

At TMR, reconciliation  
is everyone's business

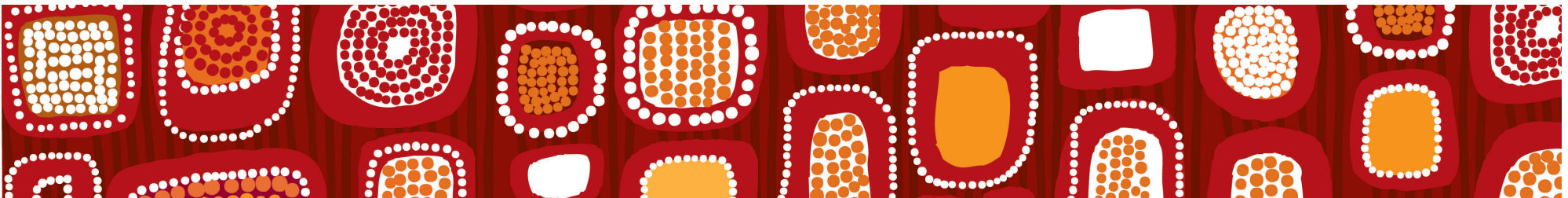


## A strong history of reconciliation

TMR was formed in 2009 with the amalgamation of Queensland Transport and the Department of Main Roads.

- **Two agencies, one Minister: similar and shared Reconciliation activities**
- **Typified low turnover of long-serving Indigenous employees across both agencies**

- 2000 Georgina River Bridge and Barcoo Highway projects commenced – MYUMA**
- 2002 Premier's Reconciliation Award for Business - Bridges to Reconciliation program**
- 2002 Drafted the Aust Transport Council's National RAP (Winner, Premiers Award)**
- 2005 Winner, Construction Skills Qld award for Bitumen Dreaming program**
- 2007 Winner, Aust Training Initiative Award for Sustainable Indigenous Employment**
- 2007 Winner, Engineers Aust Engineering Excellence Award (Project Mgmt) for MYUMA**
- 2008 First ever RAP approved by Reconciliation Australia of any Qld Gov agency**



## A strong history of reconciliation

### Main Roads

**Roads to Reconciliation Action Plan**

**'Bitumen Dreaming' cross-cultural awareness program**

**Remote Communities Services Unit**

**Education to Employment  
Indigenous Scholarships Program**

### Queensland Transport

**Aboriginal and Torres Strait  
Islander Peoples Action Plan**

**Aboriginal and Torres Strait  
Islander Strategic Group**

**Indigenous Driver Licensing**

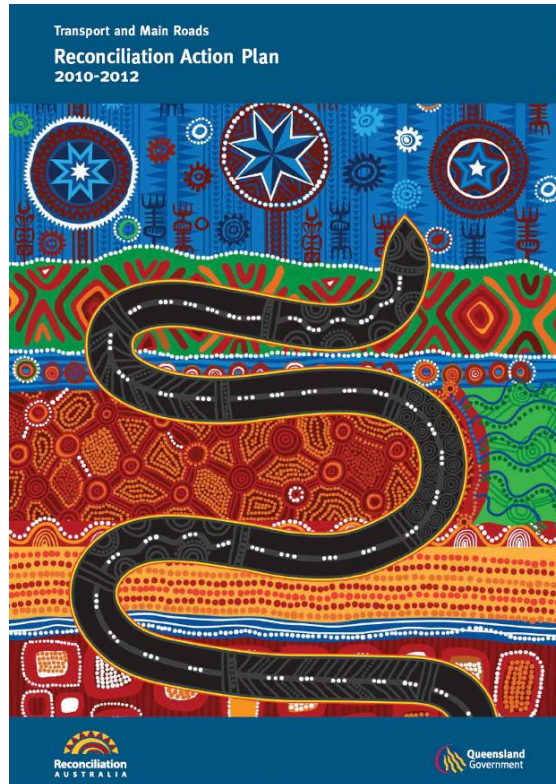
**Marine & Road safety campaigns  
in Indigenous Communities**



