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The National Native Title Tribunal (Tribunal) was established in 1994 by the *Native Title Act 1993* (Cth) (the Act). The Preamble describes the Act as a special measure for the advancement and protection of Aboriginal people and Torres Strait Islanders. The Act is intended to advance the process of reconciliation among all Australians and the Tribunal plays a key role in the reconciliation process.

The Act creates an Australia-wide native title scheme, the objectives of which include:

a) to provide for the recognition and protection of native title
b) to establish a mechanism for determining claims to native title
c) to establish ways in which future dealings affecting native title (future acts) may proceed.

The Tribunal’s functions and powers include:

- mediating and arbitrating future act matters
- applying the registrations test to native title claimant applications
- notifying native title applications and Indigenous land use agreements
- maintaining the Register of Native Title Claims, the National Native Title Register and the Register of Indigenous Land Use Agreements
- assisting parties to negotiate stand-alone Indigenous land use agreements

On request, the Tribunal can also provide assistance and information to all people involved in the native title process. These services are delivered by officers in the Tribunal various capital city offices, and by Geospatial Services, Operations and the Registrar’s Directorate.

The mission of the Tribunal is to facilitate the achievement of timely and effective native title and related outcomes and to carry out our functions in a fair, just, economical, informal and prompt way.

The Tribunal’s clients include:

- Aboriginal and Torres Strait Islander claimants
- representative Aboriginal and Torres Strait Islander bodies
- prescribed bodies corporate (bodies established by native title holders to represent them and to manage their native title rights and interests once a determination is made)
- Australian, State, Territory and local governments
- individuals and organisations with an interest in land or waters.

The Tribunal’s stakeholders have a broader interest in native title and related outcomes and include the Australian Parliament, the Australian Government, the Federal Court of Australia (the Court), peak industry bodies and the wider community.

The Tribunal’s President and the Native Title Registrar are located in Principal Registry, Perth. The Deputy Registrar, Operations West is also located in Perth and the Deputy Registrar, Operations East is located in Sydney.

The Tribunal’s offices are located in Brisbane, Cairns, Melbourne (providing service to clients in Victoria, Tasmania and Northern Territory) and Sydney (providing services to clients in New South Wales, the ACT and South Australia).

Following the commencement of the Courts and Tribunals Legislation Amendment (Administration) Act 2013 (Cth) in March 2013, staff formerly employed by the Tribunal provide assistance to the Tribunal as employees of the Court.
The Tribunal, along with other portfolio agencies in the Commonwealth Attorney-General’s Portfolio endorsed an Indigenous Statement of Commitment in 2011.

Consistent with the Indigenous Statement of Commitment the Tribunal is committed to implementing practical actions to overcome the social, economic and educational inequities experienced by Aboriginal and Torres Strait Islander peoples.

Through our delivery of native title-related services, the Tribunal aims to improve relationships between Aboriginal and Torres Strait Islander peoples and other Australians. The Tribunal is uniquely placed to assist the reconciliation process in this way.

The Tribunal is committed to recruiting, developing and retaining Aboriginal and Torres Strait Islander persons and to developing and utilising their skills and knowledge. We are committed to identifying and offering various employment-related opportunities (such as training and career development) for Aboriginal and Torres Strait Islander staff.

In 2013, Indigenous staff assisting the Tribunal, in all offices and sections comprises approximately 4.5% per cent of the total staff cohort.

Through the Reconciliation Action Plan (RAP), we will continue to build on the strengths of an organisation that recognises, appreciates, respects and supports Aboriginal and Torres Strait Islanders’ identity and culture.

The Indigenous Advisory Group (IAG) together with Human Resources staff and staff of the Registrar’s Directorate provides a strong and committed internal support structure to the IAG and to all Tribunal taking part in Australia’s reconciliation journey.

The Indigenous Advisory Group

The Tribunal’s first dedicated support group for its Aboriginal and Torres Strait Islander staff was established in 1996 – its name was the Aboriginal and Torres Strait Islander Network. That Network became the IAG in 2006. The IAG’s functions, as set out in its terms of reference, include being the primary reference group on all Indigenous matters, providing

• advice on policy issues as they relate to Aboriginal and Torres Strait Islander staff, and
• a network and structure for Aboriginal and Torres Strait Islander staff

The IAG comprises all Aboriginal and Torres Strait Islander staff and Members and it is chaired by the Native Title Registrar.
Our Reconciliation Action Plan journey

The background

Our RAP for 2013 – 2015 is a living document that reflects the Tribunal’s ongoing commitment to reconciliation in our everyday work. It also takes into account the institutional changes that occurred in 2012 and 2013.

