



Reflect

Reconciliation Action Plan

December 2021 - December 2022



NOPSEMA



Acknowledgement of Country

NOPSEMA respectfully acknowledges the Traditional Custodians of the land on which we have our Perth office; the Whadjuk people of the Noongar Nation and pays our respects to their Elders past, present and emerging.

NOPSEMA respectfully acknowledges the Traditional Custodians of the land on which we have our Melbourne office; the Bunurong Boon Wurrung and Wurundjeri Woi Wurrung people and pays respect to their Elders past, present and emerging.

Reflect: Scoping capacity for reconciliation

Reflect RAPs are for 12 months and are for organisations, like NOPSEMA, beginning their reconciliation story.

They set out steps to prepare an organisation for reconciliation initiatives in future RAPs.

Committing to a Reflect RAP means scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on your vision for reconciliation and exploring your sphere of influence.

Left: The vines throughout the painting represent growth.

Right: These hills represent the challenges and obstacles that may be faced.

About the artists

The artwork on the front cover and throughout this document has been created by YirraKurl, a family owned business operated by Deborah Newenham-Coertse.

Deborah's Indigenous family name is "Woods" and their indigenous heritage comes from Gnowangerup, South West of Western Australia. Deborah is a self-taught aboriginal artist.

YirraKurl means "to go up" in Noongar Indigenous language.

Deborah Newenham-Coertse (Woods)

Deborah was born in Fremantle WA. Her Aboriginal ancestry is from her mother's side, known as the "Woods" family from Gnowangerup WA. The Woods are Noongars from the South West of WA and originated from the Bibbulman people. Her dad is from Holland and came out to Australia with his mother and brother after World War II.

Deb grew up in Coolbellup where she attended her early years of schooling. When she joined the workforce, she found herself in Queensland for more than 17 years before returning home. She began painting in 1994, which she did as a hobby for the next few years. After a period running a business with her family designing, manufacturing and wholesaling indigenous souvenirs to national and international tourist markets, Deb chose to spend more time painting canvases and licensing her artworks to manufacturers, concentrating on commissioned artworks.

Kristy Lee Spillman

Born in Queensland, Kristy's Aboriginality comes from her mother's side (Deborah Newenham – Coertse), "YIRRAKURL", Noongah – from the South West of WA.

Kristy began to paint in 1998 alongside her mother and has two beautiful children whom she adores and cares for daily. Recently returning from Queensland after 15 years, Kristy has begun to spend more of her time on painting as she is finding it very therapeutic.

After several traumatic events, Kristy – a strong and motivated woman, who is well respected in the community – has found her niche as an artist, working with her mother and learning the process of storytelling through their aboriginal art.





Message from the CEO

NOPSEMA is proud to present our first Reconciliation Action Plan and is pleased to take this significant step forward in our journey to improve our appreciation of the contribution of Australia's First Nations peoples.

NOPSEMA is committed to improving outcomes for all Aboriginal and Torres Strait Islander peoples, and as part of the Australian Government, NOPSEMA seeks to have a workforce that is appreciative of the diversity of our nation. Through this plan we will build a strong foundation of reconciliation in our staff, which will strengthen and enhance subsequent plans.

In developing this plan, NOPSEMA adopted a holistic approach seeking diverse input from within the organisation and guidance from external experts in Aboriginal and Torres Strait Islander cultures and reconciliation. To date we have held events to celebrate National Reconciliation Week and NAIDOC week, undertaken Indigenous cultural awareness training, held fundraising initiatives to support the Happy Boxes Project and Dresses for Grandmothers, and adopted procurement processes to support Indigenous businesses.

With this plan, we will work to develop greater cultural awareness, strengthen our relationships with Aboriginal and Torres Strait Islander peoples, and equip staff to engage effectively with Australia's First Nations peoples. Through these initiatives we will also build greater awareness of the potential of offshore projects to affect Indigenous rights and interests.

In addition to developing greater appreciation of Aboriginal and Torres Strait Islander cultures and heritage within our organisation, the plan complements NOPSEMA's wider vision and purpose, which seek to ensure people are safe in their work and the environment is cared for and protected.

