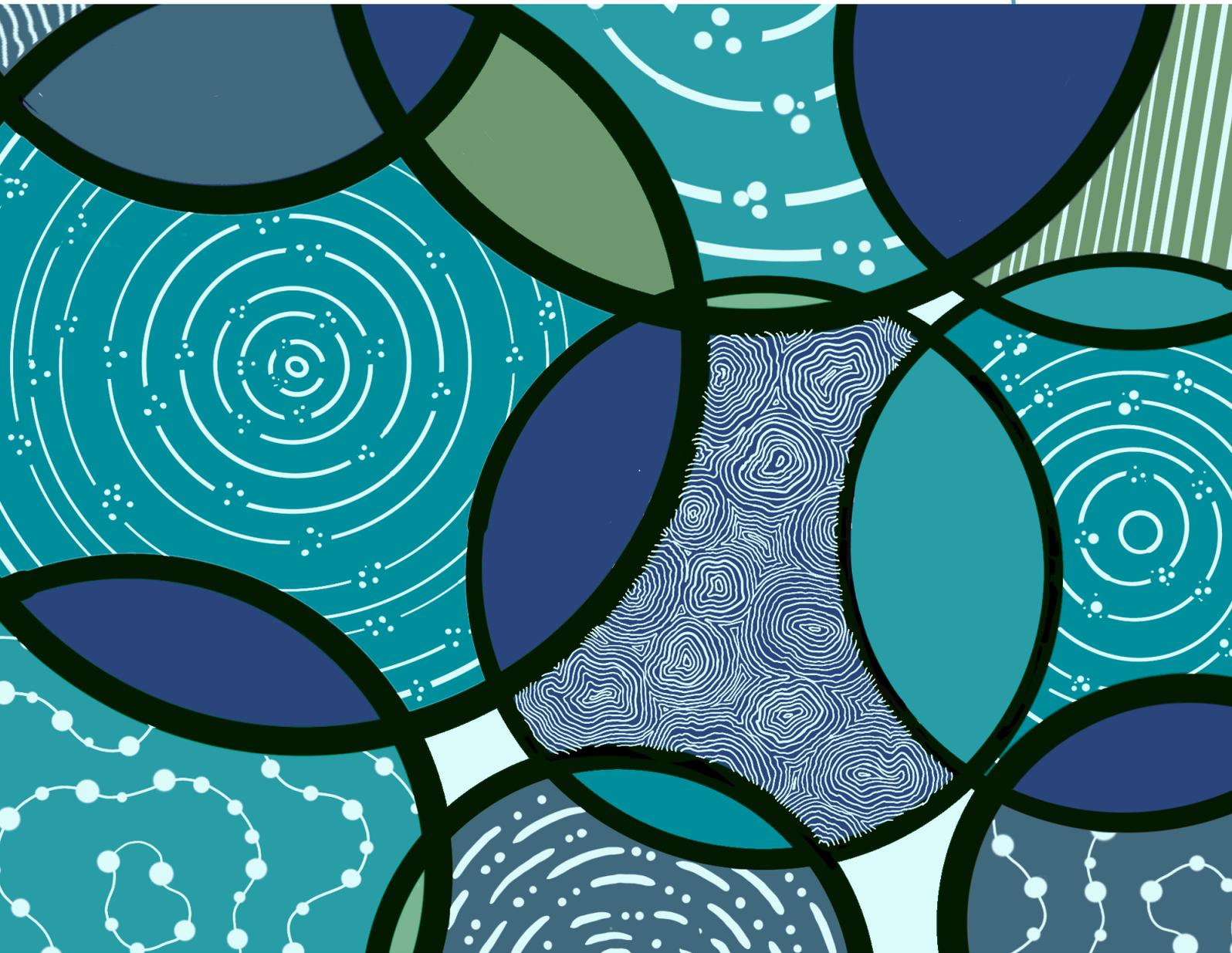


Tasmania's Plan for Closing the Gap 2025-2028



Aboriginal Partnerships
Policy and Reform
Department of Premier and Cabinet





About the artwork from the artist: 'Interconnected'

This artist statement underscores the fundamental belief that collaboration is essential to the creative process.

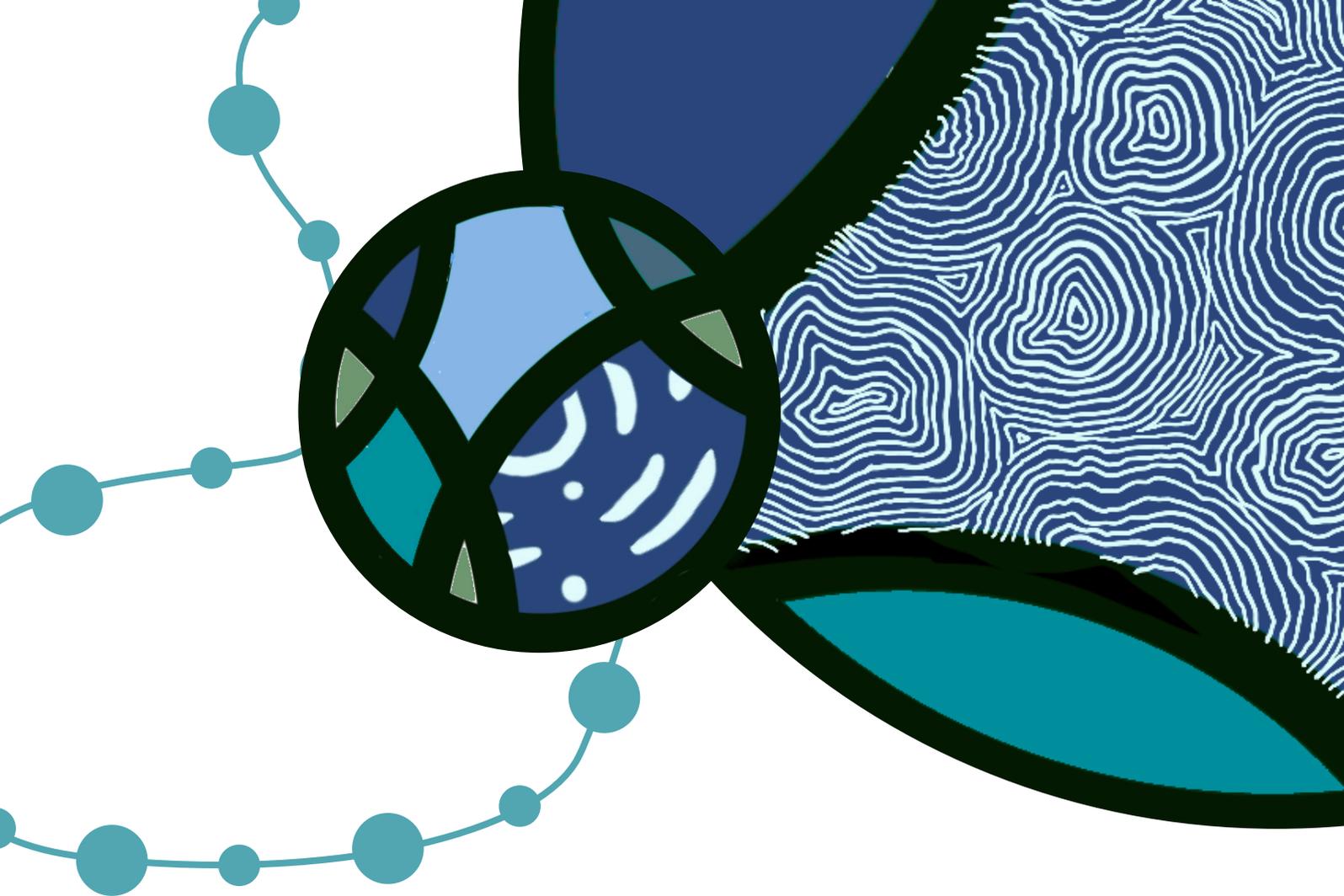
The notion that 'nothing should happen in silos' speaks to the idea that individual endeavours are often enriched by the contributions and perspectives of others. In a community, diverse voices come together and ideas flourish and evolve. This collective engagement creates shared space for learning, where experiences and insights are exchanged freely, enabling the blending of viewpoints and supporting better outcomes, deeper understanding, innovation and creative breakthroughs. It produces rich tapestry, woven from many threads of thought and experience.

The emphasis on partnerships highlights the relational aspect of community, reminding us that creativity is often a communal journey enriched by dialogue and collaboration. By acknowledging the interconnectedness of our lived experiences, we can encourage inclusion, valuing the contributions of everyone.

The use of overlapping circles and connected lines in 'Interconnected' represents the connections formed within a community. Each circle symbolises different areas of the community; the areas where they intersect represent shared experiences, ideas and influences that emerge from collaboration. This visual metaphor highlights the relationships that bind us and the profound impact we can have on each another.

As the circles overlap and lines connect, our actions and insights ripple outward, affecting those around us.

'Interconnected' emphasises the responsibility we hold to foster environments where people can thrive, together.



About the artist

Emma Robertson is a proud Palawa woman, artist, and cultural practitioner. Her passion for the environment and sustainability is reflected in her art and jewellery, which often use – or are inspired by – natural materials like kelp, quills and shells.

Emma strives to create meaningful art that is rooted in her ancient culture yet resonates with people worldwide, evoking emotions and inspiring people to connect with nature and create positive change to protect Country.

By incorporating traditional Palawa elements in her art, Emma fosters a sense of identity and pride in her community and cultural heritage, while embracing contemporary aesthetics.

Acknowledgement of Country

The Tasmanian partners to the National Agreement on Closing the Gap honour Country and Elders, past and present. Elders are the cultural knowledge holders, and we thank them for their contributions to Country and their people.

We also acknowledge the important role of Aboriginal young people as they listen and are guided by Elders and senior Aboriginal people on the ways of Country and the old people. The wellbeing of Tasmanian Aboriginal children and young people is based on a deep and continuous connection to community and Country.

The Tasmanian Government pays respect to Tasmanian Aboriginal people as the traditional and original owners and continuing custodians of Tasmania. We recognise and value Aboriginal histories, knowledge and lived experiences and commit to being culturally inclusive and respectful in our relationships with all Aboriginal people.

A note on language

Tasmania's First Nations people are Aboriginal people. Accordingly, in this document the term 'Aboriginal people' is used in place of 'Aboriginal and Torres Strait Islander people'. This recognises Tasmanian Aboriginal people's original ownership and ongoing custodianship of Country. The term 'Aboriginal people' should be read as inclusive of all First Nations people in Tasmania, including Torres Strait Islander people.

Feedback on this plan

To provide feedback on this plan, contact Aboriginal Partnerships (Department of Premier and Cabinet) by email to: ap@dpac.tas.gov.au or telephone: 03 6232 7569.

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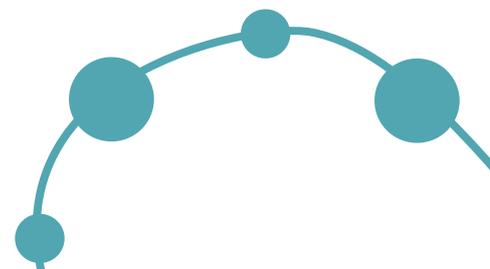
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This plan was updated in October 2025 to reflect new ministerial portfolio names.

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Abbreviations

| | |
|---------------------------|---|
| ACCO | Aboriginal community-controlled organisation |
| COI | Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings |
| Coalition of Peaks | Coalition of Aboriginal and Torres Strait Islander Peak Organisations |
| DECYP | Department for Education, Children and Young People |
| DoH | Department of Health |
| Justice | Department of Justice |
| Treasury | Department of Treasury and Finance |
| DPAC | Department of Premier and Cabinet |
| DPFEM | Department of Police, Fire and Emergency Management |
| DRC | Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission) |
| IPP | Indigenous Participation Plan |
| National Agreement | National Agreement on Closing the Gap 2020 |
| NRE Tas | Department of Natural Resources and Environment Tasmania |
| PC Review | The Productivity Commission's Review of the National Agreement |
| State Growth | Department of State Growth |
| the Plan | Tasmania's Plan for Closing the Gap 2025–2028 |
| TRACA | Tasmanian Regional Aboriginal Communities Alliance |
| TSS | Tasmanian State Service |
| UNDRIP | United Nations Declaration on the Rights of Indigenous Peoples |

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Section 1: Opening statements



Statement from the CEO, the Tasmanian Government's Coalition of Peaks partner, the Tasmanian Aboriginal Centre

The Tasmanian Government's second Closing the Gap implementation plan shows progress. It reflects some improvement in engagement with community and a growing recognition of the need to centre Aboriginal voices in this work. We acknowledge the steps taken to involve Aboriginal people and organisations in this revised plan and recognise that these efforts must deepen over time.

Still, this plan is not yet complete. While it represents an improvement on the first iteration, it continues to contain gaps that must be addressed if we are serious about achieving the outcomes Aboriginal people in lutruwita/Tasmania have long been calling for.

We must ensure that this plan is not treated as a finished product or a fixed set of commitments. It must remain a living, working document that guides ongoing action and accountability. The Closing the Gap framework is only as strong as its implementation, and implementation must be led by Aboriginal people, for Aboriginal people.

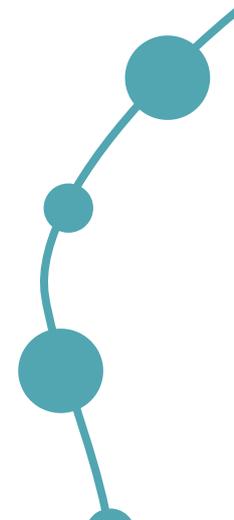
This includes a clear and ongoing commitment to working in genuine partnership with the Coalition of Peaks and ensuring that Aboriginal-led processes are not only respected but embedded at every level. The Coalition of Peaks exists because Aboriginal people demanded a seat at the table, not just as stakeholders but as decision-makers. This principle must guide all future development, implementation, and evaluation of this plan.

All four priority reforms of the National Agreement on Closing the Gap 2020 are essential to this work. They are not optional components; they are foundational. Each reform demands real investment, structural change, and a sustained commitment to truth-telling and self-determination.

We thank the Community for their tireless advocacy and their contributions to this process. Their insight continues to be the most valuable guide to what Closing the Gap should mean in practice. As the plan continues to evolve, we will remain steadfast in holding governments to account and ensuring that the outcomes reflect the aspirations, rights, and leadership of Aboriginal people.

Heather Sculthorpe

Tasmanian Aboriginal Centre & Coalition of Peaks for Lutruwita/Tasmania



Statement from the Premier of Tasmania

The Tasmanian Government's first Closing the Gap plan (*Closing the Gap Tasmanian Implementation Plan 2021–2023*) strengthened relationships with Tasmanian Aboriginal people, delivered employment opportunities and supported Aboriginal-led organisations.

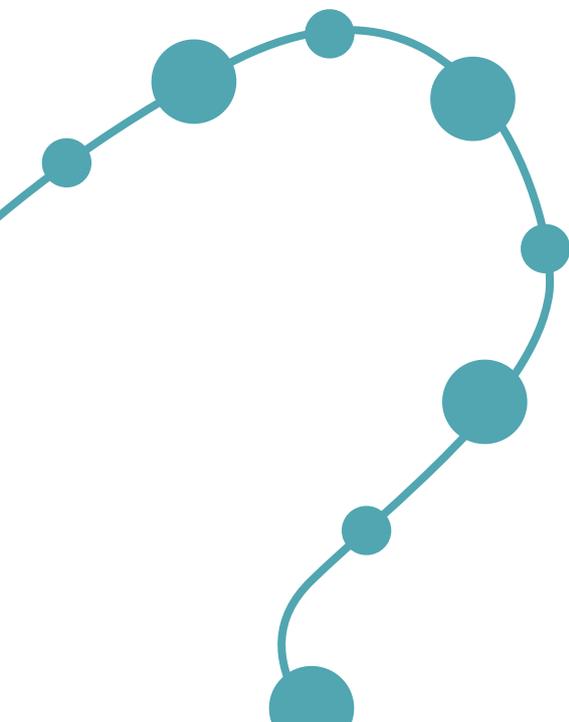
To build on this important foundational work, we have developed *Tasmania's Plan for Closing the Gap 2025–2028*. This follows extensive consultation commencing in 2023 and continuing throughout 2024, with Aboriginal people about what will make practical differences for them and their families.

This plan will deliver practical progress with focus on actions that will create more jobs for Tasmanian Aboriginal people, deliver better education results, grow Aboriginal community-controlled services and support Tasmanian Aboriginal enterprises. The actions in this plan are transformative and will embed the priority reforms of the National Agreement on Closing the Gap 2020 in the Tasmanian Government reform agenda for child safety, health, youth justice, disability and prevention of family and sexual violence.

Closing the Gap requires commitment and action across all government organisations and ministerial portfolios. All Ministers have endorsed this plan and are working to embed the Closing the Gap priority reforms across their portfolios. All government agencies were involved in negotiating the actions within it.

By working together, and if we all put in, our collective efforts will ensure Tasmanian Aboriginal people can enjoy the same quality of life outcomes as all Tasmanians.

Hon Jeremy Rockliff MP
Premier



Statement from the Minister for Aboriginal Affairs

Closing the Gap in life outcomes for Aboriginal people is a high priority for me, both as Minister for Aboriginal Affairs and Minister for Health.

When I received the Aboriginal Affairs portfolio in late October 2024, I set to work in the first month to meet Aboriginal people and organisations across our state, including on Truwana / Cape Barren Island, to hear about their priorities. I also met with the Australian Government Minister for Indigenous Australians and the Joint Council on Closing the Gap, comprising ministers for Aboriginal affairs from around the country and 12 representatives from the Coalition of Peaks.

Closing the Gap is a major undertaking underpinned by the knowledge that better outcomes for Aboriginal people are achieved when change is led by Aboriginal people, with Aboriginal people participating in decision-making about issues affecting them. This requires a change in mindset across government organisations, through implementation of the Closing the Gap priority reforms agreed to under the National Agreement on Closing the Gap 2020.

Progressing the priority reforms is underway across government organisations. For example, as Minister for Health, I am proud of the shared decision-making arrangements recently established in the Department of Health through the Health Board Aboriginal Health Subcommittee, which includes Aboriginal health representatives from the Aboriginal community-controlled sector.

