

OCHRE



LOCAL DECISION MAKING

# Murdi Paaki

## Local Decision Making

### Accord

19 February 2015



Murdi Paaki Regional Assembly



## 1. PREAMBLE

- 1.1. The Murdi Paaki Regional Assembly (the Assembly) and the State of NSW acknowledge that Aboriginal communities in the Murdi Paaki region continue to suffer from the effects of historical dispossession, and controlling practices caused by the past policies of government and there is now a need to heal, and regain confidence and capacity..
- 1.2. The Assembly is the regional Aboriginal governance body for the Murdi Paaki region representing the interest of Aboriginal and Torres Strait Islander people across Western NSW, covering an area that extends from Collarenebri in the north east to Dareton Wentworth in the south. The Murdi Paaki Region covers the traditional lands of a number of Aboriginal nations or language groups. Many Aboriginal people in the Murdi Paaki Region trace their ancestry to Paakantji, Ngiyampaa Wangaaypuwan, Ngemba, Weilwan, Murrawari, Wangkumarra, Muti Muti, Ularai, Baranbinja, Malyangapa and Gamilaroi nations. The name Murdi Paaki is derived from the traditional languages of the region "Murdi" (pronounced "muddy") meaning Black Man and "Paaki" meaning River. Aboriginal people have occupied the lands now referred to as the Murdi Paaki region since time immemorial and maintain a strong connection to country and culture within the region.
- 1.3. The Assembly operates in accordance with its Charter of Governance incorporating the key principles of Respect, Integrity and Accountability and in accordance with the cultural protocols of Aboriginal people across the region.
- 1.4. The Assembly asserts the right of its member Aboriginal communities to improved and more efficient service delivery. The Assembly also recognises and respects the cultural authority of Traditional Owner groups within the region and does not make decisions that would impinge on the cultural authority and autonomy of these groups.
- 1.5. The State of NSW acknowledges the aspirations of the Assembly to participate more fully in the economic, political, cultural and social life of the region in a way that preserves and enhances Aboriginal cultures and identities of the region and increase the control, self sufficiency and sustainability of its member communities.
- 1.6. The State of NSW and the Assembly are committed to continuing their relationship and to establish a new government-to-Aboriginal-governance-body arrangement, based on mutual respect and cooperation.
- 1.7. This document is the mechanism through which the State of NSW and the Assembly will move beyond goodwill to a formal commitment recognising each others' roles.

## **2. KEY PRINCIPLES**

- 2.1. This Accord is underpinned by the following principles:
  - 2.1.1. Aboriginal people and communities have a spiritual, social, cultural and economic relationship with Country and/or place.
  - 2.1.2. Aboriginal leaders and Elders understand their own community needs. They have the drive and ability to develop their own solutions.
  - 2.1.3. Open acknowledgement of the injury and hurt caused by past government policies and assistance with healing.
  - 2.1.4. Respectful consultation and negotiation between government and Aboriginal communities, with the free, prior and informed consent of those communities.
  - 2.1.5. Regional and local solutions for regional and local problems, with ideas and help from outside when and where required.
  - 2.1.6. Responsibility, accountability and transparency in decision-making.
  - 2.1.7. Continuous improvement and adjustment when needed.
  - 2.1.8. Participation of Aboriginal people residing in the region.
- 2.2. This Accord recognises the Assembly as a legitimate regional Aboriginal governance body in the Murdi Paaki region.
- 2.3. The State of NSW acknowledges that this Accord is binding on the NSW Government and its agencies and can be relied on by the Assembly as the State of NSW's commitment.
- 2.4. The Assembly acknowledges that this Accord is binding and can be relied on by the State of NSW as the Assembly's commitment.

## **3. PARTIES TO THE ACCORD**

- 3.1. The State of NSW.
  - 3.1.1. The State of NSW acknowledges that the matters dealt with in this Accord are binding on the NSW Government and its agencies. The State of NSW authorises NSW Government agencies to participate in good faith and to meet the terms of the Accord.
- 3.2. The Assembly.

The Assembly, as a legitimate regional Aboriginal governance body, enters into this Accord on behalf of its member communities and in partnership with the NSW Government and agrees to participate in good faith to meet the terms of this Accord.

#### **4. ROLE OF THE ASSEMBLY**

- 4.1. Under this Accord the Assembly will:
  - 4.1.1. Support further development of governance capacity in member Aboriginal communities.
  - 4.1.2. Promote intergenerational skills transfer, responsibility in leadership and in particular youth leadership.
  - 4.1.3. Advise government on ways to direct the service system to operate effectively and respond to the priorities of Aboriginal communities in the region and establish mutually agreed service outcomes with the NSW Government.
  - 4.1.4. Provide a strong and representative regional governance structure for Aboriginal communities to raise issues with the NSW Government.
  - 4.1.5. Act as a catalyst and driver in regional initiatives important to Assembly member communities.
- 4.2. The Assembly acknowledges the rights of member communities to pursue initiatives for the betterment of their own community and recognises that these initiatives may be negotiated at a local community level outside this Accord.

#### **5. ROLE OF NSW GOVERNMENT**

- 5.1. Under this Accord NSW Government agencies will:
  - 5.1.1. Consult the Assembly on Accord activities and negotiate in good faith, in a timely, open and honest manner;
  - 5.1.2. Deliver the agreed actions, programs and investment which they are responsible for, as negotiated through this Accord;
  - 5.1.3. Share information with the Assembly including all necessary data on relevant service funding (including Aboriginal-specific and mainstream programs) in the region with the exception of private or confidential information; and
  - 5.1.4. Report on outcomes.
- 5.2. NSW Government agencies identified in this Accord will collaborate with the Assembly to seek solutions and achieve tangible outcomes and to foster partnerships between NSW Government agencies.
- 5.3. NSW Government agencies will operate consistently within the principles of Local Decision Making and ensure the Aboriginal cultural awareness of their staff to improve the quality of services delivered, and to better respond to the needs of Aboriginal communities in a culturally sensitive and appropriate manner.

## 6. PARTIES DECISION MAKING AND OPERATIONS

- 6.1. The Assembly and the NSW Government as parties to this Accord agree to make decisions and operate with integrity, honesty and respect.
- 6.2. The Assembly will:
  - 6.2.1. Make decisions in accordance with its Charter of Governance and Aboriginal cultural decision making principles.
  - 6.2.2. Legitimately represent the views of its member Aboriginal communities.
  - 6.2.3. Work with member Aboriginal communities to ensure that they meet their responsibilities in supporting the implementation of initiatives established under this Accord.
  - 6.2.4. Meet normal community standards and requirements of probity and good governance, in the handling and expenditure of public money.
  - 6.2.5. Note the NSW Government's right under this Accord, via the Chair of the Assembly, to ensure that the Assembly is working as a constructive partner and maintaining appropriate and proper community representation to meet their responsibilities under this Accord.
  - 6.2.6. Work in good faith towards the principles of good governance set out in the Local Decision Making Operational Framework, recognising that the Assembly's progression to the planning delegation under Local Decision Making will be dependent on the demonstration of the following principles:
    - a. strategic direction - a long-term perspective on social, economic and cultural development and what is needed for such development;
    - b. participation and voice - how member Aboriginal communities are involved in regional alliance decision-making; and
    - c. accountability - internal and external including, the control of corruption and political lobbying.
- 6.3. The NSW Government will:
  - 6.3.1. Ensure regular and senior representation at Monitoring and Evaluation Group and other Sub-Committee meetings as identified in this Accord.
  - 6.3.2. Allocate resources as agreed to complete the matters set out in the Schedules to this Accord.
  - 6.3.3. Work with the Assembly to resolve issues at the local and regional level through Monitoring and Evaluation Group meetings and Accord processes.
  - 6.3.4. Recognise the Assembly's right under this Accord (via the General Manager, Aboriginal Affairs) to seek Senior Management Council support to ensure that NSW Government agencies meet their responsibilities set out in this Accord.

