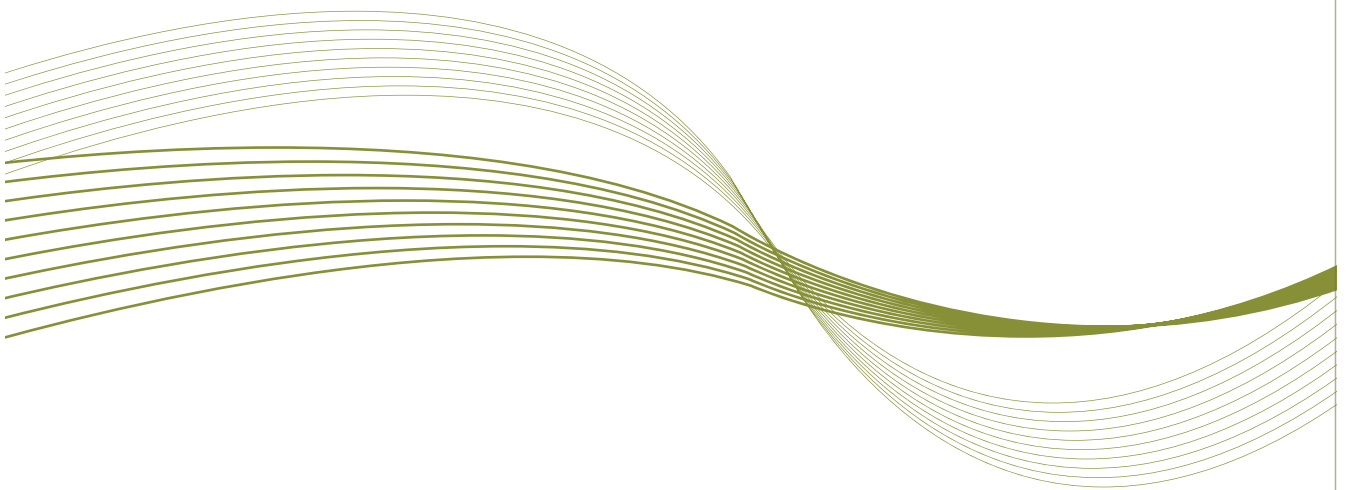


Australian Government

Australian Security Intelligence Organisation

Reconciliation Action Plan 2009–2012





ASIO



I am pleased to present the Australian Security Intelligence Organisation's (ASIO) Reconciliation Action Plan for 2009-2012.

ASIO's Reconciliation Action Plan focuses on four core themes: Relationships, Respect, Recognition and Review and reflects our commitment to provide an inclusive work environment that allows all staff members to work to their full potential. Through this plan, ASIO is committed to ensuring our Indigenous and non-Indigenous staff work together to foster an environment free of bias and prejudice that promotes the coming together of Australia as an equal and inclusive society. ASIO's Values of Excellence, Integrity, Co-operation and Accountability reflects this commitment.

ASIO's Reconciliation Action Plan will be reviewed annually to ensure our commitment is aligned with the whole of government approach to reconciliation.

Regards

A handwritten signature in black ink that reads "David Irvine". The signature is written in a cursive style.

David Irvine
Director-General of Security



Australian Security Intelligence Organisation

The *Australian Security Intelligence Organisation* (ASIO) is Australia's national security service. ASIO's functions and powers are determined by the Parliament of Australia and set out in legislation, principally the *Australian Security Intelligence Organisation Act 1979* (the ASIO Act).

ASIO's role is to identify and investigate threats to security, wherever they arise, and to provide advice to protect Australia, its people and its interests.

Security is defined in the ASIO Act as the protection of the Australian people from espionage, sabotage, politically motivated violence, the promotion of communal violence, attacks on Australia's defence system and acts of foreign interference. It also includes the carrying out of Australia's responsibilities to a foreign country in relation to threats to security with a particular focus on politically motivated violence.

ASIO collects information using the least intrusive means possible commensurate with a level of immediacy of the threat. In addition to information that's available from published sources, ASIO uses intelligence methods which can include human sources, special powers authorised by warrants and through its liaison relationships.

ASIO operates under an external oversight and accountability framework which provides assurance to the Government, the Parliament and the Australian community that ASIO operates strictly within its legislative framework in performing its role and functions.