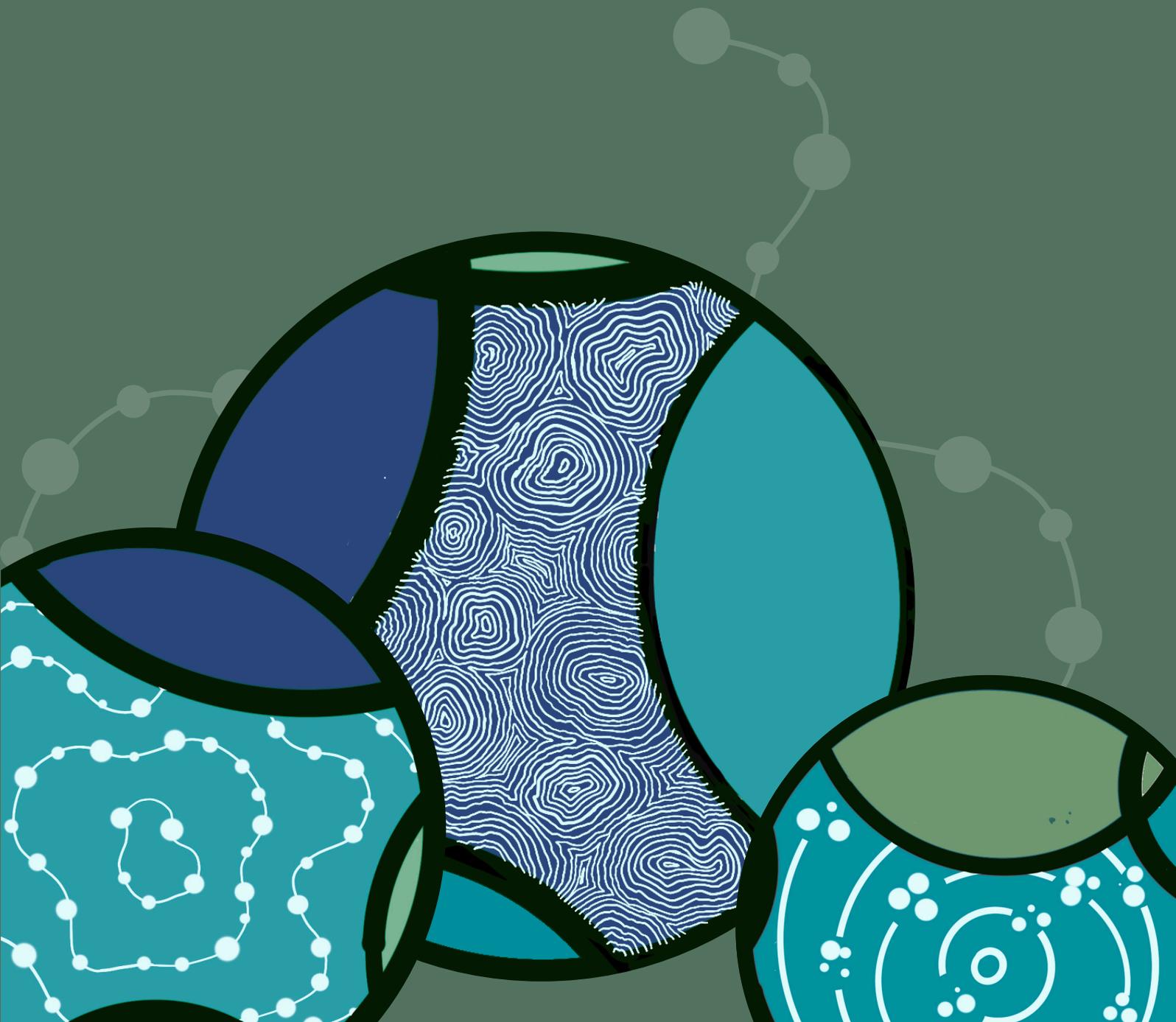
This is my first Closing the Gap plan as Minister for Aboriginal Affairs. It builds on work undertaken over the past five years to improve cultural safety for Aboriginal people across Tasmania's health system, the Tasmanian Government's considerable reform agenda and Tasmania's first Closing the Gap plan.

Tasmania's first Closing the Gap plan focused on building trust between the Tasmanian Government and Aboriginal people and the four priority reforms, particularly Priority Reform 1 (formal partnerships and shared decision-making) and Priority Reform 2 (building the Aboriginal community-controlled sector). While continuing to strengthen partnerships and shared decision-making and to build the community-controlled sector, this new plan demonstrates growing maturity in progressing the other two priority reforms: transforming government organisations, and shared access to data and information at a regional level.

Being small presents both challenges and opportunities for Tasmania. One opportunity is our ability to work together for better outcomes. Through this plan we are playing to our strengths to achieve real progress, with and for Aboriginal people.

Hon Jacquie Petrusma MP
Minister for Aboriginal Affairs

Section 2: About this plan



Purpose of this plan

The purpose of *Tasmania's Closing the Gap Plan 2025–2028* (the Plan) is to show what the Tasmanian Government has agreed to do in partnership with its Coalition of Peaks partner, Aboriginal people and Aboriginal organisations to implement the National Agreement on Closing the Gap 2020 (the National Agreement) in Tasmania from 1 July 2025 to 30 June 2028.

The Plan sets out the work to be done across government organisations in Tasmania and in conjunction with Tasmania's Aboriginal community-controlled sector to:

- address the Closing the Gap priorities of Tasmanian Aboriginal people
- progress the four priority reforms of the National Agreement
- deliver the outcomes sought through the National Agreement
- meet the Closing the Gap targets.

Approval of this plan

This plan has been approved by Tasmania's Coalition of Peaks partner and the Tasmanian Government.

Review of this plan

This plan will be reviewed in 2026–27. Actions will be updated, and new actions added as funding becomes available and/or is transferred to Aboriginal community control, and as priorities change.

How this plan meets the national requirements

Clause 108 of the National Agreement outlines the requirements for state and territory government implementation plans. Table 1 lists these requirements and assessment of this plan against each.

Table 1: How this plan addresses requirements under Clause 108 of the National Agreement.

| Clause | Minimum requirement | Status |
|---------------|--|--|
| 108a | Be a whole-of-government plan, covering government agencies and statutory bodies. | Achieved. All Tasmanian Government agencies, Homes Tasmania and TasTAFE were involved in developing this plan. Other government organisations will be engaged through Priority Reform 3. |
| 108b | Be developed and delivered in partnership between governments, the Coalition of Peaks partner and other Aboriginal partners. | Achieved. See Section 3 and Schedule 3. |
| 108c | Set out how existing policies and programs will be aligned to the National Agreement. | Achieved. See Schedule 3. |
| 108d | Set out actions to achieve the Priority Reforms. | Achieved. See Section 3. |
| 108e | Set out actions to achieve the agreed outcomes and targets. | Achieved. See Section 3. |
| 108f | Include information on funding and timeframes of actions. | Achieved. See Section 3. |
| 108g | Include the approach to annual reporting, including when the public report will be released. | Achieved. See Schedule 3. |
| 108h | Include information on how the State will work with local government to implement the National Agreement. | Achieved. See Section 3. |

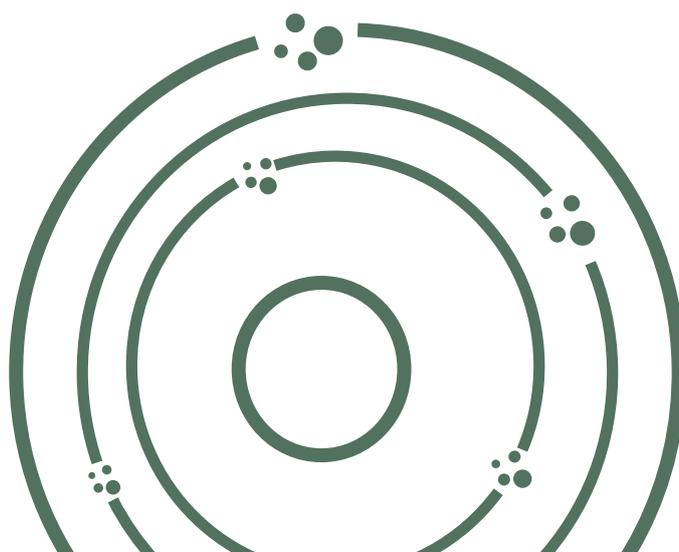
The Productivity Commission’s Review of the National Agreement

In 2024, the Australian Government [Productivity Commission](#) published a report on its [review](#) of progress implementing the National Agreement around the country. The report highlighted piecemeal activity and lack of progress nationally and across the states and territories. The Productivity Commission’s five high-level recommendations informed development of this Plan, as outlined in Table 2.

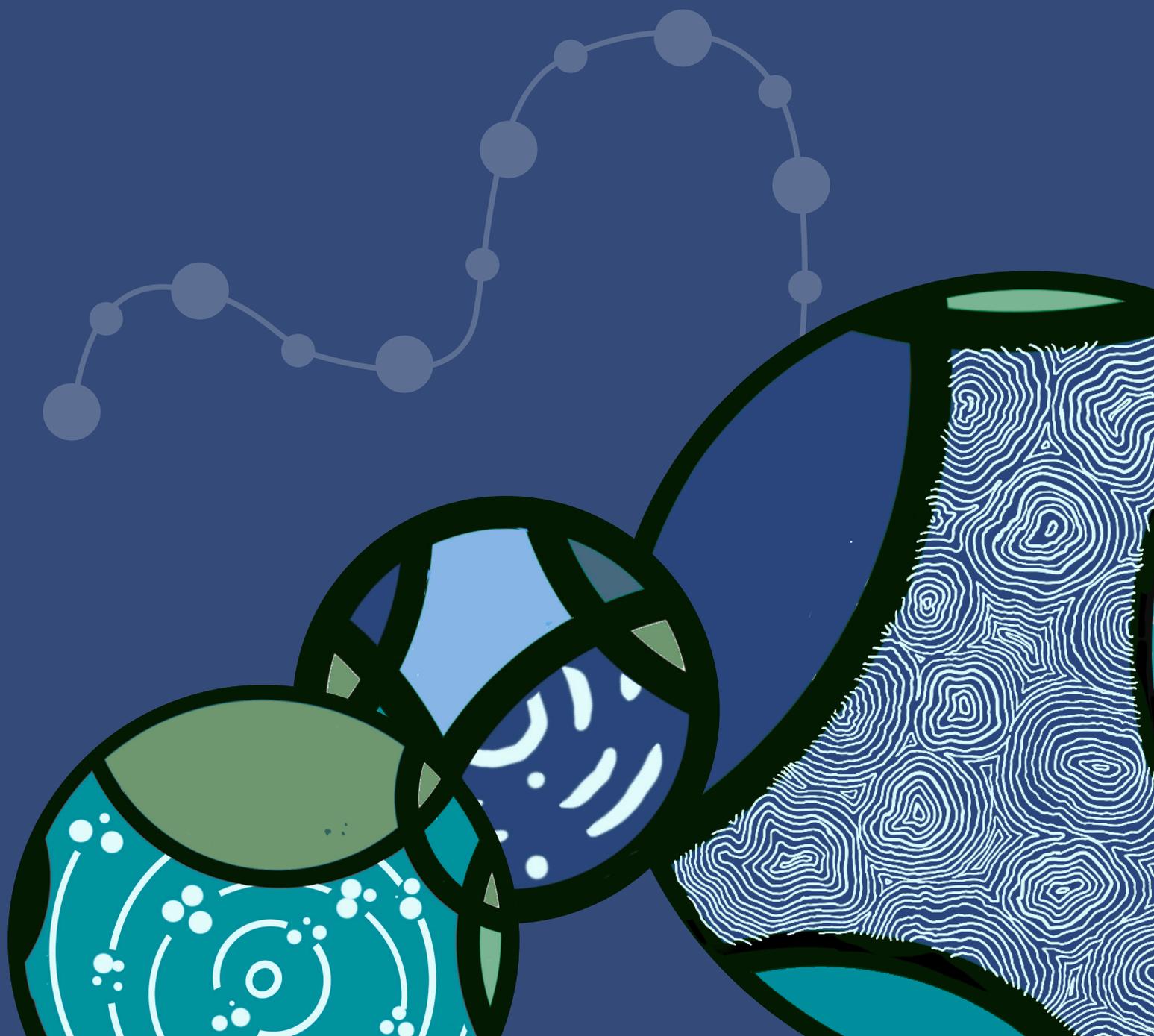
Table 2: The Productivity Commission's recommendations and how this plan aligns with the recommendations.

| Recommendation | How this plan aligns with the recommendation |
|--|---|
| Power needs to be shared, including for governments to write implementation plans strategically and in collaboration with Aboriginal people. | This plan was written strategically in collaboration with Aboriginal people, and is focused on actions that are clear, meaningful, new and realistic. |
| Indigenous data sovereignty needs to be recognised and supported. | This plan includes actions to progress Indigenous data sovereignty through establishment of a Data and Data Sovereignty Working Group and Strategy. |
| Mainstream systems and culture need to be fundamentally rethought. | This plan includes a project to support transformation of government organisations and funded services. |
| Stronger accountability is needed to drive behaviour change. | This plan specifies stronger Tasmanian Government accountability arrangements for Closing the Gap. |
| Plans should include clear information on when actions will be delivered and the amount of funding provided. | Timeframes against each action are provided, and actions that are not feasible in the timeframes of this plan are not included. Actions will be funded through agencies' existing resources. This may include transfer of funding to Aboriginal community control. Actions that are not funded are not included. |

The Productivity Commission also identified essential actions to progress the National Agreement. These essential actions are reflected in the actions in this plan, especially under Priority Reform 3: Transforming government organisations.



Section 3: The actions to be undertaken



In identifying actions to support progress towards the Closing the Gap socioeconomic outcomes, particular attention was given to targets that require additional effort, and opportunities to leverage current Tasmanian Government reform agendas.

Funding and resourcing

The Tasmanian Government commits to the actions in this plan in good faith. Through future reviews, individual actions are subject to being considered feasible and appropriate after further in-depth consideration by stakeholders and relevant experts.

All actions will be funded and resourced through the designated lead agencies. Additional funding sources are noted under each outcome area as relevant.

Classification of actions

Against the Closing the Gap priority reforms and outcomes, new actions have been developed specifically for this plan. Continuing and related actions that will support achievement of the outcomes sought through the National Agreement are included in Schedule 1.

Timing of actions

This is a three-year plan commencing 1 July 2025 and ending 30 June 2028, spanning the financial years: 2025–26, 2026–27 and 2027–28.

Each new action has a ‘by end’ date that should be interpreted as the end of the noted financial year.

Lead organisations and Ministers

The tables listing the actions to be undertaken include columns titled ‘Lead’ and ‘Minister’.

- ‘Lead’ means the government organisation that will lead or coordinate the action. The lead government organisation will work with other government organisations as relevant.
- ‘Minister’ means the Tasmanian Government Minister accountable for the action.

There may be changes to the lead agency and Minister over time. For example, the work of the Youth Justice Reform Unit is expected to transfer from the Department of Premier and Cabinet (DPAC) to the Department for Education, Children and Young People (DECYP) later in 2025.

Working with Aboriginal organisations

It is assumed and expected that lead agencies will work in partnership with the Aboriginal Community-Controlled Organisation (ACCO) sector, in particular the Tasmanian Government's Coalition of Peaks partner, on implementing all actions and that Aboriginal community control and leadership will be supported, encouraged and preferred.

This is a requirement under the National Agreement.

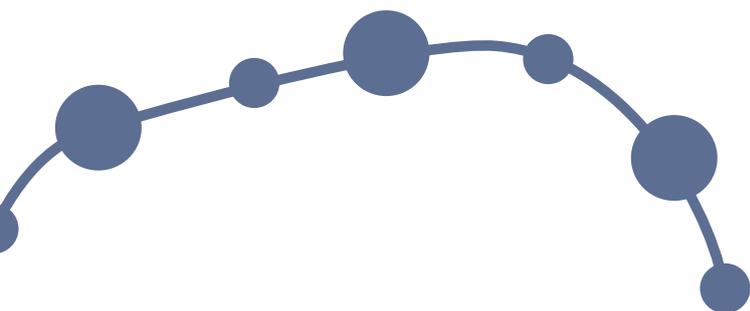
Actions to progress the priority reforms

Priority Reform 1: Formal partnerships and shared decision-making

| | New actions | Lead | Minister | By end |
|-----------|--|-------------|---------------------------------|--------------------|
| 1. | Engage Tasmanian Aboriginal people in decision-making to progress truth telling and healing as a Tasmanian Government priority. | DPAC | Minister for Aboriginal Affairs | 2025–26 and beyond |
| 2. | Increase the number of formal partnerships between the Tasmanian Government and the ACCO sector, through partnership agreements and memorandums of understanding. | All | All | 2027–28 and beyond |
| 3. | Establish formal shared decision-making arrangements with Aboriginal people, building on and learning from the model used by the Department of Health (DoH) for the Health Board Aboriginal Health Subcommittee. | All | All | 2026–27 |

Priority Reform 2: Building the Aboriginal community-controlled sector

| | New actions | Lead | Minister | By end |
|-----------|---|---------------------------------|--|---------------|
| 4. | Scope and develop a plan for an ACCO sector scan that will include service mapping and identification of service gaps and workforce needs. | DPAC | Minister for Aboriginal Affairs (initially) then all ministers | 2025–26 |
| 5. | Identify priorities for building capacity of the ACCO sector and develop a plan to commence transfer of some Tasmanian Government services for Aboriginal people to the ACCO sector. | DPAC with all agencies | | 2027–28 |
| 6. | Develop an action plan to support implementation of the Justice Sector Strengthening Plan in Tasmania. This will include engaging the ACCO sector in provision of culturally appropriate support and programs for Aboriginal people in custody. | Department of Justice (Justice) | Attorney-General and Minister for Justice, Corrections and Rehabilitation Minister for Children and Youth | 2027–28 |



