



information
and privacy
commission
new south wales

Aboriginal Action Plan 2013 – 2016



Introduction

About the IPC

The Information and Privacy Commission (IPC) is an independent statutory authority that administers New South Wales' legislation dealing with privacy and access to government information. The IPC was established on 1 January 2011 to support the Information Commissioner and the Privacy Commissioner in fulfilling their legislative responsibilities and functions and to ensure individuals and agencies can access consistent information, guidance and coordinated training about information access and privacy matters.

The IPC administers the following NSW legislation:

- *Government Information (Public Access) Act 2009* (GIPA Act)
- *Government Information (Information Commissioner) Act 2009* (GIIC Act)
- *Privacy and Personal Information Protection Act 1998* (PPIP Act)
- *Health Records and Information Privacy Act 2002* (HRIP Act)

The IPC promotes and protects privacy and information access rights in NSW and provides information, advice, assistance and training for agencies and individuals on privacy and access matters. The IPC reviews the performance and decisions of agencies and investigates and conciliates complaints relating to government agencies, health service providers (both public and private) and some large organisations that deal with health information. The IPC also provides feedback about the legislation and relevant developments in the law and technology.

The Information and Privacy Commissioners report to the Parliamentary Joint Committee on the Ombudsman, the Police Integrity Commission and the Crime Commission, which oversees their functions.

About the IPC's Aboriginal Action Plan

The IPC recognises and respects the deep cultural history of Aboriginal people and the important role they have in shaping our nation and state. The IPC is committed to working with Aboriginal people in promoting and safeguarding their information access and privacy rights. The IPC Aboriginal Action Plan outlines the priorities and strategies of the IPC in meeting this commitment and in fulfilling its obligations under the *Anti-Discrimination Act 1977* (NSW) to eliminate discriminatory practices that prevent Aboriginal people from exercising their rights as equal and valued members of the community.

The IPC Aboriginal Action Plan supports the implementation of the NSW Aboriginal Affairs Plan, OCHRE, which focuses on revitalising and promoting Aboriginal language and culture, creating opportunities, increasing people's capacity, providing choice and empowering people to exercise that choice, as well as giving them the tools to take responsibility for their own future.

The IPC aims to ensure that its services to Aboriginal people are accessible, relevant and useful. The objectives of the Plan are to:

- promote and enforce the information access and privacy rights of Aboriginal people;

- demonstrate recognition and respect for Aboriginal culture and people; and,
- support the implementation of the NSW Aboriginal Affairs Plan, OCHRE and the empowerment of Aboriginal people.

About the development of the Aboriginal Action Plan

The Aboriginal Action Plan has been informed by conversations with people in government agencies, non-government organisations and the community including Aboriginal elders, Aboriginal workers and Aboriginal community representatives.

The Aboriginal Action Plan has also been informed by the NSW Aboriginal Affairs Plan, OCHRE, that was launched in April 2013 and which focuses on four key initiatives:

- Opportunity Hubs to provide school students pathways to employment
- Aboriginal Language and Culture Nests to provide a continuous pathway of learning from preschool to tertiary education for Aboriginal language learners and teachers
- A Local Decision Making model to develop the decision making skills of local Aboriginal governance bodies to make decisions about local service delivery
- Connected Communities, a new way of delivering educational services in 15 regional schools by working in partnership with Aboriginal communities.

About implementation of the Aboriginal Action Plan

The Aboriginal Action Plan sets out clear actions, timeframes and responsibilities. IPC managers will be assigned responsibility for the implementation of specific actions within the plan. The Information and Privacy Commissioners and the Executive Director will oversee and coordinate implementation of the plan and provide leadership and guidance to managers and staff. The plan will be communicated to staff and supported by Aboriginal cultural awareness training.

About monitoring and reporting on our implementation of the plan

The plan and our progress in implementing the plan will be available in our annual report, which is available on our website.

Contacting the Information and Privacy Commission

People can contact us by phone, email, fax, through our website or in person. We are a free service and will cover any necessary costs if people need to use the Telephone Interpreter Service, TTY, National Relay Service (NRS) or an Auslan interpreter.

Our business hours are 9am to 5pm Monday to Friday (excluding public holidays)

Street address: Level 17, 201 Elizabeth St, Sydney

Post: GPO Box 7011, Sydney NSW 2001

Phone: 1800 IPC NSW (1800 472 679)

Email: ipcinfo@ipc.nsw.gov.au

Fax: (02) 8114 3756

Website: www.ipc.nsw.gov.au

If you are deaf or have a hearing or speech impairment, you can call us using TTY or through the National Relay Service (NRS) on 133 677.

If you need interpreter assistance, you can call through the Translating and Interpreter Service on 131 450.

If you need an Auslan interpreter, please contact us and we will arrange for one.

