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Draft EIS – Appendix G Social Impact Assessment

Western Desert Resources Limited
Roper Bar Iron Ore Project



2012





Western Desert Resources

Proposed Roper Bar Iron Ore Project



Community Profiles for Borroloola, Minyerri, Ngukurr, Numbulwar

(Support Document to the 2012 Environmental Impact Statement)

March 2012

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Acronyms

Term	Definition
ABS	Australian Bureau of Statistics
ACCO	Aboriginal Community Controlled Organisation
AEDI	Australian Early Development Index
CDEP	Community Development Employment Projects
CHMP	Cultural Heritage Management Plan
DEEWR	Department of Education, Employment and Workplace Relations
DET	Northern Territory Government Department of Education and Training
DHLGRS	Department of Housing, Local Government and Regional Services
EIS	Environmental Impact Statement
EIA	Environmental Impact Assessment
FIFO	Fly In – Fly Out
IBA	Indigenous Business Australia
ITEC	Industry Education Networking (ITEC Employment)
JSA	Job Services Australia
LGANT	Local Government Association of the Northern Territory
LRG	Local Reference Group
LIP	Local Implementation Plan
MCA	Minerals Council of Australia
MLA	Mining Lease Agreement
NFA	New Future Alliance
NLC	Northern Land Council
NQF	National Quality Framework
NRETAS	Natural Resources, Environment, The Arts and Sport NT Northern Territory
RFDS	Royal Flying Doctors Services
RGSC	Roper Gulf Shire Council
SIA	Social Impact Assessment
SIHIP	Strategic Indigenous Housing and Infrastructure Program
TO	Traditional Owner
VET	Vocational Education and Training
WDR	Western Desert Resources

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<http://www.deakin.edu.au/arts-ed/diwurruwurr/yanyuwa/People/Default.htm>

Introduction

In early 2011 Western Desert Resources Limited (WDR) commissioned Social Compass to assist the Company in undertaking a Social Impact Assessment (SIA) for the Roper Bar Iron Ore Project located in south-east Arnhem Land. The proposed project is a significant mining project in the Roper region with an annual production of 10,000 tonne dry weight of iron ore. This ore will be transported overland from a mine site within the Towns River Catchment to the Gulf and then via Panamax to China.

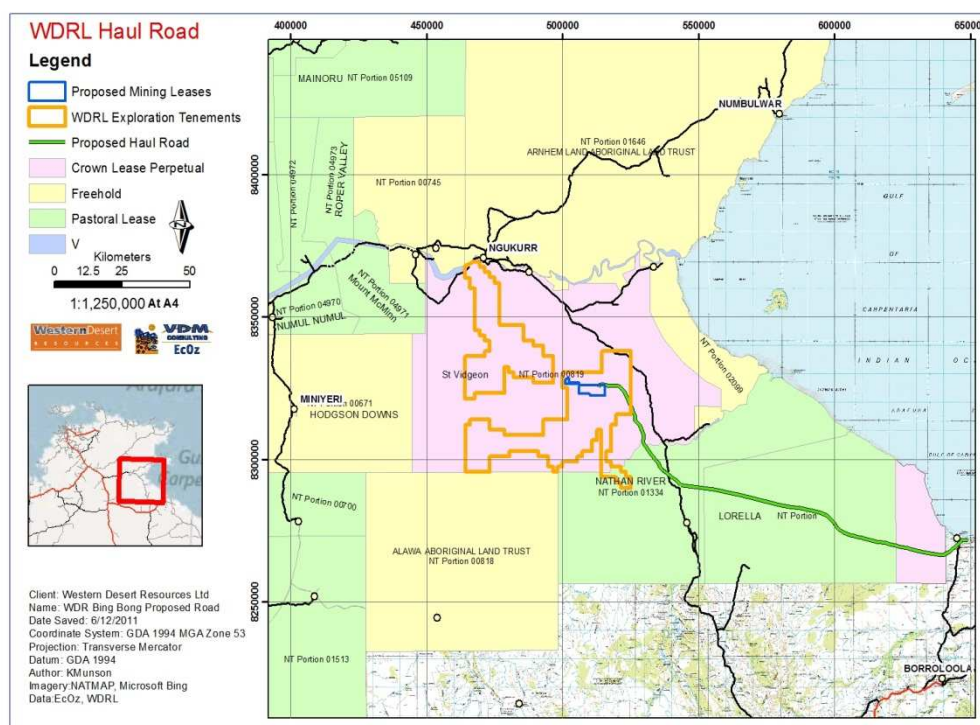
Social Compass provides social research and evaluation to organisations across the government, business, university and community sectors with extensive experience working with Indigenous people, organisations and communities and undertaken Social Impact Assessments for clients across Northern and Central Australia. The organisation is therefore well positioned to undertake the required scope of work.

The first stage of the Western Desert Roper Bar project (Figure 1) requires:

- the establishment of a 60m² Mining Lease Application (MLA) for the mine site and camp site
- construction of a private sealed haul road, 160km long and crossing crown land to the Port of Bing Bong
- construction of a storage area and use of a loading facility at the existing Port of Bing Bong (developed and managed by Xstrata).

Over the longer timeframe, the Company intends to mine other areas within a number of exploration areas. The current exploration area covers 2500km² (which may be reduced) and features approximately 100km² of known ore.

Figure 1: Geographic Scope



WDR's MLA and part of the proposed haul road, is located within the former cattle station of St Vidgeons (NT portion 00819). This area is designated as crown lease and is targeted for declaration as a National Park. The haul road crosses a number of pastoral leases and enters the Gulf of Capentaria. The first three nautical miles out from the territorial sea baseline (low water mark) is

governed by the Northern Territory Government. Beyond this distance, the ocean is governed by the Australian Government.

In February 2012 the Northern Territory Government's Department for Natural Resources, Environment, the Arts and Sport (NRETAS) provided *Guidelines for Preparation of an Environmental Impact Statement* (EIS) for the Roper Bar Iron Ore Project. This document addresses the section in the Guidelines titled *Socioeconomics*.

Specifically, this document addresses in full the following criteria – noting some criteria have more currency within the project scope than others - as provided in the NRETAS Guidelines:

- Describe the population, demographic, social, cultural and economic profiles at the local, regional and territory levels, based on available published data as well as additional field based research where required
- Identify social factors (lifestyle characteristics, existing trends, social problems and underlying reasons) including reference to results and recommendations of relevant studies
- Describe the social amenity and use of the Project area and adjacent areas for fishing, recreation, tourism, industrial, residential and/or educational purposes
- Identify community infrastructure and services potentially impacted by the project, including transport, communication, housing, health, education
- Identify employment and business opportunities (direct and indirect), including sources of workforce, skill levels required and opportunities for local people and businesses
- Describe the existing economic environment that may be affected by the Project at a local and regional level. Where relevant, provide information regarding:
 - The current economic position of the local community and any social issues faced by the local community, including employment levels and characteristics
 - Any industries potentially impacted (positively or negatively) by the project;
 - Sectoral activity;
 - Existing local and regional housing market;
 - Existing property and land values;
 - Availability of goods and services.

Importantly, the development of the Roper Bar Iron Ore Project has potential impact (both positive and negative) on four of the East Arnhem Land communities being:

- Borroloola
- Minyerri
- Ngukurr
- Numbulwar

This document contains in-depth community profiles for each of the four communities with specific reference to the criteria set out in the NRETAS Guidelines. It does not specifically address the risks (both positive and negative) associated with the Project for the four communities (these are provided in the main body of the EIS) though there is reference to them throughout the document.

Methodology

This document has been constructed through the following means:

1. Desktop Research

A comprehensive analysis has taken place of all publicly available documents (ABS data, reports, research papers, publications, media reports, and websites) for all of the four communities in question. The findings of the analysis have been arranged according to a set of generic focus areas to allow for monitoring and reporting of changes against the focus areas over time.

This has been developed in this way to allow for an on-going approach to the SIA which will be measured and reported against over and beyond the life of the mine. This will allow WRD and the communities in question to monitor progress and put in place a set of objectives that will allow approaches to be developed that add both community and business value. There is significant opportunity for the development to strengthen the communities most affected by the mine but there are also risks that could over time negatively impact the communities.

The aim of the profiles is to allow for (both real and perceived) positive impacts to be enhanced and negative impacts to be managed.

2. Consultations

While this report is a detailed socio-economic study of each of the four communities, the desktop research has been supported by, and is inclusive of, consultations that have taken place over the previous 12 months at the community, regional, local government and Territory Government levels.

Importantly, this document is a 'companion' to the *Roper Bar Iron Ore Project: Consultation Report* ['Consultation Report' hereafter] provided by Rowland in March 2012. The report provides a detailed analysis of the results collected during consultation with the four communities and key stakeholders. Consultation was undertaken in accordance with the requirements and objectives stated in the NRETAS Guidelines.

The Consultation Report is included as an Appendix with the EIS and will be an important reference document for the reader of this report.

Importantly, when the information and findings of this document and the Consultation Report are set against the Social and Cultural risks outlined in the main body of the EIS, the means to enhance community benefits and outcomes can be better identified. This leads to more meaningful future engagement and planning undertaken by WDR and the communities for the development of the mine (and associated infrastructure and services). This document includes a critical sources of information for future planning, policy and practice that ensures social impacts are addressed, economic benefits flow to communities and cultural practices and traditions are not diminished or damaged over the life of the project.

Current and Future Data Sets

The primary source of demographic data included in the profiles that follow is Australian Bureau of Statistics (ABS) data from Census 2006. There are two main reasons for this:

1. While the reader may make the obvious conclusion that this data is now five years old and therefore lack validity – noting reliability of Census data can also be questioned due to often significant undercounts for Indigenous communities – it remains the most comprehensive data set by which a complete picture of a community can be developed. Notably, for any single community it is the most comprehensive standardised data set by which a community profile can be built and certainly the only data set with which comparable profiles can be constructed for multiple communities.

Using the Census 2006 data has allowed the profiles to be developed in a uniform way where comparisons can be made within and across communities over time.

Notably, where other sources of data have been available, comparative analysis has taken place and any changes in findings noted. Overall, there is little data available after the Census 2006 that provides any significant difference to the general findings included in the profiles and more recent reports and sources have – in the main – relied on the Census 2006 data (e.g. Local Implementation Plans).

2. With the release of the 2011 Census data for the four communities in June/July 2012, one of the first actions of the on-going SIA process will be to measure the new data against that contained in this document. This allows for comparable data sets to be analysed and any changes reported in up-dated versions of these profiles at the very commencement of the Project.

Taken together, these two points ensure the methodological approach allows for mapping changes (or not) over time very early in the Project. Such analysis can then be informed by further community consultations and will ensure that by December 2012 there is a reliable and valid baseline profile for each of the four communities. The currency of these profiles at that point in time will allow for meaningful recommendations to be made with regard to future engagement, participation and partnership. From this, actions and associated monitoring and reporting can then be developed that will have both currency and salience for the communities and WDR.

This is the primary means for developing the on-going approach to the SIA and community strengthening.

Overview

The following sections of this report detailed profiles for each of the four communities set against the following key focus areas:

- (i) Background Information
- (ii) Geographic Region
- (iii) Demographic Profile
- (iv) Assets and Infrastructure – including any impacts of construction
- (v) Education – Early Years to Adulthood
- (vi) Economic Participation and Development – including employment and training
- (vii) Youth Opportunities
- (viii) Health – including accommodation and housing
- (ix) Cultural Heritage – including affects of cultural practices and traditions (e.g. language)

It is important to note that while there are variations in the findings for each of the communities, there are some findings which are consistent across the four communities. These are noted here:

- All four communities have a young population with near 40 per cent of the populations under the age of 25 years and for many of the communities almost one-third of the population below 15 years of age. Alternatively, the data suggests that life expectancy across the communities is low with very small numbers reported in the 65+ year's age group (Borroloola being the exception).
- The median age for Borroloola is 25 years and for the other three communities is below 21 years. Remembering this data is from 2006, there will currently be a cohort of young people from the data set that have embarked on one of the most critical transitions in life from high school education to employment and training.
- Related to this finding is the fact that all communities report low levels of high school attainment with few students completing Years 10-12 and large percentages having Year 8 and below as the highest level of schooling or not having attended school at all. This does not make engagement with labour market currently or in the future easy.
- Accordingly, in all communities there are low levels of engagement with the labour market and as at 2006, CDEP participation was the highest reported employment category in each community. Further, non-schooling qualifications are also low. This provides real challenges for WDR in terms of developing employment and training opportunities for local populations.
- Consultations provided evidence that the communities are acutely aware of the limited capacity for employment and training opportunities and are most optimistic about the potential for the Roper Bar Iron Ore Project to change this. Expectations are high across the communities and WDR will need to carefully and respectfully manage these expectations.
- Development of learning pathways needs to occur through a 'whole of education'/ lifelong learning approach that has children engaged in learning prior to entering school (through preschool and playgroup programs), aspirations built through school levels, and with pathways created into post-compulsory training and education that can lead to improved choices for meaningful and long-term employment.
- As expected with a young population, all communities are keen to see the Project make a positive contribution to the opportunities that either currently exist or can be developed for young people.

- There is significant community strength that can be harnessed and enhanced including a number of Aboriginal Community Controlled Organisations (ACCOs) operating (provision of services) in the communities or in the region and there are strong cultural heritage, traditions and practices. The communities are firm in ensuring all are preserved and not damaged over the life of the Project.

By far the highest area of interest to emerge from over 12 months of consultations has been in the area of employment and training. As noted, expectations are high in relation to the ability of the Project to expand the labour market and the ability of Indigenous people to meet the increased labour demand. Economic participation and development appears to be the primary area where business value and community value can converge.

The NRETAS Guidelines for the Roper Bar Iron Ore Project require some information on identification of employment by industry and occupation and these are provided in this document as Appendix 1.

WDR has currently employed six Indigenous employees on the project being four Heritage Officers working at the exploration site as field workers, a Community Liaison – Indigenous Employment Manager and a Cultural Heritage Advisor. During the on-going process of the development of the SIA, and the continued engagement with the communities, WDR will develop an Indigenous Employment Pathways Strategy that will seek to maximise the potential for employment from within the communities. Successful recruitment, retention and creation of meaningful and long-term career pathways for Indigenous people will be one of the criteria for success of the project.

Finally, it should be noted that three of the four communities have been targeted by the Northern Territory Government as Growth Towns under the *Working Futures Initiative*. The three communities are Borroloola, Ngukurr and Numbulwar. As noted in later sections of this document, there are a number of reports that are being/have been developed to enhance community outcomes in the very areas that this report focuses on. These profiles and reports will certainly enhance and inform the engagement of WDR with each of the communities.

Where possible the content of the *Working Futures* documents has been incorporated into the following profiles. However, a number of reports have been uploaded on the NT Government website as late as February/March 2012. The scope and timing of these reports have not allowed for the content to be analysed and incorporated into the findings here. Accordingly, they have been referenced and where appropriate noted in the main body of the report (most particularly in the 'Economic Participation and Development' sections for the three communities). Analysis of the data will be undertaken as part of the on-going SIA process and compared with both Census 2006 data and Census 2011 data with changes over time noted

The following sections provide detailed profiles for each of the four communities.

Borrooloola

Of the four communities studied and consulted, Borrooloola is the most experienced when it comes to projects such as the Roper Bar Iron Ore Project. This is influenced by the prevalence of an existing mine in the region that has been operating for 15 years. Compared to the other three communities Borrooloola has a relatively high non-Indigenous population at 28 per cent (see below).

Some Things You Should Know

Pronunciation: Bor-o-loo-la

Alternative place name: None

Outstations: 26 outstations in total all of which are serviced by Mabunji Aboriginal Resource Centre. These outstations incorporate areas that were previous pastoral leases as well as the Island communities on the Sir Edward Pellew group of islands. The outstations serviced by Borrooloola are Jungalina, Minyalini, Wada Wara, Numultja, Wathunga, Yameeri, Mumuthumburru, Wajtha, Ugie, Moolooaa, Jimiyamilla, Ijarri, Jungurie, Goolminyinyini, Wurlbu, Millidunthurra, Sandridge, Wadangula, Wadawadala.

Language Groups: The main languages spoken are English as a second language with Garawa and Yanyula and the main traditional languages.

Location: Borrooloola is located just south of the Gulf of Carpentaria, approximately 850 kilometres south east of Darwin, on the McArthur River and 670 kilometres from Katherine.

Access: The road has all year access but may be closed by cyclonic or heavy monsoonal rains for periods of up to 1 week. A 2WD is sufficient to get to the township during dry weather but a 4WD will allow for travel more frequently during the wet season and is recommended all year round. A mail plane services the town three times weekly with seats available but this is a half day trip to Katherine due to frequent stopovers on the mail run and seats are often limited. Alternatively Macarthur River Mine runs a National Jet Service to Darwin and Katherine daily. The airstrip at Borrooloola is a sealed night and day strip.

Traditional Owners: The community of Borrooloola is comprised of four main clan groups – Mara, Yanyula, Garawa and Kurdanji.

Geographic Region

Borrooloola was established as a port town to service the pastoral industry in the late 1800s. The pastoral industry in the region has become less viable over the years but mining has taken its place. Macarthur River Mines control a lead and zinc mine 60 km from Borrooloola town. Local Aboriginal clan groups migrated towards the services provided by the town as the spread of pastoral leases pushed people off their land.

Four main Aboriginal camps have evolved within the town, corresponding to clan groups. The present site of the town was first sighted by Ludwig Leichhardt who passed through the area in 1845 on his way from Queensland to Port Essington. It was not until nearly 30 years later, with the rush to exploit the pastoral potential of the Barkly Tablelands that the famous overlander Wentworth D'Archy Uhr came through the area bringing cattle from North Queensland to the Roper River.

In early 1885 it was decided that town sites on both the Roper and McArthur Rivers should be surveyed with a view to establishing ports and supply bases. It was the survey team led by J.P.Hingston, which named the town Borrooloola.

The town grew rapidly. By 1887, the year of its first race meeting, there was a police station, a court house, two hotels, a butcher's shop and a general store. By the turn of the century Borrooloola had gained a fierce reputation as a frontier town of total disrepute. The drovers moving cattle between the Kimberleys and Western Queensland stopped in the town and a trade in rum, smuggled from Thursday Island, was established. This illicit trade inevitably led to the town developing poor reputation which it only lost when the town became a virtual ghost town in the 1930's (http://www.gpnnt.org.au/client_images/209956.pdf).

Borrooloola is just south of the Gulf of Carpentaria and is the centre of the Yanyuwa Aboriginal people and the cattle station of the surrounding area, about 350 km east of the Daly Water turnoff. Borrooloola is mainly a service town for the surrounding Aboriginal townships, pastoral stations and the McArthur River Mine but the population swells in the dry season due to the influx of fishers.

As noted above there are 26 outstations/homelands in total. Services to the outstations are provided by the Mabunji Aboriginal Resource Centre which was established in 1983 and is located within the Borrooloola township.

Borrooloola is quite a large town with a predominantly Aboriginal population. The area is home to the 'saltwater people', the Yanyuwa and Mara and the 'mainland people', the Karawa and Kurdanji Aboriginal peoples.

