

An abstract Indigenous art illustration in the top half of the page. It features a vibrant orange background with various patterns: a grey area with red dots, a teal area with white curved lines, a purple area, and a pink area with blue dots. A thick orange line curves across the composition. A small blue square with a white dot pattern is visible on the left. The bottom of the illustration has a red hatched pattern.

Innovate Reconciliation Action Plan

August 2024 – August 2026



Acknowledgement of First Peoples

Suncare acknowledges the Kabi Kabi people (Gubbi Gubbi) and the Jinibara people, Yugambeh, Yuggera, Turrbul, Wakka Wakka, Darumbal, Batjala, Taribelang, Bunda, Gooreng Gooreng, Gurung and Bailai, from the Gold Coast, Brisbane, Moreton Bay, Rockhampton, Bundaberg, Hervey Bay and Gympie regions. We also acknowledge the Custodians of Country throughout Australia, their diversity, histories, knowledge, and their continuing connection to land and community. We pay our respect to all First Peoples, cultures and to Elders past, present and emerging.

Suncare continues to be committed to work in partnership with First Peoples to support our customers by ensuring that the services are culturally safe and meet the needs of our communities. Suncare's practice framework is based on the strength of bringing community, family, relationships, and culture together. We acknowledge the contributions of First Peoples to shaping our practice thinking.

Suncare recognises shared histories and will continue to work in partnership with First Peoples and co-create a foundation for building a shared future. Truth telling is a significant part of our journey. Legacy issues relating to colonisation are still experienced by First Peoples and we remain committed to better understanding the collective histories of our First Peoples.

Together, we are one.

Warning: First Peoples are warned that the following may contain images of deceased persons.

Our Vision for Reconciliation

Suncare is committed to making people's lives better, and our programs and services are inspired by our vision and values. For us at Suncare, this means we continually aspire to make a positive difference in the lives of those we support across all our services.

Key to this vision is our commitment to continually improving community outcomes, forging strong and positive relationships with our stakeholders which include our employees, volunteers, customers, their families, and the communities that we work with. We are committed to establishing genuine relationships and working collaboratively with our customers, employees, volunteers, and stakeholders. We strive towards ensuring an inclusive and respectful approach in all that we do.

Suncare is committed to engaging respectfully and contributing to Closing the Gap. Aligned to our vision is our Reconciliation Action Plan commitments. Our vision for reconciliation is to contribute positively to the lives of Australia's First Peoples. We intend to do this by providing services and supports that are culturally safe and appropriate, driven by best practices, collaboration, and consultation with First Nations employees and Elders within the communities we serve. We will support our employees to deliver on this and we will ensure a positive work environment that is culturally inclusive for Aboriginal and Torres Strait Islander Peoples.

Suncare's practice framework is based on the strength of creating opportunities to encourage the local communities to come together to collaborate in culturally safe environments, where First Peoples can feel safe to voice their views. Suncare has the aim of improving and increasing culturally safe environments for local First Peoples to encourage the sharing of information while upholding respect during these exchanges. This forms an important part of Suncare's reconciliation aim of creating cultural awareness, cultural education and to promote internally and externally the importance of culturally safe engagement and the benefits of this for the local and wider community.

Our Caring Heart

Our RAP Motif

Suncare is a special place. Caring is at the heart of who we are, at the centre of everything we do. We are a welcoming place where everyone can feel at home.

Our caring heart never stops beating; making people's lives better from Rockhampton to the Gold Coast for more than 50 years. Our deep connections to the communities we serve can only grow stronger when our commitment to First Nations People is strengthened, too.

This means creating pathways for employment, training our teams, and improving engagement. It means bringing all our people along on our reconciliation journey.

By listening to and learning from First Nations voices and perspectives, we can create opportunities for authentic, lasting change. Change that will ripple through our teams and communities and be felt by future generations.



The artwork concept and narrative were developed by David Williams.

David is a proud Wakka Wakka artist at Gilimbaa.