The first plan, the RAP 2011 – 2012 was developed and monitored by a RAP Working Group, with advice from the IAG. The RAP Working Group comprised some members of the IAG, a representative from Human Resources and from the Registrar’s Directorate, a Member, a Tribunal staff member from the Sydney office and the Native Title Registrar.

Our RAP 2013 – 2015 has been strengthened to include the voices and ideas of new colleagues, adapted to meet the new organisational structures. Importantly, it is intended to inspire new ideas for advancing reconciliation in terms of relationships, engendering respect and opportunities.

In addition, our RAP has incorporated the goals set out in the Tribunal’s Indigenous Employment Strategy (IES), which was developed in 2010. The merging of the two key strategy documents (the RAP and the IES) allows for a more effective implementation of the Tribunal’s reconciliation targets and the efficient monitoring of results.

Our RAP 2013 – 2015 also incorporate the outcomes of our recent IAG Workshop, a face-to-face meeting held in Perth in March 2013 in Perth, attended by Tribunal and Court staff and the Tribunal’s new Aboriginal Member, Dr Valerie Cooms.

Building on our first RAP

The Tribunal has achieved a number of important actions and targets since the release of its first RAP in 2011:

- Joint publication with the Australian Local Government Authority in May 2011, titled Working with native title: linking native title with local government processes
- Development of the Indigenous Recruitment Brochure, distributed at NAIDOC events in July 2011
- Participation in NAIDOC Week events in NSW (Redfern), WA (Ashfield) and Queensland (Cairns and Brisbane)
- Development and publication of Welcome to Country/Acknowledgement to Country protocol for Tribunal-wide use
- Development of a calendar of dates of cultural significance for 2011 and 2012, accessible for staff viewing through the intranet
- Participation at the North West Expo, Broome, in May 2012
- Nation-wide celebration for 20th anniversary of Mabo in June 2012
- Participation and presentation at AIATSIS Conference 2012 in Townsville
- Participation in AIATSIS Conference 2013 in Alice Springs
- Publication of ‘20 Years of Native Title’, acknowledging the 20th anniversary of Mabo in June 2012
- Development of a checklist setting out details of specific networks and locations for promoting vacancies for use by selection panels
- Website used to advertise identified positions on a case by case basis
- Indigenous recruitment policy drafted and approved by the Management Board
• Publication of ‘Guide to Selection Panels’ and Chairperson checklist
• Selection criteria that reads: ‘an understanding of the issues affecting Aboriginal and / or Torres Strait Islander people’ included as a mandatory field for applications
• Indigenous contact person added to role profiles advertised and within the recruitment checklist
• Indigenous Employment webpage developed and published, in consultation with the IAG
• Indigenous Study Awards continued to be offered
• Induction checklist reviewed and republished in consultation with the IAG
• One APSC Indigenous Traineeship was offered and taken up in 2012 in the Brisbane office

From our first RAP, we have identified a number of ‘lessons learned’ that will enable us to continually strengthen our commitment to reconciliation:

• The IAG and its support network is a dedicated small team which will need to continue to work closely together to ensure a proactive and concerted approach to progressing the objectives of the RAP 2013 – 2015 with the momentum of our first RAP
• The progression of some RAP actions was affected and might continue to be affected by whole-of-government activities and priorities as these develop
• Regular monitoring/review of the RAP is important to not only update outcomes but also to celebrate the achievements to date
• Recording of progress of the goals in our RAP is required in order to track our achievements

We will continue to measure the outcomes of the RAP 2013 – 2015 as indicated in the ‘Tracking progress and reporting’ section.

Our Reconciliation Action Plan

As indicated earlier, the RAP 2013 – 2015 is a living document that builds on the successes of the Tribunal’s RAP 2011 – 2012. The document sets out the actions that we will take to:

• Build relationships with Aboriginal and Torres Strait Islander peoples
• Engender respect for Aboriginal and Torres Strait Islander culture and identity across the Tribunal and wider community
• Provide opportunities for the Tribunal’s Aboriginal and Torres Strait Islander staff

Supporting and engaging all staff in these three key actions are the responsibility of all Tribunal personnel.

The drafting of the RAP 2013 - 2015 was managed by a new Working Group party, comprising of representatives from the IAG and staff from Human Resources, the Registrar’s Directorate and the Sydney Office.