Priority Reform 3: Transforming government organisations

| | New actions | Lead | Minister | By end |
|------------|---|-------------|---------------------------------|---------------|
| 7. | <p>Develop and implement a Closing the Gap Transformation Strategy as per Essential Action 3.1 from the <u>Productivity Commission's Review of the National Agreement (the PC Review)</u> covering:</p> <ul style="list-style-type: none"> • governance, coordination and accountability • commitments and expectations • baseline data • actions to be taken relating to: <ul style="list-style-type: none"> - cultural respect and unconscious bias training - guidance for embedding the priority reforms in funding agreements - relevant policies and supporting resources - Tasmanian State Service employment requirements, as per Essential Action 3.5 of the PC Review. | DPAC | Minister for Aboriginal Affairs | 2026–27 |
| 8. | Engage the not-for-profit sector in Closing the Gap, including to promote their role in Closing the Gap and expectations on organisations receiving government funding. | DPAC | | 2027–28 |
| 9. | Ensure the Aboriginal Engagement Strategy builds on the <u>Guide to Aboriginal Engagement in Tasmania</u> and covers all key sectors and includes strategies for engaging Aboriginal young people. | DPAC | | 2026–27 |
| 10. | Work with the external consultant to finalise the audit of Tasmanian Government Aboriginal expenditure 2021–22 and 2022–23, then develop a Tasmanian Government Aboriginal Expenditure Report. | DPAC | | 2025–26 |

| | New actions | Lead | Minister | By end |
|-----|--|---|---|--------------------|
| 11. | Develop action plans for transformation of government, aligning with the whole-of-government transformation strategy. | All | All | 2026–27 |
| 12. | Review relevant aspects of the Tasmanian Government Procurement Framework to ensure they support the Closing the Gap priority reforms, as per Essential Action 3.2 of the PC Review. | Department of Treasury and Finance (Treasury) | Treasurer | 2027–28 and beyond |
| 13. | Review the Tasmanian Government <i>Best Practice Guide for Administration of Grants</i> to ensure it supports the Closing the Gap priority reforms, as per Essential Action 3.2 of the PC Review. | Treasury | | 2026–27 |
| 14. | Review program-specific grant guidelines so they support the priority reforms, as per Essential Action 3.2 of the PC Review, and ensure evidence of partnerships is required when applicants claim they are working with ACCOs on initiatives. | All agencies managing grants | All ministers overseeing grants | 2026–27 |
| 15. | Develop strategies to improve identification and management of intergenerational trauma and integrate trauma-informed and healing practices across government services. | DPAC with all service delivery agencies | Attorney-General and Minister for Justice, Corrections and Rehabilitation Ministers for: <ul style="list-style-type: none"> • Aboriginal Affairs • Education • Health, Mental Health and Wellbeing • Police, Fire and Emergency Management | 2026–27 |

| | New actions | Lead | Minister | By end |
|------------|---|--|-------------------------------|---------------|
| 16. | Engage local government in Closing the Gap in Tasmania, including to promote their roles and responsibilities in Closing the Gap and the potential development of tourism/ interpretive information on local Aboriginal culture and heritage. | DPAC with Department of State Growth (State Growth) and Tourism Tasmania | Minister for Local Government | 2027–28 |

Priority Reform 4: Shared access to data and information at a regional level

| | New actions | Lead | Minister | By end |
|------------|---|--------------|--|---------------|
| 17. | Develop and implement a Closing the Gap Data and Data Sovereignty Strategy, with a framework to support access to data and strategies to progress Aboriginal data governance and sovereignty. | DPAC | Minister for Innovation, Science and the Digital Economy | 2027–28 |
| 18. | Publish available Aboriginal population data as part of a series of data linkage modules and dashboards. | State Growth | Minister for Housing and Planning | 2025–26 |

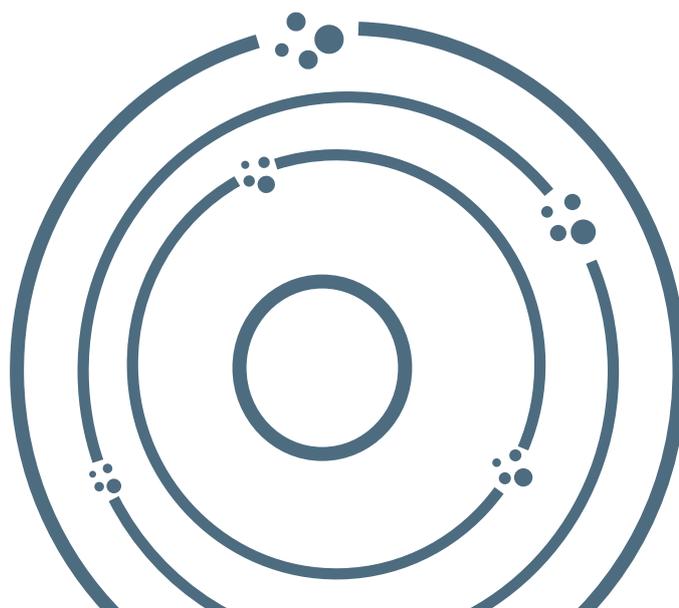
Actions to deliver targets and outcomes

Outcome 1: Aboriginal people enjoy long and healthy lives.

Target 1: Close the gap in life expectancy at birth, within a generation, by 2031.

Additional funding sources for these actions include [Healthy Tasmania](#), the Building the Healthcare Workforce budget and the Australian Government.

| | New actions | Lead | Minister | By end |
|-----|--|-----------------------|---|---------|
| 19. | Work with the Australian Government to address data gaps for Target 1, and identify indicators for which Tasmanian data is available to track progress against this target. | DPAC, DoH and Justice | Attorney-General and Minister for Justice, Corrections and Rehabilitation Ministers for: <ul style="list-style-type: none"> Aboriginal Affairs Health, Mental Health and Wellbeing | 2026–27 |
| 20. | Work with the ACCO sector to better understand the unmet need for culturally appropriate alcohol and other drug services and identify options for improving service access. This includes reviewing service delivery and referral pathways through the Tasmanian Drug Strategy 2024–2029 . | DoH | Minister for Health, Mental Health and Wellbeing | 2026–27 |



| | New actions | Lead | Minister | By end |
|-----|--|-------------|--|---------------|
| 21. | Work with the ACCO sector to co-design and undertake an Aboriginal Health Roundtable to identify priorities to improve health and wellbeing and progress the priority reforms. This will also inform development of the 20-Year Preventive Health Strategy. | DoH | Minister for Health, Mental Health and Wellbeing | 2025–26 |
| 22. | With the Aboriginal community-controlled health sector, develop a Tasmanian Aboriginal health workforce plan aligning with the <i>National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework and Implementation Plan 2021–2031</i> , to increase Aboriginal representation across the health workforce (all sectors). | DoH | | 2026–27 |
| 23. | With relevant ACCOs, develop a policy and procedure to guide hospital discharge of Aboriginal patients to ensure ACCOs providing support are informed, with mental health discharges a priority. | DoH | | 2026–27 |
| 24. | Explore expansion of the Tasmanian <i>Spectacles Assistance Scheme</i> for Tasmanian Aboriginal people. | DoH | Minister for Health, Mental Health and Wellbeing | 2025–26 |
| 25. | Through the existing partnership, expand delivery of community-controlled dental services. | DoH | | 2025–26 |
| 26. | Collaborate with the Australian Government, Primary Health Tasmania and the Tasmanian <i>National Aboriginal Community Controlled Health Organisation</i> affiliate member to re-establish the Tasmanian Aboriginal Health Forum. | DoH | | 2025–26 |

Outcome 2: Aboriginal children are born healthy and strong.

Target 2: By 2031, increase the proportion of Aboriginal babies with a healthy birthweight to 91 per cent.

| | New actions | Lead | Minister | By end |
|------------|--|-------------|--|---------------|
| 27. | Oversee the funding agreement with the Cancer Council Tasmania for the smoking and vaping cessation project (funded by the Australian Government). This project includes provision of intensive support from <u>Quitline</u> counsellors and free combination nicotine replacement therapy for Aboriginal people and people of child-bearing age and their partners. | DoH | Minister for Health, Mental Health and Wellbeing | 2026–27 |

Outcome 3: Aboriginal children are engaged in high quality, culturally appropriate early childhood education in their early years.

Target 3: By 2025, increase the proportion of Aboriginal children enrolled in 'Year Before Fulltime Schooling' early childhood education to 95 per cent.

| | New actions | Lead | Minister | By end |
|------------|--|-------------|------------------------|---------------|
| 28. | Support increased access to culturally responsive 'early years' spaces for children and families that highlight Tasmanian Aboriginal people and culture. | DECYP | Minister for Education | 2026–27 |

Outcome 4: Aboriginal children thrive in their early years.

Target 4: By 2031, increase the proportion of Aboriginal children assessed as developmentally on track in all five domains of the Australian Early Development Census to 55 per cent.

Meeting this target is a priority given the influence of early years in determining life outcomes.

| | New actions | Lead | Minister | By end |
|------------|---|-------------|------------------------|---------------|
| 29. | Develop an Aboriginal Literacy Strategy with Aboriginal people and the ACCO sector. | DECYP | Minister for Education | 2026–27 |

Outcome 5: Aboriginal students achieve their full learning potential.

Target 5. By 2031, increase the proportion of Aboriginal people 20–24 years attaining year 12 or equivalent qualifications to 96 per cent.

| | New actions | Lead | Minister | By end |
|------------|---|-------------|------------------------|---------------|
| 30. | Engage the ACCO sector in consideration of the recommendations of the Aboriginal Education Services Review and the next steps. | DECYP | Minister for Education | 2025–26 |
| 31. | Review the use and effectiveness of individualised learning plans for Aboriginal students. | DECYP | | 2026–27 |
| 32. | With the ACCO sector, develop and evaluate a work-based-learning Junior Ranger Pilot Program to enable learning on Country and recognition of the learning that occurs; and explore options for expansion of the program across ACCOs. This includes development of a framework for recognition of learning and skills acquired on Country. | DECYP | Minister for Education | 2026–27 |

Progress towards Outcome 5 will also be supported by:

- Action 29 against Outcome 4: Develop an Aboriginal Literacy Strategy with Aboriginal people and the ACCO sector; and
- engagement of the education and vocational education and training sector in activity under Priority Reform 3, including strategies to improve management of intergenerational trauma.

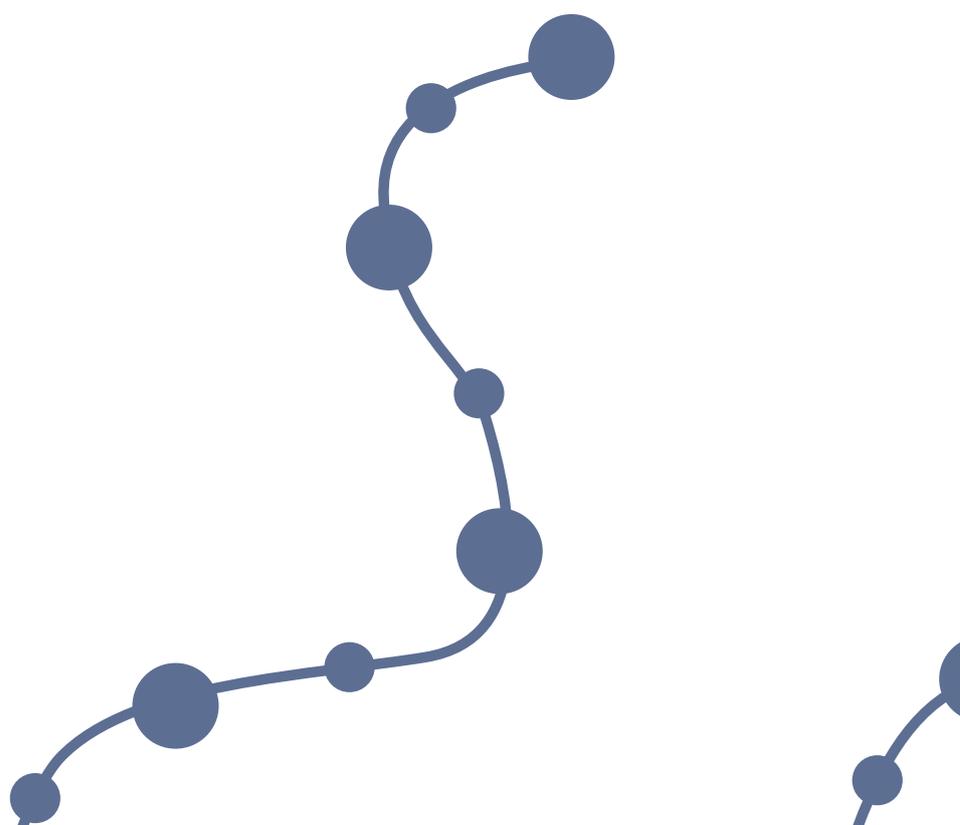
Outcome 6: Aboriginal students reach their full potential through further education pathways.

Target 6: By 2031, increase the proportion of Aboriginal people aged 25–34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent.

| | New actions | Lead | Minister | By end |
|------------|---|--------------|------------------------------|---------------|
| 33. | With the ACCO sector, develop and implement an action plan to improve access to support programs for Aboriginal TAFE students. | TasTAFE | Minister for Skills and Jobs | 2026–27 |
| 34. | Through the <i>National Skills Agreement</i> , build capacity and capability of Tasmania's Aboriginal registered training sector. | State Growth | | 2026–27 |

Progress towards Outcome 6 will also be supported by:

- Action 29 against Outcome 4: Develop an Aboriginal Literacy Strategy with Aboriginal people and the ACCO sector; and
- engagement of the vocational education and training sector in activity against Priority Reform 3, to support retention and completion levels for Aboriginal learners through improved cultural competency and safety.

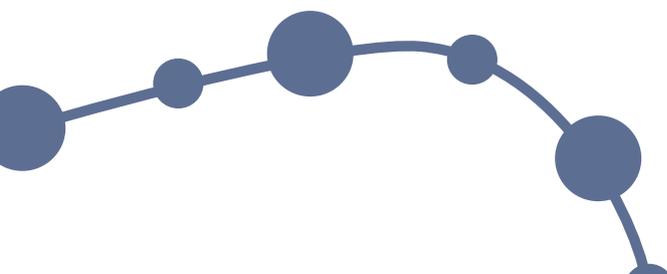


Outcome 7: Aboriginal youth are engaged in employment or education.

Target 7: By 2031, increase the proportion of Aboriginal youth (15–24 years) who are in employment, education, or training to 67 per cent.

| | New actions | Lead | Minister | By end |
|------------|---|--|---|---------------|
| 35. | Assess and evaluate consultation that has been undertaken with Aboriginal young people about how to support their participation in employment and education, and the need for further consultation. | DPAC with TasTAFE, DECYP, State Growth | Ministers for: <ul style="list-style-type: none"> • Aboriginal Affairs • Education • Skills and Jobs | 2026–27 |
| 36. | Ensure any Tasmanian investment under the <i>National Skills Agreement</i> relating to expanding capability in the training sector includes broad engagement with the ACCO sector. | State Growth | Minister for Skills and Jobs | 2027–28 |

The vocational education and training sector will also be engaged in activity to progress Priority Reform 3, including to build cultural competency and safety to support retention and course completion for Aboriginal learners.



Outcome 8: Strong economic participation and development of Aboriginal people and communities.

Target 8: By 2031, increase the proportion of Aboriginal people aged 25–64 years who are employed to 62 per cent.

An additional funding source for these actions is the State Roads Capital Investment Program.

| | New actions | Lead | Minister | By end |
|-----|--|--------------|---|--------------------|
| 37. | Provide proponents of large investment projects facilitated by the Office of the Coordinator-General with information on Indigenous Participation Plans (IPPs); advise proponents of projects exceeding \$7.5 million in Australian Government contributions under the <i>Indigenous Employment and Supplier-use Infrastructure Framework</i> , that an IPP is required. | State Growth | Minister for Business, Industry and Resources | 2027–28 and beyond |
| 38. | Deliver a program of at least six community-led events, networking and information sharing sessions for the Aboriginal small business community, including ACCOs, statewide. | State Growth | Minister for Tourism, Hospitality and Events | 2025–26 |
| 39. | Provide a specific contact person for Aboriginal small businesses within <i>Business Tasmania</i> to facilitate support tailored to individual businesses. | State Growth | | 2025–26 |
| 40. | Develop and implement a strategy to build on/establish new partnerships between Tasmanian Aboriginal people/businesses and the civil construction industry to increase Aboriginal employment in State Roads projects and provision of services/goods to these projects. | State Growth | Minister for Infrastructure and Transport | 2025–26 |
| 41. | Update TasTAFE procurement policies and procedures to prioritise and facilitate engagement with Aboriginal businesses; provide training to procurement staff on engaging with Aboriginal suppliers and meeting compliance standards. | TasTAFE | Minister for Skills and Jobs | 2025–26 |

Outcome 9: Aboriginal people secure appropriate, affordable housing that is aligned with their priorities and need.

Target 9A: By 2031, increase the proportion of Aboriginal people living in appropriately sized (not overcrowded) housing to 88 per cent.

Target 9B: By 2031, all Aboriginal households:

- i. within discrete Aboriginal communities receive essential services that meet the relevant jurisdictional standard; and
- ii. in or near to a town receive essential services that meet or exceed the same standard as applies generally within the town.

| | New actions | Lead | Minister | By end |
|------------|---|---|---|--------------------|
| 42. | Review Tasmanian Aboriginal housing and develop a holistic Tasmanian Aboriginal Housing Policy and Action Plan. | State Growth | Minister for Housing and Planning | 2025–26 |
| 43. | Progress self-determination by supporting the Truwana / Cape Barren Island Aboriginal community to lead the reform of Aboriginal housing on the island, including the transfer of six titles, through a community-led housing plan. | Homes Tasmania with support from State Growth | | 2026–27 |
| 44. | Progress self-determination on Truwana / Cape Barren Island, including for the provision of essential and municipal services. | State Growth | Minister for Infrastructure and Transport | 2027–28 and beyond |

Outcome 10: Aboriginal people are not overrepresented in the criminal justice system.

Target 10: By 2031, reduce the rate of Aboriginal adults held in incarceration by at least 15 per cent.