The following link provides a comprehensive bibliography including over 100 references for books, papers and recordings that relate to the place and people of Borrooloola and the surrounding region:

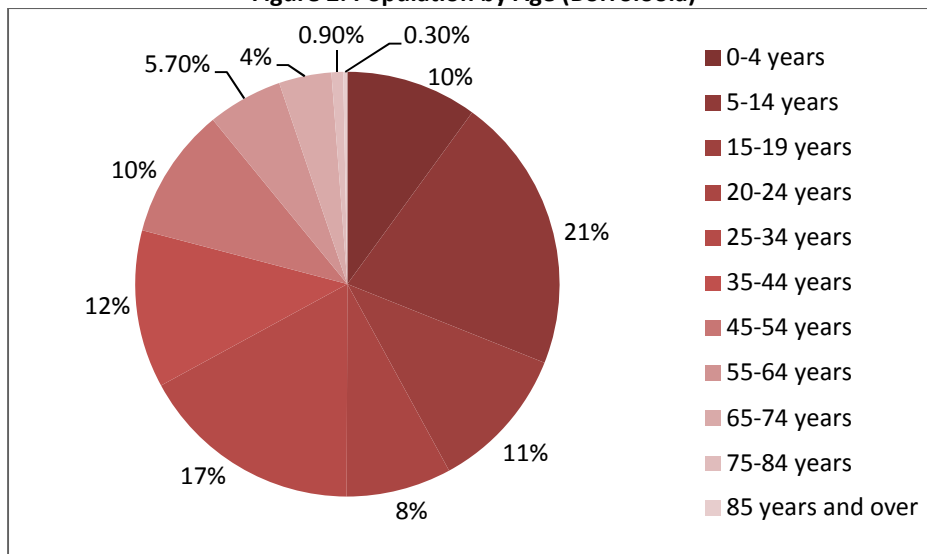
<http://www.deakin.edu.au/arts-ed/diwurruwurru/yanyuwa/People/Default.htm>

Demographic Profile

<i>Population:</i>	773 in the township 250 (approx.) in the outstations 75% Indigenous
<i>Growth/decline:</i>	Growth
<i>Male Female Ratio:</i>	53.4% male – 46.6% female
<i>Percentage of population under 19 years:</i>	42%
<i>Percentage of population under 15 years:</i>	31%
<i>Percentage of population over 55 years:</i>	11%
<i>Median Age:</i>	25 years
<i>Median Individual Weekly Income:</i>	\$263.00
<i>Median Family Weekly Income:</i>	\$772.00
<i>Median Household Weekly Income:</i>	\$1,012.00
<i>Median Weekly Rent:</i>	\$30.00
<i>Average Number of Persons per Bedroom:</i>	1.9
<i>Average Household Size:</i>	4.5

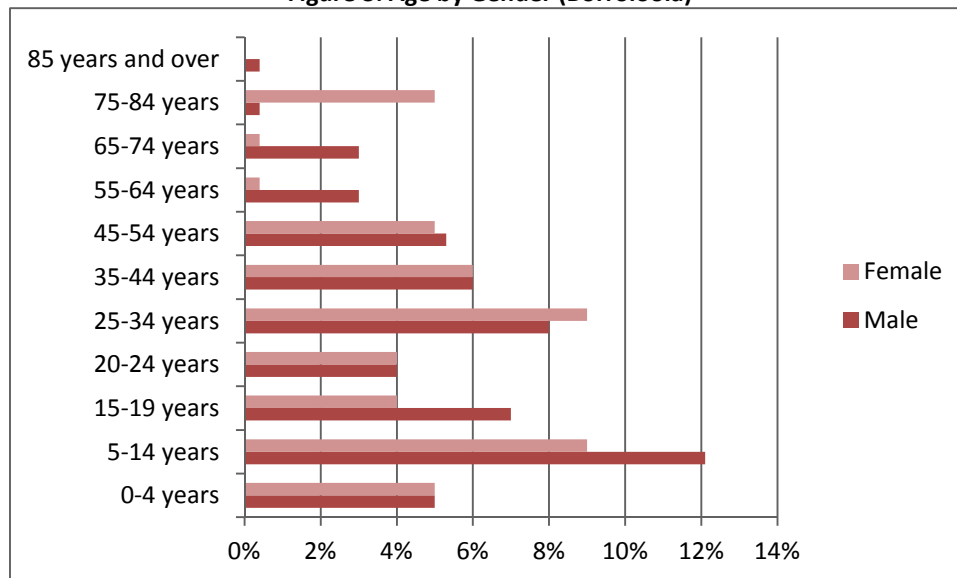
Families: 129 families with 51.2 per cent couples with children, 16.3 per cent couples without children and 32.6 per cent one parent families

Figure 2: Population by Age (Borroloola)



Borroloola has a young population with 50 per cent of the population under the age of 25 years and almost one-third of the population under the age of 15 years. This presents a significant challenge in the coming years as younger members of the community make some of the most important transitions in life from compulsory education to post-compulsory education and training and employment. It is not surprising that during community consultations employment and training ranked highest as an area of interest and youth opportunities as four highest.

Figure 3: Age by Gender (Borroloola)



There are more males than females in the community and most importantly the largest difference is in the 5-14 years and 15-19 years cohorts – noting this data is from the 2006 Census and essentially large numbers from both cohorts will now be of an age where they have entered or are seeking to enter the labour market through employment and/or training.

Notably, there are a high number of people over the age of 15 who are not married in the community. Further, there are more de-facto marriages than registered marriages which is a trend seen only in Borroloola with lower rates (less than 2 per cent) of de facto marriage in the other three communities. There are high rates of dependency with almost a third of all household relationships being children under 15 years of age.

Figure 4: Marital Status (Borroloola)

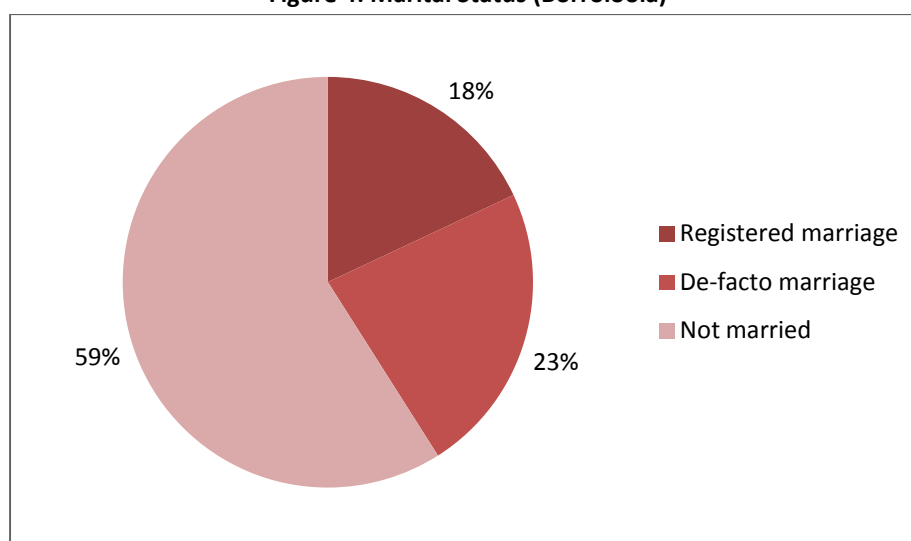
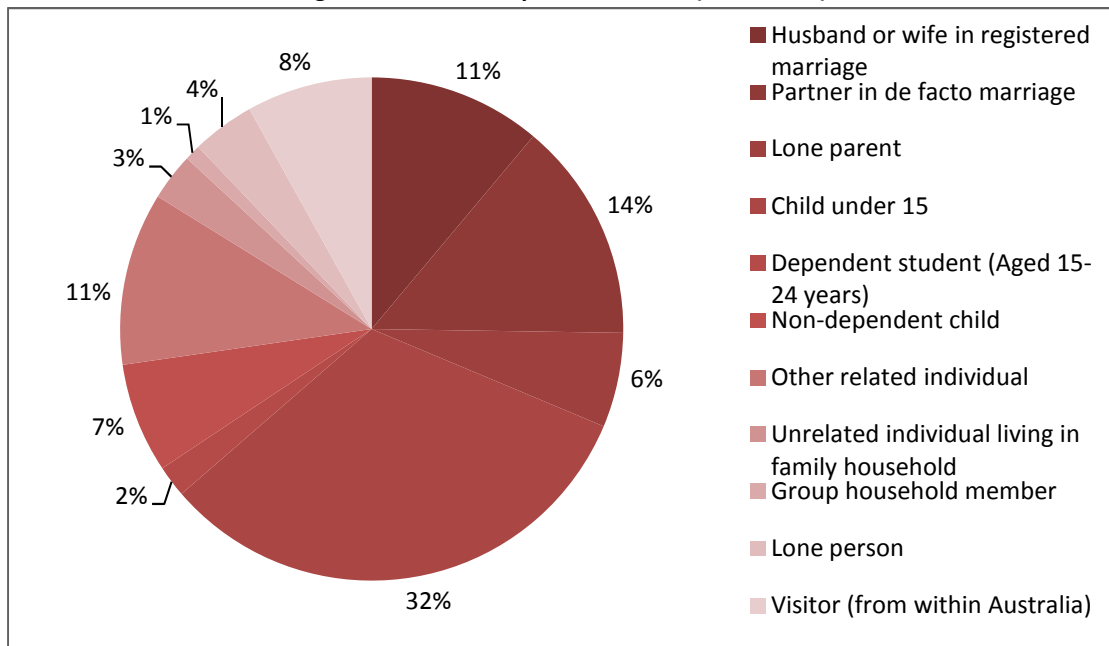
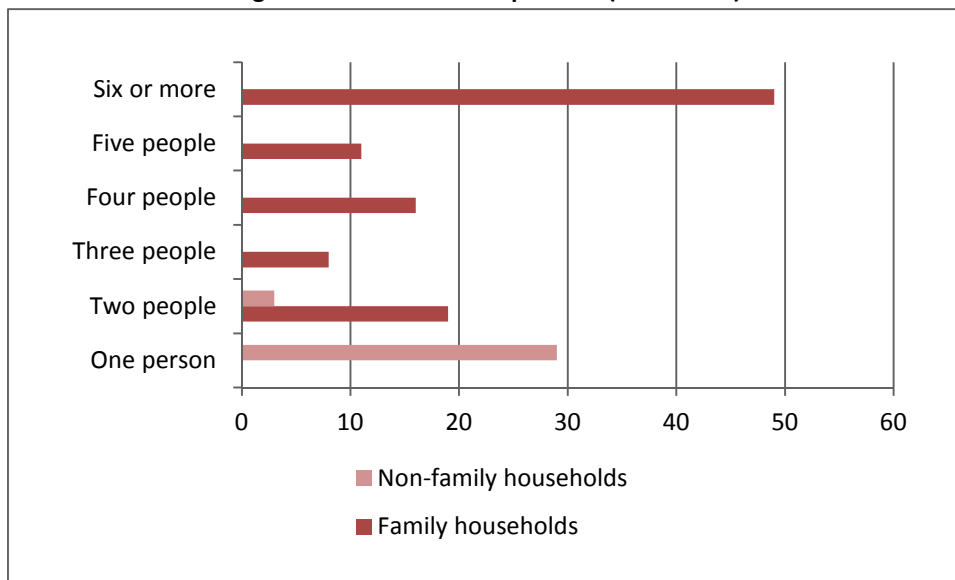


Figure 5: Relationship in Household (Borroloola)



As noted earlier, the average household size in Borroloola is 4.5, therefore it would be expected that there are high numbers of households with six or more people. While this might imply there is an issue with overcrowding, it should be noted that 'accommodation and housing' rated low as an area of interest raised during the consultations – more is discussed in relation to accommodation and housing in later sections of this report.

Figure 6: Household Composition (Borroloola)



In terms of this demographic snapshot, it will be important to measure changes over time when the Census 2011 data becomes available for Borroloola in June/July 2012. These will be mapped in the second half of 2012 with an expected result of population growth and the maintenance of a predominantly young population.

Assets and Infrastructure

The Roper Gulf Shire Council provides local government in Borroloola, which is in the South West Gulf Ward. The South West Gulf Ward is one of five wards in the Shire represented by 12 elected members. Mabunji Aboriginal Resource Centre provides outstation support. Mabunji was established in 1983 as a resource centre to service the Aboriginal peoples and their homelands of the Borroloola region. The Centre is also responsible for a number of the town based facilities and hosts the Community Radio Station (http://www.gpnnt.org.au/client_images/209956.pdf; <http://www.mabunji.com.au/about.html>).

Borroloola has three fuel outlets, three supermarkets, a post office, caravan park (complimented by a guest house and hotel), air strip, library and community school. There is also a clinic, a Police Station and a Women's Shelter, which provides a safe space to welcome women and children escaping family violence. The service includes short term accommodation and support. Further, there is an aged-care centre, an adult-education study centre and a Shire Service Centre for Roper-Gulf Shire. Borroloola has a pub which is not fully licensed. There is also a licensed premise at the Amateur Fishing Club at Black Rock Landing, King Ash Bay located 41km from town on the Macarthur River. There is also a dump point near the town airstrip.

A single lane bitumen road extends all the way to Borroloola from the Stuart Highway. The road has all year access but may be closed by cyclonic or heavy monsoonal rains for periods of up to 1 week. A 2WD is sufficient to get to the township during dry weather but a 4WD will allow for travel more frequently during the wet season. The airstrip at Borroloola is a sealed airstrip open night and day and is used by smaller planes, the RAAF and the RFDS.

The Australian Government provided \$52 million under the Community, Beef and Mining Roads Improvement Program in partnership with the Northern Territory Government contributing \$29 million to remote communities for better roads. This funding will benefit a range of road projects in rural areas of the Northern Territory by delivering improved outcomes in road standards for the sector.

Under this project construction took place of a single lane, 220 metre long bridge/pedestrian walkway on Wologorang Road east of Borroloola. It includes a 9 metre carriageway, 6 metre gravel approach lanes and elevated 5.8 metres above the existing causeway. The bridge was completed in February 2011.

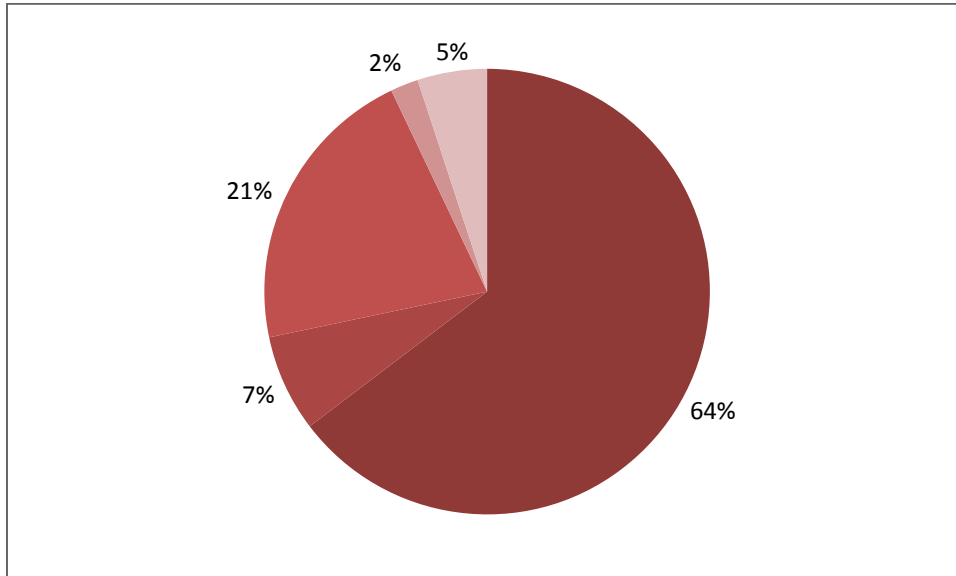
(http://www.nationbuildingprogram.gov.au/projects/ProjectDetails.aspx?Project_id=034462-09NT-NP).

In 2009, the Northern Territory Government revealed its targeted strategy to improve the lives of Territorians living in remote areas by encouraging real towns, real jobs and real opportunities. The Strategy known as *A Working Future* is a visionary six-part plan that will develop 20 large service towns, set a new path for homelands and outstations, and focus and coordinate the delivery of infrastructure, services and development in the remote Territory. This means that selected remote communities will have town plans, private investment, targeted Government infrastructure and commercial centres making them like any other towns in Australia and, like elsewhere, they will service the surrounding areas of smaller communities, properties, outstations and homelands.

Borroloola is a *Working Future* town and the progress will be monitored over time as part of the on-going SIA (see *Working Future* website).

Consultations in 2012 supported the data from Census 2006 reported in the graph below suggesting the majority of the community does not have Internet connection. Some broadband and dial up connection is available – mainly through organisations rather than in domestic homes.

Figure 7: Type of Internet Connection (Borroloola)



Community consultations saw 8 per cent of all discussions reference community assets with a specific interest in 'traffic and roads'. Community members were concerned about the poor conditions of the road and acknowledged that road maintenance was the responsibility of the NT Government (noted above). However, as part of building the overall infrastructure of the region, community members were keen to see the haul road granted for public use since it was perceived that it was to be built on community land.

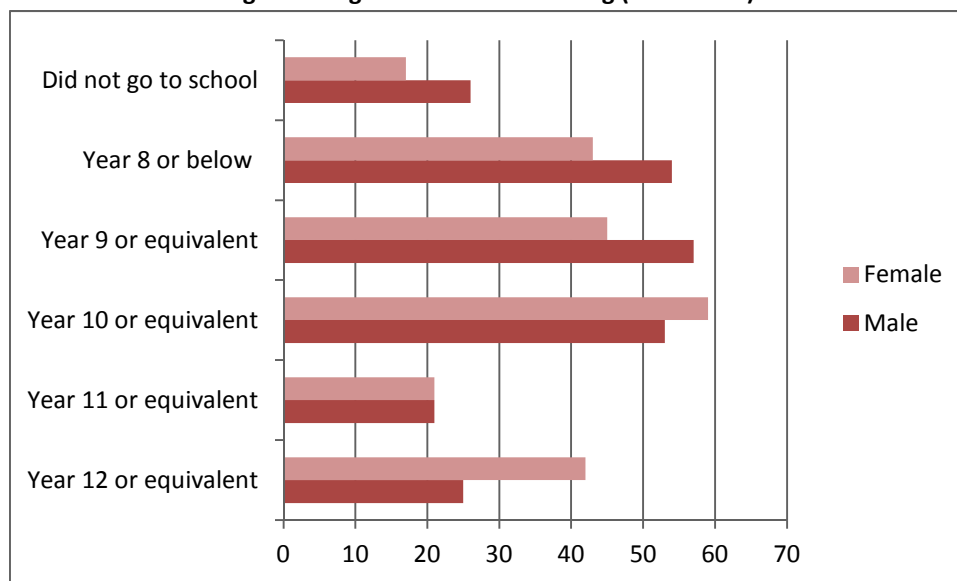
Further consultation will be undertaken in regard to the development and establishment of the haul road. However, it will be important for WDR to also monitor the implantation of *The Working Future* plan and consider where mining development can further enhance infrastructure and assets that support community priorities and outcomes.

Education – Early Years to Adulthood

In developing the Borroloola Local Implementation Plan (LIP) the community recognised that children need to secure better early childhood outcomes to give them the best start in life. Further, improving literacy, numeracy and education was seen as critical to giving young people in Borroloola the best opportunity to enter the workforce or undertake further study in the future. Accordingly, the consultations for the LIP identified additional teachers/teaching staff and a Comprehensive Youth Pathways service as important future developments as well as a new multi-purpose facility and boosting Indigenous training and employment programs (Northern Territory Government, Borroloola Budget 2010-11).

Concerns about early childhood development are the genesis for future concerns regarding levels of educational attainment and the consultations undertaken in February 2012 report that school attendance in Borroloola is currently at 62 per cent. Relatively low levels of school attendance are correlated with Census 2006 data suggesting there are almost as many reports of either gender not attending school as make it through to Years 11 and 12. Indeed, the highest levels of schooling achieved are Year 8 or below and Years 9 and 10. Generally, females achieve higher levels of schooling than males noting that when students go on to Year 11 they have a higher likelihood of completing Year 12 than stopping at Year 11 (see Figure below).

Figure 8: Highest Level of Schooling (Borroloola)



The following figures summarise the highest levels of schooling achieved by gender noting the higher rates of drop off at Years 11 and 12 for males than females. However one-third of all males have the highest level of schooling at Year 8 or below or have not attended school at all. The significance in the data is the much higher percentage of females (19 per cent) that have achieved Year 12.

Figure 9: Highest Level of Schooling (Male)

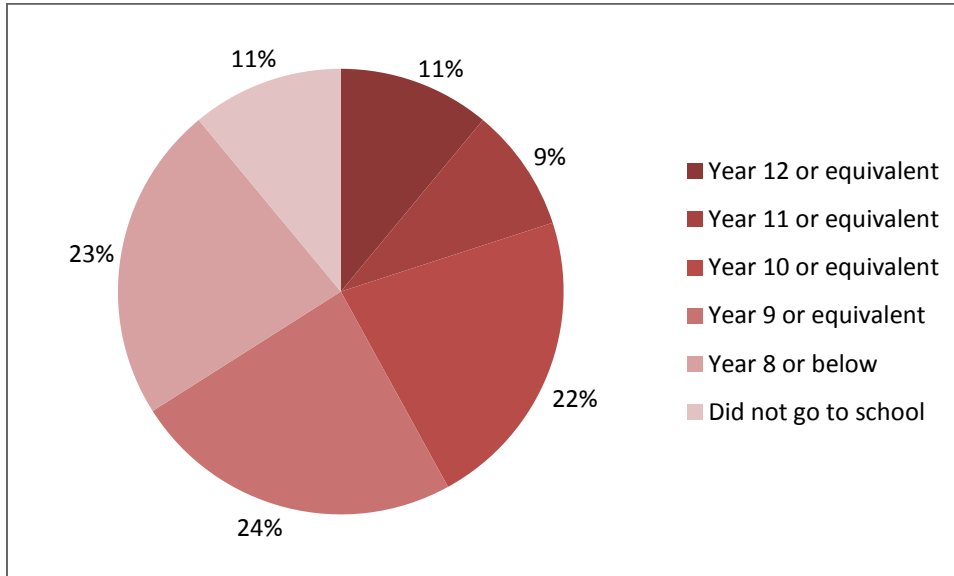
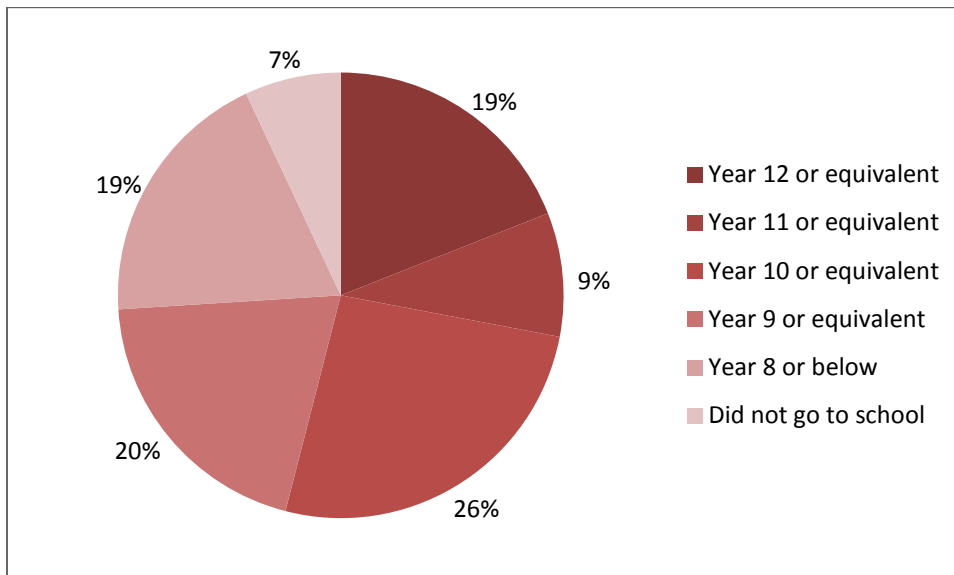


Figure 10: Highest level of Schooling (Female)



In terms of non-school qualifications, males are more likely to have achieved a qualification than females and generally this is at the Certificate level. Overall, there are low levels of non-school qualifications across the community and very low numbers outside of Certificate qualification. Predominantly, Census 2006 data reports that most people did not state a level of education attained beyond levels of schooling achieved (reported above).

