



DEPARTMENT OF
**THE ATTORNEY-GENERAL
AND JUSTICE**



STRATEGIC PLAN 2017-2020



**NORTHERN
TERRITORY**
GOVERNMENT

VISION

People feel safe and have confidence in the Justice System.

PURPOSE

To protect people's rights and interests through delivery of an integrated, fair and accessible Justice System.



VALUES

Our values underpin all we do and frame our behaviour:

ETHICAL PRACTICE

Uphold the highest standards of practice and act ethically, honestly, fairly and with integrity in our dealings.

IMPARTIALITY

Be apolitical and provide robust frank, honest, timely and evidence-based advice.

RESPECT

Respect all people and deliver services in a manner that demonstrates this commitment.

DIVERSITY

Embrace the diversity of our community, and listen to, and value different perspectives and contributions.

COMMITMENT TO SERVICE

Be professional, hardworking, effective, innovative and efficient and work collaboratively to achieve the best results.

ACCOUNTABILITY

Be transparent and accountable for our actions, delivering on our commitments in an appropriate manner using our resources effectively.

OUR WHOLE OF GOVERNMENT CONTRIBUTIONS

In partnership with other agencies deliver outcomes on the Government's priorities through:

- Working collaboratively with the Department of Health to address the causes of offending and implement a health based approach to Alcohol reform.
- Supporting the Government by ensuring significant Commonwealth and Territory undertakings are prioritised and resourced.
- Contributing to building trust with the community by establishing an Independent Commission against Corruption in the Northern Territory.
- Delivering reforms to the Justice and Correctional Services System to reduce offending, and provide alternative pathways through the system.
- Undertaking priority legislative reform that supports a healthy, responsible, safe and resilient community.
- Reforming employee safety to proactively educate and enforce work safety legislation across the business community.

OUR JUSTICE MATTERS STRATEGIES



STRENGTHENING THE JUSTICE SYSTEM

Lead the development of a Whole of Government Justice Reform Framework which will:

- Promote best practice in all aspects of the Justice System
- Ensure the needs of victims of crime are respected and addressed
- Enhance community safety by reducing reoffending rates
- Guide reforms to the Justice and Correctional Services Systems to support the reduction of Aboriginal rates of incarceration
- Deliver effective custodial and non-custodial rehabilitation, training, education and employment programs
- Increasing access to Justice Services in remote areas
- Explore innovative approaches in the delivery of justice services to Territorians



BUILDING COMMUNITY TRUST

Improve community trust by contributing to:

- Leading the establishment of an Independent Commission against Corruption in the Northern Territory
- Leading the collaborative development and negotiation process for the Aboriginal Justice Agreement



IMPROVING ABORIGINAL OUTCOMES

Make recommendation to the Northern Territory Government on how to improve the Justice System for Aboriginal Territorians by:

- Leading work to develop an Aboriginal Justice Agreement for the Territory
- Establishing an Aboriginal Justice Unit
- Enhancing cross-cultural understanding and communication
- Developing a collaboration model for local decision making through the involvement of Aboriginal community leaders in the Justice System
- Implementing the Correctional Services Aboriginal Strategy
- Enhancing Aboriginal consumer protection
- Increasing Aboriginal employment and development opportunities in the department



PROTECTING TERRITORIANS BY SUPPORTING SAFER COMMUNITIES

Protect and promote the rights of Territorians by addressing the causes of crime through:

- The reinstatement of the Banned Drinkers Register and supported programs
- Implementing the Alice Springs Local Court Pilot Project to improve responses to family and domestic violence
- Supporting the Royal Commission into the Protection and Detention of Children in the Northern Territory
- Providing support to victims of crime
- Providing timely responses to enquiries and complaints about the rights of Territorians
- Maximising awareness of services through education
- Identifying and investigating issues about the rights and responsibilities of Territorians
- Facilitating independent conciliation, mediation and advocacy services for Territorians
- Contributing to policy and standard setting



PARTNERING FOR IMPROVED JUSTICE OUTCOMES

Work collaboratively with community groups and other stakeholders to improve Justice outcomes including:

- Adopting a “Throughcare” integrated case management model for all prisoners
- Developing a Correctional Services Community Engagement Strategy
- Developing options to empower communities to make local decisions and reassert cultural authority in justice matters
- Developing community based strategies to identify and address the causes of offending
- Working in partnership with the Department of Health in reviewing and advising on options relating to the *Liquor Act*



BALANCING THE REGULATORY ENVIRONMENT

Drive reform to influence and change community and social outcomes by:

- Implementing reforms that result from review of legislation that supports Territorians
- Reviewing policy and legislation to promote appropriate information sharing while protecting privacy
- Improving the *Anti-Discrimination Act* through review and amendment
- Reviewing the *Racing and Betting Act* to recommend amendments which effectively respond to industry issues and challenges
- Re-examining changes to workers’ compensation legislation to achieve a fair balance
- Reviewing the *Residential Tenancies Act* to meet the needs of landlords and tenants



DEVELOPING AND MAINTAINING A CAPABLE WORKFORCE

Strengthen the organisation’s culture and capacity to engage with its stakeholders by:

- Developing a collaborative safe workplace culture of inclusion and trust across the department
- Striving for professional excellence that supports strong leadership and courage in all of our practices
- Being innovative, agile and receptive to change
- Being creative in developing new solutions to problems
- Upholding our values and behaving in a manner consistent with those values at all times
- Engaging with our teams and stakeholders to develop partnerships and relationships that support enhanced delivery of our priorities and services

PLANNING FOR SUCCESS

To achieve our Justice Matters strategies, we need:

STRATEGY



SUCCESS

JUSTICE MATTERS SUCCESS INDICATORS

Building knowledge about the impact of services, through business intelligence to underpin evidence informed policy.

1. Deliver a whole-of-government Justice Reform Framework that:
 - Supports reduction of incarceration and recidivism rates
 - Enhances offender management programs
 - Enhances access to justice through improving court services
 - Enhances throughcare, case management and treatment programs for prisoners
 - Enhances support services to victims
2. Key government reforms impacting the department are implemented, including:
 - Banned Drinker Register
 - Aboriginal Justice Agreement
 - Independent Commission Against Corruption
 - Political donations
 - Local decision making
3. Increase the involvement of Aboriginal people in reforming the Justice System
4. The legislative framework balances the needs of industry and the community with appropriate levels of safety and security:
 - Compliance activities are undertaken
 - Enquiries/complaints resolved
 - Prosecutions where appropriate
 - Community engagement
5. Employees in the department are engaged, agile and professional in their dealings:
 - Staff satisfaction and engagement from NTPS Survey
 - Level of participation in employee development programs
6. Effective resource management:
 - All staff have Individual Performance Reviews
 - Services delivered within approved budgets

OUR CHALLENGES

- Ability to meet community expectations in relation to Justice System reform
- Ability to respond to changing Territory and Government priorities as a result of significant inquiries, such as the Royal Commission into the Protection and Detention of Children in the Northern Territory
- Identifying and working with all stakeholders to efficiently progress the government's priorities
- Working collaboratively to bring the functions of the new agency and Justice System together
- Ability to work effectively in shaping the new agency's culture
- Delivering on time and within budget relevant, accurate, efficient e.g. IT system for the Justice Continuum