The plan presents a way forward for NOPSEMA and its staff to recognise Aboriginal and Torres Strait Islander cultures and heritage and implement practices that are culturally aware and supportive of First Nations peoples.

Stuart Smith
Chief Executive Officer
NOPSEMA

Message from Reconciliation Australia



Reconciliation Australia welcomes NOPSEMA to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

NOPSEMA joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables NOPSEMA to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations NOPSEMA, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our RAP

NOPSEMA is committed to its responsibility towards reconciliation and believe that reconciliation needs to live in the hearts and minds of its staff not only in the workforce, but also in our homes and everyday lives. Our intent is to commence our reconciliation journey by implementing a strong foundation of reconciliation in our staff, which can be built on in subsequent RAPs into the future.

Within NOPSEMA we are committed to improving outcomes for all Aboriginal and Torres Strait Islander peoples. As an independent government authority we will do this by building cultural understanding, education and acknowledgement of Aboriginal and Torres Strait Islander peoples and furthering our engagement and relationship development.

Our RAP champion, Head of Division Environment and Decommissioning will advocate for reconciliation internally and externally and ensure that reconciliation remains high on NOPSEMA's agenda.

Through the delivery of a RAP, NOPSEMA will:

- Ensure our staff are culturally aware and equipped to communicate effectively and to work with Aboriginal and Torres Strait Islander peoples.
- Strengthen our relationship and engagement with Aboriginal and Torres Strait Islander peoples and organisations.
- Improve the employment and education opportunities of Aboriginal and Torres Strait Islander people within the remit of our jurisdiction.
- Explore opportunities for raising awareness of reconciliation between Aboriginal and Torres Strait Islander and non-Indigenous Australians through NOPSEMA reporting as well as promote and advise activities.
- Continue to emphasise the regulatory requirement for the petroleum industry to manage their impacts to the cultural values of the environment that may be affected by their activities.

Left: The meeting places represent the relationship building with NOPSEMA – organisations – clients and the community.



Our role and core business

The National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA) is Australia's independent expert regulator for health and safety, structural (well) integrity and environmental management for all offshore oil and gas operations and greenhouse gas storage activities in Commonwealth waters, and in coastal waters where regulatory powers and functions have been conferred. NOPSEMA regulates all offshore areas in Commonwealth waters, which comprise those areas beyond the first three nautical miles (approximately 5.5 kilometres) of the territorial sea.

NOPSEMA fulfils its legislated functions by undertaking assessments, inspection, investigation, enforcement and promotion and advisory activities.

NOPSEMA assesses risk management plans, inspects to monitor compliance, investigates to verify and learn from non-compliance, takes enforcement action to correct and deter non-compliance and promotes and advises with the objective of fostering continuous improvement in industry performance.

NOPSEMA has approximately 120 full time and 7 part time employees based in two offices; one

in the Perth CBD and a smaller office in the Melbourne CBD. NOPSEMA does not currently have any staff who identify as Aboriginal and/or Torres Strait Islander.

Our vision

A protected offshore workforce and environment. Our values as an agency are 'professionalism, ethics, independence, leadership and collegiality'.

Professionalism: We will be accountable, consistent, reasonable, and act in accordance with the law.

Ethics: We will demonstrate respect and integrity in all we do.

Independence: We will make our decisions impartially on the merits of the circumstances, and without undue influence.

Leadership: We will be proactive, inclusive, and decisive in our conduct as a pre-eminent regulator.

Collegiality: We will make and act on informed decisions through open and respectful dialogue.

Our journey so far...

NOPSEMA is committed to its responsibility towards reconciliation and believe that reconciliation needs to live in the hearts and minds of its staff not only in the workforce, but also in our homes and everyday lives. Our intent is to commence our reconciliation journey by implementing a strong foundation of reconciliation in our staff, which can be built on in subsequent RAPs into the future.

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Jonathan Ford - Director of Kambarang provides cultural learning and a good 'yarn' to NOPSEMA staff during National Reconciliation Week (May 2021).



NOPSEMA CEO Stuart Smith and working group co-chair Liz Houston, receiving NOPSEMA's artwork from Kristy Lee Spillman and Deborah Newenham-Coertse of YirraKurl. The artwork forms the front cover and elements are used throughout the RAP.