It should be noted here that Certificate qualification is most likely to have increased in the last two years through the development of the following:

- Borroloola School continuing to offer Vocational Education and Training (VET) programs for Certificate I in Hospitality and Certificate I in Conservation and Land Management
- The School in partnership with the Department of Education and Training and the McArthur River Mine Community Benefits Trust offering school-based apprenticeships and accredited training for Certificate1 in Resources and Infrastructure and Certificate I in Construction.

Figure 11: Non-School Qualifications by Gender (Borroloola)

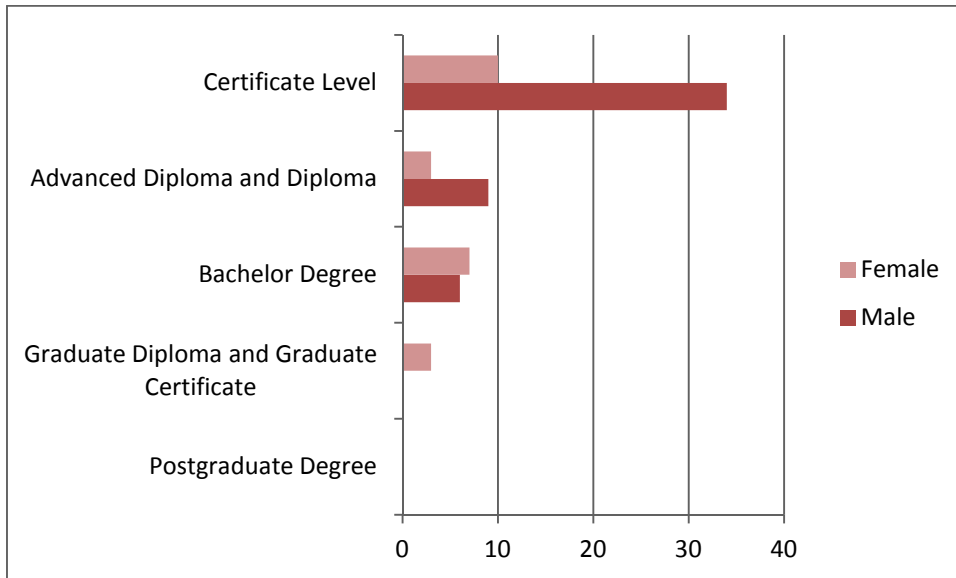
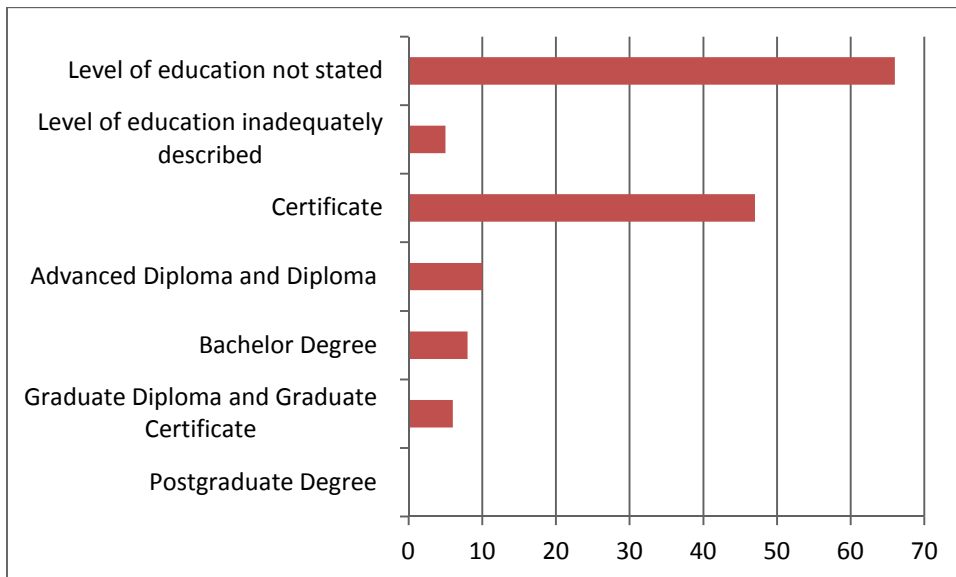


Figure 12: Levels of Non-School Qualifications - Total (Borroloola)



These findings will be mapped against the 2011 Census data but consultations suggest that there is unlikely to be any significant change in levels of educational attainment and there is substantial concern with regard to educational outcomes for young people. Both the school and the Roper Gulf Shire Council suggested there was a need to build on youth service programs (see the section below ‘Youth Opportunities’). It is clear that in terms of the viability of developing employment and training pathways much work is needed to be done to enhance the educational outcomes for young people at pre- and post-compulsory education levels.

Development of learning pathways needs to occur through a ‘whole of education’/ lifelong learning approach that has children engaged in learning prior to entering school (through preschool and playgroup programs), aspirations built through school levels, and with pathways created into post-compulsory training and education that can lead to improved choices for meaningful and long-term employment. The next section reports on such Economic Participation and Development outcomes.

Economic Participation and Development

Note: At the time of finalising this report, the Northern Territory Government – as part of the Working Future Initiative – released Job Profiles (2011) for a number of the Government’s targeted Growth Towns. These were uploaded to the Working Futures website on the 29th February 2012. These included the towns of Borroloola, Ngukurr and Numbulwar. These reports provide significant data from 2011 regarding labour market participation, vacancies, job seekers, CDEP participation and existing businesses by type.

It was beyond the scope and timing of this report to analyse the data against the 2006 Census data. However, the data will be analysed and matched against the 2011 Census data when it becomes available during the second half of 2012 and as part of the on-going SIA.

The link to the Borroloola report is included here as a significant reference document when WDR consider strategies for increased economic participation and development for Indigenous people moving forward.

http://www.workingfuture.nt.gov.au/Territory_Growth_Towns/Borroloola/docs/Borroloola_Jobs_Profile_2011.pdf

Census 2006 reported that almost 40 per cent of the working age population ($n=293$) of Borroloola were not engaged in the labour force. This was much higher for females (46 per cent) than males (33 per cent). This is an important statistic since unemployment rates are low (overall 4.8 per cent with no significant difference reported by gender) for the community but only account for those actively seeking work but who have been unable to find it.

Accordingly, males are more likely to be employed than females in both part-time and full-time work and males are more likely (though marginally) to be in full-time rather than part-time employment, whereas females are more likely to be in part-time rather than full-time employment.

Figure 13: Labour Force by Type of Employment (Borroloola)



In terms of employment by industry, the following tables show employment by industry category for males and females. The data demonstrates that both male and females are much more likely to be employed in ‘Public Administration and Safety’ than any other industry category. The heavy bias in the data to this category is due to CDEP participation being counted within the category and future analysis of employment data will occur through measuring the employment in this category against current CDEP participation data obtained from local organisations.

According to the Mabunji Aboriginal Resource Centre website the organisation currently employs over 300 Indigenous people on CDEP (<http://www.mabunji.com.au/about.htm>).

Beyond CDEP, employment in 'Health Care and Social Assistance' and 'Retail Trade' are the next largest employers of females. Female employment is essentially across just six industry categories.

Beyond CDEP, 'Mining', 'Construction', 'Education and Training' and 'Agriculture, Forestry and Fishing' account for almost one-third of all employment of males (at 8 per cent each). Male employment is across a wider set of industry categories than females at 10 categories.

Notably, despite the location of the community to the McArthur River Mine (MRM), at 2006 there was relatively low numbers of employment in the mining sector – 8 per cent and 5 per cent respectively for males and females. It will be interesting to review this data as at 2012 given the mine is now established and the implementation of the Community Benefits Trust (the Trust) is more advanced.

One of the two key aims of the Trust is to support employment, training and enterprise development with a target of 20 per cent workforce participation for Indigenous people in the Borroloola region (incorporating Borroloola, Robinson River and King Ash Bay).

Figure 14: Employment by Industry - Male (Borroloola)

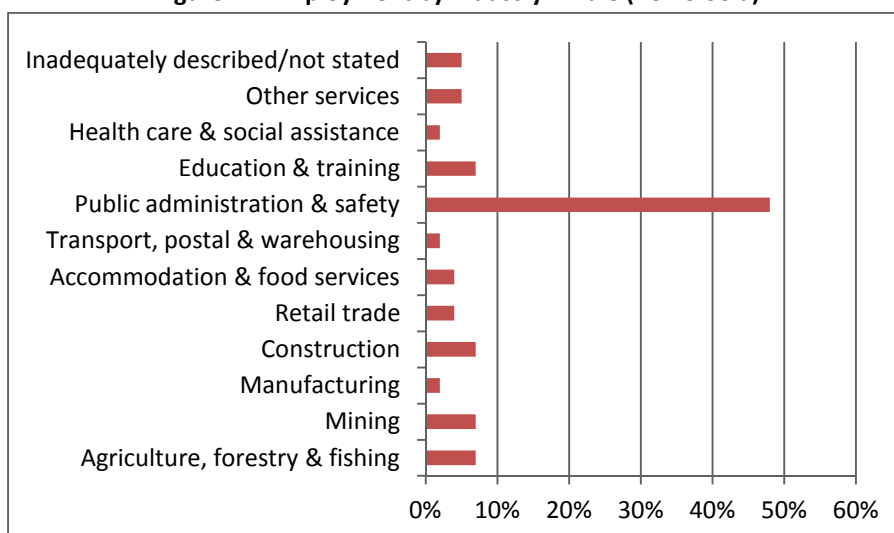
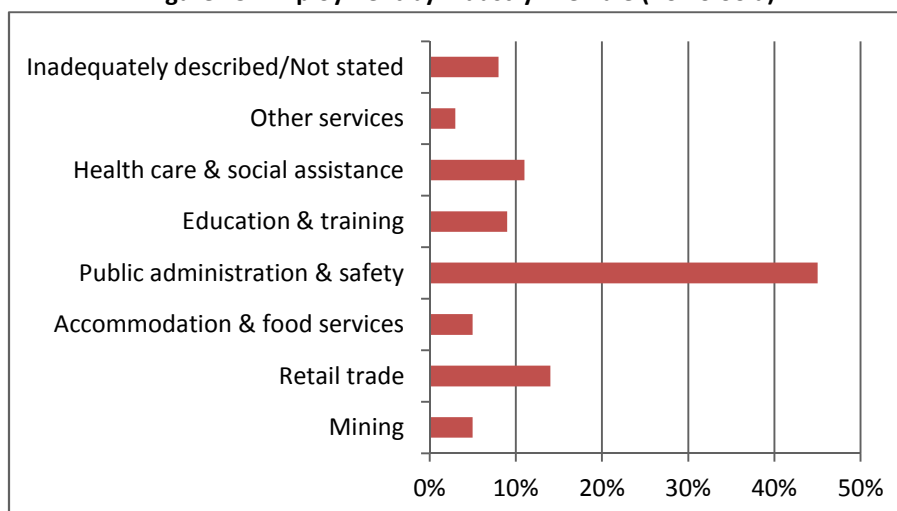


Figure 15: Employment by Industry - Female (Borroloola)



According to a review on employment opportunities conducted by DEEWR (Employment Opportunities Report, Borroloola 2006) there are eight employers in Borroloola in the community services area, such as government, local government and the Mabunji Aboriginal Resource Centre. There were also 32 other employers identified, with varying business activities, in the tourism and hospitality industry and associated mining support services. These are mainly one or two person operators except for the supermarket, hotel, and a construction company. Across these employers, in 2006 there were:

- 156 positions
- 118 positions were held by non-Indigenous people.
- 313 CDEP participants.

At the time of the Report, business opportunities included retail, hairdressing, tourism ventures, art and culture and a rural transaction centre (DEEWR 2006).

In the 2006 Census, the most common responses for occupation for employed persons were 'Labourers' (43.7 per cent), 'Professionals' (14.4 per cent), 'Technicians and Trades Workers' (9.0 per cent), 'Managers' (8.3 per cent) and 'Community and Personal Service Workers' (8.3 per cent).

While labour force participation is relatively low (according to Census 2006 data), as an economy Borroloola has strong interest from tourists, leisure fishermen, and opportunities for a number of ventures within the township and its surrounds (DEEWR 2006).

In terms of increasing economic participation and development, according to the DEEWR 2006 report, future employment and enterprise opportunities in Borroloola included:

- Nursery/Market Garden/Landscaping
- Transport Service
- Fishing ventures/Tourism
- Hairdressing/Community Store
- Fishing licence
- Art Centre
- MRM.

In 2006, the Local Government Association of the Northern Territory (LGANT) identified barriers to employment for the community of Borroloola in an Employment Opportunities Report. These included low rates of literacy and numeracy, varying levels of trades skills, isolation from major centres and social problems including alcohol and substance abuse. The consultations highlighted similar concerns and nearly one quarter of all consultations referred to economic participation and development as a key interest area (these are reported in the *Consultation Report*, March 2012, pages 30-32).

Local employment matters were raised by every stakeholder group and predominantly focused on the positive opportunities presented by the proposed Roper Bar Iron Ore Project. Consultation revealed strong support for the proposed Project based on its potential to provide increased local employment opportunities which delivered benefits to the sole worker and also the wider community.

The Mabunji Aboriginal Resource Centre, the Department of Housing, Local Government and Regional Services (DHLGRS) and Industry Education Networking (ITEC) are the predominant employment and training providers in Borroloola.

The focus for Borroloola now is closing the gap between training and employment to ensure that their young people especially, develop and maintain skills that will help in building a stronger community long after the proposed Project is complete.

To a lesser extent, social impacts were identified as barriers to employment for the local workforce. These barriers included humbugging, alcohol and substance abuse, and the overcrowding of accommodation.

The Traditional Owners, business owner and community member stakeholder groups commented on the positive impacts that increased local employment would have on such social issues. These positive impacts were balanced by the perceived problems associated with employment, in particular the loss of community members due to relocation. Relocation can result in essential skills and services being lost to larger towns, such as Darwin and Katherine and not returned to the communities that need it most. Furthermore, the presence of social pressures like humbugging have already caused residents to leave Borroloola so that they are able to better manage their work/life balance.

Clearly, the development of the Roper Bar Iron Ore Project will provide employment opportunities. These have been identified in Appendix 1 of this report. However, building meaningful long-term employment and training demands a long-term commitment and investment by all key stakeholders and partners. Without a well designed employment and training strategy opportunities turn to risks and disappointed communities.

Youth Opportunities

The opportunities for building aspiration formation in young people inevitably arise when a major project such as is being proposed occurs. While there are some initiatives currently being established, the concerns for young people in the region are significant and were articulated by community members.

A significant amount of concern and interest in the future of the region's youth was shown by community members and stakeholders during consultations. General sentiments reflected that the proposed Project would provide opportunities for young people, particularly relating to employment, but also linking with provision of more services and social infrastructure through a social benefits scheme.

Interest was shown by the Borroloola School and RGSC to build on youth service programs for diversion away from youth succumbing to social issues such as alcohol and substance abuse and into meaningful development. Youth service providers and local government representatives agreed that initiatives developed for the youth need to be centred on boosting work ethic, reinvigorating culture and improving engagement through sport. It is widely accepted, that youth programs involving monetary support become a social burden when youth use money to feed anti-social behaviour like alcohol and substance abuse.

Borroloola is the only community within the proposed Project's footprint that still has legal access to alcohol.

It was evident through consultation that community members and stakeholders were appreciative of existing initiatives and were hopeful that the finalisation of the Borroloola LIP would result in positive outcomes for the their children and the wider community, however, they saw the proposed Project as a vehicle to further support this initiative. Furthermore, while clear support was shown for the employment opportunities the proposed Project presented for local youth, stakeholder comments indicated there was a lack of awareness about programs and initiatives in place or under discussion to address this issue, including VET programs offered by the NT Government.

Health

Due to concerns about small numbers in data, health data has been difficult to secure and mostly is not reported publically. Permission for use in baseline mapping reports is not provided by the Northern Territory Government or associated agencies (Commonwealth Government and Northern Territory Government).

However, during consultations for the LIP the community expressed a concern around the need for access to suitable and culturally inclusive primary health and preventative services. Priorities are to include upgrading the health clinic, ehealth services which will support the development of local networks and ICT-enabled health, education and training services (Northern Territory Government, Borroloola Budget 2010-11).

The Community Health Centre is managed by the Northern Territory Government Department of Health and Community Services and recently underwent an \$80,000 upgrade. It provides an essential primary health care service to the community. There are nurses and Aboriginal Health Workers on staff to service the needs of the locals and visitors to the community. Some programs running in the community include:

- Meals On Wheels
- Substance Abuse Support
- School screening — annually
- Old people screening — ongoing
- Well women checks — ongoing
- Well men checks — ongoing
- Under 5 screening — ongoing
- Immunisation
- Chronic Disease Outreach
- Maternal and Child Health
- Communicable Disease Reporting and Management
- Home visiting services (as required)
- Palliative care (as required)
- School screening services

According to the Roper Gulf Shire Council, trachoma is a big issue, so too is scabies, impetigo, gastro, and head lice. Issues relating to overcrowding, alcohol abuse and smoke from burn offs are also noted.

http://www.ropergulf.net.au/index.php?option=com_content&view=article&id=61:borroloola&catid=37:community&Itemid=57.

Consultation confirmed there were a number of health problems in the area, as well as a shortage of service providers. Comments regarding health only accounted for 2% of all discussions and were not seen as a direct impact by the proposed Project, however can affect the employability of the local workforce in the long-term.

Cultural Heritage

Cultural heritage matters to all Indigenous people and it matters to the people of Borrooloola - both in terms of preserving and enhancing current and past cultural practices. There have been a number of initiatives in the past including the Yanyuwa animation project where linguists, anthropologists, archaeologists, ethnomusicologists, filmmakers, scientists and lawyers completed a number of initiatives including documenting and drafting a Yanyuwa dictionary, compilation of an Indigenous atlas detailing the intricacies of homelands, recording song and dance and drafting and presenting land claim evidence as well as filming documentaries.

(<http://www.screeningthepast.com/2011/08/these-are-the-choices-we-make-animating-saltwater-country/>).

From the consultations in 2012, interest was in how WDR would identify and preserve sacred sites (or sites of cultural significance) throughout the EIS process and beyond. Community members acknowledged the importance of working with WDR to protect sacred sites, however did express concern over properly identifying where these sites are located.

It was clear from the consultation that caring for their country was very important for stakeholders – both culturally and spiritually – as it provided an opportunity to be ‘hands on’ with their country and share stories with the younger generation. Consultation revealed that ongoing involvement in cultural heritage management was very important to the community.

Traditional Owner and Elder stakeholder groups expressed their concerns regarding the size of the proposed Project and the potential impact it could have on these sites. There was a strong need for the project team to clearly demonstrate and articulate their cultural heritage management processes to confirm sacred sites would not be impacted.

Within Traditional Owner and Elder stakeholder groups there was also discussion surrounding the intangible elements of the Indigenous culture, such as language, ceremony and traditions, and how the design of potential employment packages may work to support and sustain the culture.

The protection of ceremony and tradition to the Traditional Owner and Elder stakeholder groups is paramount to future-proofing their culture. This should be considered carefully during the identification of sacred sites and sites of cultural significance. Both groups, in addition to local Indigenous groups, should be further engaged when managing cultural heritage for the proposed Project.

Minyerri

The community of Minyerri is one of the most remote within the four communities and is managed by the Alawa Aboriginal Corporation. The following sections provide a baseline profile of the community based primarily on publically available data and the consultations undertaken over the previous 12 months with a particular focus on the February 2012 consultations.

It should be noted that compared to the available information for the other three communities, outside of the Census 2006 data and a small number of public documents, there is very little information available. Through the ongoing development of the SIA process, beyond the submission of the EIS and with Census 2011 data becoming available in June/July 2012, it is expected that a more informed community profile will be developed and made available for the community.

Some Things You Should Know

Pronunciation: Min-yeh-ri

Alternative place name: Hodgson Downs and more recently Waliburru

Outstations: Kewulyi (originally called Roper Valley Station)

Language Groups: There are three main languages spoken in Minyerri being Kriol, Alawa and English. Census 2006 reports that 94.2 per cent of residents spoke English at home.

Location: 240kms southeast of Katherine on the Roper Highway.

Access: Restricted during the wet season as there are a number of flood ways which flood and are impassable. The road is unsealed and conditions vary depending on the time of year. The road is usually graded once a year, normally after the wet season. There is an airstrip (with no lights) so flights can be taken into the region.

Traditional Owners: Alawa people have lived in the region for thousands of years.

