

GLADSTONE PORTS CORPORATION LTD  
**RECONCILIATION ACTION PLAN 2012-2015**



**ACKNOWLEDGING THE PAST**  
**EMBRACING THE** *future*



## Our Business

Gladstone Ports Corporation Limited (GPC) is a Company Government Owned Corporation that manages and operates three port precincts – Port of Gladstone, Port Alma Shipping Terminal and Port of Bundaberg. Our ports handle the export of resources from Central Queensland, the import of raw materials, and the export of finished products from local industries. The Port of Gladstone is Queensland's largest multi-commodity port, featuring the world's fourth largest coal export terminal.

GPC strives to be a good corporate citizen – actively involving ourselves in the community through programs that provide benefit to both ourselves and the regional community in which we exist.

As of March 2012, over 2.5% of GPC's permanent employees have identified themselves as Indigenous. Our aim in the short term is for this to be reflective of our wider community, of which approximately 3.6% of our region's population is Indigenous. In the long term our aim is to have an Indigenous employment rate of at least 5% here at GPC.

*\* Please note that as per GPC's Future Direction Indigenous Liaison Group's Terms of Reference, the term Indigenous is defined as inclusive of people of Aboriginal, Torres Strait and or Australian South Sea Islander heritage.*

## Acknowledgements

Gladstone Ports Corporation Ltd would like to acknowledge the contributions and support of the Future Directions Indigenous Liaison Group members in helping compile the Reconciliation Action Plan.

Gladstone Ports Corporation would also like to acknowledge the contributions of the photographers and the members of our community depicted in their images.

Front cover (top): Gary Nagas – Katrina Elliot Photography, (bottom): Savannah Ryan – Craig Chapman Photography.

All photographs unless otherwise stated are the property of Gladstone Ports Corporation.

# *GPC's RAP - Our story so far:*

As a commitment to its community, and the opportunity to turn good intentions into actions, GPC has established a "Reconciliation Action Plan" in association with the local Indigenous community.

Its goals with regards to Indigenous initiatives, programs and strategies both within the port and with its partners are to:

- Strengthen relationships by facilitating opportunities to work cooperatively and in consultation with our Indigenous community, and keeping people informed.
- Foster respect through developing and implementing cultural protocols and promoting cultural awareness.
- Increase opportunities through the development and leadership of Indigenous employment programs, initiatives and policies.
- Ensure accountability by reviewing and reporting regularly with all stakeholders.

## *Our Vision for Reconciliation*

Encourage more Indigenous Australians to the Gladstone Ports Corporation and facilitate pathways for their employment through culturally appropriate recruitment programs. Create and maintain supportive and culturally respectful workplaces to ensure Indigenous employees' positive experiences lead to improved retention rates;

Provide current Indigenous employees with opportunities for skills and career development and provide leadership for the sustained employment of Indigenous employees in GPC's areas of influence.

**To empower Indigenous Australians by creating a culturally safe and appropriate work environment where each individual can contribute, learn and grow...**

# Strengthening Relationships

GPC is committed to strengthening relationships by facilitating opportunities to work cooperatively and in consultation with our local Indigenous community, and by taking the time to keep people informed.

## This includes:

- Establishing a RAP Working Group – GPC's Future Directions Indigenous Liaison Group (FDILG), which includes representatives from the local Indigenous community.
- Establishing a team to work on and support the Reconciliation Action Plan, including the recruitment of an Indigenous Liaison Officer.
- Providing an annual presentation to the Gladstone Indigenous community.
- Assisting and encouraging our Indigenous employees and FDILG members to participate in state and community initiatives.
- Celebrating National Reconciliation Week with GPC's employer group and community.



Photo: Stage (1) of the Toolooa SHS  
"Yarning Circle" - Turning of the Sod.



# Foster Respect

GPC is committed to fostering respect through developing and implementing cultural protocols and promoting cultural awareness across its organisation.

## This includes:

- Assisting in the embedding of Indigenous perspectives across Gladstone schools in association with our local elders.
- Acknowledging and displaying connections to country.
- Developing and incorporating Welcome to Country and Acknowledgement of Traditional Owners protocols.
- Implementing a Cultural Awareness and Capability strategy
- Coordinating CHMP and ILUA arrangements with respect to Native Title in an appropriate, just and positive manner.
- Providing opportunities for Indigenous employees to engage in as well as supporting NAIDOC Week events and celebrations.

*Photo: Launch of the "Koongo Yallam" Book.  
Aunty Maureen Egmolesse (Bailai Nation),  
Leo Zussino (GPC CEO), Aunty Jacqui Johnson  
(Gooreng Gooreng Nation).*



## Increase Opportunities

GPC is committed to increasing opportunities through the development and leadership of Indigenous employment programs, initiatives and policies both within its organisation and in association with its major partners.

### This includes:

- Implementing our own Indigenous Employment Policy and strategies with targeted employment levels.
- Partnering and supporting school based Indigenous employment initiatives.
- Allocating specific trainee and apprenticeship positions annually, for Indigenous applicants.
- Providing opportunity and support for further education and training for Indigenous employees.
- Fostering the development of Indigenous mentors from within our employee group.
- Partnering with other major employer groups in the development and support of other Indigenous employment programs and initiatives.



Photo: Kia Garthwaite,  
GPC Electrical Apprentice.

# Ensure Accountability

GPC is committed to ensuring accountability by reviewing and reporting regularly with all stakeholders.

## This includes:

- Working collaboratively with our leadership and management group and local Indigenous community representatives in the review and development of our Reconciliation Action Plan
- Presenting an annual Progress Report to all stakeholders through a range of opportunities and media.
- Sharing and celebrating our achievements and successes both internally and externally.
- Meeting regularly with our RAP Working Group to review and revisit the scope and sequence of our RAP.

*Photo: GPC and local community celebrating National Reconciliation Week 2011*







**Gladstone Ports Corporation**

*Growth, Prosperity, Community.*



**Reconciliation**  
**AUSTRALIA**  
RECONCILIATION ACTION PLANS