



Innovate Reconciliation Action Plan

OCTOBER 2023 - OCTOBER 2025



G. Pilkington



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Cultural Content Warning

Readers should be aware that this document may contain images of Aboriginal and Torres Strait Islander people who may be deceased or culturally sensitive areas of significance.

Acknowledgement of Country

Powerlink Queensland acknowledges Aboriginal people and Torres Strait Islander people as the Traditional Custodians and Nations of the area that we now know as Queensland. We pay our respects to their ancestors, who maintained and nurtured the life and processes of the land we are now on and whose spirits still dwell on Country. We work in partnership with the Traditional Custodians of Queensland and support their aspirations in caring for their Country.

Our vision

Our vision for reconciliation is for the relationship between First Nations people and Powerlink and wider Australia to be built on respect, understanding and acknowledgement of the past so that we can move together toward a shared, equitable and inclusive future. We aim to facilitate this through promoting a deep understanding of First Nations cultures, respect for contemporary interests, productive partnerships and reciprocity through our sphere of influence.

'Truth' is recognised in our RAP as a fundamental element of our contribution to reconciliation. We will tackle racism and support truth-telling. We acknowledge that while support for reconciliation within our organisation is growing, we can do more, and are committed to progressing initiatives that help us navigate and solve complex social justice issues for the communities that we live, work and connect with.

We aim to create a work culture and environment where the importance of First Nations cultures are valued and celebrated and all staff and partners feel safe to engage and thrive.

Through our reconciliation journey, we will continue reforms with First Nations communities that empower First Nations people to continue to work with us in caring for Country. Reforms that build genuine, long-term relationships based on trust, equity and dignity and that seeks to remove barriers to First Nations access and practice of culture on the lands, water-ways and sky country under our social responsibility.

Through our core business and key role in delivering the energy industry transformation we will work to continue to develop mutually beneficial regional partnerships that will help maintain and protect Australia's oldest living culture and heritage, knowledge and connection, and deliver economic outcomes for First Nations people while caring for Country.

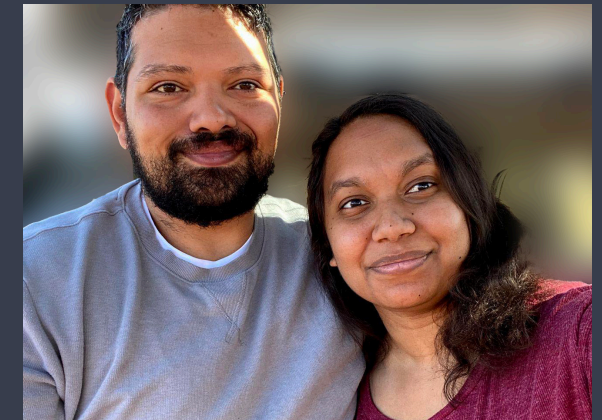


Artwork story

Our artwork represents different areas and aspects of Brisbane which are the three animals. Firstly we have the Short-necked Turtle which represents clean waterholes and waterways. Secondly we have the Snake at the centre which represents the land. Lastly we have the Black Duck that represents the air, land and the Nudgee waterholes. On the top of the painting we have the Elders from the past, on traditional land hunting in the forest. On the bottom of the artwork, we have the workers today overseeing the land we now know.

We have incorporated Powerlink's values: Teamwork, Safety, Customer and Accountability. For Teamwork, at the centre we have a meeting place with all different colours that represents an abundance of culture and different walks of life. The footprints coming from either side of the painting represent the relationship between Powerlink and its Customers. There are 2 parts for Safety, the Snake encircling the meeting place and the Elders with their weapons.

Accountability is Powerlink taking responsibility of the environment, water, land and air. Also acknowledging the First Nations people. The artwork shows a variety of different colours that represents the flora surrounding Brisbane. There are two shades of blue. The lighter blue represents the waterholes and the darker blue represents the lakes. The colour brown represents the forests and the bushland. This goes hand in hand with the reds, orange and yellow as these three colours are representing the native flowers when they bloom. Yellow are the Banksia trees well known in Queensland, the red being Bottlebrush trees and the orange being the Grevillea trees. Lastly, we have the purple, these are Jacaranda trees and they aren't native but they still have a story behind them we should be thankful for. It represents the Anzacs from the First World War. Each mother was gifted a plant in memory of the soldiers that fought.



