

# Capability Statement

## First Nations Employment



# About APM

APM is a global health, employment, disability, and workplace human services provider with more than 14,750 staff located across 11 countries. We currently support more than 2.1 million people of all ages to live a better quality of life.

Our services focus on enhancing an individual's employability, health and wellbeing, and social and economic participation in their community.

For people with injury, illness or disability, as well as children, young people and the elderly, the unemployed, and those facing hardship or harm, our teams make a positive and lasting social impact every day.

We take great pride in empowering people to realise their ambitions and aspirations through sustainable employment, independence, better health and wellbeing, and increased social participation.





# Our Mission

APM's collective mission is to be the most diverse and inclusive human services company creating new opportunities for as many Aboriginal and Torres Strait Islander peoples as possible, to help them into meaningful work and to create safe and healthy workplaces where they can prosper, grow, stay connected with community and achieve career success.



# Our Vision

At APM we aim to be the most trusted, highest performing, and successful human services company in our chosen markets. Our vision is for Aboriginal and Torres Strait Islander Peoples to live in this land with respect, equal opportunity and employment.

APM will lead as an inclusive and culturally respectful employer, working with and contributing to positive and lasting changes in the life circumstances of Aboriginal and Torres Strait Islander Peoples and community.

Our vision enables us to stay connected with our First Nations staff, the community, share experiences, improve communication, foster engagement and create long standing and successful partnerships within APM and the wider community.



# Our Values

I - Integrity

C - Customer Focus

R - Respect

E - Empathy

A - Achievement

T - Teamwork

E - Enthusiasm

Our strong culture underpins our purpose and vision, and our success stems from our people-centred and outcome focused vision, purpose and values. APM celebrates equality, diversity, and inclusion for APM's team members, clients, customers, and communities across Australia and around the world.

# Our Statement

At APM we are dedicated to empowering First Nations communities across Australia, one way we achieve this is through the strategic creation of roles to support culturally appropriate recruitment and retention and by increasing the number of meaningful employment opportunities within our organisation.

Through talent development, skill enhancement, and leadership promotion within the business, our vision is to create sustainable paths to success these opportunities are community focused and aimed at supporting, contributing to, and giving back to community.

We aim to build on and strengthen our workforce that celebrates and promotes Aboriginal and Torres Strait Islander culture, embracing cultural diversity, promoting





# APM's First Nations Community

At APM we have a First Nations community, this is a voluntary group of APM staff across Australia, who identify as First Nations Peoples, their online meetings during work time are a safe and collaborative space focused on building and strengthening First Nations staff connections and First Nations projects within APM and across the wider community.

The primary purpose of the community is to engage and strengthen the contribution of our First Nations APMers by providing peer support and opening channels of communication to advise on all Policies, Plans and Strategies relating to First Nations Peoples.

The group meet regularly to review and advise on cultural perspectives, support, and assist driving messages within their sphere of influence, share initiatives with community, and feedback to the APM First Nations Steering Group from community.



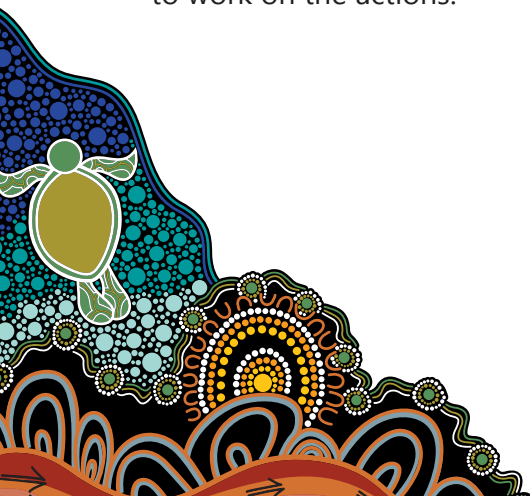


## APM's RAP

APM's RAP is our public commitment and forms the framework for our actions to continuously improve APM's cultural competency, creating a safe and welcoming environment for First Nations people to work. Currently we are delivering our fourth RAP while finalising the development of our fifth RAP.

The RAP working group (RWG) includes representation from First Nations staff and from each service program, enabling actions to be delivered across our diverse company.

The RWG is supported by our First Nations community to provide feedback on initiatives and identify priorities for change, and our First Nations Strategy Steering Group, made up of people with dedicated project time to work on the actions.



# APM's Procurement

APM is committed to actively seeking, engaging with and continuously supporting First Nations owned businesses. We have strategies implemented to increase procurement from First Nations' Owned Suppliers/Supply Chain.

APM's procurement policy requires a First Nations owned organisation to be included when reviewing tenders for large contracts. This process resulted in Kulbardi being our national stationery supplier since 2017.

APM utilises First Nations suppliers for cultural learning, Welcome to Country guest speakers, artwork, specialist ergonomic office equipment, printing, promotional items, workwear and training.

In 2022/2023 APM utilised 83 First Nations organisations to supply goods and services, 39 of which were Supply Nation - First Nations suppliers.





To find out more,  
visit [apm.net.au](http://apm.net.au) or  
call 1800 276 276