Our Caring Heart



Special Mention

Aunty Florence Ash has made significant contributions to Suncare's reconciliation journey, and as a mark of respect, we gratefully acknowledge her invaluable efforts and the beautiful artwork she has gifted to Suncare, which is proudly included in our RAP.

My name is Florence Ash, and I am the eldest of four children. I was born in Innisfail and was raised in Cairns and the surrounding districts. Hollingworth is my maiden name.

My family is very well known in North Queensland.

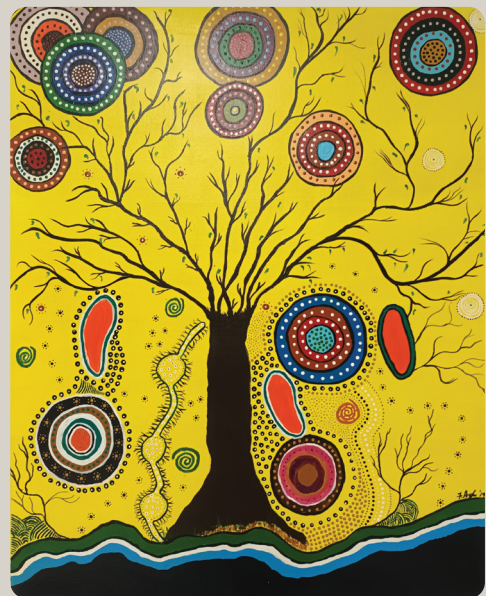
I am of Aboriginal and Torres Strait Islander heritage. The clan groups on my father's side are KUUKU YAU and KAANJU.

The clan group on my mother's side is KAURAREG.

I am influenced by the rainforest and seaside because of my childhood memories. My artwork reflects this and is contemporary using both bright and neutral tones.

Having completed my Bachelor of Fine Arts (Visual), I have learnt about the pointillism technique which resembles Aboriginal Dot Art.

My idea is to introduce the public to my memories of our beautiful country through visual art.





Message From The CEO

I would like to acknowledge the Traditional Custodians of this land and pay my respects to Elders past, present and future.

Suncare is deeply committed to working alongside First Peoples communities. We believe in equality, mutual respect and genuine engagement and consultation with the Custodians of our planet's oldest continuous cultures.

We recognise the diversity and traditions that Australia's First Peoples contribute to our community, as well as the ongoing difficulties and challenges faced by First Nations People. We aspire to continue building positive relationships with First Nations People and work collaboratively to Close the Gap and create a brighter future.

Through Suncare's Reconciliation Action Plan (RAP) we will continue to strengthen relationships with First Nations communities, service providers and our customers. We aim to achieve this by actively listening to the community's needs through meaningful consultation and providing culturally appropriate, individualised services, respecting cultural and family relationships, and strengthening trust within the community.

Suncare is committed to being a culturally safe organisation that welcomes and embraces diversity. Our team strives to deliver customer-centred services and we encourage community representation in the development of our service portfolio. Cultural training and support are provided for all Suncare employees and volunteers. We welcome honest feedback on how we can improve our services that add value to Closing the Gap and improving the lives of First Nations People.

Regards,

Kimberley Attenborough



Message From Reconciliation Australia

Reconciliation Australia commends Suncare Community Services Inc on the formal endorsement of its third Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Suncare Community Services Inc continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Suncare Community Services Inc will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Suncare Community Services Inc using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Suncare Community Services Inc to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Suncare Community Services Inc will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Suncare Community Services Inc's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Suncare Community Services Inc on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer,
Reconciliation Australia





Our Business

Making People's Lives Better!

Suncare has been assisting people with in-home care services and navigating the aged care system for more than 50 years. We support people who are ageing, people living with disability or mental illness, their family, and their carers. Suncare provides in-home aged, respite, disability and community care.

Suncare prides itself on working compassionately and genuinely listening to the needs of individuals, carers and family members. Our aim is to identify their strengths, goals and aspirations, to address their needs in timely and creative ways. We seek to support our customers to live their lives independently in the way they want to. Suncare is constantly striving towards continuous improvement with our Elders and the wider community.