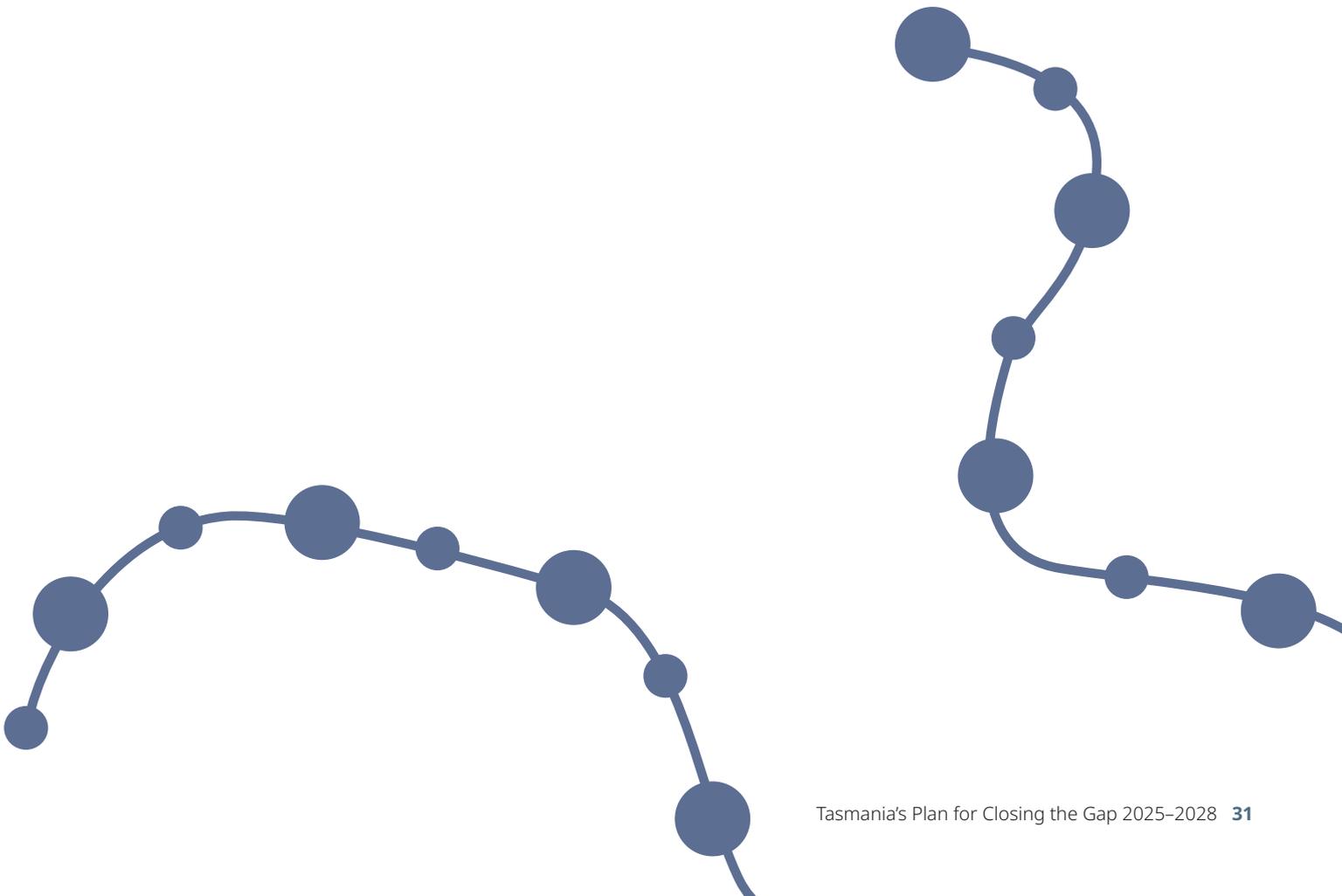
Work to reduce incarceration rates is a national priority, with work underway through the Justice Policy Partnership. This is also a focus for Aboriginal Affairs Ministers and Attorneys-General.

| | New actions | Lead | Minister | By end |
|------------|---|--|---|---------------|
| 45. | Scope and build ACCO engagement in the provision of adult justice services, including by leveraging development of the Justice Sector Strengthening Plan. | Justice | Attorney-General and Minister for Justice, Corrections and Rehabilitation | 2026–27 |
| 46. | Develop a Tasmanian justice impact assessment pre-Cabinet decision-making tool (aligning with the Justice Policy Partnership post-Cabinet impact assessment template), developed with a view to applicability across other policy partnerships as a whole-of-government tool, and as per Essential Action 3.3 of the PC Review. | Justice and DPAC | | 2026–27 |
| 47. | Explore establishment of a formal dual custody notification scheme. | Justice, Department of Police, Fire and Emergency Management (DPFEM) | | 2026–27 |
| 48. | Review evaluation of, and consider re-establishing, the Bail Support Program. | Justice | | 2025–26 |

| | New actions | Lead | Minister | By end |
|------------|--|-------------|---|---------------|
| 49. | Fund the family violence prevention legal service through the <i>National Access to Justice Partnership</i> – the Australian Government and state/territory multilateral agreement for legal services. | Justice | Attorney-General and Minister for Justice, Corrections and Rehabilitation Minister for Women and the Prevention of Family Violence | 2025–26 |

Action 6 and Action C6 under Priority Reform 2 in this plan are also relevant.

- Action 6: Develop an action plan to support implementation of the Justice Sector Strengthening Plan in Tasmania.
- Action C6: Continue to participate in the Justice Policy Partnership and support the national reform agenda outlined in the *Justice Policy Partnership Strategic Framework*.



Outcome 11: Aboriginal young people (10–17 years) are not overrepresented in the criminal justice system.

Target 11: By 2031, reduce the rate of Aboriginal young people in detention by at least 30 per cent.

Note: While most Aboriginal young people are not involved with the youth justice system, Aboriginal young people are almost six times more likely than non-Indigenous young people to be under youth justice supervision in Tasmania. ACCOs are best placed to ensure there are appropriate responses.

Youth justice reform is underway in response to the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings (COI). Out of the 191 COI recommendations, 39 relate to youth justice.

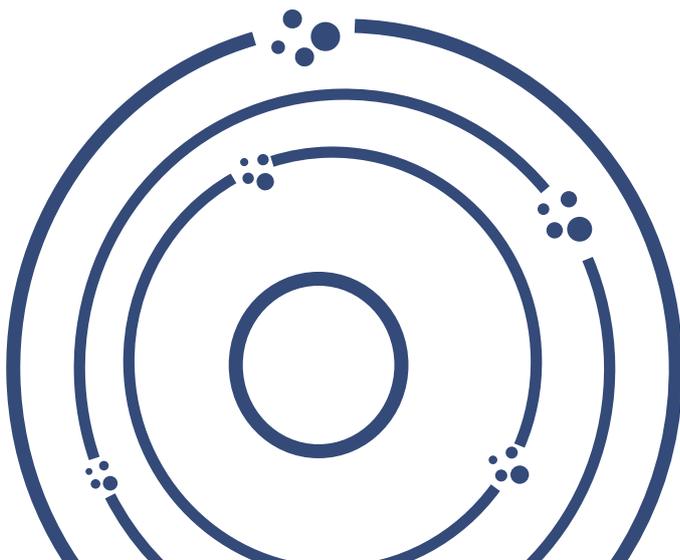
| | New actions | Lead | Minister | By end |
|------------|--|----------------|---------------------------------|---------------|
| 50. | Develop a Practice Model for the Palawa Youth Justice Futures Project, identifying how the sector can reduce Aboriginal children/young people connecting with the youth justice system, and keep children/young people safe while they are in the youth justice system. This model will also inform development of ACCO-led early intervention and diversionary programs and alternative models of remand and detention. <i>(Relates to COI Recommendation 12.28)</i> | DECYP and DPAC | Minister for Children and Youth | 2025–26 |
| 51. | Develop an Aboriginal Youth Hub Model for Aboriginal children and young people in/at risk of engagement with the youth justice system, to be piloted in Launceston. | DECYP | | 2026–27 |

Outcome 12: Aboriginal children are not overrepresented in the child protection system.

Target 12: By 2031, reduce the rate of over-representation of Aboriginal children in out-of-home care by 45 per cent.

This target is a priority for the Tasmanian Government and is linked with work flowing from the COI. It is also a national focus for Aboriginal Affairs Ministers and Attorneys-General.

| | New actions | Lead | Minister | By end |
|------------|---|-------------|---------------------------------|---------------|
| 52. | Commit to increased and dedicated funding for Aboriginal-led strategies to keep Aboriginal children safe, in the care of their families, and connected to community, culture and Country. This includes partnering with Tasmania’s Coalition of Peaks partner and recognised ACCOs to progress the transfer of responsibility for Aboriginal child safety to the ACCO sector, as outlined in the Nukara Strategy. | DECYP | Minister for Children and Youth | 2027–28 |
| 53. | Provide ACCO-led, place-based Aboriginal cultural respect training focused on child safety to all Child Safety Services staff, to ensure shared understanding of the requirement to fully implement the <u>Aboriginal and Torres Strait Islander Child Placement Principle</u> and the importance of this. | DECYP | | 2026–27 |



Outcome 13: Aboriginal families and households are safe.

Target 13: By 2031, the rate of all forms of family violence and abuse against Aboriginal women and children is reduced at least by 50 per cent, as progress towards zero.

The funding source for Action 55 is the National Partnership Agreement on Family, Domestic and Sexual Violence Responses 2021–2030.

| | New actions | Lead | Minister | By end |
|------------|--|-------------------|-------------------------------|---------------|
| 54. | Explore opportunities to improve reporting against Target 13, including through the Safe Families Coordination Unit and Justice data. | Justice and DPFEM | Minister for Women and the | 2026–27 |
| 55. | Develop a partnership between the Tasmanian Government and relevant ACCOs to support Aboriginal people who experience family or sexual violence, and develop and implement a plan aligned with: <ul style="list-style-type: none"> • the <u>National Plan to End Violence against Women and Children 2022–2032</u> • the <u>Aboriginal and Torres Strait Islander Action Plan 2023–2025</u> • <u>Survivors at the Centre: Tasmania’s Third Family and Sexual Violence Action Plan 2022–2027</u> • the draft <i>Our Ways – Strong Ways – Our Voices: National Aboriginal and Torres Strait Islander Plan to End Family, Domestic and Sexual Violence</i>. | DPAC | Prevention of Family Violence | 2026–27 |

Outcome 14: Aboriginal people enjoy high levels of social and emotional wellbeing.

Target 14: Significant and sustained reduction in suicide of Aboriginal people towards zero.

| | New actions | Lead | Minister | By end |
|-----|---|------|--|---------|
| 56. | <p>Work in partnership with Tasmanian Aboriginal people and ACCOs to prevent deaths by suicide. This includes:</p> <ul style="list-style-type: none"> • supporting appropriate ACCOs to provide suicide prevention training • reviewing and developing a plan to implement actions from the <i>National Aboriginal and Torres Strait Islander Suicide Prevention Strategy 2025–2035</i> • drawing on the expertise of the ACCO sector to co-design suicide prevention resources and initiatives. | DoH | Minister for Health, Mental Health and Wellbeing | 2026–27 |
| 57. | Work in partnership with the ACCO sector to improve access to health and social and emotional wellbeing supports in regional Tasmania. | DoH | | 2027–28 |

Outcome 15: Aboriginal people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.

Target 15A: By 2030, a 15 per cent increase in Australia’s landmass subject to Aboriginal people’s legal rights or interests.

Target 15B: By 2030, a 15 per cent increase in areas covered by Aboriginal people’s legal rights or interests in the sea.

Target 15C: Not yet set. Tasmania’s target relating to Aboriginal legal rights or interests in inland waters will be defined in 2025.

An additional funding source for these actions, where relevant, is the National Indigenous Australians Agency.

| | New actions | Lead | Minister | By end |
|------------|--|-------------|--|--------------------|
| 58. | With the <u>National Indigenous Australians Agency</u> Lead, transition the Working on Country Ranger Program to the Tasmanian Aboriginal community sector. This includes recruitment of engagement officers and development of a transition plan. | NRE Tas | Ministers for: <ul style="list-style-type: none"> • Parks • Aboriginal Affairs | 2027–28 |
| 59. | Work with Tasmanian Aboriginal people to understand priorities for Sea Country. | NRE Tas | Ministers for: <ul style="list-style-type: none"> • Business, Industry and Resources • Parks • Aboriginal Affairs | 2027–28 and beyond |
| 60. | Develop a Tasmanian Closing the Gap inland waters target, covering access to and ownership of inland waters, and enabling reforms. | NRE Tas | Minister for Primary Industries and Water | 2025–26 |

Outcome 16: Aboriginal cultures and languages are strong, supported and flourishing.

Target 16: By 2031, there is a sustained increase in number and strength of Aboriginal languages being spoken.

| | New actions | Lead | Minister | By end |
|------------|--|-------------------|--|---------------|
| 61. | Review the Tasmanian Government <u>Aboriginal and Dual Naming Policy</u> , including broad consultation with ACCOs. | DPAC with NRE Tas | Ministers for: <ul style="list-style-type: none"> Aboriginal Affairs Parks | 2026–27 |
| 62. | In partnership with Tasmanian Aboriginal people, further develop practices for culturally appropriate use of language, heritage and culture in exhibitions, programs and online. | State Growth | Minister for Arts and Heritage | 2026–27 |

Action C2 under Priority Reform 1 will also support achievement of Outcome 16: Continue to participate on the Closing the Gap Languages Policy Partnership.

Outcome 17: Aboriginal people have access to information and services enabling participation in informed decision-making regarding their own lives.

Target 17: By 2026, Aboriginal and Torres Strait Islander people have equal levels of digital inclusion.

These actions will be resourced through the relevant agency and co-investment opportunities with the Australian Government and carriers through national digital connectivity funding programs.

Progress toward Outcome 17 will also be supported by actions under Priority Reform 4: Shared access to data and information at a regional level.

| | New actions | Lead | Minister | By end |
|------------|---|-------------|--|---------------|
| 63. | Support digital inclusion for Tasmanian Aboriginal people living on Truwana / Cape Barren Island. | DPAC | Ministers for: <ul style="list-style-type: none"> Aboriginal Affairs Innovation, Science and the Digital Economy | 2027–28 |
| 64. | Support digital literacy for all ACCOs. | DPAC | | 2027–28 |

Schedule 1: Continuing and related actions



Continuing and related actions supporting the priority reforms

It is expected all continuing and related actions will be undertaken in partnership with the ACCO sector.

Priority Reform 1

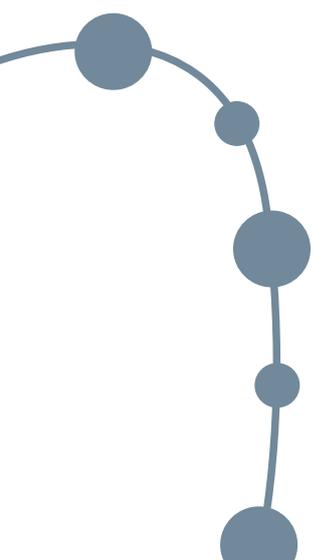
| | Continuing and related actions | Lead | Minister |
|-----------|---|---------------|---|
| C1 | Complete a second stocktake of partnership arrangements between the Tasmanian Government and ACCOs. | DPAC | Minister for Aboriginal Affairs |
| C2 | Continue to participate in the <u>Languages Policy Partnership</u> . | DPAC | |
| C3 | As per COI Recommendations 9.4, 9.7, 9.14, 18.6, 18.7, establish: <ul style="list-style-type: none"> the role and office of the Aboriginal Commissioner for Children and Young People and the role of Deputy Regulator the role of the Executive Director for Aboriginal Children and Young People, and Office of Aboriginal Policy and Practice. | DPAC DECYP | Premier and Minister for Children and Youth |
| C4 | Work with Aboriginal people with disability to co-design principles and guidelines for parenting capacity assessments for Aboriginal parents with disability. (<i>Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability</i> [Disability Royal Commission, DRC] <i>Recommendation 9.1, subject to further consideration</i>) | DECYP | Minister for Children and Youth |
| C5 | Continue to participate in the <u>Early Childhood Care and Development Policy Partnership</u> . | DECYP | Minister for Education |
| C6 | Continue to participate in the Justice Policy Partnership and support the national reform agenda outlined in the <u>Justice Policy Partnership Strategic Framework</u> . | Justice | Attorney-General and Minister for Justice, Corrections and Rehabilitation |

| | Continuing and related actions | Lead | Minister |
|------------|---|--------------|--|
| C7 | Continue to participate in the <u>Social and Emotional Wellbeing Policy Partnership</u> . | DoH | Minister for Health, Mental Health and Wellbeing |
| C8 | Continue to participate in the <u>Housing Policy Partnership</u> . | State Growth | Minister for Housing and Planning |
| C9 | Implement the Closing the Gap elements of the <u>National Better and Fairer Schools Agreement in Tasmania</u> . | DECYP | Minister for Education |
| C10 | Continue to support partnerships and shared decision-making through ACCO membership on the Health Board Aboriginal Health Subcommittee. | DoH | Minister for Health, Mental Health and Wellbeing |

Priority Reform 2

| | Continuing and related actions | Lead | Minister |
|------------|--|-------------|--|
| C11 | Support development of a national strategy to develop First Nations local disability workforces in remote communities. | DPAC | Ministers for: <ul style="list-style-type: none"> • Aboriginal Affairs • Disability Services |
| C12 | Support development of a national First Nations Disability Forum. | DPAC | Minister for Disability Services |

| | Continuing and related actions | Lead | Minister |
|------------|--|--|--|
| C13 | <p>Continue to support and implement national Closing the Gap Sector Strengthening Plans, which focus on actions to support the ACCO sector around four workstreams: workforce, capital infrastructure, service provision, and governance.</p> <p>The sector strengthening plans include:</p> <ul style="list-style-type: none"> • Early childhood care and development • Housing • Justice • Health • Disability • Languages • Domestic, family and sexual violence. | <p>DECYP State Growth Justice DoH DPAC DPFEM</p> | <p>Attorney-General and Minister for Justice, Corrections and Rehabilitation</p> <p>Ministers for:</p> <ul style="list-style-type: none"> • Education • Housing and Planning • Health, Mental Health and Wellbeing • Disability Services • Aboriginal Affairs • Women and the Prevention of Family Violence • Children and Youth • Police, Fire and Emergency Management |



Priority Reform 3

| | Continuing and related actions | Lead | Minister |
|------------|--|-------------|--|
| C14 | Appoint Tasmania's first Chief Aboriginal Health Advisor. | DoH | Minister for Health, Mental Health and Wellbeing |
| C15 | Develop an Aboriginal Engagement Strategy to support Aboriginal people's and organisation's engagement with Tasmanian Government organisations. | DPAC | Minister for Aboriginal Affairs |
| C16 | Develop a Tasmanian Government Closing the Gap website with information and resources to support transformation of government and Closing the Gap accountability. | DPAC | |
| C17 | Develop initiatives to eliminate racism within the TSS. This work will be informed by the <i>National Anti-Racism Framework</i> and include liaison with the Multicultural Advisory Group to identify opportunities for collaboration. | DPAC | |
| C18 | Review the <i>Tasmanian Government Eligibility for Government services policy</i> , including processes and guidance relating to provision of communal recognition. | DPAC | |
| C19 | Develop and implement an independent mechanism under Clause 67 of the National Agreement, to support, monitor and report on transformation of Tasmanian Government organisations. | DPAC | |