- 6.3.5. Recognise the Assembly's right, failing action under section 6.3.3. and 6.3.4, to escalate concerns about NSW Government agencies meeting their responsibilities under this Accord to the Minister for Aboriginal Affairs.
- 6.3.6. Complete actions identified in this Accord, and further:
  - a. Accept the legitimacy of Aboriginal decision making processes and honour the role of community and regional Aboriginal governance bodies as the "domain" of Aboriginal people. Require its agencies honour the Assembly Charter of Governance when working with the Assembly.
  - b. Commit to building the cultural competency of NSW Government staff, engaged in work under the terms of this Accord who are working with Aboriginal people in the region.
- 6.4. Principal Agencies of NSW Government
  - 6.4.1. Department of Premier and Cabinet will work with NSW Government agencies to establish an open and flexible framework for engaging with the Assembly under this Accord.
  - 6.4.2. NSW Government agencies working in partnership with the Assembly will lead the delivery and implementation of Accord commitments as specified in the Schedules.
  - 6.4.3. Aboriginal Affairs will work with the Assembly to implement capacity strengthening strategies and identify resources to ensure the Assembly is able to operate in accordance with the principles of good governance.

## **7. MONITORING AND EVALUATION GROUP**

- 7.1. NSW Government and the Assembly as parties to this Accord agree that the Monitoring and Evaluation Group (pre-existing group) will:
  - 7.1.1. Comprise senior representatives of each of the parties, including but not limited to NSW Government representatives at no lower than the Senior Regional Coordinator/Regional Director level from the NSW Department of Premier and Cabinet, the NSW Department of Family and Community Services, the NSW Department of Education and Communities, the Department of Trade and Investment, Regional Infrastructure and Services, and Assembly representatives including the Chair of the Assembly or their delegate. Additional representatives of the parties may attend meetings as required.
  - 7.1.2. Meet in Cobar on a 6 monthly basis in March and September each year (to coincide with Assembly meetings);
  - 7.1.3. Communicate and share information to support effective decision making and the delivery of this Accord and actions set out in the Schedules.

- 7.1.4. Work with the Commonwealth Government, Local Government, Non-Government Organisations and other stakeholders to assist with the implementation of this Accord.
  - 7.1.5. Make rapid decisions at short-notice or out-of-session where circumstances require urgent responses.
- 7.2. The NSW Government will cover the costs of the biannual Monitoring and Evaluation Group meetings, including the travel costs of Assembly representatives where meetings do not coincide with Assembly meetings.

## **8. PERFORMANCE MEASUREMENT AND EVALUATION**

- 8.1. Parties will develop a reporting and monitoring framework for the Schedules to this Accord, including timeframes, outcomes, performance measures and transparent and public reporting within six months after the Accord is signed.
- 8.2. The reporting and monitoring framework will become a Schedule to this Accord.
- 8.3. Through the Monitoring and Evaluation Group, the parties will jointly monitor and evaluate progress against the timeframes and performance indicators outlined in the reporting and monitoring framework.
- 8.4. The parties will provide sufficient information to the Monitoring and Evaluation Group for that purpose.

## **9. CONFLICT AND DISPUTE RESOLUTION**

- 9.1. Parties agree to the following dispute resolution process:
  - 9.1.1. Where a dispute arises out of, or in connection with this Accord and the parties are unable to resolve the dispute through mediation, parties may record a concern on behalf of the interests they represent.
  - 9.1.2. A dispute resolution panel, comprising of a representative from the Assembly, Aboriginal Affairs and the Department of Premier and Cabinet, will be responsible for ensuring that disputes and concerns are addressed in a timely, thorough and fair manner, having regard to the nature of the dispute.
  - 9.1.3. Details must be lodged in writing through the Chairperson of the Assembly and the General Manager, Aboriginal Affairs.
  - 9.1.4. The dispute resolution panel will discuss the concern as a priority and responses or actions will be completed within three months. The panel will ensure that sufficient information and data are gathered to enable a thorough investigation and response and ensure that actions agreed are recorded and carried out.

- 9.1.5. Where a dispute cannot be satisfactorily resolved the dispute resolution panel may appoint an independent, appropriately qualified person to review the issue and advise on the most appropriate course of action to resolve the issue.
- 9.1.6. The dispute resolution panel will accept the recommendation of the independent advisor.
- 9.1.7. Where this process fails to adequately address issues the Assembly reserves the right to escalate issues to the:
  - a. General Manager, Aboriginal Affairs who may declare a solution brokerage issue in accordance with the NSW Government Solution Brokerage Policy & Operational Framework;
  - b. NSW Government Senior Management Council; and /or
  - c. Deputy Ombudsman, Aboriginal Programs.

## **10. DURATION AND AMENDMENT OF THE ACCORD**

- 10.1. The Accord commences once it is ratified by:
  - 10.1.1. the Senior Management Council and the Minister for Aboriginal Affairs on behalf of the NSW Government; and
  - 10.1.2. vote at a formal Assembly meeting.
- 10.2. The Accord will continue in force for three years from the date it is ratified, or until all of the parties agree to terminate the Accord or prepare another document that replaces this Accord.
- 10.3. This Accord and the attached Schedules can be amended by agreement of both parties. Any amendments to the Accord must be approved by:
  - 10.3.1. the Senior Management Council on behalf of the NSW Government; and
  - 10.3.2. vote at a full Assembly meeting.

## **11. OBJECTIVES AND OUTCOMES**

- 11.1. Together the Murdi Paaki Regional Assembly and the NSW Government under this Accord have agreed to work on the following key priority areas and objectives. The Assembly and the NSW Government recognise that these objectives and the commitments outlined in Schedule A of this Accord have the potential to improve outcomes for Aboriginal people in the Murdi Paaki region.
  - 11.1.1. Affordable and Appropriate Housing  

The Assembly and the NSW Government will work in partnership through this Accord to improve the quality and supply of housing, and ensure social housing is optimised to meet the needs of Aboriginal people in the Murdi Paaki region.

#### 11.1.2. Economic Development

The Assembly and the NSW Government will work in partnership through this Accord to harness the power of NSW Government procurement to deliver business and employment opportunities; scope a regional tourism strategy; engage emerging industries in the region and build an understanding of economic development in the Murdi Paaki region.

#### 11.1.3. Education

The Assembly and the NSW Government will work in partnership through this Accord to enhance the capacity of schools to engage parents, communities and services; increase access to information on school attendance and engagement in the region; increase the number of experienced staff in Far Western schools; improve adult literacy; and review the Working with Children Checks process and its application in the region.

#### 11.1.4. Early childhood services

The Assembly and NSW Government will work together to develop a framework for integrated early childhood services.

#### 11.1.5. Governance capacity and support

The Assembly and the NSW Government will work together through this Accord to strengthen governance capabilities, including youth leadership.

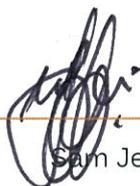
### 11.2. Deferred priorities

11.2.1. The Assembly and the NSW Government agree to defer the following priorities for resolution in the future:

- a. Domestic, Family and Lateral violence issues within community;
- b. Child Safety;
- c. Aboriginal incarceration rates and interaction with the justice system;  
and
- d. Activities to support Aboriginal culture and language development

This Accord is made on the 19th of February, 2015.

Signed for and on behalf of the Murdi Paaki Regional Assembly by:

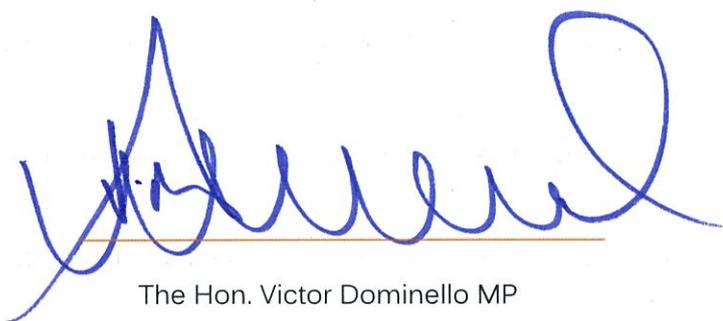


---

Sam Jeffries

Chairperson of the  
Murdi Paaki Regional Assembly

Signed for and on behalf of the State of NSW by:



---

The Hon. Victor Dominello MP  
Minister for Aboriginal Affairs

# SCHEDULE A – ACCORD COMMITMENTS

## CONTENTS

1. AFFORDABLE AND APPROPRIATE HOUSING .....	12
2. ECONOMIC DEVELOPMENT .....	24
3. EDUCATION .....	30
4. EARLY CHILDHOOD .....	36
5. GOVERNANCE CAPACITY AND SUPPORT .....	38
6. DEFERRED COMMITMENTS .....	41

# 1. AFFORDABLE AND APPROPRIATE HOUSING

The Murdi Paaki Regional Assembly (MPRA) and the NSW Government will work to improve the quality and supply of housing, and ensure that social housing meets the needs of Aboriginal people in the Murdi Paaki region.