We are spread across Queensland from Rockhampton through to Gold Coast, including the Brisbane, Sunshine Coast, Fraser Coast and Central Queensland regions. We employ more than 700 employees and have over 170 volunteers. Suncare currently has 11 employees who identify as Aboriginal and/or Torres Strait Islander People. We offer a diverse range of services including Respite Care, Meals on Wheels, Domestic Assistance, Social Support, Transport, Allied Health, and Community Access.

Suncare's sphere of influences are our employees, third party stakeholders, customer base, suppliers, other providers in the sector, primary health networks, and aged and disability carers in the communities we work in.

Our Reconciliation Action Plan (RAP) Journey

In 2012, Suncare began its RAP journey and developed its inaugural RAP in consultation with First Nations communities across the service regions. With this first RAP, we were able to lay the foundations and gain knowledge for further RAPs we have subsequently developed. Many of the outcomes and actions in the first plan have been achieved and further refined since.

Our RAP working group will continue to support Suncare in carrying out our RAP deliverables with the aim of making tangible contributions to the Australian Government's Closing the Gap agenda.

This Innovate RAP will provide Suncare with a framework to embed a strong approach towards advancing reconciliation internally and within the organisation's sphere of influence. It focuses on implementing strategies and working towards defined measurable targets and goals. Suncare has committed to embed reconciliation initiatives into our planning and reporting structures to ensure it becomes "business as usual."

Suncare RAP Working Group

Suncare's RAP working group will meet at least four times a year to track and report progress, contribute to deliverables and development of future RAPS.

Our RAP Working Group includes the following people from Suncare:

- Chief Executive Officer (RAP Champion)
- General Manager – People and Culture (RAP Champion)
- General Manager – Quality, Risk, Safety and Compliance (RAP Champion)
- General Manager – Customer and Community Experience (RAP Champion)
- Chief Financial Officer (RAP Champion)
- Reconciliation Action Plan Coordinator (RAP Champion)
- Three Care Coordinators
- Funding Packages Administration Officer
- Customer Contact Consultant

Six members of the RAP working group identify as First Nations People.

Suncare First Nations Network Group (SFNNG)

SFNNG members form the majority of the RAP Working Group and play an integral role in supporting and acting in an advisory capacity by guiding the RAP deliverables.

SFNNG was established in August 2022 following a survey conducted within the organisation. The survey established employees who identified themselves as First Nations People. Terms of Reference were established and the SFNNG meeting is held every third Monday of each calendar month collaborating on agreed topics which may impact First Nations employees.