Geographic Region

Minyerri, also known as Hodgson Downs, is located approximately 270 km south-east of Katherine by road, along the Roper Highway. The Hodgson River is in close proximity. The nearest more populous place is Ngukurr which is 89km away. Minyerri has one outstation - Kewulyi (originally called Roper Valley Station).

The Minyerri Township is very near to the site of the Hodgson Downs Station Residence. Hodgson Downs, a cattle station, was built on the Alawa traditional lands. Conflicts occurred as white settlers began to encroach upon Aboriginal territory and these first encounters included the killing of 30-40 Alawa, of both sexes, in 1903 about 500 metres from the current Minyerri community. This was thought to be one of the biggest massacres of the time.

Hodgson Downs Station was granted to the Alawa people under the Land Rights Act in 1995, and is now called Waliburru. In the past few years the Indigenous Land Corporation has invested in renewing the cattle station. As at 2008, a 6500-strong Brahmin herd had been established and there was some 500km of fencing, bores, new paddocks, quarters for ringers and managers and some 20 workers on full-time wages (http://www.gpnnt.org.au/client_images/321361.pdf).

There is a lot of seasonal variation in the population size. This is due to seasonal variation and ceremonial activity. There is no supporting data for Aboriginal mobility in this region.

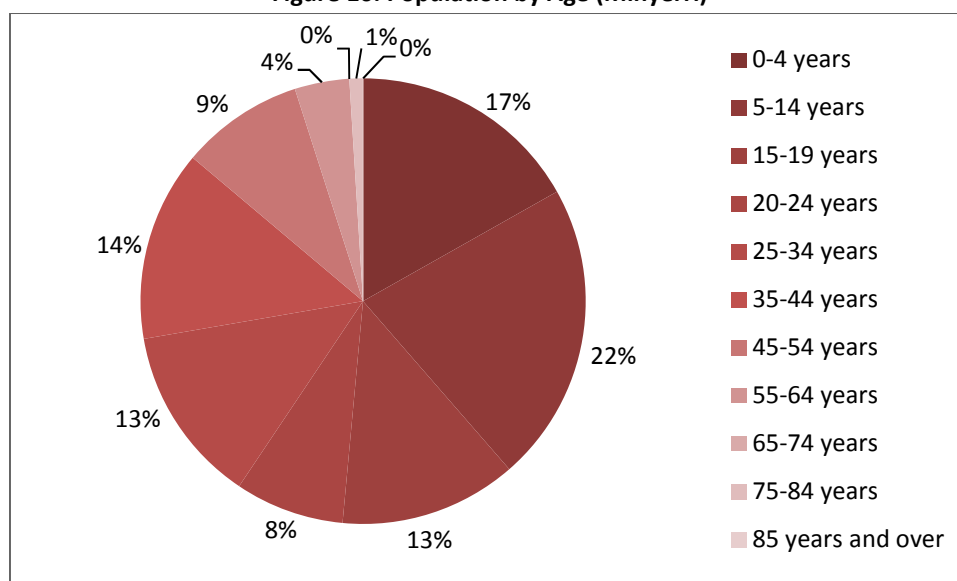
Unlike Ngukurr and Numbulwar, Minyerri has a larger proportion of people reporting no religion (85.9%) – noting the other two communities report over 70 per cent of residents being Anglican. This is one of the signifiers that the community has maintained traditional culture and heritage (see sections below).

Demographic Profile

Population:	447 with 95.5 Indigenous
Growth/decline:	No data
Male Female Ratio:	46.3% male – 53.7% female
Percentage of population under 19 years:	52%
Percentage of population under 15 years:	39%
Percentage of population over 55 years:	5%
Median Age:	19 years
Median Individual Weekly Income:	\$217.00
Median Family Weekly Income:	\$601.00
Median Household Weekly Income:	\$1,036.00
Median Weekly Rent:	\$10
Average Number of Persons per Bedroom:	2.4
Average Household Size:	6.5

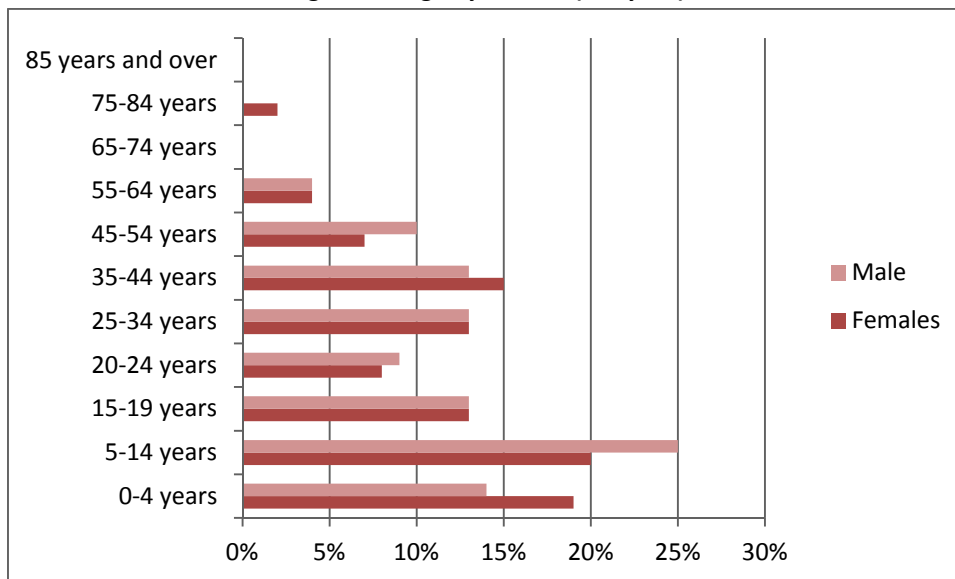
Families: 93 families with 60.2 per cent of families being couples with children, 11.8 per cent couples without children and 24.7 per cent were one parent families.

Figure 16: Population by Age (Minyerri)



Of the four communities Minyerri has the youngest population with a median age of just 19 years and 60 percent of the population under the age of 25 years. This presents a significant challenge in the coming years as younger members of the community make some of the most important transitions in life from compulsory education to post-compulsory education and training and employment. Not surprisingly, during the consultations of February 2012, the two highest areas of interest to community members and stakeholders were youth opportunities and employment and training. Ranked with them was the preservation of cultural heritage which might have links to a young population and how cultural practices will be passed on and kept. Together these three areas of interest accounted for 54 per cent of all engagements.

Figure 17: Age by Gender (Minyerri)



There are significantly more females in the community of Minyerri than males and particularly in the 0-4 year age cohort. Importantly, the Census data from 2006 reported just four people – all females – older than 65 years. For people over the age of 15 years, there are almost as many people who are not married as are married. However, unlike Borroloola, marriages are generally registered rather than de facto. There are also high rates of dependency with almost 40 per cent of household relationships being children under 15 years of age.

Figure 18: Marital Status (Minyerri)

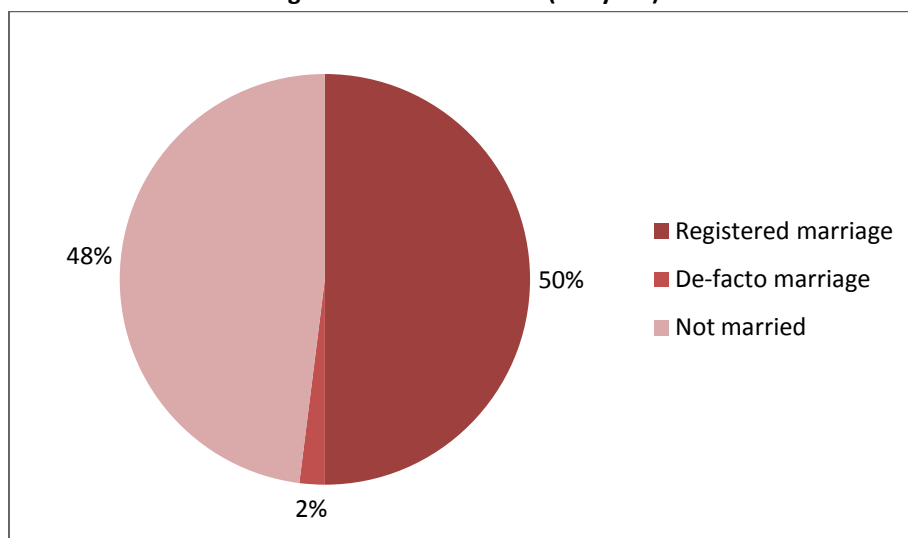
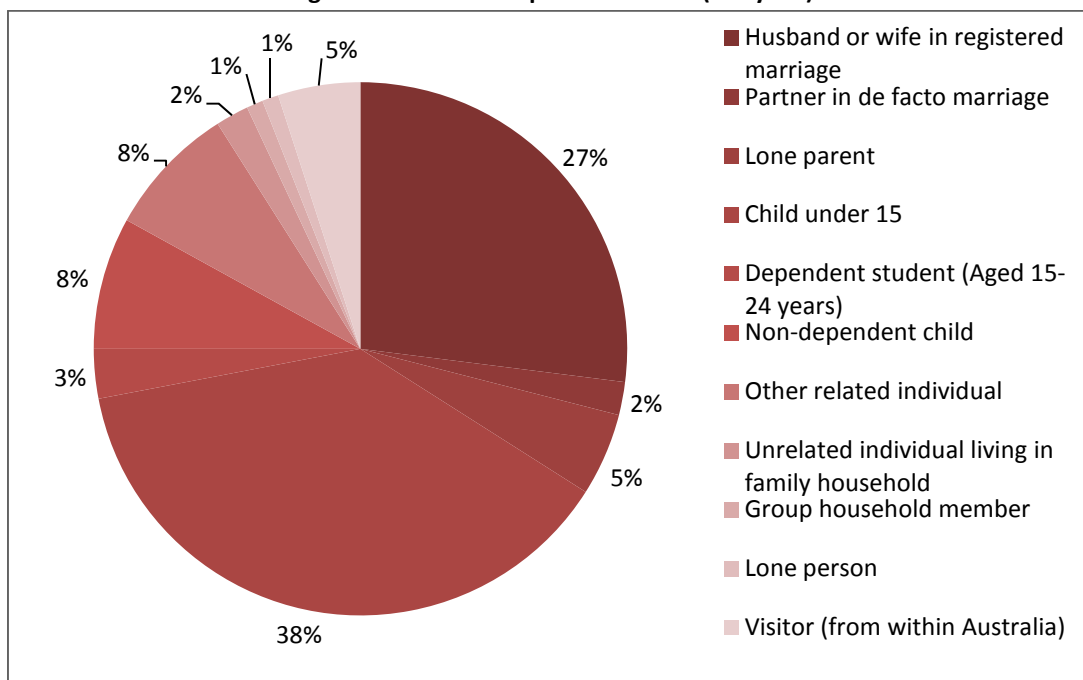
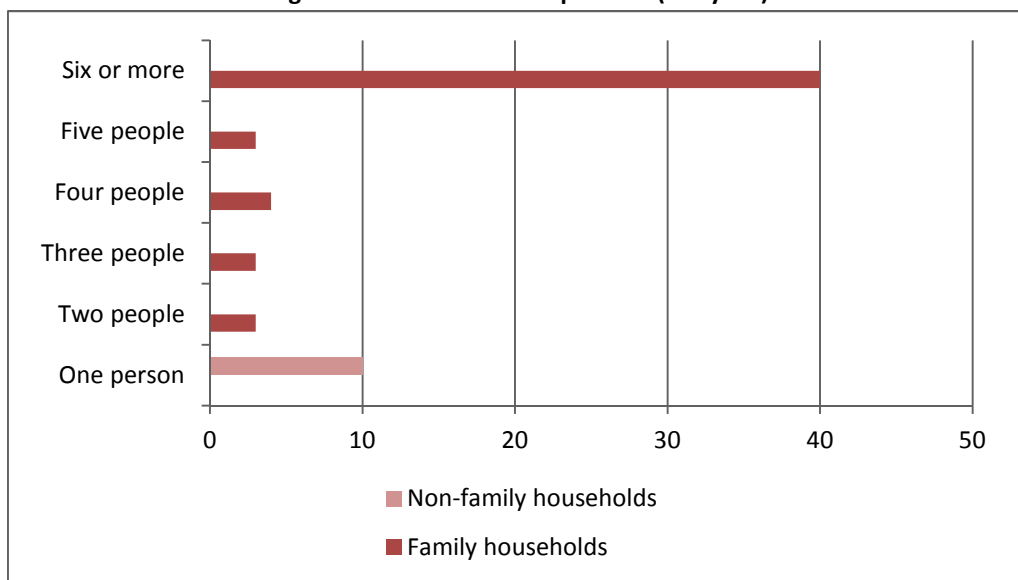


Figure 19: Relationship in Household (Minyerri)



As noted earlier, the average household size in Minyerri is 6.5, therefore it would be expected that there are high numbers of households with six or more people in them. In fact of the 53 households captured in the Census 2006 data, 40 of them had six or more people living in them. This did not go unnoticed in the consultations were overcrowding, housing generally and accommodation were areas of interest identified during the consultations (see below).

Figure 20: Household Composition (Minyerri)



In terms of this demographic snapshot, it will be important to measure changes over time when the Census 2011 data becomes available for Minyerri in June/July 2012. These will be mapped in the second half of 2012 with an expected result of population growth and the maintenance of a predominantly young population.

Assets and Infrastructure

Minyerri is part of the Roper Gulf Shire which delivers limited services. Yugul Mangi is the community government council for Minyerri. Located at Ngukurr, the Council has direct responsibility for provision of services to some 2500 people, in the Council Wards of Ngukurr, Warliburru and Yupungalla. Yugul Mangi is a name which encompasses the peoples belonging to seven Indigenous language groups of the lower Roper River/Gulf of Carpentaria region of South East Arnhem Land. The language groups identify as Mara, Ngandi, Alawa, Nunggubuyu, Rittarrngu, Wandarang and Ngalakan. Each language group consists of discrete clans, each having its own totems, land and related ceremonial responsibilities.

The community consists of a general store (which is also a bank agent and has EFTPOS), a health centre (operated by Sunrise Health) Women's Centre, Centrelink Agent, police, community school (pre-school, primary and secondary classes and after-school program), a church and an Opportunity Shop - which is fully owned and run by Indigenous people. There is television and radio coverage, no mobile phone coverage and Internet is only available at the clinic.

The NRETAS Guidelines require identification and discussion of community infrastructure, including transport, which may be impacted by the proposed Project. During consultations 'traffic and roads' accounted for 14% of all discussions, with over half of participants raising the topic.

Consultation revealed that while there are no concerns regarding the construction of the proposed 164km haul road, concerns were prevalent across the region relating to poor existing road conditions and access. The road from Minyerri through to Hodgson Downs and onto Roper Bar Highway is 45km of corrugated dirt road that is generally cut at the river crossing by heavy rain overflow. Limited access such as this is considered as a concern for Minyerri locals, especially for those working outside the community as they cannot reliably get to and from Ngukurr (or places of employment).

Whilst isolation was raised predominantly as a concern, some comments were directed at the potential positive impacts this isolation causes. For instance, it was perceived as protection from western influences such as mobile phones, drugs and alcohol. Most community members and stakeholders acknowledged the condition of the roads was the responsibility of the government, however some still expressed their view that WDR could provide some financial support towards getting them fixed.

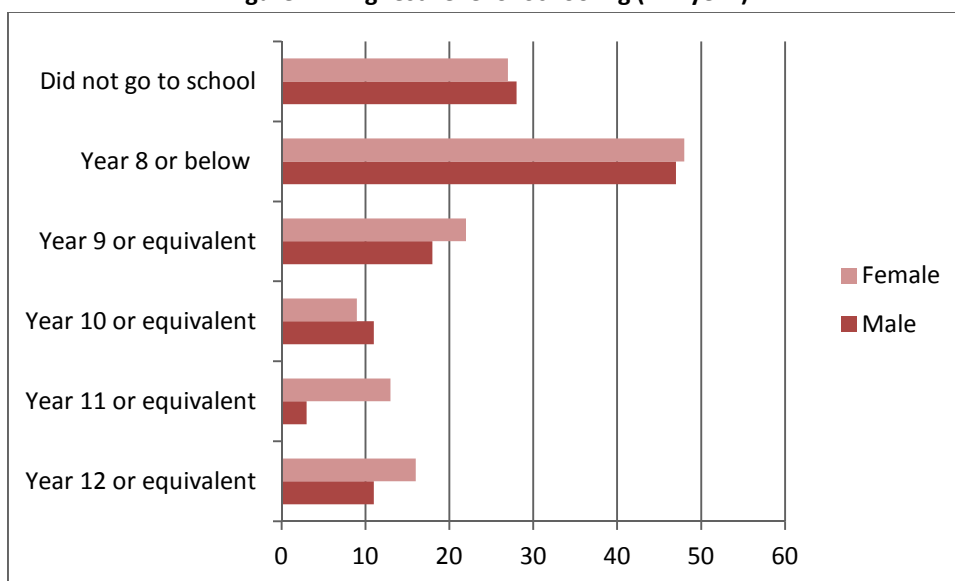
Expectations must be managed through information and further consultation to ensure WDR is not perceived as responsible for local and state government roads.

Education – Early years to Adulthood

During the consultation, education was not identified as an area of interest. That said, Minyerri School (also known as Hodgson Downs-Minyerri) is a preschool to Year 9 School. The closest option for Year 10-12 students is Katherine High School. All of the 175 students currently enrolled at the school are Indigenous.

For over seven years, Minyerri School has maintained a 90% average attendance. It is perhaps the high attendance rate that causes education not to emerge during the consultations as an area of interest/concern. Rates for 2008-10 were 92.8 per cent, 93.3 per cent and 95 per cent - through to May 2010 when rates are higher still due to lack of mobility out of the community during the wet season. From the consultations the school attendance rate as at February 2012 was 90 per cent.

Figure 21: Highest Level of Schooling (Minyerri)



Figures 21-23 show the highest levels of schooling achieved and highlight the low levels of educational attainment within the community. Mostly, young people are ceasing their schooling at Year 8 or have not gone to school. For males this makes up almost two thirds of the population with slightly more females going on to higher levels of education.

Figure 22: Highest Level of Schooling - Male (Minyerri)

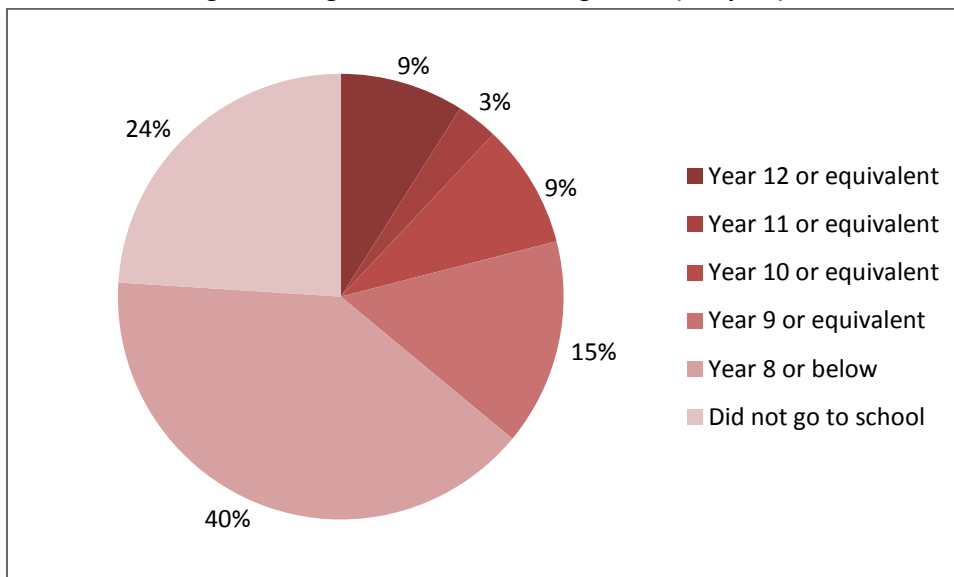
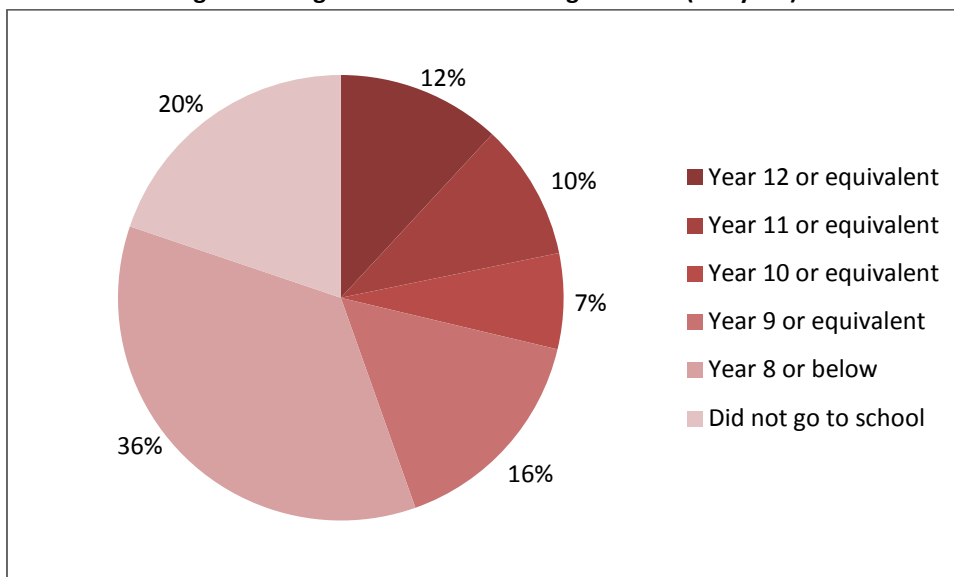
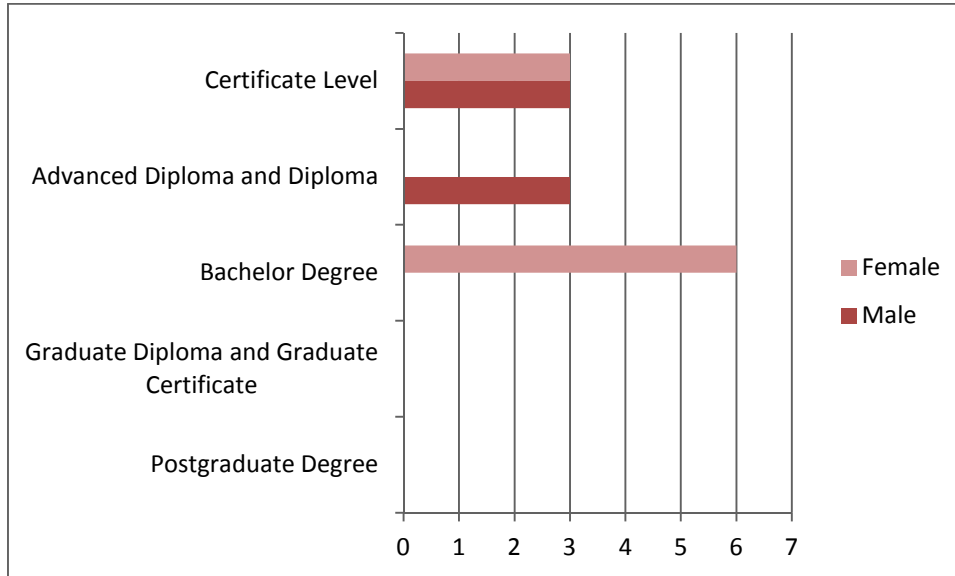


Figure 23: Highest Level of Schooling - Female (Minyerri)



Overall, just 27 people from a population of 253 (10.6 per cent) had managed to achieve Year 12. Not surprisingly then, few people in Minyerri hold a non-school qualification. Figure 24 below shows that at Census 2006 six females had achieved a Bachelor Degree, three males had achieved Diploma level qualifications and only three males and three females had achieved Certificate level qualifications.