The MPRA and the NSW Government will work to:

- 1.1 Improve access to information and develop pathways to home ownership in Murdi Paaki communities;
- 1.2 Deliver housing tailored to the needs and requirements of Aboriginal communities in the Murdi Paaki region that:
  - 1.2.1 Engages the MPRA in the roll-out of new social housing;
  - 1.2.2 Increases Aboriginal participation in NSW Government tender processes;
  - 1.2.3 Explores options to respond to climate issues, starting with a scoping of housing design to meet the needs of the Murdi Paaki region (low cost, sustainable cooling, on-site energy solutions)
  - 1.2.4 Explores options to address the cost of remoteness, starting with the review of the formula used to calculate rent given the high cost of living in rural and remote areas.
  - 1.2.5 Explores options to combat youth homelessness
- 1.3 Improve social housing management arrangements that:
  - 1.3.1 Streamlines tenancy management arrangements;
  - 1.3.2 Streamlines waiting lists;
  - 1.3.3 Increases engagement of tenants in scheduling repairs and maintenance works, and
  - 1.3.4 Explores incentive schemes for tenants.

### 1.1 Improve access to information and pathways on home ownership in Murdi Paaki communities

#### Description of commitment:

- The NSW Department of Family and Community Services (FaCS) will negotiate with Indigenous Business Australia (IBA) and representatives from the MPRA to increase their presence in Murdi Paaki communities and conduct workshops in local communities about home ownership.
- FaCS, with partner agencies, will develop culturally appropriate information packages on the costs and benefits of home ownership as opposed to renting for Murdi Paaki communities (This project will link in with the Adult Literacy project led by TAFE).
- FaCS, specifically the Aboriginal Housing Office (AHO) will work with the NSW Department of Premier and Cabinet (DPC), the MPRA, the NSW Aboriginal Land Council (NSW ALC) and other key stakeholders to review the “rent to buy” scheme and determine the feasibility of implementing proposed options to increase home ownership with relevance to the Murdi Paaki region. As a part of this review, FaCS will also consider alternative home ownership options

#### Rationale:

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Negotiate with IBA to increase their presence and support in the Murdi Paaki region.	FaCS (lead) MPRA IBA (non-signatory) NSWALC (non-signatory)	1. IBA commitment to increase presence in the Murdi Paaki Region. 2. Agreement reached to jointly convene community workshop on home ownership.	30 January 2015
Develop an information package on costs and benefits of home ownership,	FaCS (lead) TAFE MRPA IBA (non-signatory)	1. The information package is reviewed and tailored to the Murdi Paaki region in consultation with stakeholders / communities.	Short term (1-6 months)
Develop and deliver home ownership workshop sessions in each Murdi Paaki community.	FaCS (lead) IBA (non-signatory)	1. Workshops are delivered in each Murdi Paaki community. 2. Aboriginal people and communities are informed about the benefits and costs of home ownership and renting.	Medium term (6-12 months)
Review the “rent to buy” scheme and alternative home ownership options to determine its feasibility for the Murdi Paaki region.	FaCS and AHO (lead) DPC MPRA IBA (non-signatory) NSWALC (non-signatory) NSW Treasury	1. A review of the “rent-to-buy” scheme is conducted. 2. A feasibility report is circulated to the Monitoring and Evaluation Group out-of-session. 3. Working group convened to progress outcomes and recommendations 4. Feasibility report recommended.	Longer term (12-24 months)

## 1.2 Deliver housing tailored to the needs and requirements of Aboriginal communities in the Murdi Paaki region

### 1.2.1 Engaging the MPRA in the roll-out of new social housing acquisitions/construction programs

#### Description of commitment:

- The NSW Department of Family and Community Services (FaCS) will work with the MPRA to understand the implications of the Parliamentary Inquiry into social housing outcomes for the Murdi Paaki region.
- Where required FaCS and the Aboriginal Housing Office (AHO) will work with the MPRA to ensure the new acquisition/construction program meets the needs of the community, noting the numbers and locations are fixed through the National Partnership Agreement on Remote Indigenous Housing (NPARIH).
- FaCS will conduct an audit of vacant social housing properties in the Murdi Paaki region to identify reasons for vacancy and work with the MPRA and other relevant housing providers to implement a response.

#### Additional Information:

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Circulate a report (out-of-session) on the outcome of the Parliamentary Inquiry into Affordable Housing to the Monitoring and Evaluation Group, outlining the implications for the Murdi Paaki region.	FaCS (lead) MPRA	<ol style="list-style-type: none"> <li>1. Report circulated out-of-session to the Monitoring and Evaluation Group.</li> <li>2. Reports implications for the Murdi Paaki region assessed and agreed.</li> </ol>	Medium term (6-12 months)
Work with MPRA (as required) to ensuring the new acquisition/construction program meets the needs of the community.	AHO (lead) MPRA	<ol style="list-style-type: none"> <li>1. The MPRA is engaged and consulted on the roll out of the acquisition/construction program in the region.</li> </ol>	Commence in December 2014 and continue for period of program.
Conduct an audit of vacant social housing properties in the Murdi Paaki region, identifying reasons for vacancy.	FaCS (lead) MPRA	<ol style="list-style-type: none"> <li>1. Audit report on vacant social housing properties is tabled at the Monitoring and Evaluation Group (March 2015)</li> <li>2. Response implemented to address the outcome/s of the audit.</li> </ol>	Short term (1-6 months). Medium term (6-12 months)

### 1.2.2 Increasing Aboriginal community participation in social housing related NSW government tendering processes

#### Description of commitment:

- The NSW Department of Family and Community Services (FaCS), the Land and Housing Corporation (LAHC), and the Aboriginal Housing Office (AHO) will work with the MPRA, the NSW Department of Premier and Cabinet (DPC) and Government Property NSW to ensure that contract procurement complies with the broader Government's Aboriginal Participation in Construction (APIC) guidelines.
- FaCS will work with contractors to improve their consultation processes with Community Working Parties (CWPs) before commencing work in specific communities.
- FaCS and the AHO will work in partnership with the MPRA to plan for future work, including identifying and engaging local businesses and job seekers.

#### Additional Information:

- As tenders have closed for the new maintenance contract in LAHC, once these contracts have been let representatives from the MPRA can provide advice to the contractors directly to assist the contractor in implementing their Aboriginal Participation Plan. LAHC has received from these contractors a reciprocal commitment to create and extend opportunities for Aboriginal people and enterprises as part Management Statement of Support for Aboriginal Participation required as part of the Tender.
- FaCS via the LAHC and AHO will review whether it is feasible to include a nominated representative from the MPRA or relevant CWP on all local tender assessment panels, recognizing that it is a commercial in confidence process. This is not possible with all tenders as, not all tenders are assessed by panels. In the majority of cases tender assessment is undertaken by the nominated project managers who follow strict probity requirements.
- Inclusion on current contractor panels and panels to be called in the near future requires a submission to be made by applicants and assessed by LAHC.

