



# State Transit Aboriginal Participation Strategy 2019/2020

State Transit acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which our company is located and where we conduct our business. We pay our respects to ancestors and Elders, past and present. State Transit is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.<sup>1</sup>

## Introduction

State Transit is one of the largest and most modern bus transport providers in Australia. As the only government bus company in NSW, we proudly move millions of passengers a year around Sydney, getting them to their destination as quickly and safely as possible.

We operate in the traditional lands of the Eora Nation, including Sydney's Northern Beaches, Eastern Suburbs and inner North West.

## Statement from CEO Steffen Faurby

In 2018, State Transit celebrated NAIDOC Week by creating a moving mural, wrapping a bus in art designed by indigenous artist Cheryl Moggs. The artwork related to the 2018 NAIDOC Week theme of 'Because of her, we can'. This bus was provided for major events held during NAIDOC Week in July.

State Transit is committed to employing Aboriginal and Torres Strait Islander people. We hosted our first Indigenous Recruitment Open Day in October 2018 and are seeking to attract more indigenous bus operators and cadets.

We welcome the opportunity to expand this focus and engage with Aboriginal owned businesses to grow NSW's First Economy.

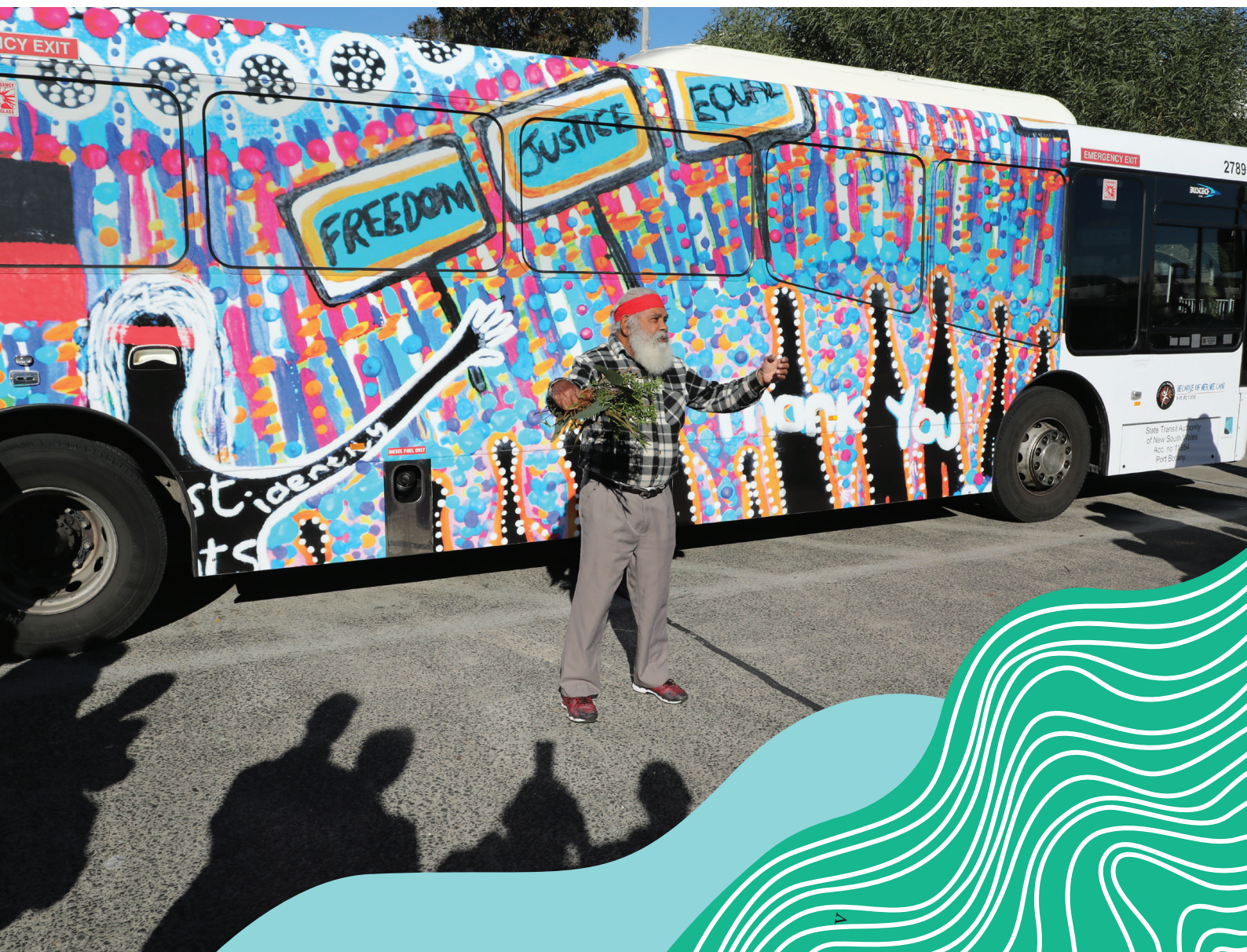
<sup>1</sup> Source: [creativespirits.info/aboriginalculture/spirituality/welcome-to-country-acknowledgement-of-country#ixzz5OHVA0I2S](https://creativespirits.info/aboriginalculture/spirituality/welcome-to-country-acknowledgement-of-country#ixzz5OHVA0I2S)