Figure 24: Non School Qualifications (Minyerri)



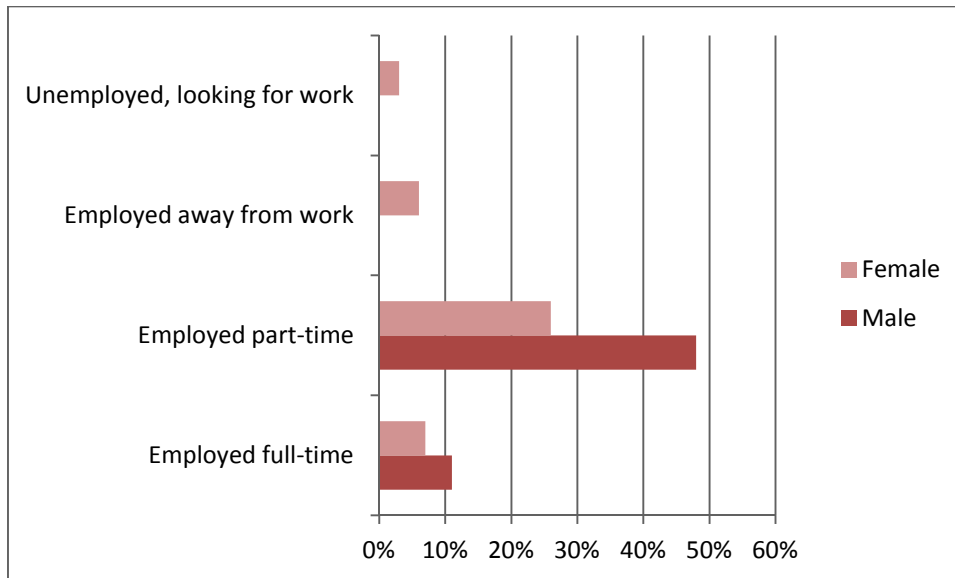
While levels of attainment in schooling and qualifications might be generally low, Minyerri has continued the develop ways of engaging community members in economic participation and development. While the community is small and remote, it has found ways to breakthrough some of the limitations in employment opportunities. These are highlighted in the following section.

Economic Participation and Development

Census 2006 reported that just over 60 per cent of the working age population in Minyerri ($n=267$) were not engaged in the labour force. This was much higher for females (71 per cent) than for males (48 per cent). This is an important statistics since unemployment rates are low overall (average 2.9 per cent) but only account for those actively seeking work but have been unable to find it.

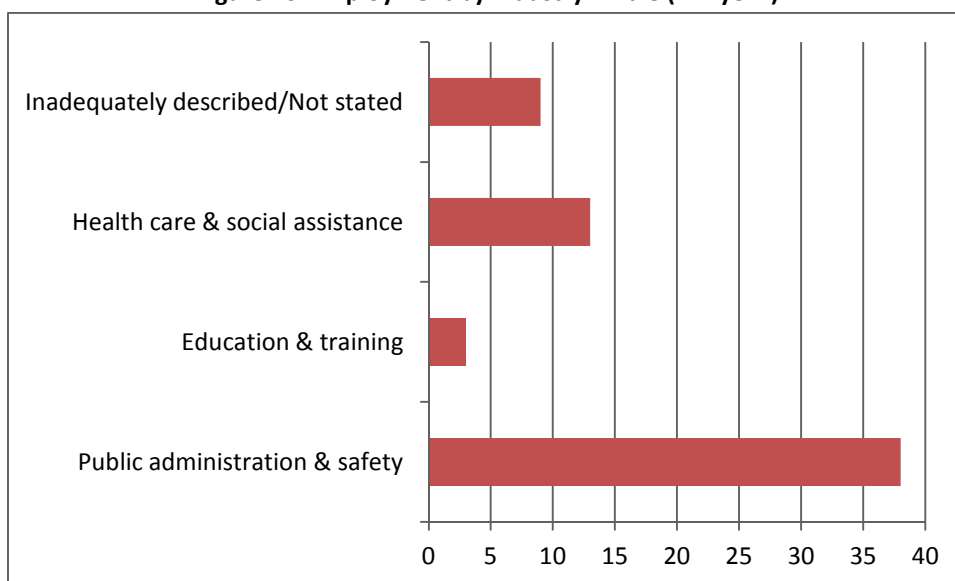
Accordingly, males are more likely than females to be employed in both full-time and part-time work and for both genders there is a higher reliance on part-time employment than full-time employment.

Figure 25: Labour Force by Type of Employment (Minyerri)



Due to the fact that the populations are so small, Minyerri employment by industry category are reported by numbers rather than percentages. This better demonstrates the propensity for employment for both male and female in 'Public administration and safety'.

Figure 26: Employment by Industry - Male (Minyerri)



The heavy bias for employment in 'Public Administration and Safety' is due to CDEP participation being counted within the category and future analysis of employment data will occur through measuring the employment in the category against current CDEP participation.

Figure 27: Employment by Industry - Female (Minyerri)



Assistance is provided to job seekers through either the Alawa Aboriginal Corporation (which has a new modern training facility and is currently/continuing to develop courses locally) and the Roper Gulf Shire Council.

The following two case studies report on local initiatives developed in recent years to support local employment for Alawa people.

CASE STUDY 1

WALIBURRU A CATTLE STATION IN A HURRY

THE effort to turn the rundown Hodgson Downs station into a working cattle property has been so rapid, and so intense, that the Aboriginal land owners cannot quite believe that the so-often grindingly slow hand of bureaucracy has moved so fast to change their lives.

It was only two years ago that the Indigenous Land Corporation (ILC) had identified a strong will among the Alawa people from Hodgson Downs, 500km southeast of Darwin, to get their property working. Now they have a 6500-strong Brahmin herd, some 500km of fencing, bores, new paddocks, quarters for ringers and managers, and some 20 workers on full-time wages.

Hodgson Downs, which was granted to the Alawa people under the Land Rights Act in 1995, is now called Waliburru. The project marks a changing commitment from the ILC, which traditionally took the role of acquiring land for traditional owners for cultural purposes. Now the ILC is going further by developing pastoral projects on indigenous-held land and it, along with the Alawa people, are proud of what has been achieved in such a short time.

The ILC brought in consultants who struck a deal to lease Waliburru from the traditional owners for 11 1/2 years. In the past two years, the ILC has invested \$4 million to build up the herd and infrastructure. They also pay rent to the traditional owners who, in turn, reinvest that money in the property.

The ILC has installed a white manager, consultants and mentors to guide an Aboriginal workforce that includes ringers, rangers and bookkeeping staff. Further, the ILC owns the herd and most of the infrastructure but at the end of the lease it expects that the Aboriginal-run Waliburru cattle board will have enough money to buy the herd - by then expected to be 10,000-strong - and improvements from the ILC.

ILC general manager David Galvin said Waliburru would be turning a profit within six to seven years. He said the idea of the lease "just allows us to put in the investment, it gives us security of tenure, to realise our investment and to return the capital we put in".

That is to say, this money is not a gift. There's a strong commitment to make the project succeed and Aboriginal assistant manager Lancen Joshua expects his people will have a strongly profitable enterprise that will feed into the live cattle trade under their own management.

It has meant they've moved off CDEP to real wages. "CDEP is rubbish," said Joshua. "There were no jobs here before this - it was all CDEP. Now we have these blokes working full-time. People are getting \$1300 (a fortnight). That's good wages."

Aboriginal head stockman Roy Cresswell said a lot had happened in a hurry. "We've done all sorts of things in the last two years ... We can keep this place going, and we're going to need all them young fellas to come help us otherwise we'll be getting old. We need them to take it on in 10 years' time."

by: *Paul Toohy*, *The Australian*, September 22, 2008 12:00AM

CASE STUDY 2

WARRIGUNDU STATION TRAINEES CELEBRATE RECEIVING THEIR CERTIFICATES IN BEEF CATTLE PRODUCTION.

Warrigundu Station* Traditional Owners and the ILC are developing an Indigenous pastoral employment training program and cattle enterprise for the 500-strong nearby community of Miniyeri. The commitment is supported by an 11-year grazing licence agreement that has already seen a new cattle business develop extensive pastoral infrastructure and dramatically increase the cattle numbers in the existing herd from 153 head in 2007 to 9,780 head in 2009-10.

The development is creating much-needed employment opportunities for the Miniyeri community. In 2009-10, twenty-two Indigenous people were employed on a casual basis, and an Indigenous fencing contractor engaged four others, while seven got jobs with a range of other contractors completing work on the station. Already more than 120 kilometres of fencing, new sheds, water points, access roads and a homestead precinct for staff and visitor accommodation have been built.

Bringing the Indigenous-held land back into production allows the business to supply Miniyeri and Indigenous-owned and run Gunbalanya Station and Gunbalanya Meatworks in Arnhem Land. Benefits for Miniyeri will continue to grow as the project develops, and not just from infrastructure development.

A large training project running concurrently incorporates agriculture, conservation and land management, business administration and hospitality training at certificate level.

In 2009-10, ten people trained in agriculture and five in conservation and land management at Certificate II level, while one trained in agriculture at Certificate III level. Three people trained in kitchen operations and two in business administration at Certificate II level so they can take on important station operations and record keeping. Shorter-term training is provided in first aid, occupational health and safety, horsemanship, machinery operation and vehicle skills.

And just as important for the future are the high-level skills. A full-time assistant manager from Miniyeri is learning from the ground up with the mentorship of an experienced pastoralist. Intense community enthusiasm for the project is partly explained by Warrigundu's historical connection with the pastoral industry. But as the business has grown, sacred site protection has also been a priority.

All capital work has been sensitive to the station's Indigenous cultural significance as Traditional Owners, with the help of NLC staff, have mapped and documented sites and country to allow infrastructure to progress. As the cattle enterprise develops, the ongoing cultural heritage management involves people of all generations. In some cases, people have visited sites for first time, giving elders a vital chance to pass on traditions.

*Formerly known as Waliburru and prior to that Hodgson Downs Stations.

<http://www.ilc.gov.au/site/page.cfm?u=191>

Economic participation and development was a strong area of interest for stakeholders and community members during the formal consultations undertaken in February 2012.

The development of a modern training facility by the Alawa Aboriginal Corporation has meant that long-term employment opportunities are now a high priority for the community. This was reflected in five of the seven engagements with community members and stakeholders whereby employment and training was raised as the number one issue.

The primary question raised under the employment category was what opportunities the proposed Project would have for the local Indigenous workforce. As a result of ongoing discussion and consultation by WDR, stakeholder groups had moved from the initial information gathering stage in community engagement to a more participatory role. It was common for local Indigenous workers to

approach WDR's Community Liaison and Indigenous Employment Coordinator with a copy of their Curriculum Vitae for future opportunities.

It was clear through the feedback received that employment was heavily linked with training and development. The existing training facility developed by the Alawa Aboriginal Corporation has successfully made employment a top priority as the majority of community members and stakeholders acknowledge the benefits to workers as well as the long-term sustainability of the community. Throughout each engagement it was evident that there was a strong commitment to the training and education of Minyerri youth. Across all issues raised, from employment to youth opportunities, education and regional development, it was apparent that community members and stakeholders understood the bearing which skills and knowledge had on the employability of their local workforce.

Consultation also revealed that while the community was heavily focused on training and education, there was a significant gap between undertaking training and actually securing a job. Problems such as self-esteem, self-doubt and a poor understanding of the employment opportunities available, are known barriers to those seeking long-term employment.

Further, it became evident through consultation the importance of culture in Minyerri that could sometimes prove to be a barrier to employment for locals. The general consensus from community members and stakeholders was that the incorporation of culture into employment would prove beneficial to workers and families. It was understood through consultation that WDR will need to respect the environment in which they operate, including the recognition of cultural responsibilities faced by community members.

The relative isolation of the community during the wet season was highlighted as a potential barrier to employment in the local community. Concerns relating to isolation were raised two-fold. First, the wet weather caused roads to be degraded or cut-off which made it difficult for people to travel to and from work. Second, people are leaving the community to find work, which in turn could decrease the long-term sustainability of future generations.

Finally, social issues, such as humbugging and alcohol and substance abuse were raised as impacts of employment due to the increased disposable incomes related to jobs. Humbugging was said to be a common and serious issue faced by the employed Indigenous community in Minyerri. Community members and stakeholders believed that in the past people who did not wish to fall victim to humbugging left Minyerri to avoid being continually hassled for money. The effects of humbugging have impacts on those who work and those who ask for hand-outs. It was acknowledged by community members and stakeholders that humbugging was not an issue WDR could rectify, but may have impacts on the long-term employability of Indigenous workers.

As with Borrooloola, economic participation and development were key themes in the consultations. A development such as the Roper Bar Iron Ore Project raises expectations and it will be critical for WDR to meet such expectations where the Company can and manage those expectations it will not be able to meet.

The emphasis on employment and training was a concern as many community members saw this as one of the means for increasing youth opportunities. These are summarised from the consultations in the next section.

Youth Opportunities

Consultation revealed youth opportunities as a priority for community members and stakeholders and a driving force behind their support for the proposed Project. As noted the concept of youth opportunity was strongly connected to the areas of employment, training and education.

The majority of comments made about youth issues were directed to the lack of basic infrastructure and the low availability of sport and recreation programs. Facilities such as football fields and basketball courts are highly regarded in Minyerri, with considerable participation of children in games such as AFL.

It is considered by community members that an increase in sport and recreation programs will decrease the likelihood of youth crime and associated problems. These concerns were backed by the seemingly limited resources and after-school programs available to the youth of Minyerri.

The proposed Project was seen as a way to grow and develop the next generation through employment and training and to extend on already successful education programs.

Health

Due to concerns about small numbers in data, health data has been difficult to secure and mostly is not reported publically. Permission for use in baseline mapping reports is not provided by the Northern Territory Government or associated agencies (Commonwealth Government and Northern Territory Government).

The Health Centre in Minyerri is managed by Sunrise Health. Services include primary clinical care services, emergency care, health promotion, social support services, chronic disease management, nutrition programs, aged care programs, women's and maternal health, child health, aural health and men's health (RAHC 2010).

In terms of general health and well being, the Roper Gulf Shire's Territory Housing – Housing Management Contract incorporates specific activities relating to the implementation of housing repairs and delivers services to Minyerri (Roper Gulf Shire Annual Report 2011-12).

Under the Strategic Indigenous Housing and Infrastructure Program (SIHIP) the Commonwealth Government is providing housing upgrades to Minyerri. As noted earlier in this Profile, there is a significant problem with overcrowding in homes.

The severe housing shortages in Minyerri, together with concern about local workers obtaining reliable transport to and from work, were raised as issues through consultation. It was learnt through feedback during consultation that anywhere between 20-30 people can be living in one house at any given time and the last house built in Minyerri was in 2004.

Ongoing issues associated with overcrowding were also raised during consultation and included health and social problems such as alcohol and substance abuse, peer pressure and group spread illnesses such as scabies. Recently, a team of staff from Katherine were deployed to Minyerri to combat an outbreak of scabies caused by unclean houses, poor living standards and overcrowding.

While WDR is unable to directly undertake work to address the housing shortage in terms of constructing homes, consideration should be taken around the challenges faced by those living in overcrowded facilities and the social pressures that can be associated with such conditions and the impact the proposed Project has on these issues.

Cultural Heritage

Due to its isolation, many western influences are yet to permeate Minyerri's culture, with ceremony and tradition practiced in their day-to-day lives. This was reflected in the consultation results with cultural heritage raised as the top concern totalling 18% of all conversations – equal to that of employment and youth opportunities.

Almost half of community members and stakeholders raised concerns about the protection of their heritage and the potential construction impacts the proposed Project could have on their culture, especially in regards to sacred sites.

It was evident through consultation that preserving ceremony and culture should be recognised throughout all aspects of the Project, including the development of employment programs and business dealings. This includes the recognition that taking people away from the community for work opportunities can also impact on culture, as people are no longer able to participate in ceremony.

There is opportunity for WDR to develop a plan to manage cultural heritage that can be communicated to the Minyerri community prior to construction activity. Further the Company can investigate the practicality of developing culturally sensitive employment contracts, increase cultural heritage awareness of Project employees during construction and operations, identify cultural heritage initiatives to assist in preserving artefacts, passing on culture to younger generations and to support local artists and involve Traditional Owners and local Indigenous groups in identification of sacred sites and sites of cultural significance.

In examining these opportunities it will be important for WDR to monitor and manage these potential impacts through significant and on-going consultation with the community.

Ngukurr

Of the four communities with traditional ties to land intended for mining Ngukurr is the largest and closest to mine development itself. It is the most culturally diverse of the communities with seven language groups and 21 identified clans. The following sections provide a baseline profile of the community based primarily on publically available data and the consultations undertaken over the previous 12 months with a particular focus on the February 2012 consultations.

Some Things You Should Know

Pronunciation: Noo-ka

Alternative place name: Roper River

Outstations: Boomerang Lagoon, Badawarka, Costello, Lake Katherine, Mambu Mambu, Ngaliwan, Namaliwirri, Ruined City, Turkey Lagoon and Wanmurri, Urapunga

Nearby communities: Urapunga, Hodgson Downs, Roper River Bar.

Language Groups: Mara, Ngandi, Alawa, Nunggubuyu, Rittarrngu, Wandarang and Ngalakan. 'Yugul Mangi' is the generic term for the Indigenous people belonging to the seven language groups. The language that is most likely to be spoken by all Indigenous people at Ngukurr is Kriol (84 per cent). Other languages are Kunwinjku (0.8 per cent), Anindilyakwa (0.5 per cent), Warlpiri (0.3 per cent) and Murrinh Patha (0.3 per cent).

Location: 330Km south-east of Katherine on the Roper Highway in South East Arnhem Land 70Km inland from the Gulf of Carpentaria making it one of the most eastern communities in the Northern Territory.

Access: Ngukurr community is accessible by road, air and water. The gravel highway is well maintained and can be used by conventional cars during the dry season and 4WDs during the wet season. Access to the community is restricted during the wet season due to flooding, particularly the Wilton River crossing. It is recommended to use 4WD to travel to the community all year round.

Traditional Owners: The main traditional owners are members of the Ponto family and the Manbilila clan (Commonwealth of Australia, Northern Territory Government 2010).

Note: As referenced later in this document, Ngukurr is a Growth Town targeted by the Northern Territory Government under the *Working Futures* initiative. As this report was compiled a number of reports are being released that inform both this document and the on-going SIA process. The most recent release (uploaded in March 2012) is the *Ngukurr Business and Economic Opportunities* report. This profile of Ngukurr should be viewed in conjunction with *Working Futures* profile. The link is provided here as reference:

http://www.workingfuture.nt.gov.au/Territory_Growth_Towns/Ngukurr/docs/Ngukurr_profile.pdf

Geographic Region

Aboriginal people have inhabited the Ngukurr region for more than 40,000 years. The Yugul Mangi people have various different languages and cultures but they share a common history. The traditional occupants of the area around Ngukurr are the Ngalakan speakers, giving their name to the hill on which the town is centred. Explorer, Ludwig Leichhardt named the Roper River in 1845, after one of the members of his expedition. In 1872 a depot was established on the river to unload materials for the construction of the Overland Telegraph Line. For a time the depot was home for some 300 people making it the largest European settlement in the Territory.