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Ensure that contract procurement complies with the broader NSW Government APIC guidelines	LAHC, FaCS and AHO in consultation with the MPRA, DPC and Government Property NSW	<ol style="list-style-type: none"> <li>1. LAHC, FaCS and AHO consultation with the MPRA, DPC and Government Property NSW on contract procurement compliance with the APIC guidelines.</li> <li>2. All contract procurement in the Murdi Paaki region complies with the APIC guidelines.</li> </ol>	This work will commence by 30 January 2015 and will be ongoing.
Advise contractors on the implementation of Aboriginal Participation Plans and the engagement of local Aboriginal representatives	MPRA and LAHC	<ol style="list-style-type: none"> <li>1. MPRA and contractors work together to implement Aboriginal Participation Plans,</li> <li>2. Increase in local Aboriginal community participation in the design and implementation of Aboriginal Participation Plans.</li> </ol>	Medium term (6-12 months)
Work with contractors to improve their consultation processes with Community Working Parties before commencing work in discrete Aboriginal communities.	AHO	<ol style="list-style-type: none"> <li>1. Improved consultation processes and engagement of Community Working Parties by contractors.</li> <li>2. Improved relationships between contractors and Aboriginal communities.</li> </ol>	Medium term (6-12 months)

<p>Plan for future work, including identifying and engaging local businesses and job seekers.</p>	<p>FaCS, AHO and the MPRA</p>	<ol style="list-style-type: none"> <li>1. The MPRA is regularly engaged and consulted on the planning and scheduling of future works.</li> <li>2. Annual forward plans are developed and tabled at (November) Monitoring and Evaluation Group meetings.</li> </ol>	<p>Longer term (12-24 months)</p>
<p>Confirm whether it is feasible to include a nominated representative from the MPRA or relevant CWP on all local tender assessment panels.</p> <p>Recognizing that it is a commercial in confidence process.</p>	<p>FaCS, LAHC and AHO</p>	<ol style="list-style-type: none"> <li>1. FaCS confirms whether representatives from the MPRA or CWPs can sit on local tender assessment panels.</li> </ol>	<p>Short term (1-6 months)</p>

**1.2.3 Explore options to respond to climate issues, starting with scoping housing designs that meet the needs of the Murdi Paaki region (low cost, sustainable cooling and onsite energy solutions)**

**Additional Information:**

- The MPRA will work with the NSW Department of Family and Community Services (FaCS) and other stakeholders to develop a response to climate issues in rural and remote social housing programs. This will include options for training and employment under the Commonwealth Government's Indigenous Advancement Strategy (IAS). This work will consider options for:
  - Low cost sustainable air cooling
  - Onsite energy solutions
- FaCS, the Aboriginal Housing Office (AHO) and the Land and Housing Corporation (LAHC) will continue to investigate design options to address climate issues and implement these, where funds allow
- FaCS via the AHO will work with the MPRA to promote awareness within communities of exceptions relating to health and medical conditions and with NSW Health to identify and facilitate referrals for clients who may be eligible.

**Additional Information:**

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Develop a response to climate issues in rural and remote social housing programs including options for training and employment outcomes under the Commonwealth Government's Indigenous Advancement Strategy (IAS).	MPRA with the assistance of FaCS	<ol style="list-style-type: none"> <li>1. A proposal is developed for managing climate issues in rural and remote social housing programs.</li> <li>2. The proposal is submitted as part of an application for grant funding under the Indigenous Advancement Strategy.</li> </ol>	Longer term (12-24 months)
Investigate design options to address climate issues and implement these, where funds allow.	FaCS, AHO and LAHC	<ol style="list-style-type: none"> <li>1. Reports on climate issues and subsequent actions to be tabled at Monitoring and Evaluation Group meetings (March &amp; November 2015).</li> </ol>	Medium term (6-12 months)
Promote awareness within communities of exceptions relating to health and medical conditions and identify and facilitate referrals for clients who may be eligible.	FaCS, AHO, NSW Health and the MPRA	<ol style="list-style-type: none"> <li>1. Increased awareness among Aboriginal people and communities of exceptions related to health and medical conditions.</li> <li>2. Identification and referral for eligible clients.</li> </ol>	Short term (1-6 months)

**1.2.4 Explore options to address cost of remoteness, starting with reviewing the formula used to calculate rent given the high cost of living in rural and remote areas**

**Description of commitment:**

- The Aboriginal Housing Office (AHO) will review its rent model and consider its application across the state.
- The NSW Department of Family and Community Services (FaCS) will work with the NSW Department of Premier and Cabinet (DPC) to provide information on comparative costs of living across NSW (including rental costs) and relevant illustrative case studies.
- AHO will lead an information campaign to increase communities understanding of rental costs.

**Additional Information:**

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Conduct a review of the AHO rent model and circulate a report (out-of-session) on the review including outcome/s and recommendation/s	AHO	<ol style="list-style-type: none"> <li>1. A review of AHO rent model is completed and a report is circulated to the Monitoring and Evaluation Group out-of-session.</li> <li>2. Review outcomes and recommendations are implemented across the region.</li> </ol>	This work will commence by 31 March 2015 and conclude by 31 July 2015.
Develop information package on comparative costs of living across NSW (including rental costs) and relevant illustrative case studies.	FaCS and DPC	<ol style="list-style-type: none"> <li>1. An information package is prepared for distribution in the region.</li> </ol>	30 April 2015
Hold information sessions on the costs of renting and distribute the information package in Murdi Paaki communities.	AHO	<ol style="list-style-type: none"> <li>1. Information sessions are delivered in each Murdi Paaki community.</li> <li>2. Aboriginal people and communities are informed about rental costs.</li> </ol>	This work will commence on 4 May 2015 and conclude by 31 August 2015.

**1.2.5 Explore options to combat youth homelessness**

**Description of commitment:**

- The NSW Department of Family and Community Services (FaCS) to work with the MPRA and other stakeholders to determine the best model for homeless youth aged 16 and under based on available funds.
- FaCS will continue to work with Going Home Staying Home (GSHS) providers to implement and monitor a more responsive service to youth aged 16 and over.

**Additional Information:**

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Work with the MPRA and other stakeholders to determine the best model for homeless youth aged 16 and under based on available funds.	FaCS (lead) MPRA	1. A model for homeless youth aged 16 and under is developed and implemented in consultation with the MPRA.	Medium term (6-12 months)
Work with GSHS providers to implement and monitor a more responsive service to youth aged 16 and over and report back to the Monitoring and Evaluation Group on outcomes	FaCS (lead) MPRA	1. Reports on services for youth aged 16 and over are tabled at the biannual Accord meetings. 2. Improved responsiveness of services for youth aged 16 and over.	Medium term (6-12 months)

### 1.3 Improving social housing management arrangements , waiting lists and explore an incentives scheme for tenants

#### 1.3.1 Streamlining tenancy management arrangements

**Description of commitment:**

- The NSW Department of Family and Community Services (FaCS), the Land and Housing Corporation (LAHC), and the Aboriginal Housing Office (AHO) will investigate the current tenancy management arrangements across Murdi Paaki as a part of the current review being undertaken within AHO and will report back to the MPRA on potential strategies by January 2015.
- In the event that the review does not address the complexity issue, FaCS commits to taking this issue up as a strategic policy issue.

**Additional Information:**

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Investigate current tenancy management arrangements in the Murdi Paaki region as a part of the current AHO review and circulate a report (out-of-session) to the Monitoring and Evaluation Group.	FaCS (LAHC and AHO) Lead  MPRA	<ol style="list-style-type: none"> <li>1. A report is circulated out-of-session to the Monitoring and Evaluation Group outlining key outcomes in respect to the streamlining of tenancy management arrangements.</li> <li>2. MPRA consulted on outcomes of the review (to determine whether it has addressed identified concerns).</li> </ol>	Medium term (6-12 months)
Implement actions and recommendations from the AHO review in respect to tenancy management.	FaCS, LAHC and AHO (lead)  MPRA	<ol style="list-style-type: none"> <li>1. Actions and recommendations from the AHO review are implemented.</li> <li>2. Tenancy management arrangements are streamlined.</li> </ol>	Medium term (6-12 months)
Complex tenancy management is declared a strategic policy issue.  (if the review does not address the MPRA's concerns in respect to the complexity of tenancy management)	FaCS (lead)	<ol style="list-style-type: none"> <li>1. Issue is taken up as a strategic policy issue.</li> </ol>	Medium term (6-12 months)

### 1.3.2 Streamline social housing waiting lists and future demand for social housing

#### Description of commitment:

- FaCS, the AHO and the MPRA commit to establishing one waiting list for the region, in consultation with communities and housing providers.
- The NSW Department of Family and Community Services (FaCS) will provide data on current waiting lists and where feasible provide advice on estimated future demand.
- FaCS via the Aboriginal Housing Office (AHO) will assist Aboriginal Community Housing Providers (ACHPs) to access and participate in Housing Pathways.
- FaCS will hold a workshop to bring together housing providers to address the issue of waitlists.