Priority Reform 4

| | Continuing and related actions | Lead | Minister |
|------------|---|-------------|----------------------------------|
| C20 | Work with the Australian Government to identify additional data sources and develop alternative data indicators to measure and track progress on Closing the Gap targets where data for Tasmania is not currently reportable. | DPAC | Minister for Aboriginal Affairs |
| C21 | Improve data collection and reporting on met and unmet demand for disability advocacy, including information on Aboriginal identity. <i>(DRC Recommendation 6.22, accepted in principle)</i> | DPAC | Minister for Disability Services |

Continuing and related actions supporting progress towards the Closing the Gap outcomes

Outcome 1: Aboriginal people enjoy long and healthy lives.

| | Continuing and related actions | Lead | Minister |
|------------|--|-----------|--|
| C22 | Continue to implement the <i>Improving Aboriginal Cultural Respect Across Tasmania's Health System Action Plan 2020–2026</i> including responding to workforce issues, reviewing cultural respect training, collecting cultural safety data and improving data collection and use. | DoH | Minister for Health, Mental Health and Wellbeing |
| C23 | Through TAZREACH, continue to coordinate service delivery and programs in partnership with the Australian Government under: <ul style="list-style-type: none"> the Medical Outreach Indigenous Chronic Disease Program the Healthy Ears Better Hearing Better Listening program the Visiting Optometrists Scheme the Indigenous Eye Health Coordination program. | DoH | |
| C24 | Maintain the partnership with Aboriginal community-controlled health services to deliver dental services in North and North-West Tasmania. | DoH | |
| C25 | Expand access to telehealth services on Truwana / Cape Barren Island. | DPAC, DoH | Ministers for: <ul style="list-style-type: none"> Aboriginal Affairs Health, Mental Health and Wellbeing |

Outcome 2: Aboriginal children are born healthy and strong.

| | Continuing and related actions | Lead | Minister |
|------------|--|-------------|--|
| C26 | Continue to partner with Aboriginal community-controlled health organisations to facilitate the provision of culturally appropriate pregnancy and childbirth support services. | DoH | Minister for Health, Mental Health and Wellbeing |

Outcome 3: Aboriginal children are engaged in high quality, culturally appropriate early childhood education in their early years.

| | Continuing and related actions | Lead | Minister |
|------------|--|-------------|------------------------|
| C27 | Continue the partnership with <u>Connected Beginnings</u> for collaborative resource development, shared professional development and strategic support. | DECYP | Minister for Education |
| C28 | Continue to work with Aboriginal people to deliver supports, services and resources through <u>Launching into Learning</u> , Child and Family Learning Centres and Aboriginal Early Years Education Workers. | DECYP | |
| C29 | Continue to provide culturally responsive 'early years' spaces for children and families that highlight Tasmanian Aboriginal people and culture. | DECYP | |

Outcome 4: Aboriginal children thrive in their early years.

| | Continuing and related actions | Lead | Minister |
|------------|--|-------------|------------------------|
| C30 | Continue to share educational outcome data and support the ACCO sector and Connected Beginnings to use that data to develop local needs-based responses. | DECYP | Minister for Education |

| | Continuing and related actions | Lead | Minister |
|------------|--|---------------------|---|
| C31 | Ensure all Aboriginal children up to five years of age coming into out-of-home care are screened using the culturally adapted developmental screening Ages and Stages Questionnaire tool (ASQ – TRAK). <i>(DRC Recommendation 9.2; accepted in principle by the Tasmanian Government)</i> | DoH and DECYP | Minister for Health, Mental Health and Wellbeing Minister for Children and Youth |
| C32 | Continue Kids Care Clinics, including to ensure all children in care have access to a timely, holistic assessment when entering care, and at least annual health and wellbeing assessments. <i>(Relates to COI Recommendation 9.23)</i> | DPAC, DoH and DECYP | Minister for Health, Mental Health and Wellbeing Minister for Children and Youth |

Outcome 5: Aboriginal students achieve their full learning potential.

| | Continuing and related actions | Lead | Minister |
|------------|--|-------------|------------------------|
| C33 | Improve access to inclusive and culturally appropriate education for Aboriginal students with disability through inclusive education units with Aboriginal expertise. <i>(DRC Recommendation 7.7, accepted in principle by the Tasmanian Government)</i> | DECYP | Minister for Education |

Outcome 6 and Outcome 7: Aboriginal students reach their full potential through further education pathways; Aboriginal youth are engaged in employment or education.

| | Continuing and related actions | Lead | Minister |
|------------|---|--------------|------------------------------|
| C34 | Develop a Closing the Gap Implementation Plan under the <i>National Skills Agreement</i> and implement initiatives towards identified Closing the Gap priorities. | State Growth | Minister for Skills and Jobs |

Outcome 8: Strong economic participation and development of Aboriginal people and communities.

| | Continuing and related actions | Lead | Minister |
|------------|--|--------------|--|
| C35 | Finalise the new <i>TSS Aboriginal Employment Strategy and Action Plan 2025–2027</i> . | DPAC | Premier |
| C36 | Develop a best practice guide for recruiting Aboriginal people to the TSS. | DPAC | |
| C37 | Maintain the partnership with the <u>Palawa Business Hub</u> to facilitate increased access to information, services and programs by Aboriginal small businesses, including ACCOs. | State Growth | Minister for Tourism, Hospitality and Events |

Outcome 9: Aboriginal people secure appropriate, affordable housing that is aligned with their priorities and need.

| | Continuing and related actions | Lead | Minister |
|------------|--|--------------|---|
| C38 | Update and improve essential services (power, water, communication) on Truwana / Cape Barren Island, through a partnership between Tasmanian Government agencies and the Cape Barren Island ACCO sector. | State Growth | Minister for Infrastructure and Transport |
| C39 | Implement the <i>Tasmanian Housing Strategy Action Plan 2023–2027</i> , which seeks to provide safe, appropriate and affordable housing to all Tasmanians. | State Growth | Minister for Housing and Planning |

Outcome 10: Aboriginal people are not overrepresented in the criminal justice system.

| | Continuing and related actions | Lead | Minister |
|------------|---|-------------|---|
| C40 | Fund the family violence prevention legal service through the <i>National Access to Justice Partnership 2025–30</i> – the Australian Government and and state and territory governments’ multilateral agreement for legal services. | Justice | Attorney-General and Minister for Justice, Corrections and Rehabilitation Minister for Women and the Prevention of Family Violence |
| C41 | Maintain the Aboriginal Wellbeing Officer Program to support Aboriginal people in custody. | Justice | Minister for Justice, Corrections and Rehabilitation |

Outcome 11: Aboriginal young people (10–17 years) are not overrepresented in the criminal justice system.

| | Continuing and related actions | Lead | Minister |
|------------|---|---------------|---------------------------------|
| C42 | Develop an Aboriginal Youth Justice Strategy with relevant ACCOs and Tasmanian Aboriginal people, underpinned by self-determination and focused on prevention, early intervention and diversion strategies for Aboriginal young people. <i>(COI Recommendations 12.13, 12.15 and 12.27)</i> | DPAC DECYP | Minister for Children and Youth |
| C43 | Develop and implement the Tasmanian Government Youth Justice Diversionary Services Framework. <i>(COI Recommendation 12.13)</i> This includes reviewing the use of police discretion to determine whether opportunities for cautioning and community conferencing are being maximised as appropriate for young people. | DPAC | |

| | Continuing and related actions | Lead | Minister |
|------------|---|---|--|
| C44 | Fund the Magistrates and Supreme Courts to provide Aboriginal cultural safety training for judicial officers hearing matters involving young people in the adult jurisdiction. <i>(COI Recommendation 12.15)</i> | Justice and DECYP | Attorney-General and Minister for Justice, Corrections and Rehabilitation Minister for Children and Youth |
| C45 | Implement changes to the bail system, including to require consideration of young people's Aboriginal status in bail decision-making, and to establish a statewide, culturally safe and trauma-informed 24-hour bail system for young people. <i>(COI Recommendation 12.14)</i> | DECYP with Justice and DPAC (for bail supports) | Attorney-General and Minister for Justice, Corrections and Rehabilitation Minister for Children and Youth |

Outcome 12: Aboriginal children are not overrepresented in the child protection system.

| | Continuing and related actions | Lead | Minister |
|------------|--|-------------|---------------------------------|
| C46 | Establish an out-of-home care permanent advisory group with Aboriginal representation, and an independent community visiting scheme. <i>(COI Recommendation 9.6 and 12.36)</i> | DECYP | Minister for Children and Youth |
| C47 | Ensure out-of-home-care processes are tailored to the needs of Aboriginal children. <i>(COI Recommendation 9.22)</i> | DECYP | |
| C48 | Fully implement the <u>Aboriginal and Torres Strait Islander Child Placement Principle</u> . <i>(COI Recommendation 9.15)</i> | DECYP | |

Outcome 13: Aboriginal families and households are safe.

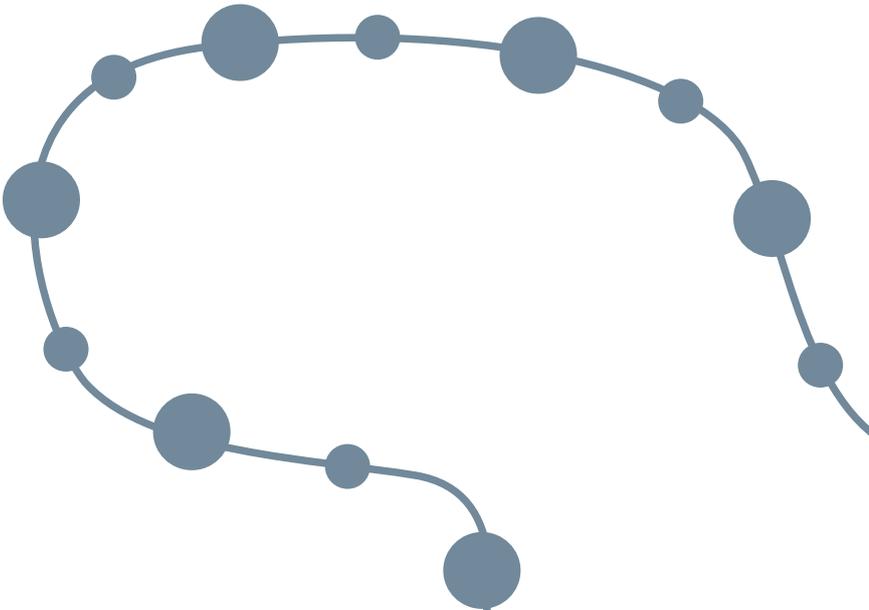
| Continuing and related actions | Lead | Minister |
|---|---------|---|
| C49 Prioritise collection and publication of data about institutional child sexual abuse, including trends relating to Aboriginal people. <i>(COI Recommendation 16.20)</i> | Justice | Attorney-General and Minister for Justice, Corrections and Rehabilitation |
| C50 Facilitate stronger relationships between the ACCO and sexual assault support services sector, including to increase Aboriginal representation on boards of management and in executive structures. <i>(Relates to COI Recommendation 21.7)</i> | DPAC | Premier and Minister for Women and the Prevention of Family Violence |
| C51 Commence discussions with the ACCO sector on the design, development and implementation of healing services for Aboriginal victim-survivors of sexual assault in institutional settings, their families and communities. <i>(COI Recommendation 21.7)</i> | DPAC | Premier |
| C52 Fund a dedicated position or program to work in partnership with ACCOs to develop specific actions and strategies to reduce/manage family violence, as committed to through <i>Survivors at the Centre</i> . | DPAC | Minister for Women and the Prevention of Family Violence |
| C53 Continue to implement the <i>National Partnership Agreement on Family, Domestic and Sexual Violence Responses 2021–2030</i> . | DPAC | |
| C54 Establish a specialist unit to investigate child sexual abuse, with strategies to engage and build trust with Aboriginal people. <i>(COI Recommendation 16.1)</i> | DPFEM | Minister for Police, Fire and Emergency Management |
| C55 Continue to support Aboriginal families through Aboriginal family safety workers in Child and Family Learning Centres, as committed to through <i>Survivors at the Centre</i> . | DECYP | Minister for Children and Youth |

Outcome 14: Aboriginal people enjoy high levels of social and emotional wellbeing.

| | Continuing and related actions | Lead | Minister |
|-----|--|------|--|
| C56 | Implement <i>Rethink 2020 – Tasmania’s strategic plan for mental health</i> . | DoH | Minister for Health, Mental Health and Wellbeing |
| C57 | Evaluate <i>Rethink 2020</i> and develop Tasmania’s next mental health plan. | DoH | |
| C58 | Implement the <i>Tasmanian Suicide Prevention Strategy 2023–2027</i> and <i>Implementation Plan 2</i> (July 2024 – December 2025). | DoH | |
| C59 | Implement the <i>Tasmanian Drug Strategy 2024–2029</i> . | DoH | |

Outcome 15: Aboriginal people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.

| | Continuing and related actions | Lead | Minister |
|-----|--|---------|--|
| C60 | Continue conversations with Tasmanian Aboriginal people on land return and land management options. | NRE Tas | Ministers for: <ul style="list-style-type: none"> • Parks • Aboriginal Affairs |
| C61 | Continue to provide sea fishing licences to Aboriginal people, for commercial and cultural purposes. | NRE Tas | Minister for Business, Industry and Resources |

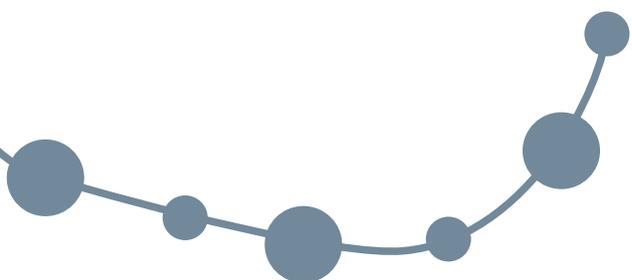


Outcome 16: Aboriginal cultures and languages are strong, supported and flourishing.

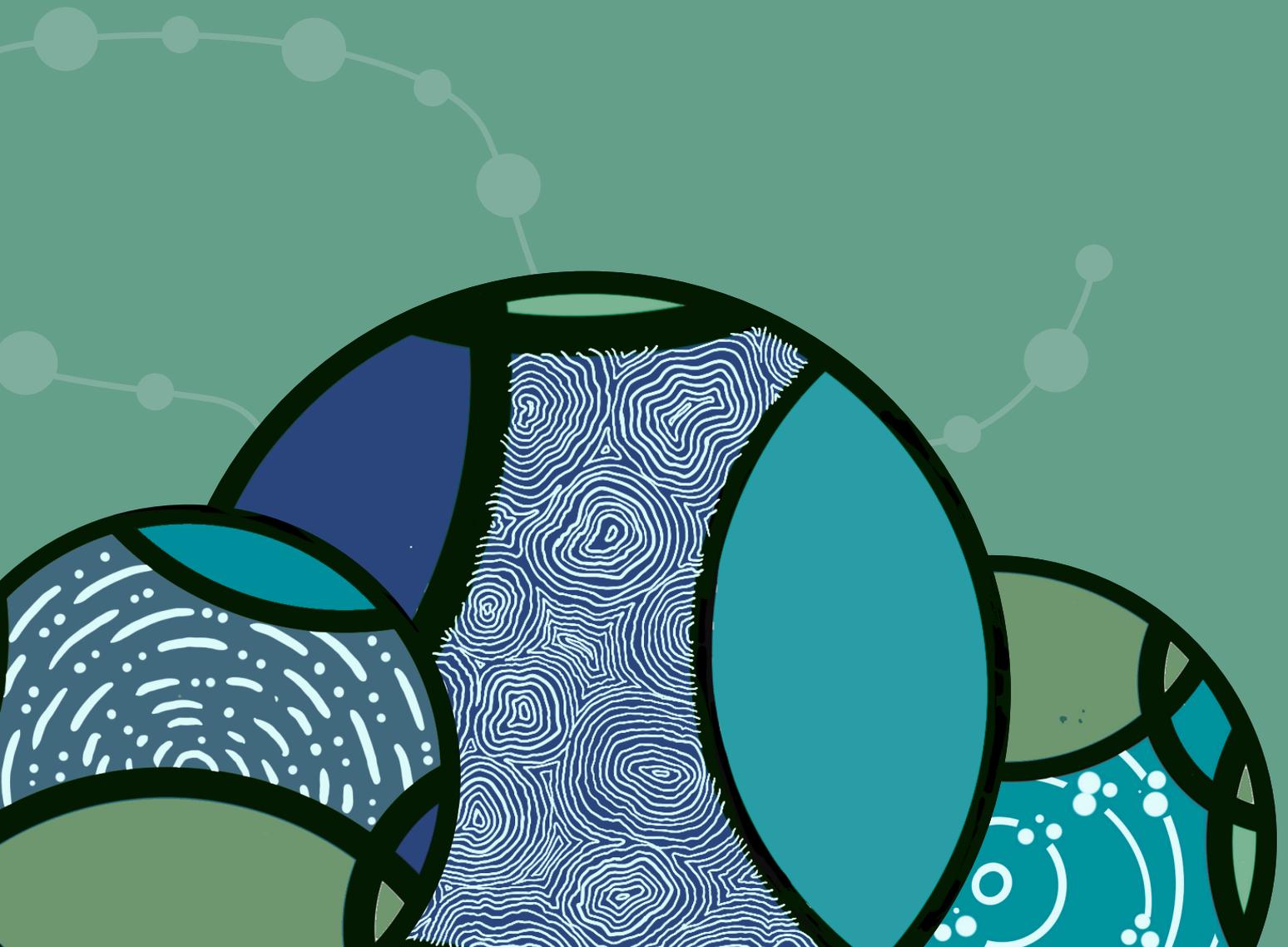
| | Continuing and related actions | Lead | Minister |
|------------|---|-------------|---------------------------------|
| C62 | Support ACCOs to access Australian Government funding for language research and linguistic support, including for regional languages. This includes sharing information and supporting application processes. | DPAC | Minister for Aboriginal Affairs |

Outcome 17: Aboriginal people have access to information and services enabling participation in informed decision-making regarding their own lives.

| | Continuing and related actions | Lead | Minister |
|------------|--|--------------|--|
| C63 | Align whole-of-population digital inclusion initiatives to contribute to achieving Closing the Gap outcomes. | DPAC | Minister for Innovation, Science and the Digital Economy |
| C64 | Publish Aboriginal population data as part of a whole-of-population data linkage dashboards. | State Growth | Minister for Housing and Planning |



Schedule 2: Tasmania's performance against the targets



Tasmania's performance against National Agreement targets

Table 3: Tasmania's performance against the Closing the Gap targets, as at 12 March 2025.