**Transport and Main Roads  
Reconciliation Action Plan  
2010-2012**



# The TMR Reconciliation Action Plan

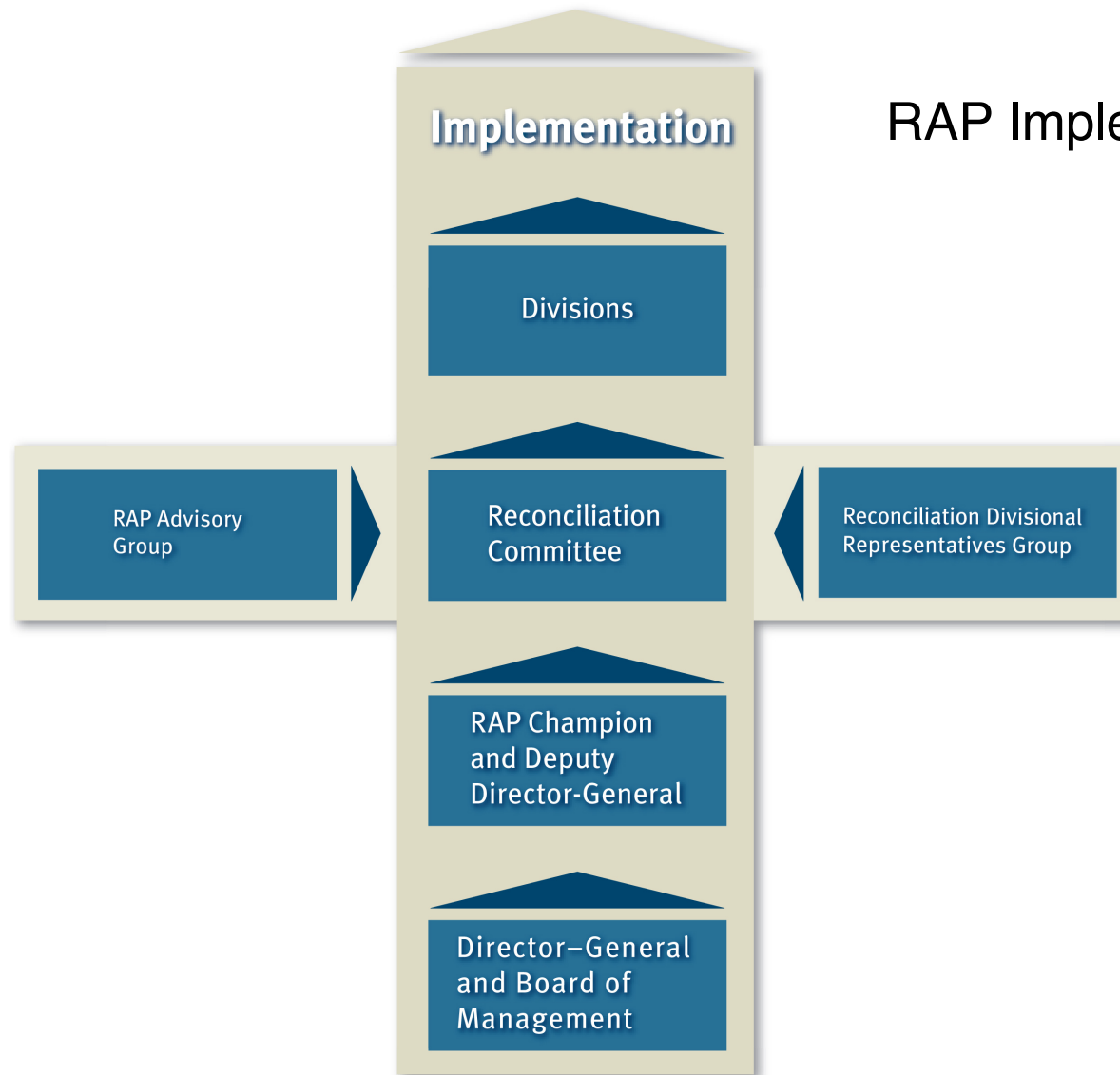


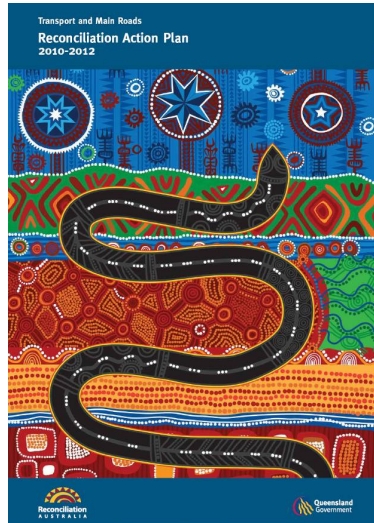
- Outlines TMR's ongoing commitment to ensure that closing the gap in disadvantage becomes a reality.
- Strengthens relationships, promotes respect and creates opportunities.
- Continues to develop in consultation with Aboriginal and/or Torres Strait Islander peoples.





# RAP Implementation Framework



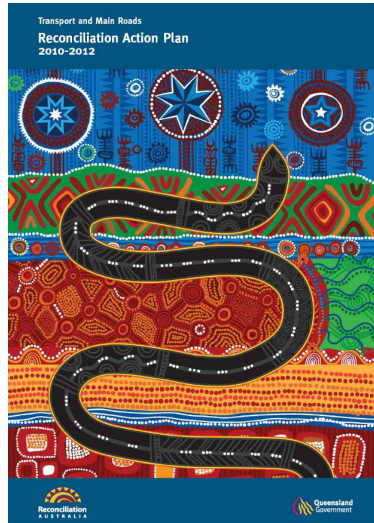


## Role of the Reconciliation Committee and the RAP Element Champions

The Reconciliation Committee provides strategic oversight and implementation of the Reconciliation Action Plan for TMR.

The RAP Element Champions assist and support areas responsible for delivery of programs and champion these matters at meetings and with other senior management