## State Transit's Aboriginal Participation Targets

- a. State Transit's procurement activity is primarily focused on purchasing buses and associated goods and services. The supply market is mostly restricted to a few multinational companies, such as the chassis and fuel suppliers, with a number of small to medium enterprises that provide spare parts and maintenance services.
- b. State Transit will:
  - i. work with existing non-Aboriginal owned businesses to establish, monitor and report on how they support employment opportunities for Aboriginal people;
  - ii. leverage indigenous businesses on existing whole of government contracts and prequalification schemes; and
  - iii. identify potential new suppliers that can meet procurement needs via registers such as Supply Nation and promote their usage within business units.

## Definitions

*Aboriginal owned business* – is as defined in the NSW Government's Aboriginal Procurement Policy (May 2018) or has been recorded as being an Aboriginal owned business on eTenders, ProcurePoint or other NSW Government registers in relation to existing contracts and prequalification schemes.





## Method

To deliver on the above goals, the following activities will be targeted in the 2019/2020 financial year. Primary responsibility will rest with the Principal Manager, Procurement and Insurance.

Initiative	Deliverable	Measure of success
1 Increase the Organisation's knowledge of Indigenous supply opportunities	<p>Relevant staff understand how to identify and procure from indigenous businesses</p> <p>Register with Aboriginal certifying bodies to enable access to supplier information</p>	<ul style="list-style-type: none"> <li>Information on indigenous suppliers is readily available to staff undertaking procurement activities</li> </ul>
2 Engage with major suppliers to understand their engagement with Aboriginal businesses	<p>Major suppliers are aware of indigenous supplier opportunities and State Transit's obligations to increase usage of indigenous businesses</p>	<ul style="list-style-type: none"> <li>100% of major suppliers have been identified and contacted</li> <li>Suppliers' level of engagement with opportunities for Aboriginal Australians documented</li> <li>Reach agreement with suppliers on strategies to work together to support Aboriginal businesses</li> <li>Monitor as part of ongoing vendor management activities</li> </ul>
3 Meet mandatory reporting obligations for contracts awarded to Aboriginal businesses valued over \$50K (ex GST)	<p>Review and update existing templates to ensure information is captured and reported</p> <p>Review existing processes and systems to identify indigenous suppliers and contracts valued over \$50K</p>	<ul style="list-style-type: none"> <li>Contract reporting templates updated and made available to staff</li> <li>Existing processes capture requirement to report contracts valued over \$50K</li> <li>Vendor files updated with known Aboriginal businesses</li> </ul>
4 Incorporate Aboriginal Procurement Policy (APP) obligations into relevant State Transit procurement policies, procedures and templates	<p>Review and update procurement and contract templates to reflect APP obligations</p>	<ul style="list-style-type: none"> <li>Procurement and contract templates updated and made available to staff</li> <li>Staff made aware of new templates</li> </ul>
5 Incorporate APP requirements in procurements valued over \$10M	<p>Assess Annual Procurement Plan to identify procurements valued over \$10M</p> <p>Ensure the APP is complied with in planning and developing the procurement</p> <p>Incorporate requirement for suppliers to submit an Aboriginal Participation Plan in tender responses</p>	<ul style="list-style-type: none"> <li>Opportunities identified and incorporated into relevant procurement activities</li> </ul>
6 Identify opportunities to engage Aboriginal suppliers under a prequalification scheme for procurements below \$250K	<p>Review existing prequalification schemes that are used on a regular basis and whole of government contracts and identify indigenous suppliers before issuing Request for Quotations (RFQ)</p>	<ul style="list-style-type: none"> <li>Potential suppliers identified</li> <li>Relevant business units advised of APP and opportunities to increase participation encouraged</li> </ul>