Our artists

My name is Aaliyah Chambers. I am a proud Aboriginal woman born in Brisbane, Queensland.

My name is Gabriel Pilkington. I am a proud Aboriginal man born in Perth, Western Australia and living in Brisbane, Queensland. I have been painting since I was a young kid.

I am in collaboration with my partner, Aaliyah and we have created this painting for the Powerlink RAP project to represent our vision of Brisbane and surrounding areas in all of its beauty.

Our sphere of influence

Powerlink Queensland support the broader Australian Government's priority to improve the wellbeing and opportunities for First Nations people through our business.

As an organisation with a strong position in the Energy industry we know our sphere of influence is expansive. Through our own reconciliation journey, we aim to influence from the dimensions of our individual circles through to peer or partnering organisations, the communities and government relations. We expect our staff, contractors, and construction partners to be inclusive and respectful and create culturally safe environments. We recognise and utilise the unique skills, cultural intelligence and contributions of First Nations staff and support them to reach their potential, which strengthens our entire workforce's ability to be culturally agile. Our RAP provides a commitment to practical actions that build respectful relationships and create opportunities with First Nations people—inside and outside our organisation.



Key messages



Kathy Hirschfeld
Board Chair

Powerlink's Board places a high value on our social responsibility and inclusive culture. I am very pleased to confirm that Powerlink will continue our reconciliation journey through our Innovate RAP. We know that the current "once in a generation" energy transformation will be greatly enhanced by the engagement and involvement of First Nations people.

Aboriginal and Torres Strait Islander people are the first scientists and environmentalists. We value the guidance the oldest living cultures in the world can provide in the transition to a more sustainable future.

We know that in order to progress towards an inclusive, equitable future for all Australians everyone must play a role. At Powerlink, we are well placed to advance reconciliation through our interactions with the broader community.

This Innovate RAP aims to provide guidance for Powerlink to continue to learn, develop and embed cultural responsiveness into our business on the journey towards genuine reconciliation.



Professor Paul Simshauser
Chief Executive

I was privileged to be involved in the development of our Reflect RAP which was launched in May 2021. This document had a vision to build greater awareness of reconciliation among our people and provide some clear and practical actions.

I'm pleased to report we've made good progress including:

- Development of a business case for Aboriginal and Torres Strait Islander employment
- Development of a business case for procurement from Aboriginal and Torres Strait Islander owned businesses
- Engagement with others in the energy sector including partners, contractors and customers to identify opportunities for RAP collaboration
- Installation of two plaques in our Virginia head office entrance, one acknowledging Traditional Owners and the other an Apology to Australia's Indigenous people
- Cultural Agility training for our Senior Leadership Team and champions
- Ongoing recognition of NAIDOC Week and National Reconciliation Week
- Engaging with local Elders in culturally appropriate ways as we set up our Gladstone transmission and training hub

We are building awareness and offering different perspectives. And we continue to reiterate the importance of reconciliation for a united and equal future.

There is always more that can be done and that's why I'm pleased to present our Innovate RAP. Powerlink is committed to providing a safe and inclusive workplace, open to learning and reflective of the diverse communities in which we operate.

First Nations people are Custodians of the world's oldest continuous living culture. We acknowledge this truth and respect their deep history and connection to Country. We value the strength and knowledge that comes from First Nations cultures and are dedicated to building stronger partnerships as we deliver on our core business.

Powerlink will play a central role in the energy transformation underway in Queensland right now. Our Innovate RAP provides some clear opportunities and actions to collaborate and partner with Aboriginal and Torres Strait Islander people and communities, create employment opportunities and promote greater respect and understanding within our sphere of influence.





Ben Saal

General Manager
Health, Safety and
Environment
Sponsor RAP
Governance Group

I have always had a keen interest in Australian First Nations cultures, particularly in relation to connection to Country and the environment in which we live. In 2022 however this was taken to the next level when I had the privilege of spending time with Leann Wilson, Managing Director – Regional Economic Solutions, through our Cultural Agility Program which opened my eyes to the systemic disadvantages that have been imposed upon First Australians.