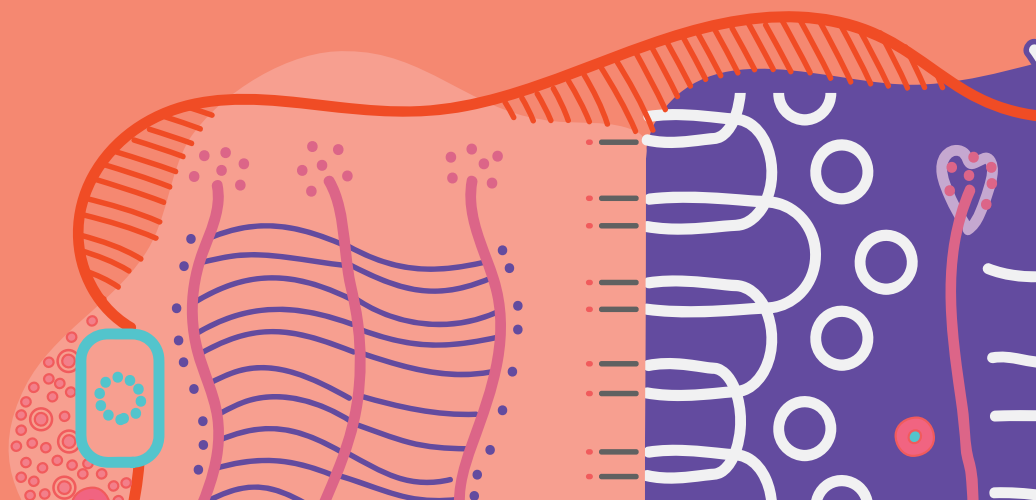
Our Reconciliation Achievements To Date

- Established Suncare's First Nations Network Group, which was a vital inclusion to the RAP working group and Suncare in August 2022.
- Suncare has developed an Indigenous Procurement Policy which launched in October 2023.
- Encourage employees to complete online First Nations People component training and this remains ongoing.
- Continued sponsorship of the Auntie Betty McMahon Reconciliation Memorial Walk.
- Continued sponsorship of Zillmere kinship art, crafts Elders yarnning group. Elders meet twice a month, and this is currently ongoing.
- Introduced recognition of Traditional Custodians of the lands on which we work through email signatures.
- Suncare recognition of NAIDOC Week, National Reconciliation Week and Sorry Day events including truth telling stories from Elders. This is an ongoing commitment each year.
- Suncare's flag raising ceremony conducted at the Suncare Community Centre in Maroochydore in August 2022. This involved the raising of three flags - Aboriginal, Australian and Torres Strait Islander.

Challenges

Over the last eight years we have faced challenges resourcing the full implementation of our RAP commitments. Suncare has now established resources to support the development and implementation of our RAP.

This has included a dedicated Reconciliation Action Plan Coordinator, who is now driving and guiding Suncare's Reconciliation activities. This has helped us to not only develop the RAP but to also expand our activities with First Nations Communities, and to re-establish connection to our First Nations Communities and stakeholders within the community.



Suncare Initial Reconciliation Action Plan Champion

Aunty Betty McMahon

Aunty Betty McMahon was heavily involved with Suncare for many years. She was an active member of Suncare's Board from September 2013 until her retirement in July 2015. During this time, she was a member of the Strategic Marketing Committee, Lead Cultural Advisor for our First Nations People Advisory Committee and for our RAP.

Aunty Betty guided us in providing culturally safe spaces within Suncare where community could link to information and services.

She was one of our main Aunties and advocates for our Nandjimadji and Murri art group yarning circle on the Sunshine Coast and North Brisbane.

Aunty Betty was Suncare's Lead Advisor for our annual National Reconciliation Week walks since they began several years ago. She was also key in linking up collaborative partnerships between Suncare (Sponsor), SCRG (Sunshine Coast Reconciliation Group incorporated) and other community organisations. The annual coastal walk has become a signature National Reconciliation Week event on the Sunshine Coast with many hundreds of people participating.

We at Suncare are grateful for her mentorship, encouragement, direction and common-sense approach that was always delivered with kindness and compassion. Aunty Betty was a great support to many.



* Image of Aunt Betty has been used with permission from her family.