Our stakeholder engagement

NOPSEMA has undertaken a number of initiatives to engage with stakeholders during the development of the RAP including:

- Internal engagement with teams and staff within NOPSEMA through a Welcome to Country, Lunch and Learn sessions.
- External consultation and engagement with relevant government departments including Parks Australia, Department of Agriculture, Water and Environment (DAWE), Department of Industry Science, Energy and Resources (DISER) and the WA Department of Biodiversity, Conservation and Attractions' (DBCA) cultural heritage branch.
- Seeking opportunities to attend events during NAIDOC week and National Reconciliation Week outreach activities.
- Specialist consultation with Optimum Personnel to provide feedback on the draft RAP.



Kerry-Ann Winmar (from Nyungar Tours) a Whadjuk Yorga woman from the Perth region explains the significance of the Kings Park during a NOPSEMA staff tour.



RAP Working Group with Nyungar guide Walter McGuire (GoCultural Aboriginal Tours & Experiences) at the site of First Contact sculpture. The First Contact is a five metre tall, cast aluminium artwork by renowned Indigenous artist, Laurel Nannup. The work depicts the arrival of European settlers to Perth. As the European boats arrived, the local Noongar people believed that these ships, were their past ancestors returning from the sea.

The RAP Working Group

NOPSEMA does not currently have any staff that identify as Aboriginal and/or Torres Strait Islander. As such, the working group engaged the services of Optimal Personnel Services to assist with our working group meetings and provide comment on the draft RAP.

NOPSEMA is structured into three core divisions of Safety & Integrity, Environment & Decommissioning and Corporate & Financial Assurance, plus a Legal & Risk team and the Office of the Chief Executive. The Reconciliation Action Plan (RAP) Working Group is a combined working group from across the organisation, and includes:

Members of the RAP Working Group



Rean Gilbert,
Chair of the RAP Working Group



Oscar Da'Silva,
Working Group Team lead for the OPPORTUNITIES pillar.



Liz Houston,
Deputy Chair of the RAP Working Group



Kylie Seccombe,
RAP Working Group Team lead for the RELATIONSHIPS pillar.



Mandy Fittock,
RAP Working Group Team lead for the RESPECT pillar.



Karl Heiden,
Member of the RAP Working Group



Ivan D'Souza,
Member of the RAP Working Group



Leah Wilson,
Member of the RAP Working Group



Raquel Carter,
Member of the RAP Working Group

Dolphins

The Dolphins in the artwork on the front cover represent harmony, balance, protection and inner strength.



Turtle

The turtle in the artwork on the front cover represents persistence, endurance and longevity.



Tree

The tree is an interpretation of educating and promoting awareness of health and safety – importance for all. The ever-changing density of the leaves show that the education and promotion is continuous and evolving, just as is the life of a flourishing tree.



White Lines

The white sets of lines represent the many expectations that decommissioning plans will be in place for all facilities and wells where equipment or property is not in use by 2023.





Relationships

We will develop and maintain meaningful relationships with Aboriginal and Torres Strait Islander Peoples.

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Feb 2022	Head of Division, Corporate & Financial Assurance
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Feb 2022	Chair, Working Group
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	Head of Division, Corporate & Financial Assurance
2. Build relationships through celebrating National Reconciliation Week (NRW).	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2022	Chair, Working Group
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2022	Chair, Working Group
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Ongoing and reviewed Jul 2022	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Feb 2022	Chair, Working Group

Action	Deliverable	Timeline	Responsibility
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Jul 2022	Chair, Working Group
	Include a copy of our RAP in new starter induction pack.	Jul 2022	Head of Division, Corporate & Financial Assurance
	Create a short module on NOPSEMA's RAP as a training exercise for all staff.	May 2022	Chair, Working Group
	Work with APS RAP champions network to grow our experience with other agencies' experiences.	Feb 2022	Chair, Working Group
	Adopt a Statement of Reconciliation with the Department of Industry, Science, Energy and Resources which confirms our ongoing commitment to reconciliation	Jul 2022	Chair, Working Group, Head of Division, Corporate & Financial Assurance
	Use artwork from RAP-Reflect to appropriately adjust signature blocks of Perth and Melbourne staff.	Feb 2022	Chair, Working Group
	Research best practice and policies in areas of race relations and anti-discrimination.	Jul 2022	Head of Division, Corporate & Financial Assurance
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Jul 2022	Head of Division, Corporate & Financial Assurance