The ASIO Act does not limit the rights of persons to engage in lawful advocacy, protest or dissent. ASIO does not carry out criminal investigations or have powers of arrest, but does work closely with Federal and State and Territory police forces on matters that have a national security dimension.

ASIO - Reconciliation Action Plan 2009–2012

	Action	Responsibility	Timeline	Measurable Target
RELATIONSHIPS				
1.1	Integrate Indigenous Mentor Scheme as part of New Employee Support Officer (NESO) Program.	Corporate Capabilities & Services Division	As required	<p>Where possible, new Indigenous staff members will be given the option of being matched with an Indigenous NESO mentor.</p> <p>Where possible, the Organisation may explore engaging external mentors (within the Australian Public Service) with an Indigenous background to assist with mentoring duties.</p>
1.2	Promote the Reconciliation Action Plan (RAP) in the Workplace Diversity presentations, workshops and relevant training material.	Corporate Capabilities & Services Division	Ongoing	<p>Update and alter training materials as appropriate to incorporate matters pertaining to Indigenous culture.</p> <p>If required, development of specific cultural awareness training.</p>
1.3	Investigate options for enhanced staff mobility factoring a focus on any Indigenous staff members.	Corporate Capabilities & Services Division	As per the Transfer Framework	Determine the Organisation's needs/ sensitivities as part of the Transfer Framework incorporating an Indigenous focus.

ASIO - Reconciliation Action Plan 2009–2012

	Action	Responsibility	Timeline	Measurable Target
RESPECT				
2.1	Welcome To Country address by Director-General.	Director-General/ Executive Division	Ongoing	Include the protocol in all relevant meetings and gatherings as determined by the Director-General.
2.2	Promote awareness of Indigenous events such as Reconciliation Week.	Corporate Capabilities & Services Division	Ongoing	Events promoted across the Organisation.
2.3	Ability to grant Ceremonial Leave to Indigenous staff members.	Line Management	As required	Continue to be provided for in Organisational policies and Schedule of Delegations.
2.4	Review Employment Framework to ensure recognition of Indigenous cultural responsibilities.	Corporate Capabilities & Services Division	January 2010	Employment Framework updated as required.
2.5	Cultural Awareness Training to be conducted for all staff located or posted to remote and/or regional offices.	Staff and Family Liaison Officer	January 2010	Cultural Awareness training conducted for all relevant staff.
2.6	Display Indigenous art – along with educative information on the artist's work and community.	Property Division	Current	Artwork displayed prominently in common areas of ASIO premises.

ASIO - Reconciliation Action Plan 2009–2012

	Action	Responsibility	Timeline	Measurable Target
RECOGNITION				
3.1	Attract Indigenous staff members by providing career pathways.	Corporate Capabilities & Services Division	Recruitment tools	Promote the Organisation's support of Reconciliation by using the Plan as a recruitment tool to attract Indigenous staff.
3.2	Amend Induction program to include additional information for identified Indigenous recruits that is relevant to Indigenous terms and conditions of employment.	Corporate Capabilities & Services Division	Ongoing	Information included for all identified recruits.
3.3	Assist Indigenous staff members develop career pathways.	Corporate Capabilities & Services Division and Line Management	Within the Performance Management Framework	Adherence to the Performance Management Framework.
3.4	Ensure the learning and development needs of Indigenous staff members are addressed.	Line Management	Within the Performance Management Framework	Adherence to the Performance Management Framework.

ASIO - Reconciliation Action Plan 2009–2012

	Action	Responsibility	Timeline	Measurable Target
REVIEW				
4.1	Undertake surveys of Indigenous staff members to assess levels of satisfaction and seek input regarding areas to enhance Indigenous recognition.	Corporate Capabilities & Services Division	Annually	Develop, circulate and conduct surveys.
4.2	Offer and conduct exit interviews of all Indigenous staff members.	Corporate Capabilities & Services Division	As Required	Provide exit interview to all existing staff members. Provide a report to the Director-General.
4.3	Report Progress in Annual Report.	Corporate Capabilities & Services Division	Annually	Report includes example of actions completed.
4.4	Report to Reconciliation Australia.	Corporate Capabilities & Services Division	Annually	Report prepared and submitted.
4.5	Update RAP in alignment with whole of Government approach.	Corporate Capabilities & Services Division	Annually	Maintain a current and relevant RAP.