#### Additional Information:

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Circulate a report (out-of-session) on the current waiting lists and estimates of future demand.	FaCS	1. Report circulated out-of-session to the Monitoring and Evaluation Group.	Short term (1-6 months)
Facilitate ACHPs access and participation in Housing Pathways.	AHO and FaCS	1. ACHPs are able to access and participate in Housing Pathways.	Longer term (12-24 months)
Commit to establishing one waiting list for the region, in consultation with communities and housing providers.	FaCS, AHO and the MPRA	1. A single waiting list is established for the region.	Longer term (12-24 months)
Conduct a housing provider workshop to address the issue of waitlists.	FaCS	1. A housing provider workshop is convened to address the issue of waitlists.	Medium term (6-12 months)

**1.3.3 Increase engagement of tenants in the scheduling of repairs and maintenance work**

**Description of commitment:**

- The NSW Department of Family and Community Services (FaCS) via AHO will develop an information package for tenants outlining the repairs and maintenance process including their right as a tenant to participate in the quality assurance check. This information package will include a referral form for specific issues related to quality assurance.

**Additional Information:**

The Aboriginal Housing Office (AHO) is establishing a quality assurance framework to address tenant concerns regarding repairs and maintenance and construction issues.

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Establish a quality assurance framework to address tenant concerns regarding repairs and maintenance and construction issues.	FaCS and AHO	<ol style="list-style-type: none"> <li>1. A quality assurance framework is established to address tenant concerns.</li> <li>2. Increase in the quality of construction, maintenance and repairs.</li> <li>3. Decrease in the number of tenant complaints about the quality and standard of work.</li> </ol>	Medium term (6-12 months)
Develop an information package for tenants outlining the repairs and maintenance process including their right as a tenant to participate in the quality assurance check. This information package will include a referral form for specific issues related to quality assurance.	FaCS and AHO	<ol style="list-style-type: none"> <li>1. Information pack developed and distribution to Aboriginal people and communities in the Murdi Paaki region.</li> <li>2. Aboriginal people and communities are informed about their rights in respect to the repairs and maintenance process.</li> <li>3. Improved process for submitting and resolving quality assurance issues.</li> </ol>	Short term (1-6 months)

**1.3.4 Explore a rewards and incentives scheme across the region for tenants that maintain the condition of their houses**

**Description of commitment:**

- The Aboriginal Housing Office (AHO) will work with stakeholders to review the outcomes from the tenancy incentive schemes currently being delivered in the Murdi Paaki region and develop a model to be trialled and evaluated for further application.

**Additional Information:**

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Review the outcomes of tenancy incentive schemes in the Murdi Paaki region and table a report and recommendations at the (March 2015) Monitoring and Evaluation Group Meeting.	AHO	1. A review report and recommendations are tabled at the (March 2015) Monitoring and Evaluation Group Meeting.	Medium term (6-12 months)
Develop/adopt and trial a tenancy incentive scheme in the Murdi Paaki region	AHO	1. A tenancy incentive scheme is trailed in the region.	Longer term (12-24 months)
Review the outcomes of the trial in consultation with the MPRA and make a determination about the broader roll out of the scheme across the Murdi Paaki region. (pending a favourable assessment of the of the trial)	AHO	1. The incentive scheme is rolled out across the region. 2. Improved condition of the housing stock in the Murdi Paaki region	Longer term (12-24 months)

## 2. ECONOMIC DEVELOPMENT

The Murdi Paaki Regional Assembly (MPRA) and the NSW Government will work in partnership through this Accord to:

- 2.1 harness the power of NSW Government procurement to deliver business development and employment opportunities to local businesses and people;
- 2.2 scope a regional tourism strategy; and
- 2.3 build capacity in communities to:
  - 2.3.1 engage emerging industries in the region to attract local employment and business opportunities;
  - 2.3.2 understand economic and micro-development and grow capacity to develop projects in the Murdi Paaki region.

### 2.1 Harness the power of NSW Government procurement to deliver local business development and employment opportunities

#### Description of commitment:

- The NSW Department of Premier and Cabinet (DPC) will develop a strategy for the Murdi Paaki region that harnesses the power of NSW Government procurement to deliver business development and employment opportunities to local businesses. The strategy will focus on:
  - Supporting and assisting Aboriginal owned businesses and enterprises to build their capacity to successfully participate in the NSW Government procurement system.
  - Working with NSW Government agencies to identify and increase the proportion of government spend that goes to businesses, especially Aboriginal owned businesses within the Murdi Paaki region (within the current procurement framework).
- Through the strategy, DPC will:
  - Identify Aboriginal owned businesses and businesses that employ Aboriginal people.
  - Investigate options for developing a Murdi Paaki Regional Aboriginal Business Guide to raise the profile of Aboriginal businesses and to facilitate partnership opportunities with larger companies already on the NSW Government prequalified procurement list.
  - Conduct workshops with regional businesses to explain the NSW Government procurement system, strengthening the capacity of Aboriginal businesses to tender for work and/or register as sub-contractors.
  - Deliver targeted training for identified businesses/tradespeople so that they can ensure that they comply with NSW Government requirements for tendering including Work Health and Safety. TAFE training to commence in February 2015 and training schedule to be developed in consultation with Public Works.
  - Facilitate partnerships and networks between smaller local businesses and larger metropolitan contractors.
- Where DPC and the MPRA identify amendments or variations to NSW Government approved procurement guidelines which could support economic development in the region, DPC would need to scope, research and identify whether a robust business case exists for such amendments or variations.
- Some aspects of the NSW Government procurement guidelines are non-negotiable, including 'value for tax payer's money' and work place health and safety requirements.

- The above commitments do not provide any opportunity to increase NSW Government spend in the region. The focus is on increasing the percentage of the NSW Government's existing expenditure that goes to Aboriginal businesses in the region.
- DPC to scope viability of system for recording and tracking the pipeline of NSW Government and Commonwealth Government work, scheduled for delivery in the Murdi Paaki region.

**Additional Information:**

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Develop a strategy for the Murdi Paaki region, harnessing the power of NSW Government procurement, to deliver business development and employment opportunities to local businesses.	DFS, NSW Public Works and DPC	<ol style="list-style-type: none"> <li>1. A strategy is developed and implemented.</li> <li>2. Increased business development and employment opportunities for local businesses in the Murdi Paaki region.</li> </ol>	Medium term (6-12 months)
Scope, research and identify whether a robust business case exists for amendments or variations (where identified by the MRPA and DPC).	DFS, NSW Public Works and DPC	<ol style="list-style-type: none"> <li>1. Scope and develop business case for potential amendments or variations (as identified)</li> </ol>	This work will be undertaken should amendments or variations be identified. A timeframe for scoping and developing a subsequent business case will be negotiated as needed.
Investigate options for developing a Murdi Paaki Regional Aboriginal Business Guide to raise the profile of Aboriginal businesses and circulate findings/recommendations (out-of-session) to the Monitoring and Evaluation Group.	DFS, NSW Public Works and DPC	<ol style="list-style-type: none"> <li>1. Options for developing a Murdi Paaki Regional Aboriginal Business Guide are scoped and a report outlining findings/recommendations is circulated to the Monitoring and Evaluation Group.</li> <li>2. A short term working group is established to progress findings/recommendations.</li> <li>3. A business guide is established (if considered viable/recommended)</li> </ol>	This work will commence by 31 March 2015 and conclude by 30 June 2015.
Conduct workshops with regional businesses to explain the NSW Government procurement system, strengthening the capacity of Aboriginal businesses to tender for work and/or register as sub-contractors.	DFS, NSW Public Works and DPC	<ol style="list-style-type: none"> <li>1. Workshops with regional businesses are delivered across the Murdi Paaki region.</li> <li>2. Increased capacity of Aboriginal businesses to tender for work and register as sub-contractors.</li> </ol>	This work will commence by 1 July 2015 and conclude by 31 August 2016.