Source: www.pc.gov.au/closing-the-gap-data/dashboard

| | Target | Tasmanian progress |
|----|---|--|
| 1. | Close the gap in life expectancy at birth, within a generation, by 2031. | No data available. The Australian Bureau of Statistics advises the small number of Aboriginal deaths in Tasmania each year mean it is not possible to construct reliable Aboriginal life expectancy tables for the state. |
| 2. | By 2031, increase the proportion of Aboriginal babies with a healthy birthweight to 91 per cent. | Target being met. Latest data (2022): 91 per cent of Aboriginal babies born are born with a healthy birthweight. |
| 3. | By 2025, increase the proportion of Aboriginal children enrolled in Year Before Fulltime Schooling early childhood education to 95 per cent. | Target being met. Latest data (2023): 100+ per cent of Aboriginal children are enrolled in Year-Before-Schooling early childhood education. <i>Note, the enrolment proportion exceeds 100 per cent for some areas due to the numerator and denominator having different sources.</i> |
| 4. | By 2031, increase the proportion of Aboriginal children assessed as developmentally on track in all five domains of the Australian Early Development Census to 55 per cent. | Moving towards target. Latest data (2021): 38.3 per cent of Aboriginal children are assessed as developmentally on track. |
| 5. | By 2031, increase the proportion of Aboriginal people 20–24 years attaining year 12 or equivalent qualifications to 96 per cent. | Improving. Latest data (2021): 68.1 per cent of Aboriginal people aged 20–24 years attained year 12 or equivalent qualifications. |

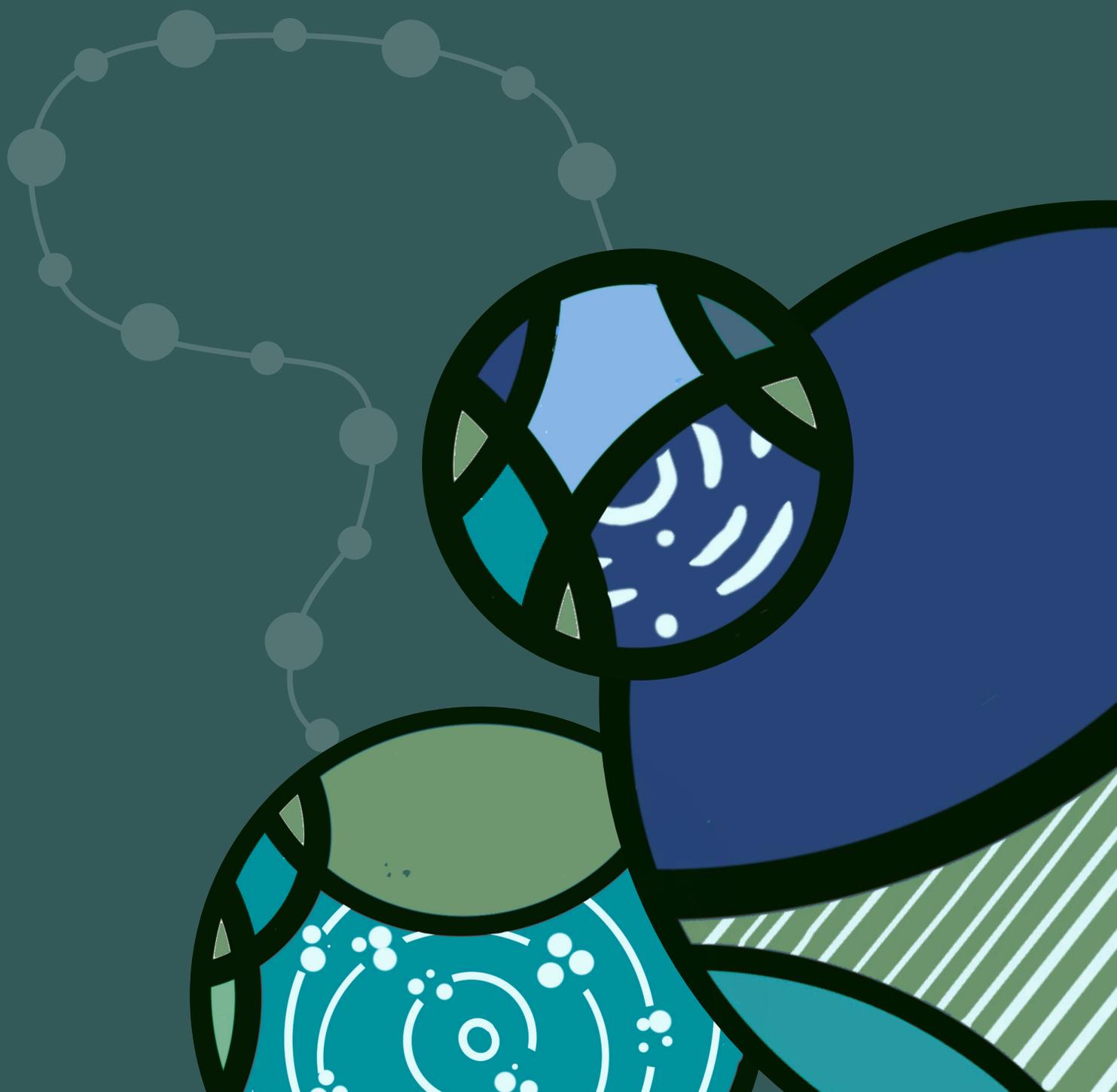
| | Target | Tasmanian progress |
|-----|---|---|
| 6. | By 2031, increase the proportion of Aboriginal people aged 25–34 years who have completed a tertiary qualification (Certificate III and above) to 70 per cent. | Improving. Latest data (2021): 51.2 per cent of Aboriginal people aged 25–34 years have completed a tertiary qualification. |
| 7. | By 2031, increase the proportion of Aboriginal youth (15–24 years) who are in employment, education, or training to 67 per cent. | Improving. Latest data (2021): 63.3 per cent of Aboriginal youth are engaged in employment, education or training. |
| 8. | By 2031, increase the proportion of Aboriginal people aged 25–64 years who are employed, to 62 per cent. | Target being met. Latest data (2021): 62.4 per cent of Aboriginal people aged 25–64 years are employed. |
| 9. | 9A. By 2031, increase the proportion of Aboriginal people living in appropriately sized (not overcrowded) housing to 88 per cent. | Target 9A being met. Latest data (2021): 88.8 per cent of Aboriginal people are living in appropriately sized housing. |
| | 9B: By 2031, all Aboriginal households: <ul style="list-style-type: none"> i within discrete Aboriginal communities receive essential services that meet the relevant jurisdictional standard; and ii in/near a town receive essential services that meet or exceed the same standard as applies generally within the town. | No data available nationally; there is no data source that includes all the required elements. <i>Note: The Truwana / Cape Barren Island Aboriginal community is Tasmania's only discrete Aboriginal community within the scope of Target 9Bi.</i> |
| 10. | By 2031, reduce the rate of Aboriginal adults held in incarceration by at least 15 per cent. <i>Tasmania will reach this target when no more than 620 Aboriginal adults out of 100,000 (0.62 per cent) are in detention.</i> | Priority – work required. Latest data (2024): 876.1 per 100,000 Aboriginal adults (0.88 per cent) are incarcerated. |

| | Target | Tasmanian progress |
|-----|---|--|
| 11. | <p>By 2031, reduce the rate of Aboriginal young people (10–17 years) in detention by at least 30 per cent.</p> <p><i>Tasmania will reach this target when no more than six in 10,000 Aboriginal young people are in detention.</i></p> | <p>Priority – work required.</p> <p>Latest data (2023–24): 8.3 per 10,000 Aboriginal young people (0.08 per cent) are in detention.</p> |
| 12. | <p>By 2031, reduce the rate of over-representation of Aboriginal children in out-of-home care by 45 per cent.</p> | <p>Priority – work required.</p> <p>Latest data (2024): 30.4 out of 1,000 Aboriginal children in Tasmania (3.04 per cent) are in out-of-home care.</p> |
| 13. | <p>By 2031, the rate of all forms of family violence and abuse against Aboriginal women and children is reduced at least by 50 per cent, as progress towards zero.</p> | <p>No new data available nationally due to concerns about how data was collected for the baseline (2018).</p> |
| 14. | <p>Significant and sustained reduction in suicide of Aboriginal people towards zero.</p> | <p>Tasmanian data is not reported due to small numbers that can raise privacy and accuracy issues.</p> <p>Nationally, the target is not met; performance is regressing.</p> |
| 15. | <p>15A: By 2030, a 15 per cent increase in Australia’s landmass subject to Aboriginal people’s legal rights or interests.</p> <p><i>To reach this target in Tasmania, an extra 95 square kilometres needs to be returned.</i></p> <p>15B: By 2030, a 15 per cent increase in areas covered by Aboriginal people’s legal rights or interests in the sea.</p> <p>15C: Tasmania’s target relating to inland waters will be defined in 2025–26.</p> | <p>No change since the baseline year (2020), when 631 square kilometres of land mass had been returned to Aboriginal legal rights or interests.</p> <p>No Sea Country has been returned to Aboriginal legal rights or interests.</p> |

| | Target | Tasmanian progress |
|-----|---|--|
| 16. | By 2031, there is a sustained increase in number and strength of Aboriginal languages being spoken. | <p>Nationally, no new data is available since the baseline year (2018–2019).</p> <p>Collecting data on languages is challenged by varying methodologies, complexities in defining and measuring proficiency and vitality, and lack of data for some languages.</p> |
| 17. | By 2026, Aboriginal people have equal levels of digital inclusion. | <p>Improving.</p> <p>In 2022–23, 92.7 per cent of Aboriginal people aged 15 years and over in Tasmania accessed the internet in the previous three months. There is no comparative data for non-Indigenous people.</p> |



Schedule 3: Background



Tasmanian context

Tasmania's Aboriginal population is relatively small compared with other states and territories. The [2021 Census](#) showed approximately 5.4 per cent of Tasmania's population identify as Aboriginal and/or Torres Strait Islander, which is around 30,000 people.

About half of Aboriginal people in Tasmania live in areas defined as inner regional Australia, and the other half live in areas defined as outer regional Australia, with 2.7 per cent living in remote and very remote areas.

Through the 2021 Census, 17.4 per cent of people who identified as Aboriginal in Tasmania reported having a long-term mental health condition, including depression and anxiety, compared with 11.5 per cent of the whole Tasmanian population.

Table 4 shows key demographic differences between Aboriginal people in Tasmania and the whole Tasmanian population.

Table 4: Key demographics, Tasmania, 2021

Sources: www.abs.gov.au/articles/tasmania-aboriginal-and-torres-strait-islander-population-summary and www.abs.gov.au/articles/snapshot-tas-2021

| | Aboriginal people | Whole population |
|--------------------------------|-------------------|------------------|
| Aged 14 years and under | 31.5 per cent | 16.7 per cent |
| Aged under 25 years | 49.2 per cent | 27.7 per cent |
| Aged 75 years and over | 2.3 per cent | 8.9 per cent |
| Median age | 25 years | 42 years |

About the National Agreement on Closing the Gap

The [National Agreement](#) recognises that closing the gap in life outcomes between Aboriginal people and non-Aboriginal people will only be achieved when Aboriginal people are genuine partners in the design and delivery of policy, programs and services that are relevant to them.

The National Agreement states that Parties commit to mobilising all avenues and opportunities available to them to meet the objective of the National Agreement: *to overcome the entrenched inequality faced by too many Aboriginal people, so that their life outcomes are equal to all Australians.*

All Australian state and territory governments signed the National Agreement, as did the Coalition of Peaks and the Australian Local Government Association. The National Agreement is the first to include a non-government signatory, through the Coalition of Peaks. The formation of the Coalition of Peaks was an act of self-determination that provides legitimate community-controlled representation in Closing the Gap arrangements. The Coalition of Peaks is accountable to its member organisations and the communities to whom they deliver services.

Priority reforms, outcomes and targets

The overarching outcomes sought by the National Agreement are:

- 1. Shared decision-making between governments and Aboriginal people,** acknowledging that Aboriginal people are best placed to make decisions about government policy and programs that impact Aboriginal lives.
- 2. Building the community-controlled sector,** based on the evidence that Aboriginal people experience better outcomes from Aboriginal community-controlled services.
- 3. Improving mainstream institutions:** transforming government to embed Closing the Gap within agency operations and fund the delivery of culturally safe and responsive services to Aboriginal people.
- 4. Aboriginal-led data,** where Aboriginal people/organisations have data sovereignty (access to and the capability to use data that meaningfully informs service delivery priorities).

Achievement of these outcomes will be supported by the four priority reforms committed to through the National Agreement:

1. Formal partnerships and shared decision-making

The Tasmanian Government's partnership arrangements with the ACCO sector have matured since signing the National Agreement. Government representatives meet regularly with ACCOs and Aboriginal people about issues affecting and of interest to, Aboriginal people.

The Tasmanian Government's Closing the Gap partner is the Tasmanian Aboriginal Centre, Tasmania's Coalition of Peaks member. A formal partnership between the Coalition of Peaks partner and the Tasmanian Government will be finalised in 2025 and will define how shared decision-making will be enabled and protected.

The Tasmanian Government also works in partnership with other ACCOs around the state on closing the gap in life outcomes.

2. Building the Aboriginal community-controlled sector

The National Agreement acknowledges that services delivered by Aboriginal organisations are often preferred by and more effective for Aboriginal people. Aboriginal organisations are the experts in the delivery of programs and services to Aboriginal people, an essential part of the network delivering services to achieve Closing the Gap outcomes, and a significant employer of Aboriginal people.

3. Transforming government organisations

In 2024, the Australian Government Productivity Review Commission identified Priority Reform 3 as vital to enable implementation of Priority Reforms 1, 2 and 4.

The Tasmanian Government has commenced building a framework to enable and support implementation of this reform, in line with the National Agreement (Clause 59).

4. Shared access to data and information at a regional level

The Tasmanian Government is committed to developing a Closing the Gap Data and Data Sovereignty Strategy to improve:

- culturally appropriate and respectful recording of Aboriginal identification across service areas
- use and sharing of Aboriginal identification data, to inform efforts to support Aboriginal people
- reporting of Aboriginal data.

The National Policy Partnerships

Under Clause 38(a) of the National Agreement, parties agreed to establish a joint approach between the Australian Government, states and territories and Aboriginal representatives, to priority areas. Accordingly, national policy partnerships, driven and coordinated nationally, have been established and focus on identifying opportunities to work more effectively across governments, reduce gaps and duplication, and improve outcomes.

Tasmania participated in the establishment and continues to participate in the five national policy partnerships, with the nature of state/territory representation defined nationally. Tasmania has a government representative on the Justice Policy Partnership, Social and Emotional Wellbeing Policy Partnership, Housing Policy Partnership, Early Childhood Care and Development Policy Partnership and the Language Policy Partnerships; and the Tasmanian Coalition of Peaks partner is represented on the Early Childhood Care and Development Policy Partnership and the Language Policy Partnership.

United Nations Declaration on the Rights of Indigenous Peoples

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) interconnects with Closing the Gap, providing the international framework for protecting the rights of Indigenous peoples. Closing the Gap embodies central UNDRIP principles including the importance of Aboriginal self-determination – that is, Aboriginal people having greater management, control and responsibility over their lives – participation in decision-making and partnerships with government organisations. Fundamentally, Closing the Gap represents implementation of UNDRIP in Australia.

Tasmania's approach to Closing the Gap

Who are Tasmania's Closing the Gap signatories?

Tasmania's Coalition of Peaks member (the Tasmanian Aboriginal Centre), the Tasmanian Government and local government organisations (through the Australian Local Government Association) are signatories to the National Agreement.

As signatories, the Tasmanian Government and the Tasmanian Coalition of Peaks member have committed to work together in new ways to achieve the objective of the National Agreement, and to listen to the voices and aspirations of Aboriginal people across Tasmania.

What the National Agreement means for Tasmanian government organisations

Through the National Agreement, all government organisations in Tasmania have committed to making relevant policy in full and genuine partnership with Aboriginal people, and to sharing power and control over the way relevant programs and services are designed, delivered, monitored, and evaluated. This shift requires structural, systemic and cultural change in the way the Tasmanian Government, Australian Government agencies in Tasmania, Tasmanian local government organisations and their officers and funded organisations, work with Aboriginal people and the ACCO sector.

Governance and shared decision-making arrangements

Tasmanian arrangements

Tasmania's Closing the Gap governance arrangements reflect Tasmania's commitment to shared decision-making with the ACCO sector and Tasmanian Aboriginal people on policies and programs that affect Aboriginal people.

The Tasmanian Government is led by its Coalition of Peaks partner on Closing the Gap and engages with the Tasmanian Regional Aboriginal Communities Alliance (TRACA), the Tasmanian Aboriginal Health Reference Group and individual ACCOs.

Shared decision-making is achieved at the highest level through Tasmania's Coalition of Peaks partner and the Tasmanian Government through the Premier and Minister for Aboriginal Affairs.

High-level decision-making is supported by the Tasmanian Closing the Gap Partnership Forum, comprising representatives of the Tasmanian signatories to the National Agreement. Tasmanian Government representatives on the Tasmanian Closing the Gap Partnership Forum include members of the Closing the Gap Deputy Secretaries Coordination Group and Closing the Gap policy partnership representatives.

Shared decision-making with Tasmania's Coalition of Peaks partner is formalised through a partnership agreement.

At an organisational level, Tasmanian Government agencies engage with the ACCOs through various engagement mechanisms.

National arrangements

Tasmania's governance arrangements support participation in the national Closing the Gap arrangements involving the Joint Council and the Partnership Working Group.

The Joint Council comprises:

- the Coalition of Peaks chairperson and 12 representatives of the Coalition of Peaks
- one government minister from each state and territory
- one representative from the Australian Local Government Association.

Tasmania is represented on the Joint Council by the Minister for Aboriginal Affairs and Tasmania's Coalition of Peaks partner.

The Joint Council reports to the National Cabinet comprising the Prime Minister, Premiers and Chief Ministers.

Accountability arrangements

In delivering meaningful change, the Tasmanian Government is accountable to Aboriginal people in Tasmania and the Tasmanian public broadly.

In addition, the Joint Council and the Australian Government Productivity Commission monitor Closing the Gap implementation plans and progress against the National Agreement.

To support accountability, the Tasmanian Government commits to:

1. Yearly reporting on:
 - progress towards implementation of the National Agreement, including the priority reforms
 - progress toward the Closing the Gap targets
 - progress and effectiveness of actions implemented under this plan.