The Working Party sought feedback from all members of the IAG and discussed its content and measurable targets during the IAG Biennial Workshop in Perth in March 2013. The outcomes of the Workshop are incorporated within our RAP.

Our RAP 2013 -15 will be launched in July 2013, coinciding with NAIDOC Week. It is our public commitment to Reconciliation and we will report annually on our progress to Reconciliation Australia, as well as providing RAP progress reports to the Tribunal’s Executive.
Relationships

Relationships are of key importance to the Tribunal’s work, business and environment.

Respectful, working relationships with our stakeholders and our staff are crucial to delivering effective and timely native title and related outcomes.

**Focus area**

We will focus on developing new relationships and strengthening our existing relationships between:

- Aboriginal and Torres Strait Islander people and other Australians involved in native title matters;
- Aboriginal and Torres Strait Islander staff and stakeholders, and other staff and stakeholders.

Through the delivery of our internal and external services, we aim to build and model respect for, and understanding and appreciation of Aboriginal and Torres Strait Islander peoples and cultures.

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<th>Action</th>
<th>Responsibility</th>
<th>Timeline</th>
<th>Measureable Target</th>
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| Encourage and facilitate Australian Public Service-wide networking by Aboriginal and Torres Strait Islander staff | Regional and Senior Coordinators, Senior Managers, Human Resources, Registrar | Ongoing | • Aboriginal and Torres Strait Islander staff are supported to participate in networks such as the Indigenous Australian Public Service Employee Network (IAPSEN)  
• Employment related and other opportunities (such as learning and development activities, career development/progression and networking) to be discussed with supervisors at Performance Management meetings  
• Human Resources provides advice and input on recruitment, retention and development matters  
• Aboriginal and Torres Strait Islander representative(s) from the Tribunal to attend and participate at the annual AIATSIS Conference |
<p>| Provide opportunities for Aboriginal and Torres Strait Islander staff and other staff to build relationships to further the reconciliation process | | | • Hold an event during National Reconciliation Week to facilitate engagement amongst staff and other key stakeholders |</p>
<table>
<thead>
<tr>
<th>Activity</th>
<th>Responsible Parties</th>
<th>Timelines</th>
<th>Key Points</th>
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</table>
| **Continue to promote and support participation in the IAG as an agency-wide Indigenous staff network** | Regional Coordinators, Senior Managers, Human Resources, Registrar | Ongoing                    | • All Aboriginal and Torres Strait Islander staff encouraged to participate in the IAG  
• Regular communications and meetings of the IAG with Human Resources, Registrar’s Directorate, supervisors, senior managers and between members of IAG  
• Continued operation and resourcing of the IAG Workshop on an annual or biennial basis, as funding permits  
• Secretariat support provided by the Tribunal to the IAG  
• Targeted information (e.g. career opportunities, workshops, training) are communicated to the IAG and managers/supervisors  
• Positive news stories and articles on achievements, significant events and/or other appropriate topics to be communicated via the Tribunal’s intranet  
• Tribunal’s Strategic Plans and other relevant documents are aligned with the RAP |
| **Build the capacity of stakeholders to participate in the native title process both nationally and on a local level by developing and implementing capacity building activities** | Regional Coordinators, Senior Managers, Human Resources, Registrar | Ongoing with assessments of activities and achievements to be undertaken annually | • Investigate opportunities for broadly-based capacity-building activities to be undertaken and provide a report, recommendations and an implementation plan to the IAG |
| **Explore opportunities to meet stakeholders in their regions**                             | Members, Case Managers, Regional Coordinators, Senior Managers    | Ongoing, 30/06/2014       | • Native title related meetings and hearings to be held ‘on country’ where practical  
• Review protocols for ‘on country’ meetings and provide a revised/up to date version to all staff |
Respect is important to the Tribunal because through respect we acknowledge the richness and diversity of Aboriginal and Torres Strait Islander cultures and the strong connections to land and waters cherished by Aboriginal and Torres Strait Islander peoples.

Respect engenders trust and understanding so that we are able to enhance and improve service delivery and strengthen working relationships.

Focus area

We will focus on providing organisational support to Aboriginal and Torres Strait Islander staff and on promoting cultural understanding and communications across the Tribunal and with our clients and stakeholders.

Through these actions, we aim to develop cultural understanding and capability that will recognise, promote and support a strong and positive view of Aboriginal and Torres Strait Islander identity and culture.