Paddle steamers brought supplies to the men working on the Telegraph and later to newly established cattle stations. The depot was the destination of the first overland cattle drive from Queensland and the Coast Track stock route was vital to pastoral development across northern Australia. Among the best-known local cattle stations were Hodgson Downs, Roper Valley and St Vidgeon. In the 1880s and 1890s the area gained a reputation as a wild outpost and police first set up a permanent presence in 1885.

The principal Aboriginal groups prior to contact with Europeans included the Alawa, the Binbingka, the Marra, the Ngarnji, the Wilangarra and the Yanyuwa. There was extensive Aboriginal-European conflict, and in 1908 the Church of England established the Roper River Mission, the site of Ngukurr, as a refuge for the many different language groups. There was transitory military settlement at Roper Bar during World War II with the store established after the war. The Welfare Branch of the Commonwealth Government took responsibility for the mission in 1968 and the Yugul Mangi Community Government Council was formed in 1988, the same year the Ngukurr Community Education Centre was built. The Yugul Mangi Aboriginal Corporation essentially operates as the local governing body for the community. In 2008 Ngukurr became part of the Roper Gulf Shire Council and the shire took over local government.¹

There is no data describing the regional pattern of mobility for the population of southeast Arnhem Land, although some idea of the spatial extent of social interaction is provided by the ethnographic record, and is available indirectly from administrative data. For example, it is known that elements of the original population of the region were dispersed to adjacent areas following initial contact with Europeans, and that over time individuals from a wide area were drawn into the main settlement at Ngukurr.

Aggregate population numbers for the south-east Arnhem Land region and its constituent parts have to be interpreted in the context of high rates of population mobility.

The frequent movement of people can substantially alter population levels over time while also posing a problem for any clear definition of a usually resident group. Aside from permanent (long-term) movements of individuals in and out of the region, those resident within the region are also frequently mobile over the short term.

As with remote Aboriginal communities across Australia generally, a considerable spatial range of movement exists, extending from frequent inter-household shifts within the same community, to intra-regional movement between communities and longer-range interregional movement, often to urban centres such as Katherine and Darwin. In each case, with influences ranging from deaths in a community, the location of kinfolk, ceremonial activities, traditional utilisation of land resources, education, hospital care, and the need to access other social services such as employment services.

¹ There is much literature that has been published on the township of Ngukurr and surrounding catchments. These are included provided as references at the beginning of this document under the title 'Historical References.'

While the occurrence of frequent population movement is widely acknowledged, there are no data available to indicate the frequency, extent, and pattern of movement, either within the region or to and from other regions. Though some sense of the spatial scope of inter-regional social links is available, largely through the land claims process, and while it is readily observed and acknowledged that population levels in each community fluctuate considerably over short periods of time, none of these phenomena are adequately quantified for the purposes of social impact planning.

From the point of view of social impact planning, the overriding demographic characteristic of the region today is sustained rapid population growth and a youthful age profile. While natural increase contributes the primary share of this growth, a related underlying factor is the relative lack of net out-migration. Despite an expanding diaspora over the years, and notwithstanding frequent population mobility beyond the region, for the most part individuals born within south-east Arnhem Land conduct their affairs and pass through life in situ. This demographic stability reflects, in part, the strength of cultural continuity and a capacity (at least in present circumstances) to sustain chosen lifestyles. But an untested and important question is the extent to which this perceived stability may also reflect an inability to engage wider social and economic structures, for want of adequate human capital. Such issues are likely to loom larger as the pressures to provide sustenance and life chances for a growing population increase in the years ahead (Taylor et al 2000).

Many outstations are unoccupied throughout the wet season when population numbers in Ngukurr are maximised. According to the 1999 ATSIC CHINS, which was not a true survey but conducted via interviews with key Council informants, it was estimated that the Ngukurr population can swell by between 100 and 200 persons during the wet season (cited in Taylor et al 2000).

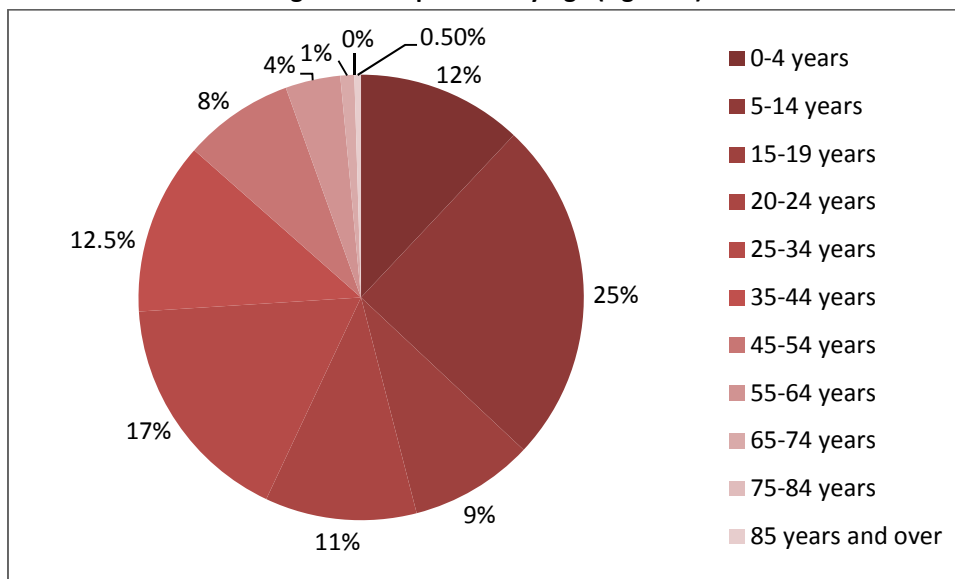
Although many individuals are sedentary, evidence from elsewhere in Arnhem Land suggests a chronological round of social and economic activity which results in the dispersal and re-grouping of individuals and households according to observable temporal patterns. The sequence and pattern of this movement is subject to a number of influences. For example, seasonal factors impact on the availability of subsistence resources, the need for shelter, and the ease with which people can travel. As a consequence, the population located at outstations rises through the dry season and recedes in the wet. So, in reverse, does the population at Ngukurr Taylor et al 2000).

Demographic Profile

<i>Population:</i>	1,137 including surrounds 93% Indigenous
<i>Growth/decline:</i>	Growth to 1,446 by 2026
<i>Male Female Ratio:</i>	50.9% male – 49.1% female
<i>Percentage of population under 19 years:</i>	46%
<i>Percentage of population under 15 years:</i>	37%
<i>Percentage of population over 55 years:</i>	5.5%
<i>Median Age:</i>	21 years
<i>Median Individual Weekly Income:</i>	\$221.00
<i>Median Family Weekly Income:</i>	\$541.00
<i>Median Household Weekly Income:</i>	\$1,040.00
<i>Median Weekly Rent:</i>	\$75.00
<i>Average Number of Persons per Bedroom:</i>	2.1
<i>Average Household Size:</i>	6.1

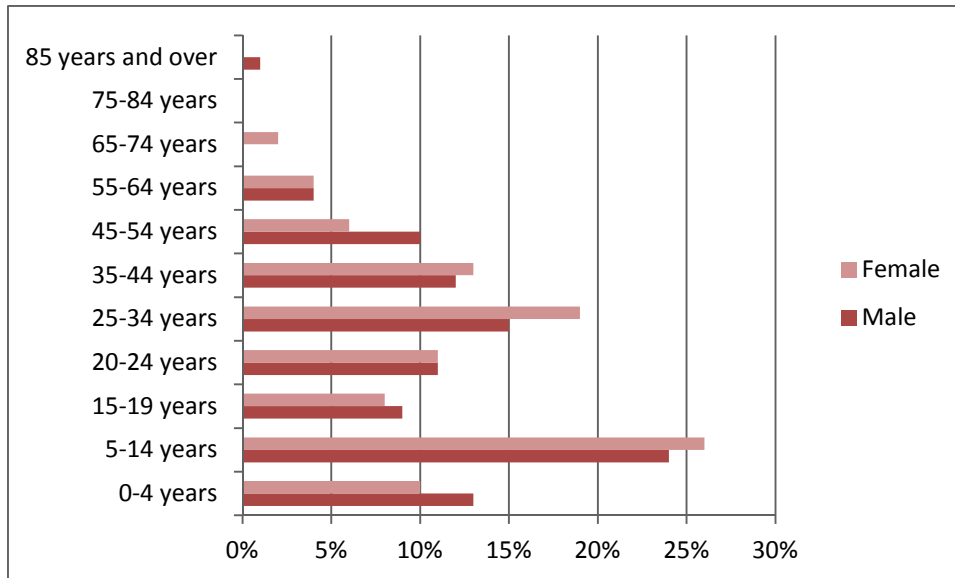
Families: 191 families with 52.9 per cent of families being couples with children, 18.3 per cent were couple families without children, 28.8 per cent were one parent families.

Figure 28: Population by Age (Ngukurr)



Ngukurr has a young population with 57 per cent of the population under the age of 25 years and over one-third of the population under 15 years of age. This presents some significant challenges for future policy and planning as younger members of the community make some of the most important transitions in life and move from education to training and employment beyond their school years. Indeed, during the February 2012 consultations the top three key areas of interest raised were employment and training, youth opportunities and education.

Figure 29: Age by Gender (Ngukurr)



According to Census 2006 data the gender split for the community is almost even with just less than two per cent difference. The strongest difference is in the 25-34 years cohort with more females than males though the 0-4 years cohort has seen more males being born. This data will be matched against the 2011 Census data when it becomes available in June/July 2012.

Unlike Borroloola and in line with both Minyerri and Numbulwar there are very few de facto marriages in Ngukurr and a significant number of people identified as not being married. There also high rates of dependency with over one-third of all household relationships being children under the age of 15.

Figure 30: Marital Status (Ngukurr)

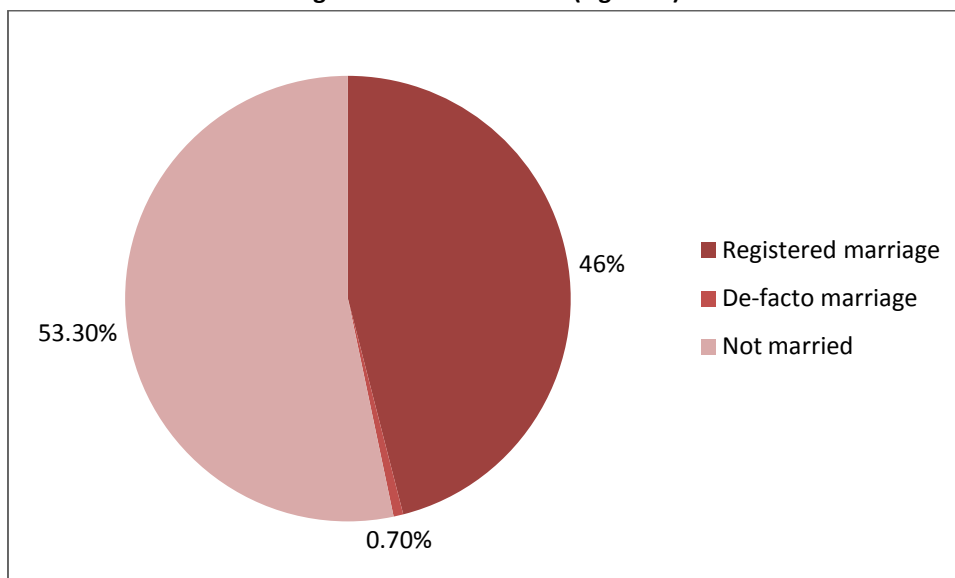
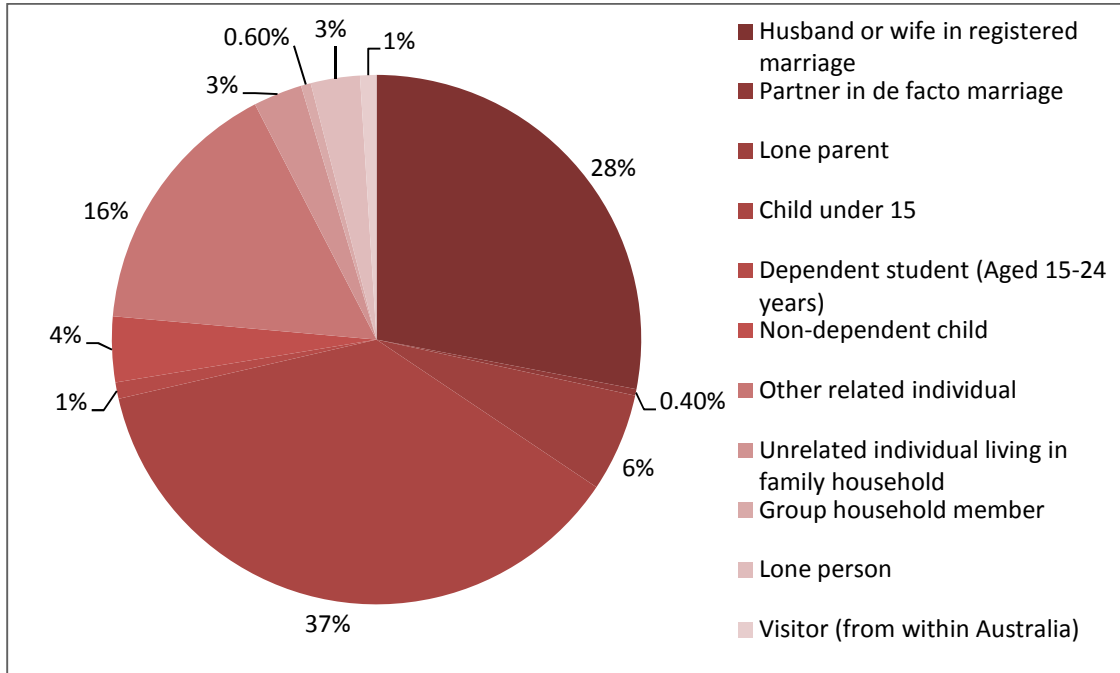
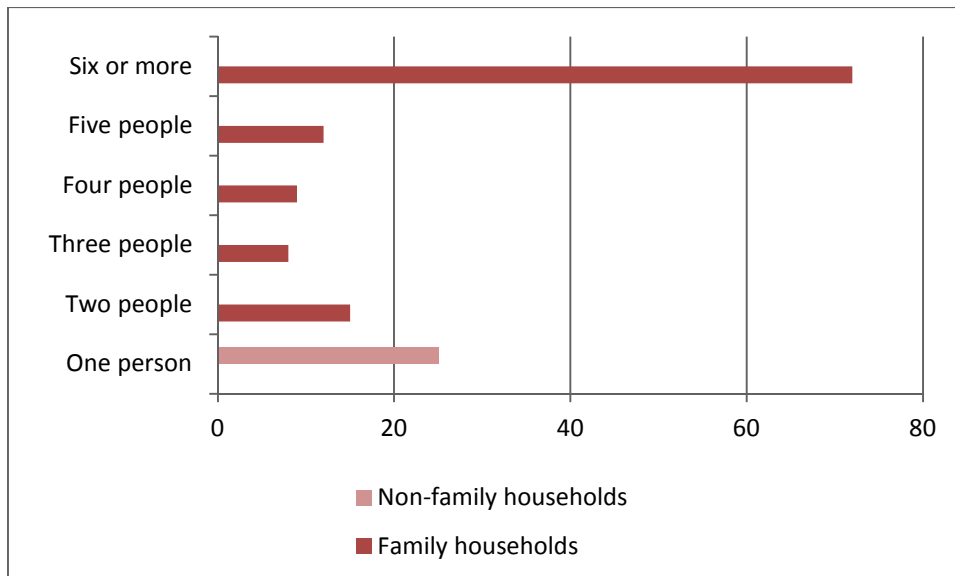


Figure 31: Relationship in Household (Ngukurr)



As noted earlier, the average household size in Borroloola is 6.1, therefore it would be expected that there are high numbers of households with six or more people – as reported in the Figure below.

Figure 32: Household Composition (Ngukurr)



In terms of the demographic summary provided here, it will be important to measure changes over time when the Census 2011 data becomes available for Ngukurr in June/July 2012. These will be mapped in the second half of 2012 as part of the ongoing SIA with an expected result of population growth and the maintenance of a predominantly young population.

Assets and Infrastructure

The Roper Gulf Shire Council provides local government in Ngukurr, which is the largest township in the Shire's Yugul Mangi Ward. The Yugul Mangi Ward is one of five wards in the Shire and elects two of the 12 council members. The Shire Council meets every other month. The Shire headquarters are in Katherine and it has a service delivery centre in Ngukurr. The Shire consults community members through the Shire Local Board. The Local Board (originally two members) has combined with the Yugul Mangi Aboriginal Corporation (Yugul Mangi). At a governance level, within Yugul Mangi each of the seven clans is represented by two directors and a reserve director (an elder, a woman and a young leader). The Yugul Mangi Directors meet fortnightly to discuss community issues, and then report back to their clan groups. They hold a monthly meeting with key service providers which also incorporates a Shire Local Board meeting. Community members can attend any Yugul Mangi meeting and contribute to discussions. Yugul Mangi oversees other registered Aboriginal corporations in Ngukurr. These include the Ngukurr Progress Aboriginal Corporation (the community store committee), the Yugul Mangi Land and Sea Rangers Corporation and the Ngukurr Arts Aboriginal Corporation (Ngukurr LIP).

Yugul Mangi Community Government Council is the Local Government authority responsible for the administration and management of the 12,000km² in southeast Arnhem Land. Located at Ngukurr, the Council has direct responsibility for provision of services to some 2500 people, in the Council Wards of Ngukurr, Warliburru and Yupungalla.

CDEP, waste management, animal control and housing and cemetery management is provided by the Roper Gulf Shire Council.

Town infrastructure includes:

- Roads - There are sealed and unsealed roads in and around Ngukurr. The main road to Roper Bar (Savannah Way or Roper Highway) is sealed to the aerodrome turn off (2.2 km) and becomes gravel for the remaining 87 km. During the dry season, the road is graded and is the main thoroughfare for the community to Katherine and Darwin. The south-eastern section of Savannah Way connects Ngukurr to the Cape

In 2009, none of the 243.7 km of roads surveyed in and around Ngukurr were found to be in good condition, 61 per cent were found to be in fair condition, and 39 per cent were found to be in poor condition (Ngukurr LIP).

Consultations in February 2012 found the roads within the community in average to poor condition with potholes and other damage.

The NRETAS Guidelines requested identification of community infrastructure, including transport, which may be impacted by the proposed Project. During consultation traffic and roads accounted for 12% of all discussions. A majority of stakeholders specifically raised concerns about the condition of the roads during the wet season and in particular, the Roper Bar Highway between Numbulwar, Ngukurr and Roper Bar. The poor condition of roads during the wet season causes major access issues for the community, isolating them from neighbouring towns and restricting food supplies. It also causes social problems when severe alcohol and substance users can no longer access these items.

Questions as to why the proposed Project haul road would only be for private use were also discussed by community members and stakeholders. Questions and comments were noted by the consultation team and will be put forward to WDR during the public consultation period

of the EIS. However should the roads/access be improved, the local Police identified potential social problems associated with increased access to the community.

Most stakeholders acknowledged that the condition of the roads was the responsibility of the government; however some still expressed views that WDR could provide some financial support towards the maintenance and upgrade costs. Expectations must be managed through information and further consultation to ensure WDR is not perceived as responsible for local and state government roads.

- Aerodrome - The town's aerodrome is located 2.2 km to the north-east of the community and is an 18 metre wide, 1526 metre long sealed runway. There is also a barge landing made up of two reinforced concrete ramps and assists with the operation of recreational fishing boats and a barge vessel. The landing cannot be used during flooding. AvGas and Jet-A fuel are available
- Power - Ngukurr's power is provided through three generators, delivering a total of 3600 kW (3.6 MW). The town's maximum electricity consumption over 12 months to June 2010 was 435 kWh (average consumption in the same period was 339 kWh).
- Water - Ngukurr's total combined water storage capacity is 540 kL and average water production for the whole community over 12 months to June 2010 was 35 ML per month. Usage is estimated to be 50 per cent residential and 50 per cent non-residential.
- Sewage - The sewage treatment system in Ngukurr is via five waste stabilisation ponds.
- Telecommunications - Ngukurr has landline, mobile phone and Internet coverage (mostly accessed through dial-up connection) as well as free to air, pay television and radio services
- There is a community store operated by Outback Stores.

In 2009, the Northern Territory Government revealed its targeted strategy to improve the lives of Territorians living in remote areas by encouraging real towns, real jobs and real opportunities. The Strategy known as *A Working Future* is a visionary six-part plan that will develop 20 large service towns, set a new path for homelands and outstations, and focus and coordinate the delivery of infrastructure, services and development in the remote Territory. This means that selected remote communities will have town plans, private investment, targeted Government infrastructure and commercial centres making them like any other towns in Australia and, like elsewhere, they will service the surrounding areas of smaller communities, properties, outstations and homelands.