<p>Deliver targeted training for identified businesses/tradespeople so that they can ensure that they comply with NSW Government requirements for tendering including Work Health and Safety.</p>	<p>DFS, NSW Public Works and DPC</p>	<ol style="list-style-type: none"> <li>1. TAFE training commences and a training schedule to be developed in consultation with Public Works.</li> <li>2. Increased understanding and knowledge of NSW Government procurement processes and requirements.</li> </ol>	<p>This work will commence by 27 February 2015.</p>
<p>Facilitate partnerships and networks between smaller local businesses and larger metropolitan contractors.</p>	<p>DFS, NSW Public Works and DPC</p>	<ol style="list-style-type: none"> <li>1. Partnerships and networks between small local businesses and large metropolitan contractors are established.</li> </ol>	<p>This work will commence by 31 March.</p>
<p>Scope the viability of system for recording and tracking the pipeline of NSW Government and Commonwealth Government work and circulate a report (out-of-session) to the Monitoring and Evaluation Group on findings/recommendations</p>	<p>DFS, NSW Public Works and DPC</p>	<ol style="list-style-type: none"> <li>1. System for recording and tracking the pipeline of NSW Government and Commonwealth Government work is scoped and a report outlining findings/recommendations is circulated to the Monitoring and Evaluation Group.</li> <li>2. A short term working group is established to progress findings/recommendations.</li> <li>3. A system is established (if considered viable/recommended)</li> </ol>	<p>This work will commence by 31 March and the report will be circulated (out-of-session) by 30 June 2015.</p>

## 2.2 Explore the option of an Indigenous Tourism Strategy for the region

### Description of commitment:

- The NSW Department of Premier and Cabinet (DPC) will facilitate discussions between the MPRA and Destination NSW, as well as existing Aboriginal tourism operators in the Murdi Paaki region and NSW Trade & Investment, to begin scoping the process required to develop a regional strategy that might support the development of sustainable businesses in the visitor economy.
- DPC in partnership with the MPRA and Destination NSW will:
  - Complete the initial investigation stage by 30 June 2015.
  - Develop a Regional Tourism Strategy, if this is deemed possible.
- The MPRA may then consider any options that may be viable.

### Additional Information:

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Scope the feasibility of an Indigenous Tourism Strategy for the Murdi Paaki region	Destination NSW and DPC	1. An Indigenous Tourism Strategy for the Murdi Paaki region is scoped and a report outlining findings / recommendations is circulated to the Monitoring and Evaluation Group.	This work will commence by 31 March 2015 and will conclude by 30 June 2015.
Develop a Regional Tourism Strategy (if deemed feasible/recommended)	Destination NSW and DPC	1. A Regional Tourism Strategy is developed.	Timeframe to be negotiated once deemed feasible.

## 2.3 Build community economic development capacity

### 2.3.1 Engage emerging industries in the region and build capacity and understanding in local communities about economic development opportunities

#### Description of commitment:

- Aboriginal Affairs (AA) will assist the MPRA to build capacity of communities in the Murdi Paaki region to engage industry stakeholders to attract more employment and business opportunities in the Murdi Paaki region.
- AA will work with the MPRA to build local understanding about micro economics and development and to grow capacity to take on micro-economic projects, incorporating the cultural as well as the public and private sector.

#### Additional Information:

The MPRA are seeking to build understanding and capacity in the region on economic engagement build the capacity of their communities

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
<b>Mining:</b> Develop regional mining consultative arrangements between industry and the MPRA members. Negotiations will aim to obtain commitments to increased direct employment of Aboriginal people in new mining ventures at Balranald and Ivanhoe in the first instance followed by commitments to ancillary/supply industry	AA (lead) MPRA	<ol style="list-style-type: none"> <li>1. Establish consultative arrangements between industry and communities</li> <li>2. Determine formal employment and partnership commitments</li> </ol>	This work will commence by 30 January 2015.
<b>Emergency Services:</b> Work with Rural Fire Service (RFS) and State Emergency Service to develop joint volunteer training program and recruitment schemes to improve the resilience and responses of remote Aboriginal Communities	RFS (lead) AA MPRA	<ol style="list-style-type: none"> <li>1. Develop joint RFS recruitment and volunteer training plan.</li> </ol>	This work will commence by 30 January 2015.
<b>Energy Solutions:</b> Continue with Commonwealth Department of Industry Project to improve the energy self sufficiency of Aboriginal communities	AA (lead) Department of Industry MPRA	<ol style="list-style-type: none"> <li>1. Develop feasibility and seek further funding</li> </ol>	June 2015.
<b>Arts Centre of Excellence:</b> Continue with Commonwealth Department of Industry Project	Department of Industry	<ol style="list-style-type: none"> <li>1. Develop feasibility and seek further funding</li> </ol>	This work will commence by 30 January 2015.

to develop an arts centre of excellence for the region.	Broken Hill City AA NSWALC		
<b>2.3.2 Build community understanding of economic and micro-development and capacity to develop projects in the Murdi Paaki region</b>			
<b>Description of commitment: Micro economic solutions (small scale economic initiatives):</b> Develop a range of locally appropriate and community supported micro economic enterprises focussing on cultural/artistic and natural resource use to generate small income streams for local people			
<b>Additional Information:</b>			
<b>Actions:</b>	<b>Roles and Responsibilities:</b>	<b>Key Performance Indicators/Milestones:</b>	<b>Timeframe:</b>
Develop an understanding of what economic development means in the Murdi Paaki region, incorporating the cultural as well as the public and private sector.	AA	<ol style="list-style-type: none"> <li>1. Workshops convened in local communities (where community consent is provided)</li> <li>2. Workshops with community leaders to determine localised small scale economic initiatives in arts and crafts or small scale enterprise</li> <li>3. Seek NGO partners to initiate projects e.g. Red Cross and Aga Khan Foundation</li> </ol>	This work will commence by 31 March 2015 and conclude by 30 June 2016.

### 3. EDUCATION

The Murdi Paaki Regional Assembly (MPRA) and the NSW Government will work in partnership through this Accord to:

- 3.1 enhance the capacity of schools to engage parents, communities and services through the Local Schools Local Decisions Accountability Framework;
- 3.2 improve school attendance and engagement in the region;
- 3.3 increase community understanding of school policies including teacher incentives and student suspension policy;
- 3.4 increase understanding and participation in the Connected Communities strategy
- 3.5 improve adult literacy; and
- 3.6 review the Working with Children Checks process and its application in the region.

3.1 Enhance the capacity of schools to engage parents, communities and services through the Local Decision Local Schools Accountability Framework			
<b>Description of commitment:</b>			
Through the Local Schools Local Decisions Accountability Framework the NSW Department of Education and Communities (DEC) and MPRA will meaningfully engage the 16 Murdi Paaki communities in local decisions about their schools.			
<b>Additional Information:</b>			
Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Engage communities across the Murdi Paaki Region in meaningful dialogue with schools through the Local Schools Local Decisions Accountability Framework	DEC (lead) MPRA	<ol style="list-style-type: none"> <li>1. DEC and MPRA agree to an approach to engage communities in Local Schools Local Decisions Accountability Framework discussions with schools.</li> <li>2. Local priorities established across the schools in the Murdi Paaki region through the Framework</li> </ol>	This work will commence in February 2015 (once school returns).

### 3.2 Improve school attendance and engagement in the region

**Description of commitment:**

The NSW Department of Education and Communities (DEC) will have ongoing dialogue with the MPRA about the status of Aboriginal student attendance, informed by Aboriginal student attendance data to enable the MPRA to support improved attendance.

**Additional Information:**

In line with privacy legislation, DEC does not publish data which identifies individual students or allows individual students to be identified. This can mean that data on small groups of students cannot be provided due to the potential to identify individual students.

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Ongoing dialogue between NSW Government and the MPRA on the status of Aboriginal student attendance and opportunities to improve	DEC (lead) MPRA	<ol style="list-style-type: none"> <li>1. Aboriginal student attendance data reports (including trend data for 2011, 2012 and 2013) made available to the MPRA on a 6 monthly basis.</li> <li>2. School attendance status regular agenda item at MPRA meetings.</li> </ol>	This work will commence by 30 January 2015 and will be ongoing.