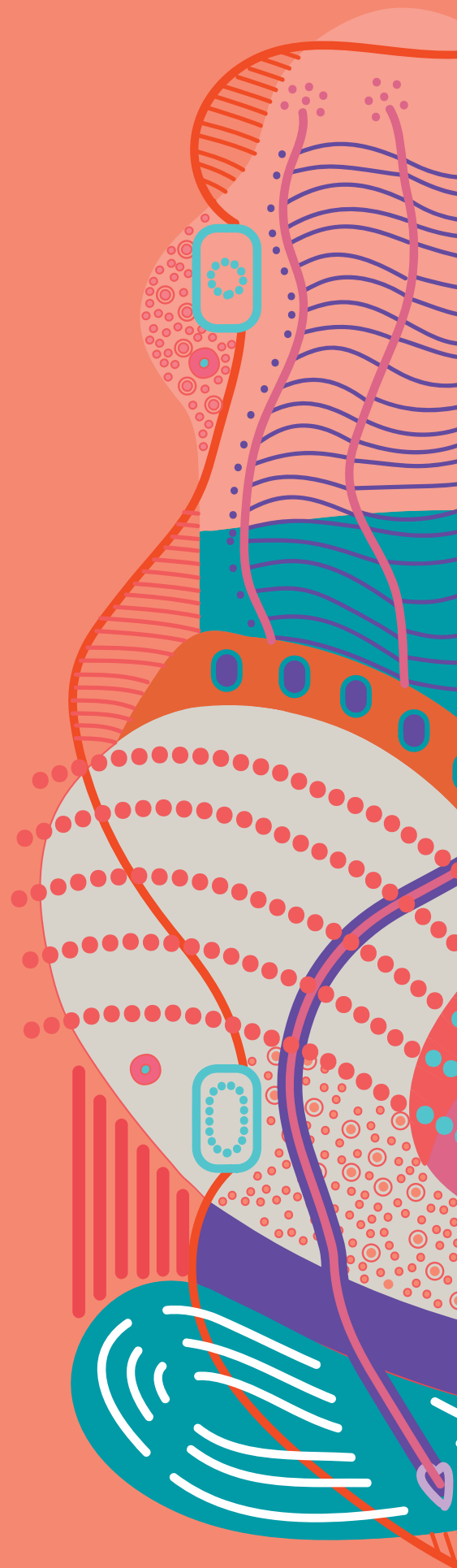
Relationships

Suncare recognises that meaningful and respectful relationships with First Nations People are key to achieving our vision of making lives better.

Relationships that are mutually safe and empowering are essential to achieve this vision. Suncare will build and harness strong relationships with First Nations People, families and communities by maintaining an elevated level of honest and transparent communication. In Suncare's engagement with First Nations People, our workforce will become more inclusive, better informed, and more culturally capable in undertaking its work. This includes consultative forums that provide policy advice, direction and guidance. These genuine partnerships will ensure the voices of First Nations People guide changes within the organisation and contribute to broader reforms across health, disability and aged care services.

Focus area

We are committed to building and maintaining relationships with mutual respect and understanding with our First Nations Peoples and communities. We will build genuine dialogue within Suncare and with our community Elders, service providers and our local customer groups.



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with First Nations Peoples, stakeholders and organisations.	Continue to meet with local First Nations stakeholders and organisations to develop guiding principles for present and future engagement.	May 2026	General Manager Quality, Safety, Risk and Compliance
	Attend and participate in First Nations community events, networks and activities across the service regions.	May 2026	General Manager Quality, Safety, Risk and Compliance
	Develop and implement an engagement plan to work with First Nations stakeholders and organisations aimed at bringing community, family, relationships and culture together through Elders' kinship group arts, craft and yarning circles, meet and greet with broader Elders groups within culturally appropriate and safe places.	October 2025	General Manager Quality, Safety, Risk and Compliance
2. Build relationships through recognising National Reconciliation Week (NRW) and National Sorry Day.	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees, including on social media platforms.	May / June 2025 & May / June 2026	General Manager, Customer and Community Experience
	RAP Working Group / Suncare First Nations Network Group (SFNNG) to participate in an external NRW event.	May / June 2025 & May / June 2026	General Manager Quality, Safety, Risk and Compliance
	Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May / June 2025 & May / June 2026	General Manager, People and Culture
	Organise at least one NRW event each year.	May / June 2025 & 2026	General Manager Customer and Community Experience
	Mabo Day - employees to participate in awareness and reflection on the High Court Mabo decision.	June 2025 & 2026	General Manager, People and Culture
	Register all our NRW events on Reconciliation Australia's NRW website .	April 2025	General Manager Quality, Safety, Risk and Compliance
	Encourage all employees to reflect and participate in a National Sorry Day event.	May 2025 & 2026	General Manager, People and Culture

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Develop and implement an employee engagement strategy to raise awareness of reconciliation across our workforce, ensuring Suncare plays a key role in reconnecting people through shared experiences.	April 2025	General Manager, People and Culture
	Communicate our commitment to reconciliation publicly.	Ongoing Review August 2024 & August 2025	General Manager, Customer and Community Experience
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Review June 2025 & June 2026	General Manager, Customer and Community Experience
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	May 2026	General Manager Customer and Community Experience
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	June 2025	General Manager, People and Culture
	Implement and review an anti-discrimination policy for our organisation.	February 2025	General Manager, People and Culture
	Engage with First Nations employees and / or First Nations People advisors to consult on our anti-discrimination policy.	June 2025	General Manager, People and Culture
	Educate senior leaders on the effects of racism.	December 2025	General Manager, People and Culture