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<th>Action</th>
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<tr>
<td>Continue to demonstrate respect for Aboriginal and Torres Strait Islander culture at all public meetings, events and when conducting meetings with stakeholders in their regions</td>
<td>All Tribunal staff, Human Resources, Senior Managers, Regional and Senior Coordinators, IAG</td>
<td>Ongoing</td>
<td>• Welcome to Country and Acknowledgement to Country (as appropriate) conducted for all of the Tribunal’s events (internal and external) • Cultural protocols when visiting Indigenous communities to be revised and provided to all staff</td>
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<tr>
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<td>30/06/2014</td>
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<tr>
<td><strong>Promote and celebrate dates of cultural significance to recognise, promote and support a strong and positive view of Aboriginal and Torres Strait Islander identity and culture</strong></td>
<td>IAG, Registrar’s Directorate, all Tribunal offices</td>
<td>Ongoing</td>
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| • Dates of cultural significance included in Tribunal’s events calendar for all staff and members to view and communicated via internal channels (intranet announcement, posters, emails) to all staff  
• Staff participate widely in internal and external cultural activities and programs and observe appropriate protocols  
• At a minimum NAIDOC Week plus another event of cultural significance celebrated each year across all offices of the Tribunal  
• Opportunities to attend and/or participate in community events for days of cultural significance communicated to all staff via internal channels (e.g. intranet announcements, emails)  
• Aboriginal and Torres Strait Islander staff are supported to access Ceremonial Leave to attend significant events (classified under Miscellaneous Leave in the Enterprise Agreement) |

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<tr>
<th><strong>Provide opportunities for all staff to participate in cultural awareness training</strong></th>
<th>Human Resources, All Managers</th>
<th>Ongoing</th>
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</thead>
</table>
| • Cultural awareness training to be conducted on an annual basis for all staff across all offices  
• All new staff to complete ‘online’ cultural awareness module as part of their induction  
• A copy of the RAP to be provided to all Tribunal staff and Members, including new staffs as part of the induction process or package |
Opportunities

Creating opportunities for Aboriginal and Torres Strait Islander peoples is important to the Tribunal because we are committed to a diverse workforce and to ensuring the quality of Tribunal services are enhanced by using the skills, perspective and knowledge of Aboriginal and Torres Strait Islander staff.

Focus area

We will focus on attracting Aboriginal and Torres Strait Islander people to Tribunal employment by promoting career opportunities, ongoing career development and support for learning and development to promote retention of Aboriginal and Torres Strait Islander staff.

By working in partnership with our Aboriginal and Torres Strait Islander staff in the development and design of our employment policies and guidelines, we aim to establish a workforce that reflects the communities in which we live and work.

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| Identified and Special Measures positions are used on a case-by-case basis to create Aboriginal and Torres Strait Islander specific positions, and all job advertisements will reflect Tribunal policy to attract Aboriginal and Torres Strait Islander applicants | Human Resources, Selection Panels | Ongoing | • All job vacancies include ‘Aboriginal and Torres Strait Islanders are encouraged to apply.’  
• Vacancies promoted through Australian Public Service Commission networks, Aboriginal and Torres Strait Islander networks and IAG networks  
• Identified Positions criteria continue to be used and applied to all positions involved directly in service delivery to Aboriginal and Torres Strait Islander communities  
• Special Measures policy continues to be promoted and used, when feasible, with (operational requirements permitting) a target of at least one Special Measures position established every year  
• Information on ‘Indigenous Employment’ continue to provided on the Tribunal website |
### Aboriginal & Torres Strait Islander Applicants

<table>
<thead>
<tr>
<th>Activity Description</th>
<th>Human Resources, Selection Panels</th>
<th>Ongoing</th>
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<tbody>
<tr>
<td>Aboriginal &amp; Torres Strait Islander applicants are supported in the selection process through the continued practice of including Aboriginal and/or Torres Strait Islander panel member who has been trained in APS selection processes</td>
<td></td>
<td><em>Selection panels have one or more Aboriginal and/or Torres Strait Islander staff where feasible, including where there is one or more applicant of Aboriginal and/or Torres Strait Islander background</em>&lt;br&gt;<em>Principles and Checklist to support Aboriginal and Torres Strait Islander recruitment to be developed and then provided to selection panels for use</em>&lt;br&gt;<em>Selection criteria that reads:</em>&lt;br&gt;- An understanding of the issues affecting Aboriginal and/or Torres Strait Islander people, or the ability to acquire the same, and,&lt;br&gt;- An ability to communicate sensitively with Aboriginal and/or Torres Strait Islander people.&lt;br&gt;to be used for all advertised positions</td>
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### Human Resources, Selection Panels Ongoing