### 3.3 Increase understanding about school policies on suspension and the teacher incentive schemes.

**Description of commitment:**

- The MPRA would like to increase the number of experienced staff in the Far West. The NSW Department of Education and Communities (DEC) will have ongoing dialogue with the MPRA on the current operations of teacher incentives, outlining what the current incentives are, how are they being promoted and assessing the effectiveness of the current scheme.
- The MPRA would like to understand school suspension policy, and where possible, explore alternatives to suspensions. DEC Schools will hold workshops for communities to provide information on the suspension policy, processes and the role of parents.

**Additional Information:**

Any significant future incentive reform to attract and retain public sector staff to the Murdi Paaki region will have human resources, industrial relation and budget implications. The DEC suspension policy must be followed by all DEC schools.

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
DEC to provide information to the MPRA on the current range of incentives offered to attract and retain DEC staff to Murdi Paaki region (including the points allocated for calculating incentives), information on how current incentives are promoted, a comparison of current DEC	DPC (lead) and DEC	<ol style="list-style-type: none"> <li>1. A report is prepared and is circulated to the Monitoring and Evaluation Group.</li> <li>2. The Assembly is consulted on whole of sector reforms in regard to incentives.</li> </ol>	This work will commence by 30 January 2015

<p>incentives with those offered by other agencies, evaluation of the effectiveness of DEC and other agency incentives to attract and retain staff, and possible options or factors to be considered in any future review of incentives to attract and retain public sector staff in the region.</p> <p>DPC to consult the MPRA on whole of sector reforms in regard to incentives.</p>	<p>DPC</p>		
<p>Suspension workshops held in each Murdi Paaki school</p>	<p>DEC Schools</p>	<ol style="list-style-type: none"> <li>1. Workshops are held in each Murdi Paaki school.</li> <li>2. Aboriginal parents and communities are informed about the suspension policy, process and their role as parents.</li> <li>3. Aboriginal parents and communities are empowered to approach the principal and school to discuss suspension issues.</li> </ol>	<p>Workshops will commence in February 2015 (once school returns) and be completed by 30 July 2015.</p>

### 3.4 Increase understanding and participation in the Connected Communities strategy

**Description of commitment:**

- The NSW Department of Education and Communities (DEC), will provide updates to the Murdi Paaki Regional Assembly about the progress of the Connected Communities strategy, so as to enable the Assembly to gain a better understanding of the strategy so as to encourage engagement with its implementation.

**Additional Information:**

The Connected Communities strategy is a discrete initiative which is being implemented in 11 locations across the State. 6 of the schools are located within the Murdi Paaki geographic area. The NSW Aboriginal Education Consultative Group is the co- partner in the delivery of the strategy. Key components of the strategy such as Aboriginal Languages and Cultural Studies, Connecting to Country (Cultural Immersion program) and engagement with parents and community can be implemented in other NSW public schools.

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Provision of updates regarding the implementation of the Connected Communities Strategy between NSW Government and the MPRA	DEC (lead) MPRA	<ol style="list-style-type: none"> <li>1. Updates on the progress of the Connected Communities strategy in regards to the 6 schools</li> <li>2. Sharing of effective practices.</li> </ol>	This work will commence by 30 January 2015 and will be ongoing.

### 3.5 Improve adult literacy in the Murdi Paaki region

#### Description of commitment:

- TAFE Western with support from the NSW Department of Education and Communities (DEC) will convene a short term working group with MPRA representatives to co-design and resource an integrated adult literacy framework that meet the needs of the Murdi Paaki region. The framework will:
  - Cover digital literacy and financial literacy;
  - Encourage in-home reading; and
  - Support parental involvement, participation and engagement.
- TAFE Western where appropriate will use local school facilities for program delivery.
- TAFE will nominate a senior TAFE Western staff member to lead this project.

#### Additional Information:

DEC Schools will provide access, subject to local decisions, to school sites for adult literacy courses that will be delivered by TAFE. Decisions about the use of local school facilities will be made locally at individual schools.

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Convene and develop a model and courses	TAFE Western, DEC, working group	1. A model and courses are developed.	June 2015
Develop a methodology for contextualising adult literacy within a parenting context	TAFE Western, DEC, working group	1. A methodology for contextualising adult literacy in a parenting context is developed.	June 2015
Pilot the model and courses in nominated communities	TAFE Western, DEC, working group	1. The model and courses are piloted in communities.	Pilot to commence 1 July 2015 and conclude by December 2015
Evaluate and adjust the model and courses if needed	TAFE Western, DEC, working group	1. The model and courses are evaluated and adjusted.	January 2016
Roll the model and courses out across the Murdi Paaki region	TAFE Western and DEC	1. The model and courses are offered across the region.	1 February 2016
Allocate any excess/superseded computers to Murdi Paaki communities as they become available	TAFE Western	1. Excess/superseded computers are allocated to Murdi Paaki communities as they become available.	Ongoing

### 3.6 Review the Working with Children Checks process and its application in the region.

#### Description of commitment:

The NSW Department of Premier and Cabinet (DPC) will review the existing working with children process as it currently operates across the Murdi Paaki region. The review will:

- Investigate processes across the Murdi Paaki region to identify issues and problems
- Gather an evidence base of any systemic issues in the application of the process across the region.
- Engage the Office of the Children's Guardian to discuss findings in respect to the application of the process in remote areas and for Aboriginal workers and volunteers.
- Potentially inform negotiations about specific changes or variations to the system.

#### Additional Information:

Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Review the existing working with children process as it currently operates across the Murdi Paaki region.	DPC	<ol style="list-style-type: none"> <li>1. Identification of issues and problems with the Working with Children Checks process across the region.</li> <li>2. Aboriginal people and communities are informed about the Working with Children Checks process and how to use it.</li> <li>3. Outstanding issues or cases are resolved (approved/not approved).</li> <li>4. Potential changes or variations to the system to improve its application in the region.</li> </ol>	30 April 2015
Deliver training and assistance to Aboriginal people to enable them to better navigate the Working With Children's Checks process.	DPC		30 June 2015
Prepare and deliver a series of workshops in all locations across the Murdi Paaki region to raise awareness of the process and how best to use it.	DPC & the Office of the Children's Guardian		30 September 2015
Facilitate the resolution of any outstanding issues or cases where applications have been withheld or delayed. This may or may not result in individual Checks being approved.	DPC		30 September 2015

## 4. EARLY CHILDHOOD

The Murdi Paaki Regional Assembly (MPRA) and NSW Government will work together to:

- 4.1 develop a model for integrated early childhood services.

4.1 Develop a model for the provision of integrated and sustainable early childhood services across the Murdi Paaki region incorporating education, health, parental engagement and other related supports			
<b>Description of commitment:</b>			
<ul style="list-style-type: none"> <li>• Aboriginal Affairs (AA) will broker a scoping process with the NSW Department of Education and Communities (DEC), the NSW Department of Family and Community Services (FaCS) and NSW Health to develop a model for integrated and sustainable early childhood services across the Murdi Paaki region.</li> <li>• FaCS will work with stakeholders to develop a sustainable model and ensure a smooth transition of the Aboriginal Child and Family Centres to landowners</li> </ul>			
<b>Interim actions:</b>			
<ul style="list-style-type: none"> <li>• DEC and FaCS will map existing early childhood models and initiatives in Murdi Paaki communities</li> </ul> <p>FaCS to provide a draft paper to the MPRA on a viable and realistic integrated model for delivery of early childhood services for the Murdi Paaki communities incorporating the key principles and elements of the National Partnership Agreement on early childhood.</p>			
<b>Additional Information:</b>			
<p>Long-day care and early childhood education services in NSW operate in a complex service delivery environment. DEC regulates early childhood education and care services operating in NSW, which operate on either a fully commercial bases or via the non-government sector. The Commonwealth resources long-day care services via direct family subsidies (approximately \$2 billion to NSW families annually) and through direct funding to NGO early childhood services. The NSW Government provides operational support to assist community pre-schools. FaCS and NSW Health resource family support, maternal and infant health and relevant allied health services that support early childhood development and school readiness. Many of these services are delivered through the non-government sector, and not necessarily linked to early childhood education and care services. FaCS currently supports two Aboriginal Child and Family Centres in the Murdi Paaki region (Brewarrina and Lightning Ridge) that must develop into a sustainable model by June 2016.</p> <p>The MPRA believe that holistic early childhood development– that integrates education, health, parental engagement and other related supports – is necessary to re-boot the education and life prospects for young people in the region. There is a strong evidence base that supports the MPRA's position.</p>			
Actions:	Roles and Responsibilities:	Key Performance Indicators/Milestones:	Timeframe:
Map existing early childhood models and initiatives in Murdi Paaki communities and circulate a report to the Monitoring and Evaluation Group on a viable and realistic	DEC and FaCS	1. A report on early childhood models and initiatives in the region is circulated to the Monitoring and Evaluation Group,	Medium term (6-12 months)

