



**Australian Government**

---

**Office of the Australian Building and  
Construction Commissioner**

# **Reconciliation Action Plan**

**2007 - 2009**



**Australian Government**  
**Office of the Australian Building and  
Construction Commissioner**

---

## ABCC Vision

The Office of the Australian Building and Construction Commissioner (ABCC) is charged with educating building and construction industry participants about their rights and responsibilities and ensuring workplace relations laws are enforced.

To perform this function, the ABCC improves the industry's workplace relations framework by:

- promoting appropriate standards of conduct;
- providing advice and assistance to building industry participants; and
- investigating and prosecuting contraventions of relevant laws.

## Our Reconciliation Initiatives

### Improving employment outcomes for Indigenous Australians

The ABCC is committed to working in collaboration with government bodies to ensure employment outcomes for Indigenous Australians are improved. This includes:

- in consultation with DEWR and the APSC Indigenous Employment Network Committee:
    - provide avenues for professional advancement, encourage and support career development for indigenous employees
    - encourage a culturally sensitive working environment through the provision of cross cultural awareness training.
  - consulting with specialist Indigenous groups within DEWR to better understand potential barriers which may exist within the ABCC, which limit recruitment and development opportunities for Indigenous staff.
  - where possible, developing ways to remove identified barriers, and actively support employment applications from Indigenous Australians.
-



**Australian Government**  
**Office of the Australian Building and  
Construction Commissioner**

---

## Providing a supportive workforce

The ABCC's Workplace Diversity Guide acknowledges differences and adapts work practices to create an inclusive environment in which diverse skills, perspectives and backgrounds are valued.

This is achieved by:

- promoting the development of a productive and supportive workforce by modelling appropriate behaviours and providing equal opportunities for all employees.
- creating a workplace culture which advances and respects diversity

A range of cultural diversity education and training initiatives will be provided to increase the level of awareness and understanding about indigenous culture.

## Recognising achievements and acknowledging excellence

The ABCC seeks to recognise the achievements of Indigenous Australians by supporting sponsorship opportunities and recognition programs specifically for Indigenous Australians run through DEWR, or other government agencies and industry bodies.

Additional information is available in:

- ABCC's Access & Equity Strategy
- ABCC's Work Place Diversity Guide

Publication date – 10 May 2007

---