IPC Aboriginal Action Plan – Strategies, actions, measures, timeframes, responsibilities

Outcome 1 – Promotion and protection of the information and privacy rights of Aboriginal people

The information access and privacy rights of Aboriginal people are promoted and protected

Strategies	Actions	Measures	Timeframe	Key responsibility
Engage and communicate with Aboriginal people about their information access and privacy rights	Develop strategy to engage and communicate with Aboriginal people and communities	Strategy developed	October 2013 and ongoing	Manager, Communications and Corporate Affairs
	Confer with the Aboriginal Coordinator General and Independent Aboriginal Council in implementing the Aboriginal Action Plan	Working relationships established	Ongoing	Commissioners and Executive Director
Ensure IPC resources are culturally appropriate and relevant and useful to the needs of Aboriginal people and communities	Identify where Aboriginal specific materials are required; and, develop Aboriginal specific resources in consultation with Aboriginal community representatives	Aboriginal specific resources developed, where appropriate	Ongoing	Manager, Communications and Corporate Affairs
	Provide assistance to agencies to assist them in managing information and privacy rights of Aboriginal	Assistance provided	Ongoing	Manager, Communications and Corporate Affairs

Strategies	Actions	Measures	Timeframe	Key responsibility
	people			
Develop and strengthen partnerships with Aboriginal governing bodies, organisations, groups and individuals	Establish a relationship with the Aboriginal Coordinator General and Independent Aboriginal Council to achieve a mutual understanding of roles and responsibilities and how the IPC can support the empowerment of Aboriginal people	Working relationships established	Ongoing	Commissioners, Executive Director, and Manager, Communications and Corporate Affairs
Develop and strengthen partnerships with other agencies and organisations providing support and assistance to Aboriginal people and communities	Actively participate in planning and service delivery programs of the Good Services Mob to maximise reach to Aboriginal communities throughout the state	IPC priorities and initiatives are made available in the planning and service delivery program of the Good Services Mob	July 2013	Manager, Communications and Corporate Affairs

Outcome 2 – Recognition and Respect

IPC staff demonstrate and promote recognition and respect for Aboriginal culture and people

Strategies	Actions	Measures	Timeframe	Key responsibility
Promote recognition and respect for Aboriginal culture and people	Commissioners and senior management promote recognition and respect	Adoption of Dept of Justice protocols for IPC staff to follow when working with Aboriginal people and their	October 2013	Manager, Communications and Corporate Affairs

		communities		
	Use Aboriginal cultural practices and ceremonies in all IPC official events	IPC events incorporate Aboriginal cultural practices and ceremonies	June 2013	Manager, Communications and Corporate Affairs
	Adopt Dept of Justice guidelines and training for IPC staff in communicating respectfully and clearly, using culturally appropriate language	Department of Justice resources are adopted	August 2013	Manager, Communications and Corporate Affairs
	Access to Aboriginal Cultural Awareness training	Staff are able to access appropriate training	Ongoing	Executive Officer

Outcome 3 – Empowerment of Aboriginal people

The IPC supports the implementation of the NSW Aboriginal Affairs Plan, OCHRE, and the empowerment of Aboriginal people in shaping their future

Strategies	Actions	Measures	Timeframe	Key responsibility
Provide independent policy and operational advice on information access and privacy rights relating to key initiatives of the NSW Aboriginal Affairs Plan, OCHRE	Provide policy and operational advice on privacy and information access rights relating to, for example: <ul style="list-style-type: none"> ❖ Opportunity Hubs to provide school students pathways to jobs ❖ Connected Communities 	Policy advice provided on Opportunity Hubs and Connected Communities, as requested or agreed	December 2013	Manager, Communications and Corporate Affairs

Strategies	Actions	Measures	Timeframe	Key responsibility
Develop resources on privacy and information access rights for principals, teachers, students and parents in Connected Communities Schools	Develop resources on privacy and information access rights for principals, teachers, students and parents in Connected Communities Schools, if need identified	Resources developed, if need identified	February 2014	Manager, Communications and Corporate Affairs
Develop resources to support local decision making of Aboriginal governance bodies	Confer with the Aboriginal Coordinator General and Independent Aboriginal Council in the development of culturally appropriate resources about the protection and management of information access and privacy rights for Aboriginal governance bodies	Consultation occurs	Ongoing	Manager, Communications and Corporate Affairs
Provide opportunities for Aboriginal people in employment and skills development in the IPC	Identify opportunities to increase the employment of Aboriginal people in the IPC	Opportunities identified Recruitment material available	December 2014	Executive Director
Promote the IPC as an employer of choice for Aboriginal people	Promote employment opportunities in the IPC to Aboriginal organisations	Employment opportunities promoted	December 2014	Chief Executive Officer

	Review position descriptions, recruitment, selection materials and processes to ensure they reflect the IPC's commitment to an inclusive and supportive workplace for Aboriginal people	Position descriptions, selection materials and processes reflect the IPC's commitment to an inclusive and supportive workplace for Aboriginal people	December 2014	Chief Executive Officer
Provide a respectful, inclusive workplace for Aboriginal staff	Identify, review and improve strategies, to provide a respectful, inclusive workplace for Aboriginal staff	Strategies identified, promoted, reviewed and improved	January 2014	Chief Executive Officer