Ngukurr is a *Working Future* town and the progress will be monitored over time as part of the on-going SIA (see *Working Futures* website).

Education – Early Years to Adulthood

Since peaking in 2006 and 2008 at 42 children, preschool enrolments at Ngukurr School declined to 28 enrolments in 2009, less overall than in 2001 (30 children). Census 2006 shows the zero to four year old Indigenous population to have been 141, this data indicates a very low enrolment rate (Ngukurr LIP).

Identified as a strength in the 2010 Ngukurr LIP, baby health check-ups are provided through the health centre. There is a playgroup and the childcare centre employs trained local childcare workers. A new 50 children and families centre commenced in February 2012.

The children and families centre is near the aged care centre so people can benefit from co-locating the young with elders. The LIP suggests new mothers are healthy and receive quality support before, during and after childbirth with children born healthy. The LIP aims to ensure children acquire the basic skills for life and learning in a culturally appropriate way and are prepared when it's time to start preschool. Parents and carers are supported and able to provide nurturing and quality care to their children and quality and affordable child care is available in the community (Ngukurr LIP).

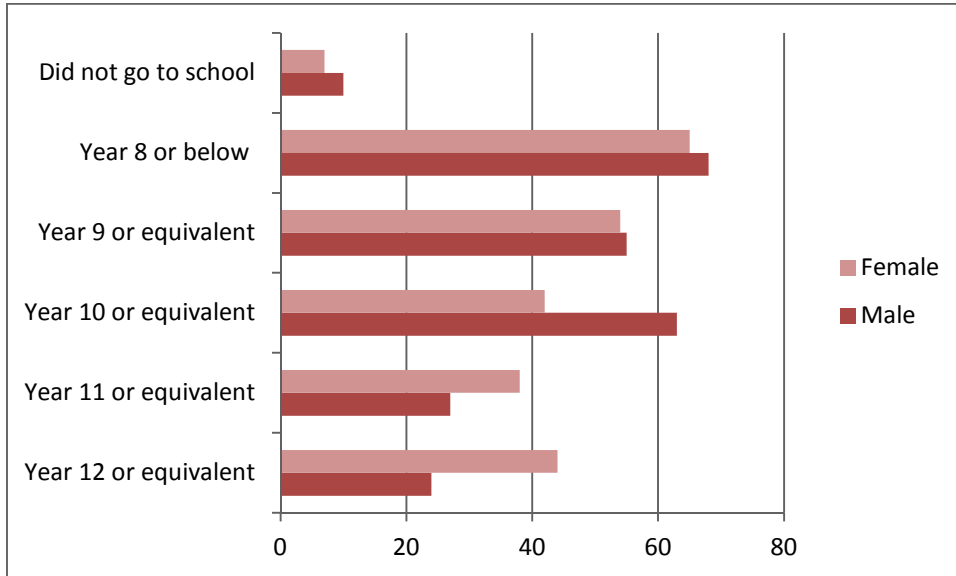
To enhance the protection of children the Northern Territory Department of Health and Families is developing minimum service standards for child protection and related services for Ngukurr that will include an agreed program to implement these standards.

In terms of schooling there is a Prep/Primary school with secondary level students completing their education at boarding school. There is a community objective to ensure more children go to school regularly with the NT Government to support the community through the school council and the Yugul Mangi Aboriginal Corporation to implement their School Attendance Management Plan (Ngukurr LIP).

The aim is to have literacy and numeracy (and computer literacy) rates in line mainstream standards. Further, school facilities will be made available from 3pm to 9pm to increase the community's contact with the school and to help improve school attendance (Ngukurr LIP). A community elder is employed as Cultural Liaison Officer and is a member of the school council, which meets monthly. The school provides breakfast and lunch to encourage good nutrition and attendance.

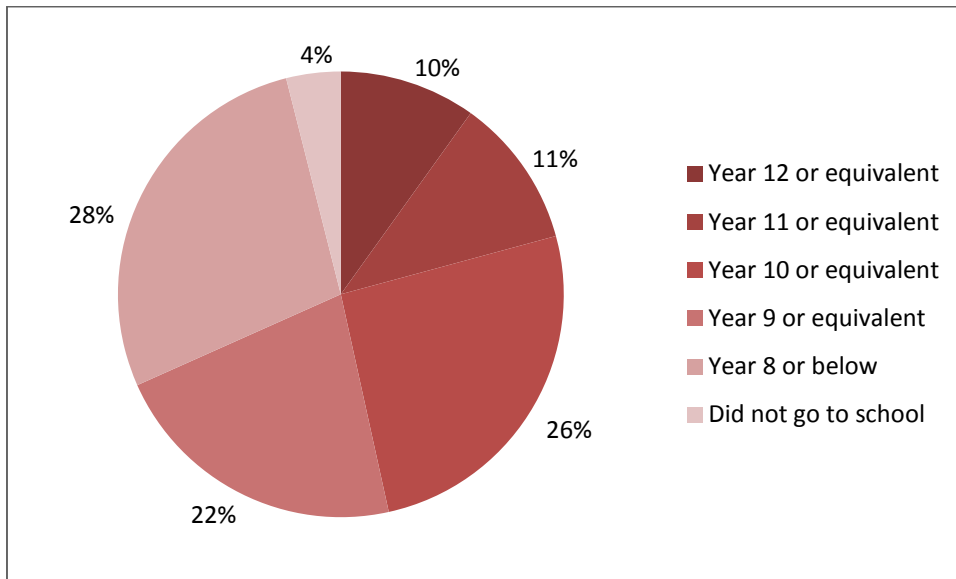
From the consultations the school attendance rate as at February 2012 was 50 per cent. The following three figures demonstrate that over 50 per cent of the population have achieved Year 9 or below and females do better to achieving Year 11 and 12.

Figure 33: Highest Level of Schooling (Ngukurr)



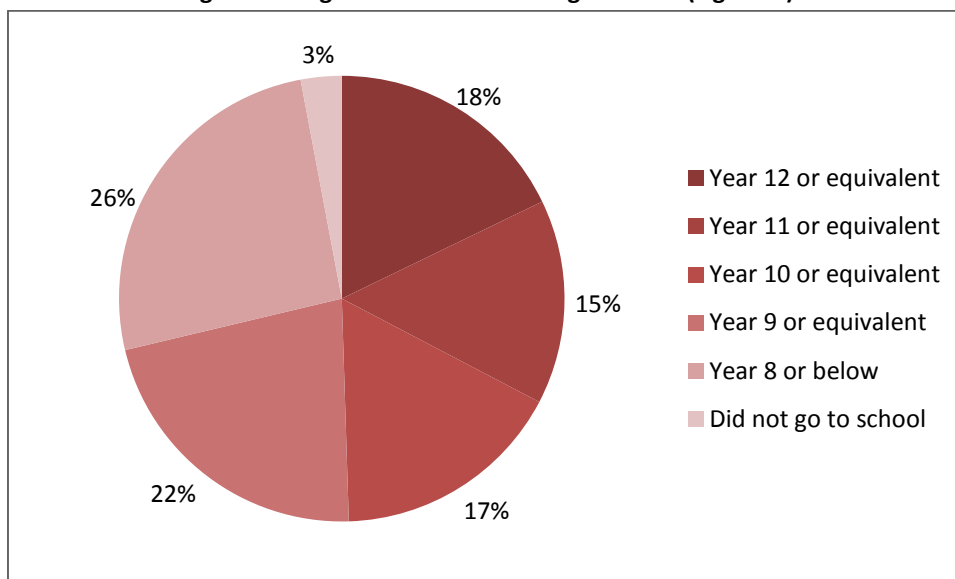
The above figure shows that compared to the other three communities there is a general trend for more people to have attended school and Year 8 and below being the highest proportion of school attainment for the population.

Figure 34: Highest Level of Schooling - Male (Ngukurr)



For males, there are relatively low levels of the population that have achieved Year 12 (10 per cent) with most of the population attaining Year 10 or below.

Figure 35: Highest level of Schooling - Female (Ngukurr)



As noted females, are much more likely to have gone on to Years 11 and 12 (almost one-third) though it should be remembered that to do this they will have secured such education away from the community at boarding school.

The community and all levels of government are committing to a number of actions to address the community's priorities, including a fully functioning Vocational Education and Training Trade Training Centre (recently constructed).

According to the Northern Territory Government (data as at 2008), the main industries with VET enrolments in Ngukurr included transport and storage at 41.2 per cent and community services, health and education at 34 per cent. The highest number of VET unit completions was in transport and storage with 83 per cent followed by community services, health and education with 8.7 per cent (Northern Territory Government 2010).

Table 1 : VET Enrollments and Completion by Industry (Ngukurr)

Industry by NT VET funding	Number of enrolments		Unit completions	
	Number	% of total	Number	% of total
Building and construction	5	5.2	0	0.0
Community services, health and education	33	34.0	27	8.7
Finance, banking and insurance	1	1.0	6	1.9
General education and training	18	18.6	20	6.4
Transport and storage	40	41.2	259	83.0
Total	97	100.0	312	100.0

Note/s: Number of enrolments is a count of course enrolments (which will be a mixture of full qualification enrolments and unit only enrolments) where there is a least one unit with participation during the 2008 calendar year; if a student was enrolled in one or more courses/unit only enrolments during a year they would be counted multiple times

In terms of non-school qualifications, mostly people did not state a level of education beyond high school level. Beyond that certificate qualifications dominate and females more likely to go onto an Advanced Diploma or Diploma and males more likely to go onto a Bachelor Degree and Graduate Diploma or Certificate (though the numbers are very low).

Figure 36: Non-School Qualifications by Gender (Ngukurr)

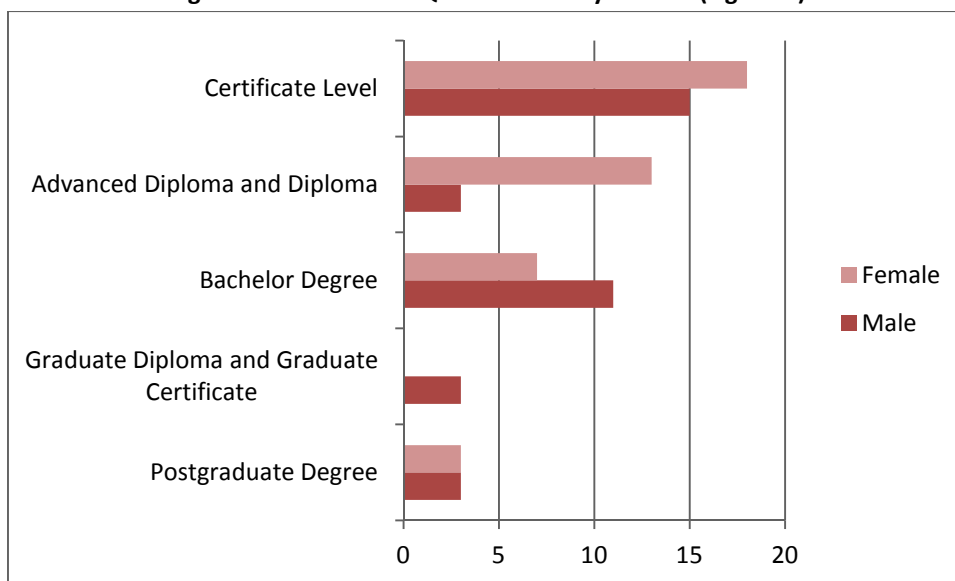
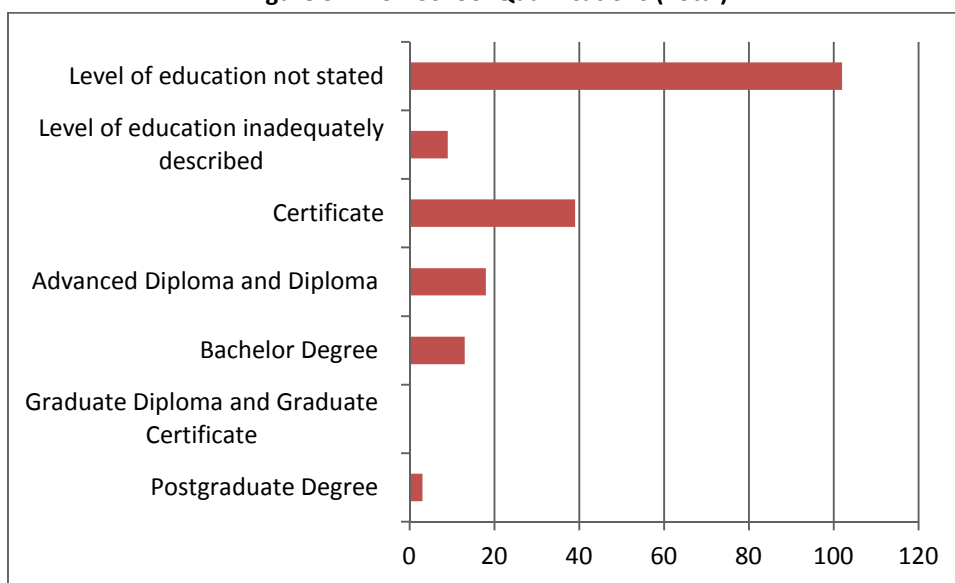


Figure 37: Non-School Qualifications (Total)



During the February 2012 consultations the community showed a high interest in enhanced education outcomes for young people. It was the third most important of all issues raised by Ngukurr stakeholders, accounting for 13% of all comments and raised by 64% of all stakeholders.

Presently, the NT and Australian Governments are undertaking a project to transition the NT to a new joint governed National Quality Framework (NQF) that aims to improve the quality of early childhood education and care, streamline the administration and regulation of services, ensure services meet the needs of families and provide parents with information about the quality of the services their children attend.

Those who work within Ngukurr's Youth and Family Services program are concerned that 50 per cent of their Indigenous students are below the 10th percentile in language and cognitive skills (school based) domain in the Australian Early Development Index (AEDI). Community members and

stakeholders spoke of the need for new means to build education opportunities and programs, and understood the importance of the correlation between school attendance and work ethic. Interest was shown by the Ngukurr Advisory Committee in developing education programs that would divert youth away from succumbing to social issues, such as alcohol and substance abuse. This was of particular concern with youth that were returning from boarding school to a lack of post-school programs and training opportunities.

It was evident through consultation that community groups and stakeholders had a clear vision for future education initiatives and in conjunction with local business partnerships, the Ngukurr LIP and the Government's *Strong Start, Bright Future* initiative, could see positive outcomes for their children.

Given the location of the mine site and Ngukurr being the closest community, it will be in this community that WDR can work closest with a community to enhance the education outcomes for young people as a means to building future workforce capacity. It was clear from the consultations that stakeholders and community members saw education as a means for enhancing economic participation and development.

Economic Participation and Development

Note: At the time of finalising this report, the Northern Territory Government – as part of the Working Future Initiative – released Job Profiles (2011) for a number of the Government’s targeted Growth Towns. These were uploaded to the Working Futures website on the 29th February 2012. These included the towns of Borroloola, Ngukurr and Numbulwar. These reports provide significant data from 2011 regarding labour market participation, vacancies, job seekers, CDEP participation and existing businesses by type.

It was beyond the scope and timing of this report to analyse the data against the 2006 Census data. However, the data will be analysed and matched against the 2011 Census data when it becomes available during the second half of 2012 and as part of the on-going SIA.

The link to the Ngukurr report is included here as a significant reference document when WDR consider strategies for increased economic participation and development for Indigenous people moving forward.

http://www.workingfuture.nt.gov.au/Territory_Growth_Towns/Ngukurr/docs/Ngukurr_Jobs_Profile_2011.pdf

The number of job opportunities in Ngukurr is said to be growing (Ngukurr LIP) and there are a number of agencies that support employment and labour market participation. These include:

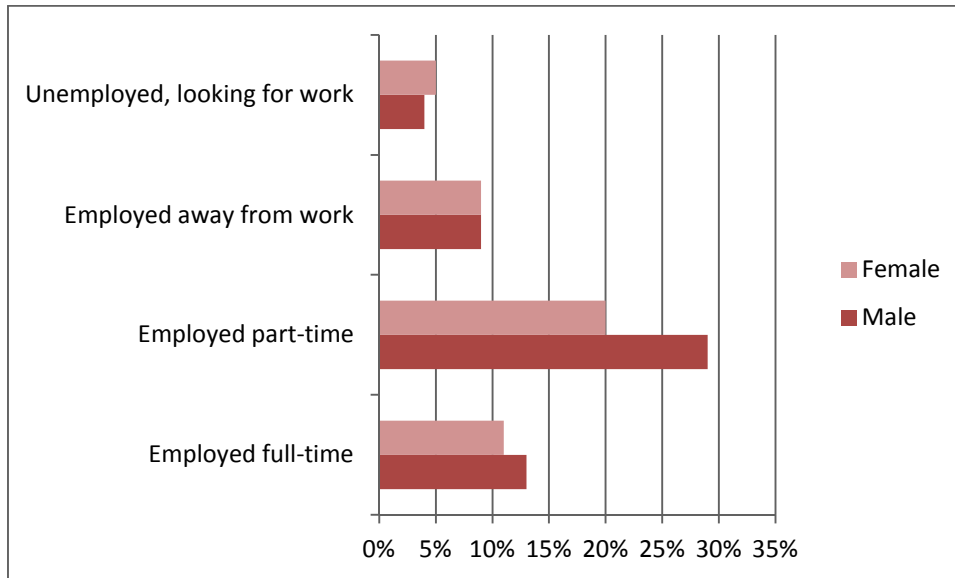
- Yugul Mangi Aboriginal Development Corporation
- New Futures Alliance (SIHIP)
- Roper Gulf Shire Council
- Ngukurr School provides Certificate I and II in Civil Constructions, VET and TAFE information
- Bachelor Institute (implementing *Strong Start, Bright Futures*)

CDEP, Job Services Australia and Jobfind services are all present and functioning in the community. However, despite the availability of services, the following reports the employment data and shows high levels of disengagement from the labour market.

Census 2006 reported that almost 44.7 per cent of the working age population ($n=506$) of Ngukurr were not engaged in the labour force. This was much higher for females (almost 50 per cent) than males (39.5 per cent). This is an important statistic since unemployment rates are relatively low (overall average is almost 9 per cent but higher for females than males) for the community but only account for those actively seeking work but who have been unable to find it.

Accordingly, males are more likely to be employed than females in both part-time and full-time work and both males and females are more likely to be in part-time rather than full-time employment.

Figure 38: Labour Force by Type and Gender (Ngukurr)



An employment survey was undertaken in 2009 in Ngukurr. Of the 217 employed people, 169 were Indigenous—95 people were employed full-time, 60 were part-time, 10 were casual and four held CDEP positions. This is a marked difference from the Census with a shift in emphasis from part-time work to full-time work.

Importantly, the report suggests that the number of Indigenous people in Ngukurr of working age (15 to 64 years) is projected to increase from 634 in 2006 to 931 in 2026. The greatest proportional increase is expected to be in the older Indigenous population of 50 years and above, which is expected to double over the next 20 years from 108 in 2006, to 240 in 2026 (Ngukurr LIP).

In terms of employment by industry, the following tables show employment by industry category for males and females. As with all other communities, Ngukurr has a bias for employment in 'Public Administration and Safety' which includes CDEP employment. However, unlike the three other communities, both male and female are more likely to be employed in 'Health Care and Social Assistance'. Women are more likely to find employment in 'Education and Training' and men more likely to find employment in 'Construction'.

Figure 39: Employment by Industry - Male (Ngukurr)

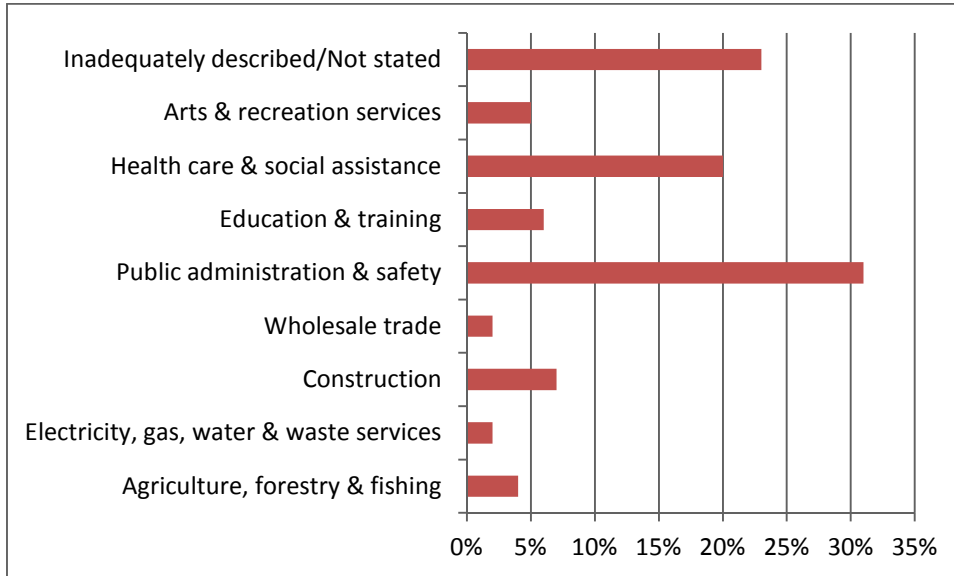
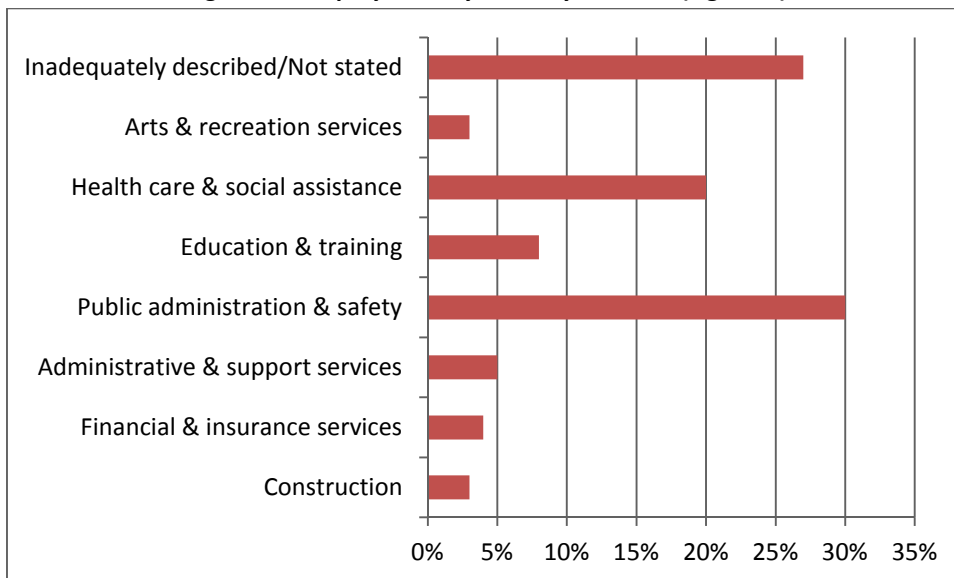


Figure 40: Employment by Industry - Female (Ngukurr)



The main occupations of employment in Ngukurr are 'Community and Personal Service Workers' (inclusive of CDEP participants) and 'Professionals'. These occupations account for 46 per cent and 23 per cent of the workforce respectively (Northern Territory Government 2010).