These reports will be published online and circulated to ACCOs.

2. Regular and consistent engagement with Aboriginal people and the ACCO sector, including for senior officers to present and discuss Closing the Gap annual reports.
3. Reporting on Closing the Gap activity in all Tasmanian Government organisations' annual reports tabled in Parliament, as per Essential Action 4.3 of the PC Review.
4. Work with its Coalition of Peaks partner towards establishment of an independent mechanism to support, monitor and report on transformation of Tasmanian Government organisations, as required under Clause 67 of the National Agreement.
5. Improve collection and management of data, and the ACCO sector's access to data.
6. Publish documents developed under this plan and under the National Agreement, as per Essential Action 4.4 of the PC Review.
7. Evaluate actions within this plan as a normal and important part of project management. This includes using performance measures to analyse how each action supports the Closing the Gap targets, for example, the number of people supported and how they were better off.

Coordination of activity

With the breadth of Closing the Gap activity, coordination is vital to ensure resources across government organisations and the ACCO sector are used effectively and efficiently. This is especially important given Tasmania's relatively small government and ACCO sector, and the interrelated nature of Closing the Gap targets.

Coordination is achieved through:

1. Regular meetings of the Tasmanian Closing the Gap Partnership Forum, comprising the Coalition of Peaks partner and deputy secretaries of the key Tasmanian Government agencies.
2. Six-weekly meetings of the Closing the Gap Deputy Secretaries Coordinating Group, to steer and support interagency activities, especially in relation to Priority Reform 3: Transforming Government Organisations. This group comprises senior representatives from all Tasmanian Government service delivery agencies and is tasked with driving public sector change in line with Essential Action 3.4 of the PC Review.
3. Six-weekly meetings of the Closing the Gap Interdepartmental Committee to drive activities at Director level, especially in relation to Priority Reform 3: Transforming Government Organisations. This committee comprises representatives from Tasmanian Government organisations, including Homes Tasmania and TasTAFE.
4. Officer-level meetings as required between DPAC and Tasmania's Coalition of Peaks member.
5. Regular engagement with ACCOs and service providers participating in actions within this Plan, through the relevant lead agency.

Formal national and Tasmanian Closing the Gap governance and coordination arrangements are shown in Figure 1 and Figure 2.

“Addressing Closing the Gap targets separately leads to a siloed, inefficient approach inconsistent with community needs.”

Tasmanian Aboriginal person, 2024

Figure 1: National formal Closing the Gap governance and coordination arrangements

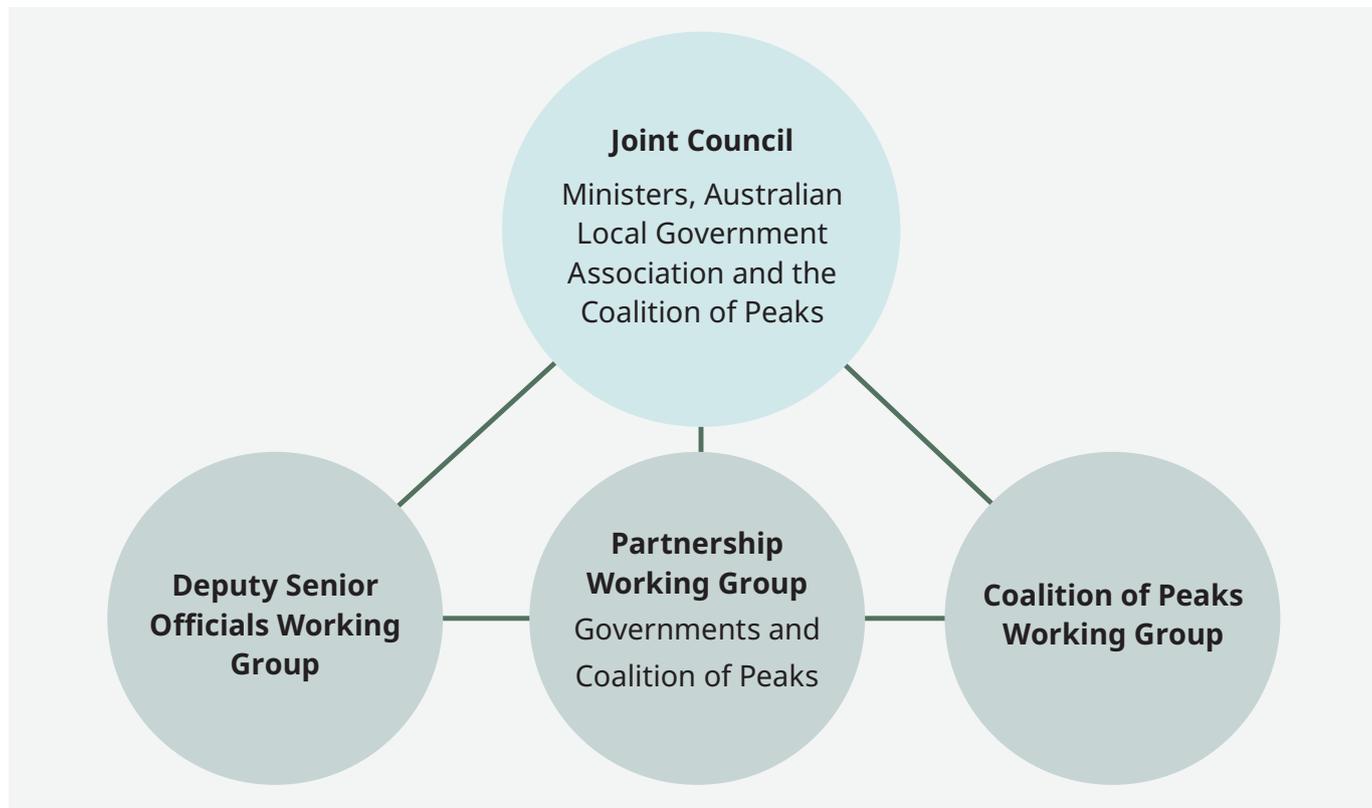
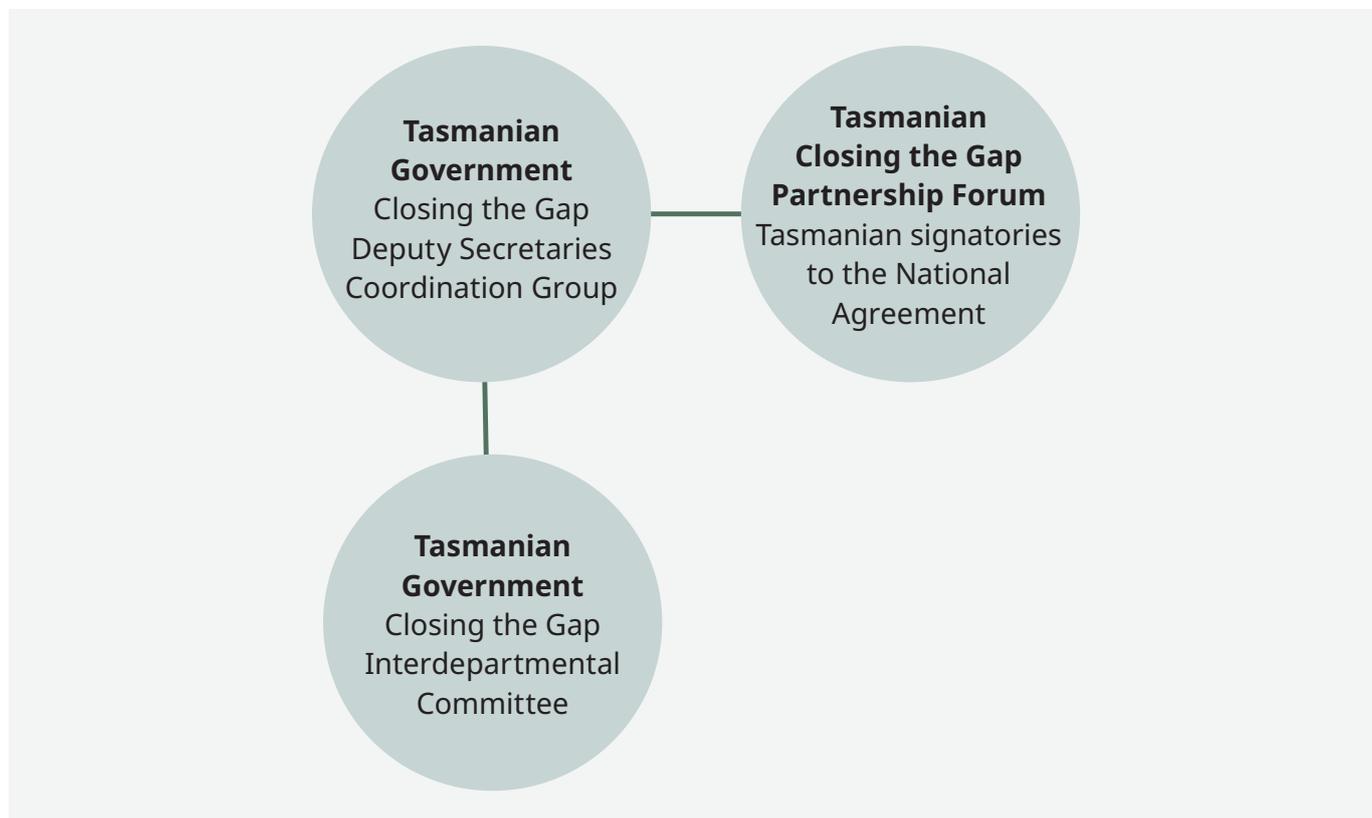


Figure 2: Tasmanian formal Closing the Gap coordination arrangements



Aligning other government policies and programs to the National Agreement

A function of the Closing the Gap Deputy Secretaries Coordinating Group and Interdepartmental Committee is to progress the Closing the Gap priority reforms across their organisations. This includes:

- ensuring new policies and programs relevant to Aboriginal people are developed in partnership with Aboriginal people
- working to align existing policies and programs to the National Agreement
- ensuring Closing the Gap actions are embedded in corporate plans
- embedding the commitments of the National Agreement in other intergovernmental agreements, as per Essential Action 4.2 of the PC Review.

Development of this plan and its actions

The actions in the plan were drafted by Tasmanian Government agencies using information provided by Aboriginal people, along with information about what is feasible within the existing resources, advice from subject matter experts, and in constant consideration of the need to progress the Closing the Gap priority reforms.

Figure 3 demonstrates the process used to develop the actions.

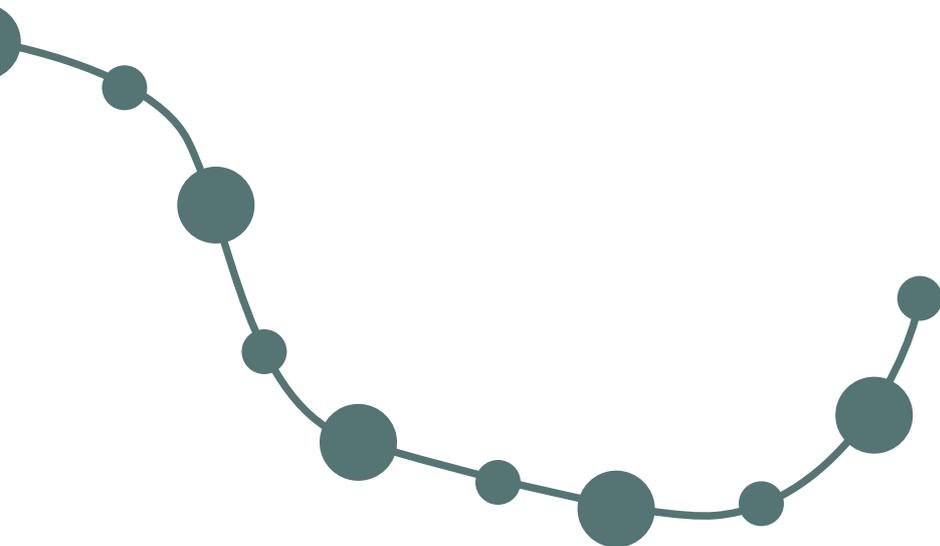
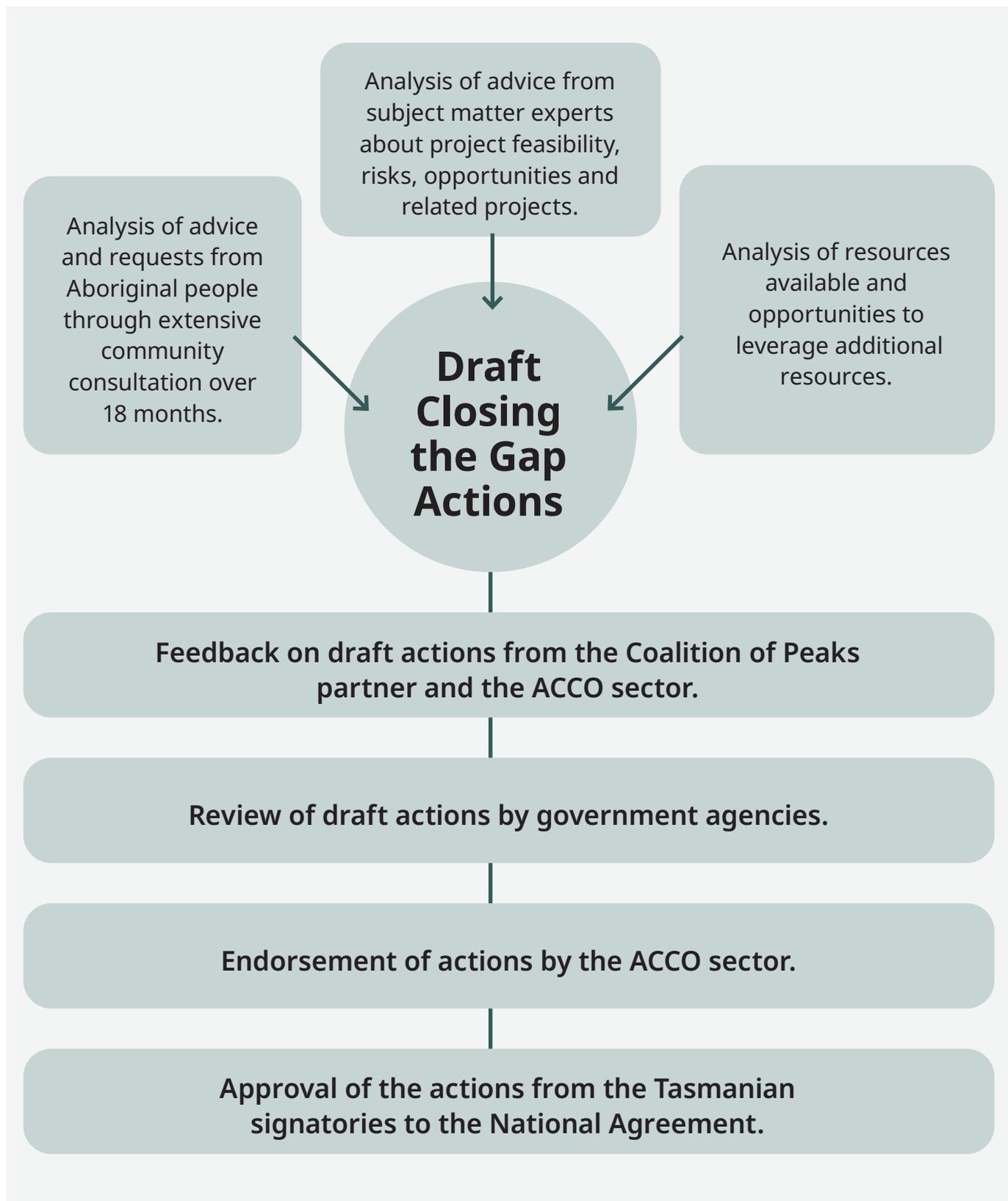


Figure 3: The process to develop the actions in this plan: noting that the review and endorsement steps between partners and ACCOs were repeated multiple times to develop the Plan.



Evaluation of actions

To support evaluation of this plan,

- for each Closing the Gap outcome sought, where feasible and useful, lead agencies will translate the national target/s to Tasmanian targets, clearly communicating the amount of change required; and consider a yearly goal for Tasmanian progress
- for each action, lead agencies will be responsible for ensuring evaluation processes are in place and, where appropriate, feasible and useful, a theory of change showing how/why the action is expected to support progress towards the relevant Closing the Gap outcome.

How we track our progress

The latest Information about Tasmania's performance against the Closing the Gap targets is available online on the Australian Government Productivity Commission's Closing the Gap dashboard at www.pc.gov.au/closing-the-gap-data/dashboard

Related initiatives

Truth telling

Truth-telling was identified as a priority by Aboriginal people in Tasmania.

In response to the *Pathway to Truth-Telling and Treaty Report* (Professor Kate Warner, Professor Tim McCormack and Ms Kurnadi, 2021) the Tasmanian Government committed to delivering a pathway to Truth-telling and Treaty, led by Tasmanian Aboriginal people. The Aboriginal Advisory Group on Truth-telling and Treaty was subsequently established to advise on the pathway.

The Truth-telling process will support healing, sharing and better policy processes. Truth-telling will provide deeper understanding of the impact of colonisation and historical dispossession, injustices and assimilation policies, and the ongoing intergenerational trauma experienced by Tasmanian Aboriginal people.

Tasmanian Government reform activity

The Tasmanian Government has committed to significant reform that will support Closing the Gap in life outcomes for Tasmanian Aboriginal people. This includes reform from the Tasmanian Government's responses to:

- the [Commission of Inquiry](#)
- the [Disability Royal Commission](#).

COI and DRC recommendations relating to Closing the Gap are included in this plan as ongoing actions against the related Closing the Gap priority reforms and outcomes.

The Commission of Inquiry

The COI made significant recommendations, both in number and complexity, relating to Aboriginal children and young people. The Tasmanian Government committed to implementing every recommendation and will work with the ACCO sector to achieve this. *Change for Children: Tasmania's 10-year strategy for upholding the rights of children by preventing, identifying and responding to child sexual abuse* (Change for Children) is Tasmania's 10-year strategy for upholding the rights of children by preventing, identifying and responding to child sexual abuse.

Of particular concern to Aboriginal people in Tasmania are:

- the need for reform of youth justice arrangements; this is reflected in the recommendations of the COI, the *Youth Justice Reform Taskforce Action Plan 2024–2025* and commitment to development of the Tasmanian Aboriginal Youth Justice Strategy
- the need to fully implement the *Aboriginal and Torres Strait Islander Child Placement Principle*, as reflected in Action C51 of this plan.