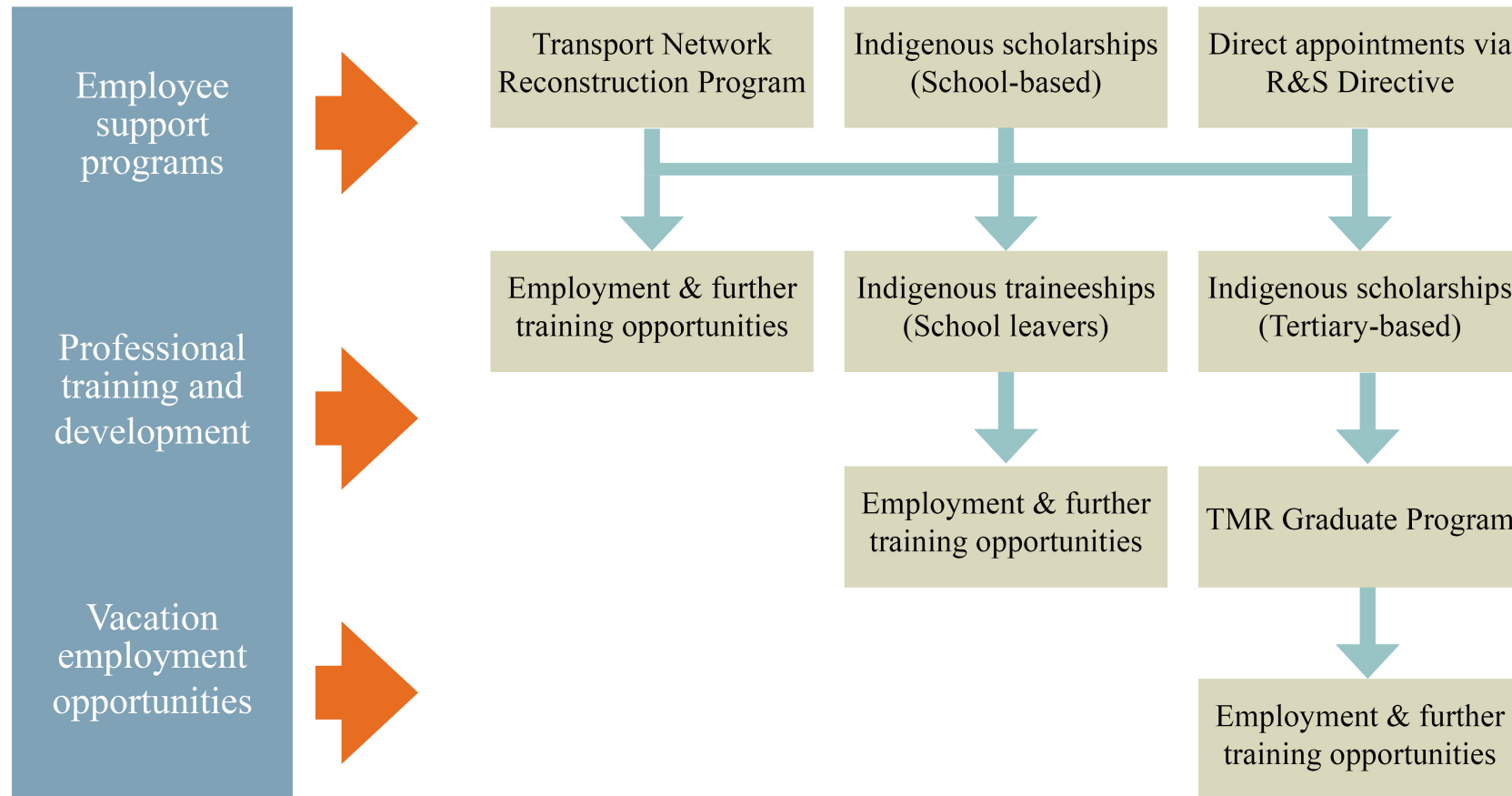


## Role of the RAP Advisory Group

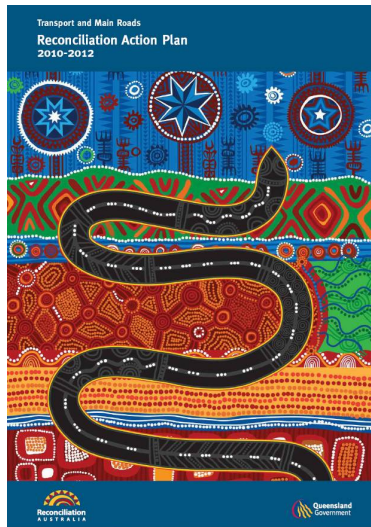
Provide the RAP Champion and Reconciliation Committee with strategic advice and support on implementation and reporting matters from an Aboriginal and Torres Strait Islander perspective



# Indigenous Employment Framework





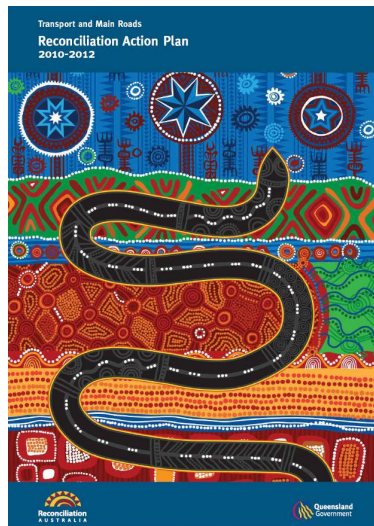


## RAP Post-implementation Progress

- **TNRP contract-related employment – over 35 new Indigenous employees**
- **Number of Indigenous employees from 105 in 2010 to 154 in 2012**
- **Indigenous Driver Licensing Unit successes**
- **Welcome to Country Signage, North Queensland**
- **Monthly broadcast of upcoming Reconciliation Events across Qld**
- **18 Indigenous Traineeships offered and commenced in 2012**
- **Implementation of Indigenous Mentoring Network**



## Learnings in Reconciliation



Top-Down / Bottom-Up  
Approach

Involve Indigenous  
employees in decision  
making processes

Practical outcomes