*Opportunities for cadetships, traineeships, scholarships and internships continue to be identified and (resources permitting) at least one position offered every year*<br>*A strategic program for cadetships, traineeships, scholarships and internships will be identified and included in the Tribunal’s workforce planning*<br>*Examine opportunities for work experience students at the Tribunal.*

### Human Resources, Senior Managers and Regional and Senior Coordinators Ongoing

<table>
<thead>
<tr>
<th>Activity Description</th>
<th>Human Resources, Senior Managers and Regional and Senior Coordinators</th>
<th>Ongoing</th>
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<tbody>
<tr>
<td>Continue to fund and support entry level positions such as Aboriginal and Torres Strait Islander cadetships and traineeships, and encourage internships/work experience by Aboriginal and Torres Strait Islander graduates.</td>
<td></td>
<td><em>Information about the IAG and development opportunities offered by the Tribunal (e.g. Indigenous Study Award) provided to all new Aboriginal and Torres Strait Islander staff</em>&lt;br&gt;<em>Investigate and develop formal mentoring program for all staff</em>&lt;br&gt;<em>Incorporate Indigenous leadership training as part of a mentoring program.</em></td>
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### Human Resources, Supervisors, Senior Managers Ongoing

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<th>Activity Description</th>
<th>Human Resources, Supervisors, Senior Managers</th>
<th>Ongoing</th>
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<tr>
<td>Provide information and support that is relevant to the induction of all new Aboriginal and Torres Strait Islander staff.</td>
<td>31 December 2013 31 December 2013</td>
<td><em>Information about the IAG and development opportunities offered by the Tribunal (e.g. Indigenous Study Award) provided to all new Aboriginal and Torres Strait Islander staff</em>&lt;br&gt;<em>Investigate and develop formal mentoring program for all staff</em>&lt;br&gt;<em>Incorporate Indigenous leadership training as part of a mentoring program.</em></td>
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| Encourage Aboriginal and Torres Strait Islander career development and support by: | Human Resources, Supervisors and Senior Managers | • Investigate and develop opportunities to participate in appropriate APSC and interagency Indigenous recruitment and development pathways (e.g. Indigenous Employees Conference, Pathways, Career Trek), and encourage involvement for Aboriginal and Torres Strait Islander staff  
• Indigenous Study Award to be offered annually  
• Identify a Studies Assistance Champion to encourage and inspire Aboriginal and Torres Strait Islander staff to apply  
• Aboriginal and Torres Strait Islander staff to participate in relevant programs.  
• Identify opportunities for Aboriginal and Torres Strait Islander staff to advance into more senior supervisory, managerial or decision-making roles  
• Continue to offer the Rewards and Recognition Award for Outstanding Indigenous Staff Member annually |
| --- | --- | --- |
| • supporting skill development in areas that may assist with career progression  
• continuing to offer the Registrar’s Indigenous Study Awards and studies assistance.  
• promoting learning and career development opportunities; | Study Award opportunities provided once or (budget permitting) twice per year by 30 September 2013  
By 30 June each year |  |
| Regularly review and consider data on retention of Aboriginal and Torres Strait Islander employees. | Human Resources | Ongoing  
• The proportion of Aboriginal and Torres Strait Islander staff reaches at least the APSC target of 6.16 per cent by 2015  
• Explore flexible ways to attract and retain existing Aboriginal and Torres Strait Islander staff  
• The Tribunal is represented at the annual APS Indigenous Human Resources Forum  
• Human Resources to provide Aboriginal and Torres Strait Islander staff with exit survey upon leaving the Tribunal and develop a feedback summary to the IAG for further action/s if required |
<table>
<thead>
<tr>
<th>Advice and support on Indigenous recruitment and career development matters continue to be provided</th>
<th>Human Resources, Registrar, Executive</th>
<th>Ongoing</th>
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<tr>
<td>• Human Resources communicate employment, training and career development opportunities to Aboriginal and Torres Strait Islander staff</td>
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<tr>
<td>• Human Resources continue to work and consult with IAG to seek input and advice on recruitment and career development matters</td>
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<tr>
<td>• Aboriginal and Torres Strait Islander contact officer/s to be included in all career vacancies advertisements/role profiles</td>
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<tr>
<th>Investigate opportunities to procure products and services from Aboriginal and Torres Strait Islander businesses</th>
<th>IAG, Human Resources, Registrar, Executive</th>
<th>30/09/2013</th>
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<tr>
<td>Provide the Working Group and the IAG with an update on the opportunities that are available via Indigenous Opportunities Policy (IOP) and Commonwealth Procurement Rules (CPR) to leverage employment and business outcomes for Aboriginal and Torres Strait Islander Australians from government spending.</td>
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### Tracking progress and reporting