The Disability Royal Commission

Volume 9 of the Final Report from the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability is titled 'First Nations people with disability'.

The Tasmanian Government response to the DRC is online at dpac.tas.gov.au/disabilityroyalcommission

The National Skills Agreement

Closing the Gap is identified in the *National Skills Agreement* as a national priority requiring focused effort from all governments.

Through the National Skills Agreement, there is opportunity to design and implement initiatives in the skills and training sector that focus on the four Closing the Gap priority reforms.

Actions to be developed under the National Skills Agreement will aim to:

1. Establish partnerships with ACCOs in vocational education and training, to provide genuine engagement in policy making.
2. Expand investment in the capability, sustainability, and growth of the Aboriginal communitycontrolled training sector.
3. Grow the Aboriginal vocational education and training workforce and boost cultural capability of mainstream registered training organisations.
4. Boost data and evaluation capability in the Aboriginal vocational education and training sector.

Survivors at the Centre

Survivors at the Centre is the Tasmanian Government's *Third Family and Sexual Violence Action Plan 2022–2027*, which seeks to create a future where all Tasmanians are safe, equal and respected, and where homes, families and communities are free from family and sexual violence. The plan acknowledges the disproportionate impact of violence against Aboriginal women and children and outlines a five-year commitment to responding to family and sexual violence.

National Partnership Agreement on Family, Domestic and Sexual Violence Responses

The *National Partnership Agreement on Family, Domestic and Sexual Violence Responses 2021–2030* aligns with and supports *Survivors at the Centre*. It provides a mechanism for the Australian Government to work with state/territory governments to deliver the vision of the *National Plan to End Violence against Women and Children 2022–2032*. Aboriginal people are a priority cohort within this Agreement, which facilitates dedicated funding being provided to support Tasmanian Aboriginal people who have experienced family and/or sexual violence.

Tasmania's Child and Youth Safe Organisations Act 2023

It is expected that implementation of all actions in this plan will align with Tasmania's *Child and Youth Safe Organisations Act 2023*, which includes 10 child and youth safe standards that mirror the *National Principles for Child-Safe Organisations*. In putting the standards into practice, organisations must also give effect to the *Universal Principle for Aboriginal Cultural Safety*, which means the right of Aboriginal children and young people to cultural safety must be respected.

The Better and Fairer Schools Agreement

The Tasmanian Government has signed a bilateral agreement outlining its approach to implementing the (national) *Better and Fairer Schools Agreement 2025–2034*, which includes:

- embedding the Closing the Gap priority reforms within actions
- ensuring all Tasmanian learners who identify as Aboriginal have access to the supports/opportunities they need
- strengthening DECYP's relationships with Tasmanian Aboriginal people and ACCOs, to improve cultural safety and responsiveness in the Tasmanian education system
- identifying and progressing initiatives to attract Aboriginal education workers.

Action Plan for Improving Aboriginal Cultural Respect Across Tasmania's Health System 2020–2026

The Action Plan for Improving Aboriginal Cultural Respect Across Tasmania's Health System 2020–2026 outlines how DoH will improve cultural respect for Aboriginal people up to 2026, with six focus areas:

1. Whole of organisation approach and commitment
2. Communication and cultural visibility
3. Workforce development and Aboriginal employment
4. Consumer participation and engagement
5. Partnerships with Aboriginal community-controlled organisations
6. Data and evaluation.

The Plan was developed following consultation with Aboriginal people across Tasmania and was informed by the Cultural Respect Framework for Aboriginal and Torres Strait Islander Health 2016–2026 and the National Safety and Quality in Health Service Standards (second edition).

The Tasmanian Drug Strategy 2024–2029

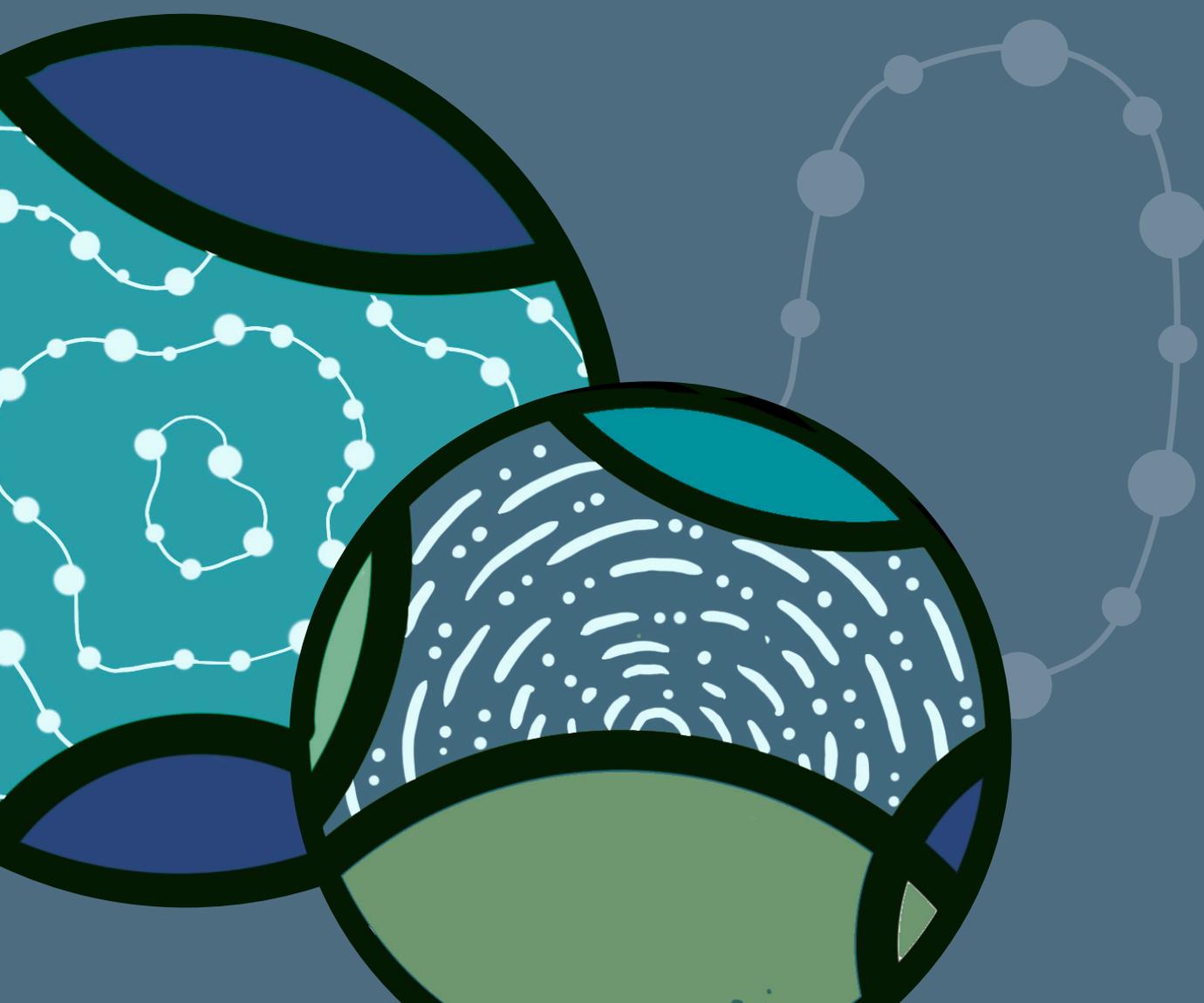
The Tasmanian Drug Strategy 2024–2029 provides a strategic framework to guide collaborative action to support and improve Tasmanians' health and wellbeing and prevent and reduce the health, economic and social harms of alcohol, tobacco and other drug use.

Tasmanian Housing Strategy Action Plan 2023–2027

Nationally, demographic and market forces have impacted access to appropriate housing over the past five years.

Improving access to appropriate housing is a Tasmanian Government priority, as demonstrated by the Tasmanian Housing Strategy Action Plan 2023–2027.

Schedule 4: Community participation in this plan



This section summarises the consultation undertaken to develop this plan and what Aboriginal people said are their priorities.

Tasmanian Aboriginal people were engaged in developing this Plan through community sessions, meetings and conversations throughout late 2023 to May 2025.

This included:

- community workshops across Tasmania facilitated by Tasmania's Coalition of Peaks partner
- consultation sessions facilitated by DPAC
- further engagement with Tasmanian Aboriginal organisations listed with the Office of the Registrar of Indigenous Corporations, facilitated by an external consultant
- two ACCO networks being invited to consultation sessions facilitated by DPAC and an external consultant.

This plan was also informed by requests from Aboriginal organisations provided directly to the Premier of Tasmania and the Minister for Aboriginal Affairs.

The Aboriginal organisations and groups that participated in consultation sessions for this Plan are listed below:

- Aboriginal Land Council of Tasmania
- Cape Barren Island Aboriginal Association (CBIAA)
- Circular Head Aboriginal Corporation (CHAC)
- Elders Council of Tasmania Aboriginal Corporation
- Flinders Island Aboriginal Association (FIAA)
- Karadi Aboriginal Corporation
- Leprena (Uniting Aboriginal and Islander Christian Congress)
- Melaythenner Teeackana Warrana (Heart of Country) Aboriginal Corporation (MTWAC)
- Six Rivers Aboriginal Corporation (SRAC)
- South East Tasmania Aboriginal Centre (SETAC)
- Tasmanian Aboriginal Centre
- Tasmanian Aboriginal Legal Service (TALS)
- TRACA (affiliated organisations are: CHAC, FIAA, MTWAC, Parrdarrama Pungenna Aboriginal Corporation, SRAC, SETAC and Weetapoona Aboriginal Corporation)
- Tasmanian Aboriginal Health Reference Group (members are CBIAA, CHAC, FIAA, Karadi and SETAC).

What we heard about Tasmania's priorities

Aboriginal people told us their priorities are:

- child safety and out-of-home care
- young people and education
- health and mental health
- housing
- truth-telling
- land return
- languages
- justice reform, legal assistance and reducing incarceration rates
- employment
- self-determination.

Aboriginal people also said achieving the Closing the Gap priority reforms is vital to addressing the priorities of Aboriginal people in Tasmania. This includes:

- building the capacity of the ACCO sector to support progress on the Closing the Gap targets, including through:
 - transfer of funds for Aboriginal advancement to the ACCO sector
 - transfer of Australian Government funded Aboriginal staff from the TSS to the ACCO sector, with park rangers and Aboriginal heritage staff a priority
 - sustainable, long-term and transparent funding arrangements to support program continuity, organisational sustainability and workforce retention
 - improved access to data to inform service planning, policy and resource allocation
 - prioritisation of Aboriginal decision-making and genuine partnerships to co-design programs
 - building the capacity of ACCOs to progress Closing the Gap initiatives
 - transparent decision-making about ACCO funding and inclusion of accountability measures in funding agreements
- improving cultural safety of mainstream services, including through

“Partnerships between Aboriginal organisations are also important if we are to effectively build the sector.”

Tasmanian Aboriginal person, 2024

“Cultural respect training remains essential for government and non-government organisations, to build trust and ensure inclusive, culturally safe service environments.”

Tasmanian Aboriginal person, 2024

- cultural respect training
- addressing data gaps, including for social and emotional wellbeing and family violence
- improving data collection and reporting against all targets
- providing relevant ACCOs with access to digital medical records to support community members post hospital discharge
- improving accountability of decision-making about Closing the Gap funding, and accountability of ACCOs receiving funding
- prioritising capacity building funding and ensuring equitable access to funding.

“Consistent data sharing across Aboriginal organisations, service providers and agencies would improve service delivery.”

Tasmanian ACCO Aboriginal staff member, 2024.

Table 5 provides further information about what Aboriginal people said about achieving the outcomes sought through Closing the Gap.

Table 5: What Aboriginal people said about the Closing the Gap outcomes

| Outcome | What Aboriginal people said |
|---|---|
| 1. Aboriginal people enjoy long and healthy lives. | <ul style="list-style-type: none"> • Achieving this outcome is inextricably linked with achieving the other outcomes. • There should be more wraparound services to address the interconnected issues relating to intergenerational trauma, poverty, health, housing, justice and family violence. • It’s difficult to get mental health support, dental care and care for chronic (long-term) conditions, especially in remote areas. • There are not enough Aboriginal health liaison officers. • There needs to be more integrated, wraparound services. • Mainstream health services are often not culturally safe. • Mobile health services could make it easier for Aboriginal people living in remote areas. • Aboriginal communities on the North East and East Coast do not have enough health service support. • We need more affordable mental health support. • We need to explain to the broader community and service providers the impact of intergenerational trauma. |

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| 2. Aboriginal children are born healthy and strong. | <p><i>Reflecting Tasmania's strong performance against this outcome, no suggestions were made about achieving this outcome.</i></p> |
| 3. Aboriginal children are engaged in high quality, culturally appropriate early childhood education in their early years. | <ul style="list-style-type: none"> • Some parents haven't had good relationships with education in the past and are reluctant to engage with schools and teachers right from the start. They are happier to engage if a pathway is provided. • We need to foster relationships between ACCOs and education services. • We need to encourage parents to develop relationships with schools in the years before schooling starts, through programs like Mums and Bubs and other face-to-face programs for the early childhood years. |
| 4. Aboriginal children thrive in their early years. | <ul style="list-style-type: none"> • Where's the support for families? We need to help parents parent. • Some Aboriginal parents need more help to set their kids up for success, and to commence engagement with the education system. • Early parenting support from the antenatal stage is crucial for setting children up for success. • Legislation should specify direct responsibility for the Aboriginal Children's Commissioner to Parliament. |
| 5. Aboriginal students achieve their full learning potential. | <ul style="list-style-type: none"> • A large gap [in life outcomes] starts to appear in years eight to 10. • We need to ask Aboriginal youth what they need. They know what they need. • We need information about kids on suspension from schools. What happens to those kids, who supports them? |
| 6. Aboriginal students reach their full potential through further education pathways. | <ul style="list-style-type: none"> • Aboriginal young people need better support in vocational education and training programs, and in work readiness. • Local apprenticeships are important; opportunities in rural areas have dropped off. • We need more opportunities for agricultural studies, with local on-the-job training. • Funding is needed for DECYP and TasTAFE to partner with ACCOs to provide junior ranger programs for Aboriginal students, especially students who are disengaging from education. • There needs to be appropriate funding for Aboriginal vocational education and training courses and Vocational Preparation Programs. |

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| <p>7. Aboriginal youth are engaged in employment or education.</p> | <ul style="list-style-type: none"> • Aboriginal young people are held back by insufficient transport options in rural areas. |
| <p>8. Strong economic participation and development of Aboriginal people and communities.</p> | <ul style="list-style-type: none"> • We need government commitment to provide training funds through the National Skills Agreement to the Aboriginal community-controlled registered training organisation, and for any funding agreement to require consultation with the ACCO sector on regional training needs. |
| <p>9. Aboriginal people secure appropriate, affordable housing aligned with their priorities and need.</p> | <ul style="list-style-type: none"> • There needs to be more Aboriginal housing, especially near workplaces and for young people with limited rental history. |
| <p>10. Aboriginal people are not overrepresented in the criminal justice system.</p> | <ul style="list-style-type: none"> • Ongoing funding is required to support the 24-hour Custody Notification Service, extend the Bail Support Program, and extend the Aboriginal Wellbeing Program in the Tasmanian Prison Service. • A proportion of Tasmanian Government funding provided to the non-government sector for legal aid should transition to the Aboriginal community-controlled sector. • The Aboriginal community-controlled sector should control delivery of all Aboriginal legal services. |
| <p>11. Aboriginal young people are not overrepresented in the criminal justice system.</p> | <ul style="list-style-type: none"> • We need to provide a positive environment and pathways. Bush camps providing life and survival skills are great. • On Country experiences and cultural connections are vital for Aboriginal youth wellbeing and rehabilitation. • Culturally grounded youth programs, including school-based initiatives and diversionary programs, would help young people. |
| <p>12. Aboriginal children are not overrepresented in the child protection system.</p> | <ul style="list-style-type: none"> • There are too many Aboriginal children in out-of-home care. Parents need support from the start of their parenting journey. • Establishing relationships early, before problems emerge, is vital. • Children’s and youth programs, including for child safety, should be transferred to the ACCO sector. |

13. Aboriginal families and households are safe.

- The priority for Aboriginal families is prevention of family violence, including increasing funding for family violence prevention programs.
- ACCOs need support navigating the family violence response system, including first response, court liaison and liaison with other authorities.
- Ongoing funding is required for SiS Tasmania as the only family violence prevention legal service dedicated to Aboriginal people in Tasmania.
- Rehabilitate rather than punish, and start support early.

14. Aboriginal people enjoy high levels of social and emotional wellbeing.

- Truth-telling will make us stronger.
- It's difficult to get mental health support, dental care and care for chronic (long-term) conditions, especially in remote areas.
- Teachers, healthcare workers and community leaders should get Aboriginal mental health training to support early identification and management of mental health issues, and training in cultural competence.
- There needs to be more mental health knowledge across community members; community information sessions and workshops would help.
- We need more mental health first aid training for the local community.

15. Aboriginal people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.

- For Tasmanian Aboriginal people, land, sea and waterways, community, family and individual wellbeing are inextricably linked through Country.
- More land should be returned to Aboriginal people, including to support development of cultural tourism and other commercial programs.
- The ACCO sector should be funded to manage land returned.
- Agreements are required with NRE Tas to access crown land and national parks for cultural practices.
- Aboriginal sea rights are needed; we need a Sea Country Indigenous Protected Areas Program.
- We need access to Crown Land reserves and national parks through agreements for traditional land management and feral pest control.
- There should be a review of the ban on offshore abalone farming in Tasmanian coastal waters.
- We need more recognition and protection of cultural sites.
- Ex-situ carvings and other cultural heritage artefacts should be returned to the ACCO sector.
- Underutilised government resources and equipment, including vehicles, boats and firefighting equipment, could be shared with ranger programs for land and sea management activities.

16. Aboriginal cultures and languages are strong, supported and flourishing.

- Children feel a sense of community when exposed to language.
- Authentic Palawa names confirmed through 30 years of community and academic research should inform the Aboriginal and Dual Naming Policy.
- Traditional languages should not be lost. We don't want to lose the unique beauty of our regional languages and ancient place names.
- Language programs should be funded to support regional language research, access to linguistic support and submission of applications for dual naming.

17. Aboriginal people have access to information and services enabling participation in informed decision-making about their own lives.

Aboriginal people in Tasmania did not prioritise or raise concerns about digital inclusion.