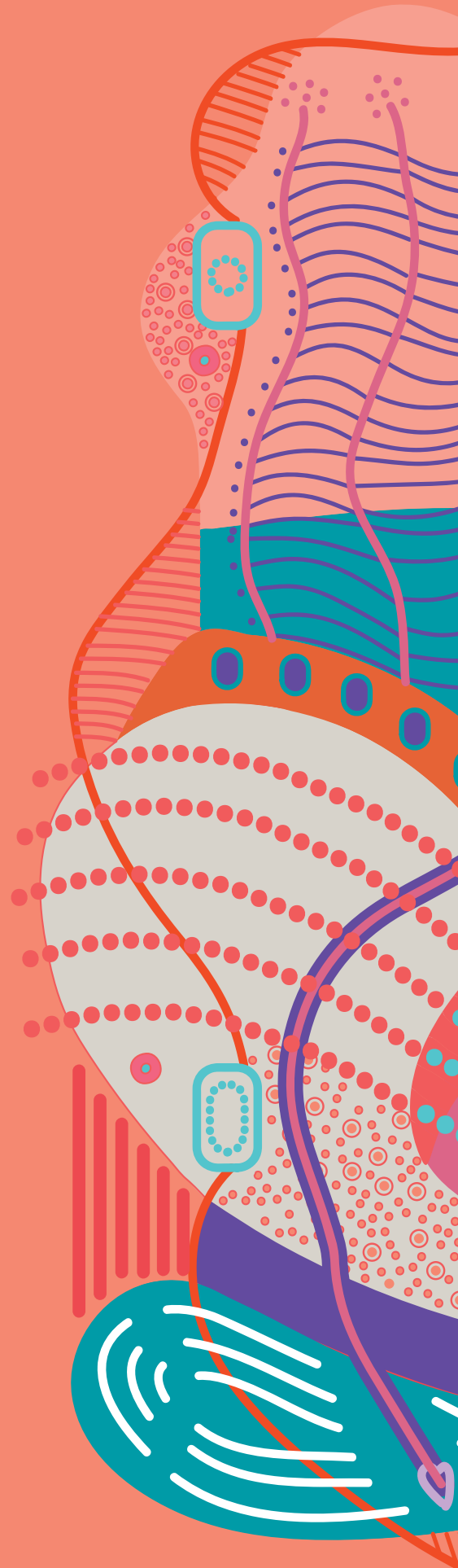
Respect

To build empowering relationships through Suncare's RAP working group / Suncare's First Nations Network Group and acknowledge that there are two elements that need to be considered.

The need for the organisation and its staff to respect various cultures, lands, histories and rights in its day-to-day operations and the need to provide safe spaces for the community to access services. By providing a safe space for First Nations People to yarn and reconnect, we support many in rebuilding their lives and to re-engage in the community. We believe and recognise the need to be a leader who demonstrates good practice in encouraging other organisations to include reconciliation in their vision.

Focus area

Demonstrating respect for culture and providing safe spaces to meet and connect.