Since then I have been working with the Powerlink Reconciliation Governance Group a passionate group of volunteer employees who are always looking for opportunities to improve on our reconciliation approach here at Powerlink. Their commitment to delivering ideas, action and constructive challenge has been key to the changes we have and are continuing to make and I thank them for that.

This Innovate RAP is our opportunity to move beyond creating awareness and forward towards effecting true systemic improvements. Through this RAP we will be partnering with key areas of Powerlink to build our reconciliation goals into business as usual which will provide one of the best avenues for sustainable change. There are exciting opportunities for Powerlink right now to make a difference to First Nations employees and the communities with which we interact, benefits that will flow through more broadly to an inclusive workforce and the Queenslanders we serve.



Kayal Walsh

Contracts Officer and Chair
RAP Governance Group

My name is Kayal and I am a proud Gooreng Gooreng woman with South Sea Islander descent.

I am lucky enough to be the current Chair of our RAP Governance Working Group at Powerlink Queensland.

At first I wasn't confident in my ability to lead a group (let alone an entire organisation) on our journey towards reconciliation, but with the support from the business and the encouragement of the dedicated and passionate working group, I am continually growing and thriving in this role and as a group.

The timing of my involvement with the group coincided with my own personal journey of Cultural Connection with my own Mob and ignited more of a fire in me to push for more equity and equality for my people across Australia and the Torres Strait.

Helping my organisation move towards a more reconciled Australia is important to me. I want to achieve this through knowledge sharing, truth telling, developing genuine and authentic relationships with the Traditional Custodians of this land whilst acknowledging the past and respecting the more than 60,000 years of history.

In order to build a sustainable and respectful platform to grow from, we need to embrace our diversity and have it not only reflected in our workforce, but also in the inclusive engagement and procurement opportunities with First Nations communities and businesses.

This document will be a living and breathing document built on trust and openness and will hold us to account on our commitments.



Innovate RAP

Reconciliation Australia commends Powerlink Queensland on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Powerlink Queensland to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Powerlink Queensland will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander people and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Powerlink Queensland is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Powerlink Queensland's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Powerlink Queensland on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



RECONCILIATION
ACTION PLAN

INNOVATE

Being part of a period in time where we are able to help people have an understanding of reconciliation by Closing the Gap, bringing equality, knowledge and inclusiveness to our workplace and beyond is important to me.

My knowledge of my own cultural background has been very limited to date, due to my Great Grandmother not acknowledging our Aboriginal ancestors due to the stolen generation. My hopes are to increase my own understanding while helping our organisation grow theirs.

This gives me hope that my children and my people will embrace and celebrate their Aboriginal heritage with the rest of Australia and we all continue to grow our country to be something so much more with us being a part of the RAP.

Gamilaraay (Kamilaroi)

Vanessa Foreman - Proud yinarr n – (Aboriginal Woman)
Contracts Support Officer



Our business

Powerlink is a leading Australian provider of high voltage electricity transmission network services. As a Government Owned Corporation that owns, develops, operates and maintains the high voltage electricity transmission network we provide an essential service to Queenslanders. Our purpose is connecting Queenslanders to a world-class energy future.

Our network extends 1,700 kilometres from Cairns to the New South Wales border. We have a strong history of connecting customers with the energy they need, playing our part in providing safe, reliable and affordable electricity to more than five million Queenslanders and 238,000 businesses. Powerlink's network transports high voltage electricity from large generators through our transmission grid to the distribution networks owned by Energex and Ergon Energy (part of the Energy Queensland Group) and Essential Energy (in northern New South Wales) to supply customers. We also transport electricity to large industrial customers such as rail companies, mines and mineral processing facilities, and to New South Wales via the Queensland/ New South Wales Interconnector (QNI) transmission line.

Powerlink has 1,215 employees working at our head office location in Virginia and warehouse at Narangba as well as out in field and on projects across Queensland working to build, maintain and manage our extensive network of towers and substations. As at March 2023, 1.1% of our workforce identified as Aboriginal and/or Torres Strait Islander people.