integrated model for delivery of early childhood services for the Murdi Paaki communities.			
Develop a sustainable model and ensure a smooth transition of the Aboriginal Child and Family Centres to landowners	FaCS	1. A sustainable model is developed and implemented to transition the Aboriginal Child and Family Centres to landowners.	Short term (1-6 months)
<p>Declare the development of a model for sustainable and integrated early childhood services for the region, as a Tier 2 Solution Brokerage issue.</p> <p>AA to broker the scoping process for the development of a model for the region, with other agencies.</p>	AA lead as solution broker and involving DEC, FaCS NSW Health, and key NGOs	<ol style="list-style-type: none"> <li>1. Early Childhood is declared as a Tier 2 Solution Brokerage issue by SMC</li> <li>2. Project team assigned and response plan prepare</li> <li>3. Forward plan approved (appropriate seniority of sign off - SMC/SEC) and implemented.</li> </ol>	Medium term (6-12 months)

## 5. GOVERNANCE CAPACITY AND SUPPORT

The Murdi Paaki Regional Assembly (MPRA) and the NSW Government will work together through this Accord to:

5.1 strengthen the governance capabilities of the MPRA, including youth leadership.

### 5.1 Strengthen the governance capabilities of the MPRA, including youth leadership

#### Description of commitment:

Aboriginal Affairs (AA) will work with MPRA to further develop its governance structures and processes to support such functions as:

- Communications and information sharing in the 16 communities;
- Policy development and priority setting;
- Training, skills development and skills transfer;
- Relationships to government - State, Commonwealth and Local
- Dispute resolution and complaints handling processes.
- Management capability, including financial management, probity and reporting.

AA will provide the MPRA with the following financial resources:

- \$47,000 in 2014
- \$69,000 in 2015
- \$78,000 in 2016

MPRA will develop a case for further resourcing to enable the MPRA to meet its obligations under the Accord, noting geographic challenges and high cost of meetings and travel. [AA will work with the Department of Premier and Cabinet (DPC) to build a business case for submission to the Senior Management Council (SMC) for additional funds to support the governance functions and strengthen the capacity of the MPRA]

AA regional staff will also support the MPRA through the provision of advice and assistance regarding the:

- existing structures used to coordinate the implementation of the MPRA Strategic Plan.
- development and implementation of a MPRA Communications Plan.

The allocation of staff to assist with the above activities is estimated to be approximately \$40,000 per annum.

AA will coordinate a project plan and proposal for funding for youth initiatives in consultation with the MPRA and the Commonwealth Government. The project plan will scope:

- Funding for a Youth Forum. The Youth forum will incorporate a range of age groups (including 20s and 30s), focus on reconciliation (with the option of engaging non-Aboriginal youth representatives for the Murdi Paaki region) and will include presentations on the Murdi Paaki Young Leaders Program
- Projects in communities across the region.

The allocation for the above youth related activities is estimated to be a one off commitment of unexpended funds of approximately \$58 000.

**Additional Information:**

The MPRA and the NSW Government recognise that the MPRA is an equal partner and therefore must be resourced to meet its obligations under this Accord and to strengthen its governance capacity in the long term.

For the MPRA to progress to the planning delegation under Local Decision Making it must demonstrate the following good governance principles:

- strategic direction - a long-term perspective on social, economic and cultural development and what is needed for such development;
- participation and voice - how member Aboriginal communities are involved in regional alliance decision-making; and
- accountability - internal and external, including the control of corruption and political lobbying.

Aboriginal Affairs and the MPRA will develop performance indicators to measure progress against these good governance principles.

Aboriginal Affairs commits the following staff resourcing to MPRA functions in:

- monitoring and evaluation,
- implementation
- governance support
- solution brokerage

In addition to the agreed resourcing in support of the MPRA functions, support for functions of local governance at community level and support delivered via the Senior Regional Coordinator as Aboriginal Affairs core business will be negotiated by the Chair of MPRA as a local service arrangement.

Grade	Salary	In kind value/day	Monitoring and Evaluation	In kind value	Implementation	In kind value	Project support	In kind value	MPRA Governance	In kind value	Total p/a
Senior Regional Coordinator Grade 11/12	131000 + o/c 26200	\$605 p/day	1 day	\$605	1 day	\$605	1 Day	\$605	12 days	\$7,260	\$9,075
Senior Project Officer Grade 9/10	110200 + o/c 22040	\$510 p/day	2 days	\$1020	4 days	\$2040	2 Days	\$1,020	12 days	\$6,120	\$10,200
Project officer Grade 7/8	97000 + o/c 19000	\$448 p/day	2 days	\$896	4 Days	\$1,792	16 Days	\$7,168	24 Days	\$10,752	\$20,608

Total				\$2,521		\$4,437		\$8,793		\$24,132	\$39883
<b>Actions:</b>											
<b>Roles and Responsibilities:</b>											
<b>Key Performance Indicators/Milestones:</b>											
<b>Timeframe:</b>											
Support the MPRA to further develop its governance structures and processes	AA			<ol style="list-style-type: none"> <li>The MPRA is resourced to develop its governance structures and processes, including: <ul style="list-style-type: none"> <li>\$47K in 2014</li> <li>\$69K in 2015</li> <li>\$78K in 2016</li> </ul> </li> </ol>				As set out in the MPRA Governance and Capacity Strengthening funding agreement.			
Develop a case for further governance and capacity resourcing, noting geographic challenges and high cost of meetings and travel.	MPRA & AA (joint lead) DPC			<ol style="list-style-type: none"> <li>A case is developed and submitted to SMC for consideration.</li> </ol>				June 2015			
Support MPRA regional governance structure through the provision of advice and assistance including the coordination of the MPRA Strategic Plan and the development and implementation of a Communications Plan.	AA			<ol style="list-style-type: none"> <li>AA staff are allocated to advise and assist the MPRA (approximately \$40,000 per annum).</li> <li>MPRA coordinates and implements its Strategic Plan.</li> <li>MPRA develops and implements a Communications Plan.</li> </ol>				This work will commence on 30 January 2015 and conclude by 30 June 2015.			
Murdi Paaki youth forum that incorporates a range of age groups (including 20s and 30s), focus on reconciliation (with the option of engaging non-Aboriginal youth representatives for the Murdi Paaki region)	AA and MPRA (joint lead) PM&C (non signatory)			<ol style="list-style-type: none"> <li>A project plan for youth initiatives is developed.</li> <li>A proposal is submitted to the Commonwealth Government.</li> <li>Youth forum held</li> </ol>				30 June 2015  30 June 2015  By Dec 2015			
Youth projects in local communities	AA and MPRA			<ol style="list-style-type: none"> <li>Youth forum to develop approaches</li> <li>Project plan developed with the MPRA</li> <li>Youth projects undertaken</li> </ol>				30 June 2015  From July 2015			

		4. Youth representation/leadership program for the MPRA reinstated	
Assist the MPRA to understand budgets and the budget build process in preparation for taking on the Planning Delegation.	DPC and Treasury	1. The NSW Government provides the MPRA with information on NSW Government budget allocations including where it goes and what it is spent on.	This work will commence on 30 January 2015 and conclude by 30 June 2015.

## 6. DEFERRED COMMITMENTS

	Consider a Local Government Aboriginal Employment Strategy as a part of the Local Government reform process