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of First Nations Peoples' cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	February 2025	General Manager, People and Culture
	Consult local Traditional Owners and / or First Nations People advisors on the development and implementation of a cultural learning strategy.	August 2025	General Manager, People and Culture
	Develop, implement and communicate a cultural learning strategy document for our employees.	December 2025	General Manager, People and Culture
	Provide opportunities for RAP Working Group / Suncare's First Nations Network Group members, and broader Suncare Senior Leadership Team to participate in formal and structured cultural learning.	Review June 2025 & June 2026	General Manager, People and Culture
6. Demonstrate respect to First Nations People by observing cultural protocols.	Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Review October 2024 and October 2025	General Manager, People and Culture
	Review and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	October 2024	General Manager Quality, Safety, Risk and Compliance
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at momentous events each year.	Review July 2025 & July 2026	General Manager, Customer and Community Experience
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Ongoing Review June 2025 & June 2026	Chief Executive Officer
7. Build respect for First Nations Peoples' cultures and histories by celebrating NAIDOC (National Aboriginal and Islander Day Observance Committee) Week.	RAP Working Group / Suncare's First Nations Network Group (SFNNG) participate in an external NAIDOC Week event.	July 2024 & 2025	General Manager Quality, Safety, Risk and Compliance
	Review HR policies and procedures to remove barriers for employees participating in NAIDOC Week.	June 2025	General Manager, People and Culture
	Promote and encourage participation in external NAIDOC events to all employees.	July 2025 & 2026	General Manager Customer and Community Experience



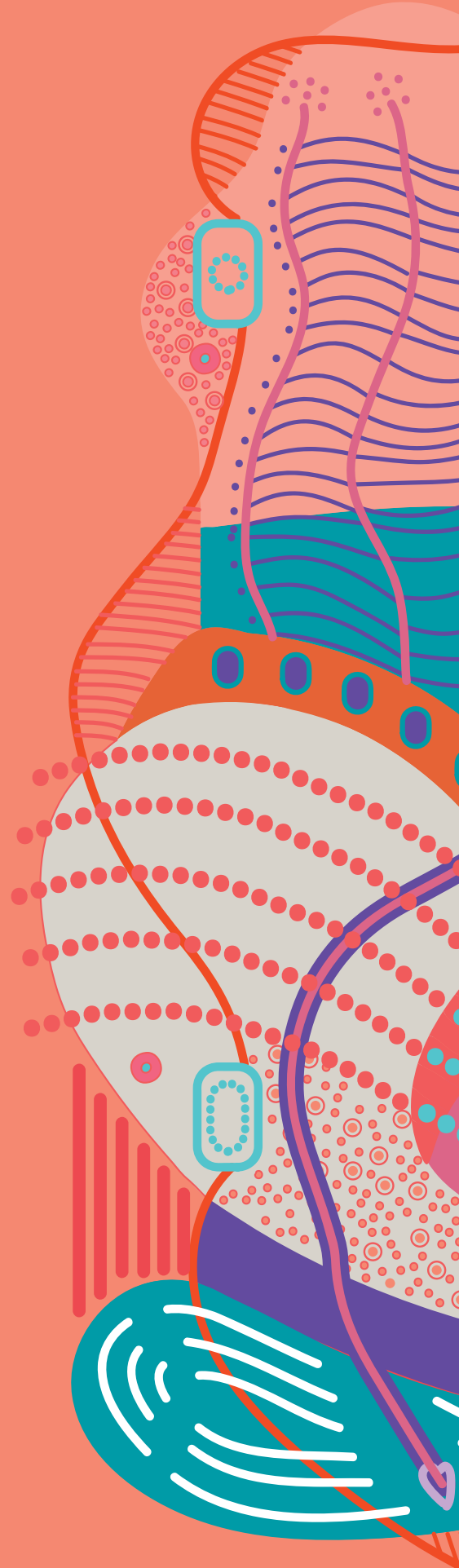
Opportunities

Suncare recognises and values the diverse and extensive knowledge, skills and experiences First Nations employees bring to our organisation and commit to increasing opportunities for professional and personal development.

We commit to increasing cultural engagement of First Nations businesses and continue to create mutually beneficial commercial relationships.

Focus area

Suncare will seek to create new opportunities for recruitment and training of First Nations workers and First Nations Procurement as a means of enhancing our service and supporting and strengthening the capacity of communities.