Through our unique central position in the energy industry, we are guiding the market to help influence the energy industry of the future that effectively balances customer needs, while transforming to a low carbon future comprising a diverse array of generation and storage technologies (including large-scale wind and solar developments, batteries and pumped hydro). Powerlink's network provides the platform to enable the provision of these and many other energy services while maintaining a sharp focus on safety, affordability and reliability of supply for our customers.

Our RAP

The Reflect RAP launched in 2021 started our reconciliation journey and laid the foundations for our organisation's reconciliation initiatives.

Through this RAP we implemented a Cultural Agility Program for our senior leaders and key stakeholders; the SBS Inclusion Program including a course on First Nations inclusion as well as other awareness building content; celebrated NAIDOC week and National Reconciliation Week and improved our community engagement approaches. We started to see the embracing of First Nations cultures in the naming of our Guybal Munjan (meaning Fire Mountain in the local language) Switching Station with guidance from the Gugu Badhun Aboriginal Corporation (GBAC). Our newly established Gladstone hub saw strong engagement with local First Nations communities including their guidance in naming one of the meeting rooms Waybare (meaning campsite, house in Gooreng Gooreng language). It's heartening to witness the pride our employees feel in our reconciliation commitments as we share these stories within our organisation.

From our learnings through the Reflect RAP, we understood that the challenges to implementing deliverables stemmed from limited embedding of RAP deliverables into business as usual activities and limited engagement with the key stakeholders responsible for those deliverables. Therefore our approach to developing the Innovate RAP included early consulting and engaging voices from across Powerlink to ensure we created a RAP vision that was meaningful and authentic to our organisation. We discussed our RAP commitments and sought input from the deliverable owners

about how they could proactively plan to deliver on these meaningfully.

Our RAP vision and commitments were shaped with guidance from our RAP Governance Group which includes employees who identify as First Nations and advice from external experts at Regional Economic Solutions. Engaging key stakeholders and people responsible allowed us to ensure we laid the foundations to enable people to contribute to our reconciliation efforts in a direct and personal way.

To best serve our customers and communities in Queensland, our workforce and our relationships and partnerships within those communities must be representative and inclusive. Our Innovate RAP aims to help us do this by building on our achievements to date, deepening our understanding and building strong, long-standing partnerships and continuing to embed reconciliation into our core business operations.

Over the next two years, the Innovate RAP will see us strategically developing and embedding cultural responsiveness in our organisation. We will focus on continuing to develop meaningful relationships with local First Nations communities, fostering respectful workplaces through truth telling and awareness building, and supporting improved social and economic outcomes for First Nations people by providing opportunities through enduring employment and partnerships.



RAP Governance Group

Our RAP Governance Group are passionate about reconciliation and will oversee and guide the implementation of all actions associated with this Innovate RAP as we progress through our reconciliation journey.

Our RAP Governance Group will ensure transparency and accountability while supporting the implementation of our RAP. This includes monitoring progress, meeting regularly and reporting to the Powerlink Board, our Diversity and Inclusion Committee, Reconciliation Australia and other stakeholders. Our RAP Governance Group includes employees who identify as First Nations as well as non-Indigenous employees from various levels and functions of our organisation.

Ben Saal

General Manager Health Safety & Environment

Sponsor RAP Governance Group

Kayal Walsh (Gooreng Gooreng)

Contracts Officer

Chair RAP Governance Group

Melanie Dixon

Administration Officer

Co-chair

Justeen Ford (Mununjali)

Protection and Metering Engineering Office

Leon Appo (Gooreng Gooreng)

Indigenous Partnerships Advisor

Sarah Beames

Vegetation Contracts Manager

Shaquille Mcleod (Mawng/Warruwi)

Information Support Specialist

Stephen Martin

Snr Strategist for Land Assets, Res & Dev

Vanessa Foreman (Kamilaroi)

Contracts Support Officer

Emily O'Brien

Organisational Development Consultant

Manpreet Kharbarh

Organisational Development Consultant

Raelee van Wyk

Manager Organisational Development



Relationships

Powerlink understand that respectful, trusting and meaningful connections with the First Nations communities we serve, work in and our network operates in are critical to the success of our Innovate RAP and our business. We acknowledge that our operations impact First Nations communities and that cultivating strong partnerships with local communities will allow us to reach better outcomes mutually. Our reconciliation journey so far has allowed us to develop cultural awareness through our community engagement and partnership and we are committed to continuously learning, listening and developing long standing relationships with the local communities and knowledge holders.

Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.		
Meet with local Aboriginal and Torres Strait Islander stakeholders, partners and organisations to develop guiding principles for future engagement, including Traditional Owners of the land on which Powerlink operates.	December 2023	Manager Indigenous Partnerships
Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders, partners and organisations.	March 2024	Manager Indigenous Partnerships
Enhance co-ordination support to streamline communications with Traditional Owners across various functions within our business.	June 2024	Manager Indigenous Partnerships
Enhance engagement with external bodies to coordinate a Traditional Owner focus to build efficiency and consistency.	December 2023	Manager Indigenous Partnerships
2. Build relationships through celebrating National Reconciliation Week (NRW).		
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2024, 2025	RAP Governance Group Chair
RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2024, 2025	RAP Governance Group Chair
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2024, 2025	Manager Internal Communications
Organise at least one NRW event each year.	27 May- 3 June 2024, 2025	RAP Governance Group Chair
Register all our NRW events on Reconciliation Australia's NRW website .	May 2024, 2025	RAP Governance Group Chair
3. Promote reconciliation through our sphere of influence.		
Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	December 2023	Manager Organisational Development
Communicate our commitment to reconciliation publicly.	December 2023, 2024, 2025	Manager External Communications and Engagement



Relationships (CONTINUED)

Deliverable	Timeline	Responsibility
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	December 2023	Manager External Communications and Engagement
Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	December 2023	Manager Organisational Development
4. Promote positive race relations through anti-discrimination strategies.		
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2023	Lead: Manager Employee Relations Support: HR Business Partners
Develop, implement, and communicate an anti-discrimination policy for our organisation.	December 2023	Lead: Manager Employee Relations Support: HR Business Partners
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	March 2024	Lead: Manager Employee Relations Support: RAP Governance Group Chair
Educate senior leaders and our workforce on the effects of racism.	March 2024	Manager Organisational Development



Respect

Powerlink is committed to continuing to develop our cultural learning opportunities. Our learning opportunities centre truth-telling and acknowledging the wrongs of the past. From the fundamental understanding of First Nations histories, diverse cultures and customs, experiences and achievements we aim to equip our employees to develop their cultural competence. We understand when cultural responsiveness is embedded within our organisation's way of doing things and our people understand how to embed cultural responsiveness into their role, we create environments with fewer barriers to participation. We will continue to come together to celebrate First Nations resilience, achievements and successes.

Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.		
Conduct a review of cultural learning needs within our organisation.	March 2024	Lead: Manager Organisational Development Support: Manager Organisational Training
Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy, ensuring cultural learning and protocols are led by Traditional Owners.	March 2024	Manager Indigenous Partnerships
Develop, implement, and communicate a cultural learning strategy document for our staff.	March 2024	Lead: Manager Organisational Development Support: Manager Organisational Training
Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	March 2024	Lead: Manager Organisational Development Support: Manager Organisational Training
Incorporate visual symbols of Aboriginal and Torres Strait Islander inclusion within our workplace/s and sites.	Review biannually December 2023, June, December 2024, June 2025	Manager Organisational Development
6. Demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols.		
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2023	Manager Organisational Development



Respect (CONTINUED)

Deliverable	Timeline	Responsibility
Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2023	Manager Indigenous Partnerships
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	July 2024, 2025	RAP Governance Group Chair
Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings and empower/educate staff to conduct them as appropriate	Review quarterly December 2023 March, June, September, December 2024 March, June 2025	Lead: Manager Internal Communications Support: Manager Organisational Development
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.		
RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024, 2025	RAP Governance Group Chair
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	December 2023	Lead: Manager Employee Relations Support: HR Business Partners
Review workplace cultures to remove barriers to staff participating in NAIDOC Week.	December 2023	Manager Organisational Development
Promote and encourage participation in external NAIDOC events to all staff.	June 2024, 2025	Manager Internal Communications



Opportunities

Powerlink is committed to creating sustainable opportunities for First Nations people. Our organisation, we will foster a culturally and socially inclusive environment to enable equitable participation through access to employment opportunities, professional development and retention. We will continue to support improved economic outcomes through our supplier diversity and culturally appropriate community partnerships and engagement.

Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.		
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2023	Manager Talent and Benefits
Engage with Aboriginal and Torres Strait Islander staff, Traditional Owners, and representative bodies of the land on which Powerlink operates, to consult on our recruitment and retention strategy and identify potential barriers.	September 2024	Manager Talent and Benefits
Engage with Aboriginal and Torres Strait Islander staff, Traditional Owners, and representative bodies of the land on which Powerlink operates, to consult on our professional development strategy and identify potential barriers.	September 2024	Lead: Manager Organisational Development Support: Manager Organisational Training
Develop and implement an Aboriginal and Torres Strait Islander recruitment and retention strategy that incorporates: <ul style="list-style-type: none"> • Targets • Opportunities to support job readiness • Employment ambassadors • Partnerships with educational institutes and Aboriginal and Torres Strait Islander organisations • Maximising permanent employment opportunities for Aboriginal and Torres Strait Islander Apprentices with successful completion of criteria • Identify and utilise existing Aboriginal and Torres Strait Islander pre-employment programs local to where we operate to support pipeline programs 	September 2024	Manager Talent and Benefits



Opportunities (CONTINUED)

Deliverable	Timeline	Responsibility
Develop and implement an Aboriginal and Torres Strait Islander professional development strategy.	June 2024	Manager Organisational Development and Manager Organisational Training
Through partnerships with Aboriginal and Torres Strait Islander employment agencies, advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	June 2024	Manager Talent and Benefits
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	September 2024	Lead: Manager Talent and Benefits Support: Manager Employee Relations and HR Business Partners
Establish internal Aboriginal and Torres Strait Islander community networks to support professional development and cultural safety.	December 2023	RAP Governance Group Sponsor
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.		
Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	September 2024	Manager Contracts
Investigate Supply Nation membership.	December 2023	Manager Contracts
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	September 2024	Manager Contracts
Identify and review barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses and update procurement practices to mitigate.	June 2024	Manager Contracts
Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2024	Manager Contracts
10. Develop First Nations Wellbeing initiatives that support the Cultural, Mental, Spiritual and Physical Health for Aboriginal Staff and Torres Strait Islander staff.		
Increase First Nations staff's understanding of Wellbeing Support available at Powerlink Queensland	December 2023	Manager Health and Wellbeing
Explore culturally informed providers to support First Nations employees psychological wellbeing and mental health support (i.e. EAP providers), including with reporting mechanisms	December 2023	Manager Health and Wellbeing
Create culturally appropriate areas where First Nations Staff have access to practice culture	June 2024	Manager Commercial Property Portfolio



Governance

Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.		
Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Review annually December 2023, 2024, 2025	RAP Governance Group Sponsor
Establish and apply a Terms of Reference for the RWG.	December 2023	RAP Governance Group Chair
Meet at least four times per year to drive and monitor RAP implementation.	December 2023	RAP Governance Group Chair
12. Provide appropriate support for effective implementation of RAP commitments.		
Define resource needs for RAP implementation.	December 2023	All deliverable owners respectively
Engage our senior leaders and other staff in the delivery of RAP commitments.	December 2023	Manager Organisational Development
Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2023	Manager Organisational Development
Appoint and maintain an internal RAP Champion from senior management	December 2024	Manager Organisational Development
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.		
Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Manager Organisational Development
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Manager Organisational Development
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Manager Organisational Development
Report RAP progress to all staff and senior leaders quarterly.	June 2024	Manager Organisational Development
Publicly report our RAP achievements, challenges and learnings, annually.	October 2023, 2024, 2025	Manager External Communications and Engagement
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	Manager Organisational Development
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	October 2025	Manager Organisational Development
14. Continue our reconciliation journey by developing our next RAP.		
Register via Reconciliation Australia's website to begin developing our next RAP.	June 2025	Manager Organisational Development



Enquiries

Kayal Walsh

Contracts Officer and Chair RAP Governance Group
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