Respect

We will engage with our staff to build their understanding of Aboriginal and Torres Strait Islanders peoples' cultures, histories and achievements.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	Jun 2022	Head of Division, Corporate & Financial Assurance
	Continue to organise and conduct education/learning in order to understand the historical, contemporary and cultural context of Aboriginal and Torres Strait Islander peoples.	Sep 2022	Head of Division, Corporate & Financial Assurance
	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Sep 2022	Head of Division, Corporate & Financial Assurance
	Conduct a staff survey to determine baseline knowledge and attitudes about cultural awareness.	Dec 2022	Chair, Working Group
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Provide face to face cultural awareness training for Perth and Melbourne office staff.	Jul 2022	Chair, Working Group
	Continue to encourage and develop staff understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Sept 2022	Head of Division, Corporate & Financial Assurance

Action	Deliverable	Timeline	Responsibility
	Continue to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jul 2022	Head of Division, Corporate & Financial Assurance
	Include Acknowledgement of Country in staff email signature blocks.	Feb 2022	Head of Division, Corporate & Financial Assurance
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by	<p>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</p> <ul style="list-style-type: none"> o Posters and information to be distributed around Perth and Melbourne office and accessible through HQ o Signature block – updated during NAIDOC week o Lunch and Learn – preferably during NAIDOC week 	Feb 2022	Chair, Working Group
	<p>Introduce our staff to NAIDOC Week by promoting external events in our local area.</p> <ul style="list-style-type: none"> o List of external events on HQ and RAPWG intranet site o RAPWG – create NAIDOC page o Advertise internal event on HQ 	Feb 2022	Chair, Working Group
	RAP Working Group to participate in an external NAIDOC Week event.	Jul 2022	Chair, Working Group



Opportunities

We will investigate employment opportunities within our organisation and sphere of influence.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	May 2022	Head of Division, Corporate & Financial Assurance
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Jun 2022	Head of Division, Corporate & Financial Assurance
	Review the NDS Aboriginal and Torres Strait Employment Guide and Toolkit.	Feb 2022	Head of Division, Corporate & Financial Assurance
	Research opportunities to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Jun 2022	Head of Division, Corporate & Financial Assurance
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. to participate in at least one external event to recognise and celebrate NRW.	Jul 2022	Head of Division, Corporate & Financial Assurance
	Investigate Supply Nation membership and procurement (e.g. catering and stationary) from a Supply Nation certified business.	Feb 2022	Chair, Working Group

Action	Deliverable	Timeline	Responsibility
	Connect with Wirra Hub – WA Indigenous Business and Employment Hub	Feb 2022	Chair, Working Group
	Connect with Noongar Chamber of Commerce & Industry	Feb 2022	Head of Division, Corporate & Financial Assurance



Governance

We will track our progress against our RAP by taking the following actions:

Action	Deliverable	Timeline	Responsibility
	Maintain a RWG to govern RAP implementation.	Dec 2021	Head of Division, Corporate & Financial Assurance
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a Terms of Reference for the RWG and review annually.	Dec 2021	Chair, Working Group
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Dec 2021	Chair, Working Group
	Review and evaluate resource needs for RAP implementation.	Oct 2022	Head of Division, Corporate & Financial Assurance
11. Provide appropriate support for effective implementation of RAP commitments.	Continue to engage senior leaders in the delivery of RAP commitments.	Oct 2022	Head of Division, Corporate & Financial Assurance
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Oct 2022	Chair, Working Group

Action	Deliverable	Timeline	Responsibility
	Use Reconciliation Australia's RAP Impact Measurement Questionnaire as a reporting requirement for the organisation.	Aug 2022	Chair, Working Group
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2022	Chair, Working Group
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia to begin developing our next RAP.	Jul 2022	Chair, Working Group

For further information on our
Reconciliation Action Plan contact:
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RAP Working Group

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Right: The yellow fish are a representation for depth – knowledge – creativity – eternity – happiness – transformation and good luck.