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| Review RAP annually and update as required | RAP Working Group and Registrar | September 2013* | • Tribunal’s Annual RAP report contains information about actions taken, targets achieved and lessons learned.  
• Reconciliation Australia provides feedback on draft annual RAP report  
• RAP report published on the Tribunal website and Reconciliation Australia website. |
| RAP implementation monitored quarterly by RAP Working Group and findings reported to executive. | RAP Working Group and Registrar | Quarterly | • RAP working group meets to discuss and evaluate progress of implementation  
• Monitoring report provided to the President and Registrar of the Tribunal |
Rachelle Christian
Rachelle is a proud Torres Strait Island woman and a mother of two children. Rachelle is currently the Senior Case Officer in the Cairns Office working on claims and ILUAs in the Torres Strait, Cape York and North Queensland areas. Since taking up the role, Rachelle has also had the opportunity to act as a Case Manager.

Rachelle originally started employment with the Tribunal in 2007 as the Administrative Officer in the Queensland Case Management team.

Rachelle has been a proactive member of the Tribunal’s Indigenous Advisory Group and constantly contributes to the social and working fabric of the agency through her participation in various projects and initiatives of the Tribunal.

Rachelle has been a successful recipient of the Registrar’s Study Award and the Tribunal’s Study Assistance and is also currently studying a Bachelor of Business (Management) at Central Queensland University. Rachelle attributes the assistance towards her study as integral in achieving a work, study and home balance, which allows her to continually focus on her goal of finishing her studies.

Donna Drew
Donna Drew is a Darumbal woman from Central Queensland.

Donna first joined the National Native Title Tribunal on 16 January 2012, as an administrative trainee through the Australian Public Service Commission (APSC) traineeship program. Her current role is Executive Assistant to Tribunal Member, Dr Valerie Cooms.

Prior to working with the Tribunal, Donna was a Client Manager with Suncorp Insurance and her role involved processing home and contents insurance claims. Upon deciding on a career change outside of the private sector and in an area where she can be more involved with Indigenous people, Donna applied for the traineeship with the Tribunal.

Since working for the Tribunal, Donna has been able to learn and discover the ins and outs of the Case Management and Future Act areas. She has also had the opportunity to travel for work and continuously learn about native title.

Donna commented that her colleagues and the variety of work offered has been the most enjoyable aspect of her time at the Tribunal.

While working at the Tribunal, Donna has also been able to complete and obtain a Certificate IV in Government (through the Tribunal’s study leave program). She is also a member of the Indigenous Advisory Group and has contributed to the development of the agency’s Reconciliation Action Plan 2013 – 2015.

Donna has recently applied to Southern Cross University to obtain a Bachelor of Indigenous Studies and is working towards a future goal of being involved, as a mentor and role model, with Indigenous people in the community.
Nakari Thorpe

Nakari has been employed with the Tribunal since April 2005, having commenced her employment with the organisation as an Indigenous trainee. During her very successful traineeship Nakari demonstrated a strong capacity to learn and apply new skills and was able to secure ongoing employment as APS 3 Case Officer in the case management unit in 2007. In 2010 Nakari won the APS 4 Case Manager assistant position. In this role, Nakari also case managed non-claimant applications.

In 2010, Nakari applied for and was the successful applicant for the Tribunal’s Indigenous Employee Study Award for semesters 1 and 2. Nakari has successfully completed two years of a Bachelor of Media (Communication & Journalism) at UNSW, a degree aimed at developing advocacy skills and communication strategies. For Nakari, the study award enabled her to combine work and study while remaining financially independent. The skills Nakari has developed in communication and analysis of information and to develop communication and analytical skills not only of direct relevance to the Tribunal, but relevant to all APS agencies. In late 2012, Nakari applied for, and was accepted to a position as Executive Assistant to the Producer for SBS’ new TV channel, National Indigenous TeleVision (NITV), for a maternity leave contract (12 months). It is a busy and exciting role for Nakari who is also still studying to complete the last year of her course in 2013.
For more information about native title and services of the Tribunal please contact the National Native Title Tribunal, GPO Box 9973 in your capital city or Freecall 1800 640 501. Information is also available at www.nntt.gov.au.

The National Native Title Tribunal has offices in Brisbane, Cairns, Melbourne, Perth and Sydney.