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing First Nations People recruitment, retention, and professional development.	Consult with current First Nations employees to improve recruitment, employment outcomes and professional development opportunities for First Nations People.	February 2025	General Manager, People and Culture
	Develop and implement a First Nations recruitment, retention and professional development strategy.	June 2025	General Manager, People and Culture
	Advertise job vacancies to effectively reach First Nations stakeholders through interagency forums and gathering, use of platforms such as Indeed, Seek, general advertising, Koori Mail newspaper and National Indigenous Times.	Review May 2025 & May 2026	General Manager, People and Culture
	Review HR and recruitment procedures and policies to remove barriers to First Nations participation in our workplace.	Review September 2025	General Manager, People and Culture
9. Increase First Nations supplier diversity to support improved economic and social outcomes.	Update and review Indigenous Procurement Policy.	September 2025	Chief Financial Officer
	Investigate Supply Nation membership.	September 2024	Chief Financial Officer
	Develop and communicate opportunities for procurement of goods and services from First Nations People businesses to employees.	September 2024	Chief Financial Officer
	Review and update procurement practices to remove barriers to procuring goods and services from First Nations businesses.	June 2025	Chief Financial Officer
	Develop commercial relationships with First Nations businesses.	July 2025 & July 2026	Chief Financial Officer

Action	Deliverable	Timeline	Responsibility
10. Provide services and support that are culturally safe best practices using continued collaboration and consultation, and work towards activating Closing the Gap strategies.	Review and update feedback mechanisms in consultation with First Peoples People on what they consider to be culturally safe.	January 2025	General Manager Quality, Safety, Risk and Compliance
	Conduct a review on cultural safety strategies and undertake research on best practice for culturally safe service provision to support meeting Closing the Gap Targets and Outcomes 14, 15 and 17.	April 2025	General Manager Quality, Safety, Risk and Compliance
	Review and update cultural training to support culturally appropriate service delivery with the aim of contributing to meeting Closing the Gap Targets and Outcomes 14, 15 and 17.	July 2025	General Manager, People and Culture
	Review and explore how cultural safety is embedded into care and support planning when delivering services to support the achievement of Closing the Gap Target and Outcomes 14, 15 and 17.	December 2025	General Manager Quality, Safety, Risk and Compliance



Governance

Action	Deliverable	Timeline	Responsibility
11. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain First Peoples representation on the RWG.	Review September 2024 & September 2025	Chief Executive Officer
	Review and implement the Terms of Reference for the RWG.	September 2024	General Manager Quality, Safety, Risk and Compliance
	RWG to meet at least four times per year to drive and monitor RAP implementation.	February – 2025 & 2026 May – 2025 & 2026 August – 2024, 2025 & 2026 November – 2025 & 2026	General Manager Quality, Safety, Risk and Compliance
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2025 & 2026	Chief Executive Officer
	Engage our senior leaders and other employees in the delivery of RAP implementation.	Review October 2024 & October 2025	General Manager Quality, Safety, Risk and Compliance
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	August 2024	General Manager Quality, Safety, Risk and Compliance
	Appoint and maintain an internal RAP Champion(s) from senior management.	August 2024, 2025 & 2026	Chief Executive Officer

Action	Deliverable	Timeline	Responsibility
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date to ensure we do not miss important RAP correspondence.	August 2024, 2025 & 2026	General Manager Quality, Safety, Risk and Compliance
	Contact Reconciliation Australia to request our unique link to gain access to the RAP Impact Survey.	1 August Annually	General Manager Quality, Safety, Risk and Compliance
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September Annually	General Manager Quality, Safety, Risk and Compliance
	Report RAP progress to all employees and senior leaders quarterly.	September, December, March & June 2024, 2025 & 2026	General Manager Quality, Safety, Risk and Compliance
	Publicly report our RAP achievements, challenges and learnings annually.	July 2025 & 2026	General Manager Quality, Safety, Risk and Compliance
	Investigate and participate in Reconciliation Australia's biannual Workplace RAP Barometer.	April 2026	General Manager, People and Culture
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	August 2026	General Manager Quality, Safety, Risk and Compliance
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2026	General Manager Quality, Safety, Risk and Compliance

Contact Us

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Suncare
COMMUNITY SERVICES

Making people's lives better