It is important to note that outside of assistance through CDEP, in 2009, 47 per cent of all income support recipients received Newstart Allowance (199 recipients) and about eight per cent received Youth Allowance (37 recipients). Twenty seven per cent receive Parenting Payments and 11 per cent received Disability Support Pension payments. Between June 2008 and June 2009, the number of recipients on Disability Support Pension and Youth Allowance increased by 55 per cent and 32 per cent respectively. In contrast, the number of Newstart Allowance recipients decreased by 19 per cent (48 people) (Ngukurr LIP).

The *Ngukurr Economic Development Strategy* was developed in August 2010 with the assistance of Indigenous Business Australia (IBA) and ZENBUU. The Strategy's principle aim is to identify, establish and develop Indigenous or majority Indigenous-owned commercial interests over 5 to 10

years to provide employment opportunities for local Indigenous people, build economic wealth in the region and develop and maintain commercial skills and expertise within the town.

Yugul Mangi Aboriginal Corporation (YMAC) has identified the following enterprise opportunities:

Infrastructure: A commercial/retail complex is being investigated to secure long term tenants and enable YMAC to source funding for the development. Also, the establishment of a road crew to improve road access on a year-round basis.

Retail: Feasibility analysis, business plan and skills development has been completed for the establishment of a takeaway. Also, plans are in place for a butcher, fruit and veggies and a bakery to be located within the commercial/retail complex.

Commercial: A bus service is to commence operating between Ngukurr and Darwin, and the surrounding areas to Katherine. Future development stages include a 4WD operation targeting residents and visitors. Further a locally-owned and operated motor mechanic/workshop will complement the transport business and provide a much needed service to residents, visitors and tourists. Residential and commercial cleaning has been identified for a commercial business servicing shire, government and residential clients. Also, there is an opportunity for a local business to sub-contract its cleaning services and business to provide plumbing, electrical, building and painting services and include an apprenticeship program. Landscaping/gardening opportunities have also been identified to service the Shire, government and residential clients. Finally, opportunities exist for a cattle station in the south-east Arnhem Land region. It is expected that meat will be sold to the butcher in Ngukurr and to stores in the region (Northern Territory Government, 2010).

Tourism/cultural: This includes accommodation where funding has been secured to establish a commercial accommodation building block. A number of cultural and geographic significant sites have been identified as valuable tourism destinations, including Tomato Island, Ruined City, fishing and safaris. Further, a cultural awareness program is under development and will be provided on a fee-for-service basis to visitors and tourists. Finally, there are two commercial opportunities being considered for a cinema and cultural events precinct.

In its *Five Year Tourism Strategic Plan 2009 Industry Update A Plan to Guide the Direction and Success of the Northern Territory Tourism Industry 2008 – 2012*, the Northern Territory Tourism Industry states:

We need to maximise our strength as a destination rich in nature and culture and we must foster innovative products development centred around environmentally and culturally sustainable experiences that engage with authentic Indigenous culture, explore captivating nature, help visitors discover the charm of Australia's genuine the 'outback' and contribute to responsible tourism.

As part of this plan, the Industry has begun the process of identifying innovative ways to establish authentic and sustainable Indigenous tourism enterprises, and encourage increased employment of Indigenous Territorians in the mainstream tourism industry. To that end, the Initial Tourism Scoping Study for South Arnhem Land in conjunction with the Ngukurr community was developed.

The key business activities are provided in the Table below.

Table 2: Business Activity in Ngukurr by ANZSIC Classification

Business Activity	Structure	Australian and New Zealand Industrial Classification (ANZSIC)
Air charter	Company	Transport, postal and warehousing
Arts and crafts production including artists, weavers, carvers etc	Aboriginal Corporation	Manufacturing
Arts and crafts sales	Aboriginal Corporation	Retail trade
Australia Post agency	Local Government	Transport, postal and warehousing
Banking services	Company	Financial and insurance services
Child care centre	Local Government	Health care and social assistance
Fuel retail	Aboriginal Corporation	Retail trade
Housing maintenance	Local Government	Construction
Mechanics workshop	Local Government	Other services
Musicians and entertainers	Company	Other services
Supermarket	Aboriginal Corporation	Retail trade
Takeaway food	Aboriginal Corporation	Accommodation and food services
Tourism	Sole trader	Transport, postal and warehousing
Visitor accommodation	Local Government	Accommodation and food services

(Northern Territory Government 2010).

Consultation revealed strong support for the proposed Project based on its potential to provide increased local employment opportunities. The sentiments of the community are strong and quotations from community members can be found in the *Consultation Report* (March 2012, pp. 56-60).

Positive areas associated with employment opportunities, such as job creation, training and new business ventures, were a focus point for discussion. Traditional Owners and community organisations both highlighted the need for employment opportunities created by the proposed Project to be of substance and assist in developing the long-term employability of local Indigenous people.

Community members and stakeholders also discussed the importance of Indigenous people being offered jobs with the scope for advancement and development. This would help increase self-pride and self-worth, as well as allow them to contribute to their community and family in a meaningful way. Particular focus on employment from an economic development perspective was raised by the Yugul Mangi Aboriginal Development Corporation who currently supply products for the New Future Alliance, a \$672 million joint venture of the Australian and NT Governments that oversees the SIHIP.

Closing the gap between training and employment was highlighted as one of the key opportunities to assist young people in Ngukurr, specifically to develop and maintain skills that will help build a stronger community long after the proposed Project is complete. A consideration for the development of training programs is ensuring it is tailored to the needs of Indigenous people, in particular their cultural attitudes and background. It was inferred that many local people have not had the responsibility of having to arrive to work at a particular time, or the pressure of having to learn a new skill quickly.

Feedback revealed that training and local employment was closely linked with future prosperity, with community members and stakeholders acknowledging the correlation between experience and knowledge gained through employment.

Consultation also revealed that community members were concerned about local people receiving employment and training opportunities not just to benefit the mine, but also the community as a whole. There is a clear vision for training and high numbers of people who want to live, work and stay in Ngukurr. Concerns such as this have been seen in other local housing projects such as the SIHIP,

implemented by a Federal and NT Government joint venture alliance. While aiming to incorporate Indigenous employment opportunities into the housing and infrastructure program, there were concerns that the local Indigenous staff were not working alongside contractors, but rather as helping hands.

A fundamental consideration for WDR when developing training programs will be delivering meaningful opportunities with the intention for future career development and/or advancement. While the positives of employment were identified, concerns regarding some of the social problems faced by the community were revealed including the severe housing shortage, humbugging and cultural work attitudes. The severe housing shortage in Ngukurr has resulted in overcrowding issues for almost every household, with some homes accommodating up to 25 people. Overcrowding on this scale makes it difficult for local people to sustain a healthy lifestyle, inclusive of basic employment. It also increases their exposure to alcohol and substance abuse and humbugging.

While humbugging is not directly related to the proposed Project, it can be classified as a potential impact, as well as an identified and real concern within the Ngukurr community. Many community members and stakeholders were also concerned about splitting families apart when the men go to work in the mine and the women stay at home. This can cause jealousy between men and women and in some instances has been known to lead to domestic violence. Furthermore, cultural work attitudes was identified as another potential impact to employment, and was raised by Traditional Owners and business operators who were looking to make real changes in people's attitude towards work and responsibility.

Accordingly, the opportunities for WDR to build are stronger community clearly exist. However, they do not come without risk and management of such risk will be a critical success factor throughout the life of the Project.

Youth Opportunities

A significant amount of interest and concern for the future of youth in Ngukurr was raised by community members and stakeholders during consultation, with 14% of all comments relating to the topic. The overall sentiment was positive, with the proposed Project seen as an opportunity to get youth focused on working towards a positive and meaningful future through education, training and gainful employment. Comments from Traditional Owners, Elders, Local Reference Groups and Advisory Groups on the impact the proposed Project may have on youth were recorded as mostly positive, with the emphasis on working together to develop programs to ensure the youth of Ngukurr are job ready and able to positively contribute to the community.

Suggestions for youth programs centred on sport, recreation and education activities to combat the lack of entertainment that has historically lead to crime. Currently, the RGSC Youth Services Department is providing support for sports and recreation activities in Ngukurr, and over the coming years a key priority identified in the Ngukurr LIP as part of the Closing the Gap initiative is to incorporate sport and recreational activities, including regular swimming at the community pool.

One initiative currently established is Ngukurr Youth Pathways, a youth based community group project, positively engaging the youth of Ngukurr through vocational work such as building infrastructure projects. Young people involved in the project have already built a shelter at the airport and a youth centre, performance area and an ablutions block. The project gives young people pride in themselves and their community while harnessing their enormous potential to contribute and improve community life.

Health

Due to concerns about small numbers in data, health data has been difficult to secure and mostly is not reported publically. Permission for use in baseline mapping reports is not provided by the Northern Territory Government or associated agencies (Commonwealth Government and Northern Territory Government).

Available data includes:

- In 2009-10 the Ngukurr Health Centre reported 16,192 episodes of care, with 58 per cent reported as care for female clients and 96.2 per cent reported as care for Indigenous clients.
- Eight to 12 year olds have an average of 1.4 permanent teeth affected by decay. Decay experience in permanent teeth in 7- to 11-year-olds is between 0.5 and 5.9 times the Northern Territory average and between 0.4 and 4.6 times the Australian average depending on age.
- In 2008-09 there were a reported 25 Home and Community Care clients in Ngukurr, all of whom were Indigenous.
- In 2009-10 the Aged and Disability Program reported 18 open cases, 24 referrals and nine closed cases. Open cases are those cases being actively managed by a disability coordinator (Ngukurr LIP).

The Ngukurr Health Centre is the primary site for addressing community health issues and concerns and is managed by Sunrise Health. The organisation's main purpose is to improve the health and wellbeing of the people in the region east of Katherine in the Northern Territory using a holistic approach that includes a high standard of medical care, the promotion of social justice and the overcoming of the sickness that affects so many people in the region. This is done through health clinics and health education, mixing together traditional Indigenous culture and the best of mainstream medicine. Most importantly, the approach involves community people taking part in controlling their own health. Everything from financial management and governance, staff selection and service delivery priorities are directed by the Aboriginal Board and Community Health Committees.

Sunrise Health Service provides a wide range of services including:

- Primary clinical care services
- Emergency care
- Health promotion
- Social support services
- Health checks for well adults and children
- Chronic disease care
- Nutrition programs
- Aged Care programs
- Women's and Maternal Health programs
- Child Health services including aural health programs
- Men's Health programs
- Physical Activity programs.

General Practitioners visit the community at least weekly depending on the size and health care needs of the community. Some of the programs delivered by Sunrise Health are summarised below.

- *Healthy for Life Program* - an Australian Government program, aimed at improving the health of Aboriginal and Torres Strait Islander mothers, babies and children. The program will also help to improve the quality of life for people with chronic conditions and, over time, reduce the incidence of adult chronic disease.

- The *Child Health Program* aims to improve the health and well-being of all children in the Sunrise Health Service region. The program includes involvement with school screening programs and the promotion of immunisations. Additionally, the program helps to raise awareness of childhood infections, promotes healthy lifestyle practices, and works with women's centres and schools.
- The *Ear Health Program* focuses on the early detection and intervention of ear disease and/or hearing loss in children in Sunrise Health Service communities. The program is aimed at infants, preschool and school aged children, and recognises the need for a family approach when dealing with issues related to children's ear health and early development.
- The *Women's and Maternal Health Program* coordinates and promotes culturally appropriate screening and monitoring of women and girls during pregnancy in order to provide early detection of growth and developmental issues, ensuring effective interventions.
- The *Men's Health Program* provides culturally appropriate initiatives and services which promote the health and well-being of men within the Sunrise Health Service region. The program provides a wide range of health promotion information and educational resources to assist community leaders in formulating visions for improving their health through decision making processes.
- The *Nutrition Program* promotes good nutrition by liaising closely with communities to provide strategic direction and coordination in the promotion of healthy eating. Additionally, the nutrition program assists communities to access a variety of affordable and good quality foods, and promotes a healthy lifestyle for community members who are at risk of developing chronic diseases.
- The *Physical Activity Program* promotes healthy lifestyles and supports communities in developing and implementing strategies to increase the level and quality of physical activity, lifestyle and community well-being. The program focuses both on identifying and consulting with communities on their recreational needs, and on the promotion of physical activity to community members of all ages, particularly those who are at risk of developing chronic diseases.
- The *Aged Care Program* develops and sustains culturally appropriate services which enable frail, aged and disabled residents to live within their own communities. Additionally, the program provides services in the areas of home help including social support, housekeeping, laundry, meals and shopping. Personal care is provided including respite care to enable families to have a break from caring for their elders.
- *Chronic Disease* aims to provide improved care for people with chronic and complex care needs through care planning and care coordination model

(Source: Sunrise Health Service <http://www.sunrise.org.au/sunrise/medicalservices.htm>).

The Yugul Mangi Aged Care Centre provides in-home services including one meal a day, help with laundry, and transport for shopping and health centre visits. Extra nutrition and child health services are supported through the Ian Thorpe Foundation and the Fred Hollows Foundation.

In terms of addressing the overall health of the community, the Strategic Indigenous Housing and Infrastructure Program aims to address overcrowding in the community through new housing and refurbishment of existing housing. The Government is consulting with Yugul Mangi to ensure local people have a say in decisions about housing in their community (LIP - Ngukurr LIP).

Priorities include ensuring there are enough homes to reduce overcrowding and are built or renovated to standard. This will be achieved through a review of Ngukurr housing requirements and then developing a plan to provide appropriate housing in the future (Ngukurr LIP).

The topic of health was raised as a concern throughout consultation in Ngukurr, with discussions falling into two main categories being alcohol and substance management and health service provisions.

In relation to the proposed Project, issues around alcohol and substance abuse were seen as limitations to future employment by the Project. Although Ngukurr is a dry community, police advised that there is still an illegal alcohol and substance trade. This trade, alongside the increased money made under employment, could lead to peer pressure on the workers who are earning money to buy drugs and alcohol for family and friends.

The severe housing shortage clearly impacts on health. Overcrowding was raised in consultations, together with associated health and social problems. While overcrowding and associated health, social and work implications were raised as general issues in the local area, particular concern was raised over the potential impact it would have on the employability of mine staff.

Considering Ngukurr is the proposed FIFO town for the Project, there will be an increase in the demand for housing in the community. Some community members are fearful the FIFO situation will take more of their community away from Ngukurr and continue the cycle of unemployment, unskilled workers and welfare demands. Home ownership is important to the community, with public housing making up the majority of existing dwellings. The lack of available accommodation was also recognised to be preventing service providers, business opportunities and tourists from staying in the community.

Community members and stakeholders were aware that WDR was unable to directly undertake work to address the housing shortage and advised on the challenges associated with land tenure. However, it became clear during consultation that the community was reaching out to anyone who could assist them with this issue.

Cultural Heritage

Ngukurr people are culturally strong with deep connections to their country and the dreaming. This is evidenced by Awards such as that won by the Ngukurr Landcare Group. The Group works to improve the local environment, producing a thriving bush tucker garden in the community.

Ngukurr has a reputation for producing some well known artists and performers and has been described as “the birthplace of contemporary Aboriginal music in south east Arnhem Land” (ABC <http://www.abc.net.au/dig/stories/s987513.htm>). For about 40 years Ngukurr has been the hub of a unique Australian blues rock scene that has become an Arnhem Land tradition in itself. Central to that tradition is the first South-East Arnhem blues band, Yugul, who started practicing in a tin shed in the community in 1968 when Ngukurr was still run by Anglican missionaries.

The Yugul Band toured Arnhem Land and through the 70's heard their songs covered by bands from Groote Eyelandt to the desert. When the band split up, members formed a string of other prominent bands including Broken English and NT Express. However, “(E)ventually grog and death depleted the bands and most of them ran out of steam in the early 90's”. Yugul has been succeeded by other well known bands. For example, Ngukurr is the home of the Lonely Boys, a well known and popular rock and reggae band playing across the Top End of the Northern Territory. The band's songs are about Aboriginal lifestyle on country and about their family, friends and the relationships with the people that live in their community (<http://www.topendarts.com.au/places/waralungku-arts.html>).

The T-Lynx Band was formed in Ngukurr in 1996. Inspired by reggae and rock the band sings about their country and homelands on the Roper River in far South East Arnhem Land. Their songs are stories about fishing, hunting, having a good time and about how the band formed. They perform regularly at the Barunga Festival and many other community festivals around the Top End (<http://www.topendarts.com.au/places/waralungku-arts.html>).

Ngukurr is also known for its artists. Ngukurr Art and Culture Centre is a place for local artists to create and display their work for sale. The enterprise is owned and governed by Ngukurr Art Aboriginal Corporation. The Board of Directors are indigenous locals representing seven different clans. The artists, working through Ngukurr Art, are from traditional homelands stretching north to North East Arnhem Land, Central Arnhem Land, south to Tennant Creek, east to the Gulf country and Groote Eylandt, and west to Katherine. This rich diversity of local Aboriginal cultures spanning such a vast area is reflected in one of the most diverse range of styles of Aboriginal art in any art centre.

The Centre produces everything from the most traditional to the new wave of contemporary Aboriginal art. The art style of Ngukurr is as distinctive and varied as the artists. An element common to many of the younger emerging artists is their use of vibrant, bold colour that exudes vibrancy.

Since Ngukurr Arts has been operating the artists have developed their skills, and gained confidence and strength from their stories. Most of the senior artists at Ngukurr attended the mission school and have many stories to tell of life in the old mission days. Cultural stories are painted with passion and enthusiasm, predominantly on canvas, but other mediums include prints, carvings, necklaces and weaving. Over the years Ngukurr artists have won awards and presented exhibitions nationally and internationally. They have had their designs placed on bed linen ranges and boutique luggage lines (<http://www.ngukurrarts.com.au/about.html>). The Centre also provides art and cultural programs.

In Ngukurr, recreation activities include the Ngukurr Bulldogs AFL team which competes in the Katherine District Football League and there is a 'KickStart' program also running in Ngukurr. Fishing is also a favourite recreational pastime.

Cultural heritage was an area of significant importance during the consultations, in particular, how WDR will protect sacred sites and song lines during construction and beyond.

Specific reference was made to Maria Island, as a place of great cultural significance and a sacred site that needed to be protected from potential construction impacts. Questions were also raised about how sacred sites and song lines would be identified and protected by WDR prior to and during construction. It was noted WDR have employed an archaeologist, Community Liaison and Indigenous Employment Coordinator and Cultural Heritage Advisor to identify and mitigate impacts on sacred sites and sites of cultural significance.

A major focus of Ngukurr Traditional Owners and Elders is to protect their heritage, culture and ceremony by instilling a sense of pride amongst their youth. They are aware youth education is a key to future-proofing their community and not allowing the disengagement of children to permeate their culture.

Although of the 10% of comments raised about cultural heritage, only two stakeholders expressed negative feelings towards the impacts of construction on cultural heritage, this needs to be recognised as an important component of the consultation. Further, community members, Traditional Owners and Elders were more concerned about the protection of sacred sites and song lines during the rehabilitation stage (post mine closure) than actual environmental rehabilitation of the area. It was clear from all meetings that sensitivity (both culturally and spiritually) was of significant importance for community members as it provided an opportunity to impart and protect their heritage with the next generation.

Numbulwar

Numbulwar is one of the most isolated of the main Arnhem Land communities. Their location features strongly in the culture and this close-knit, traditional community has strong relationship with the sea and coast. The following sections provide a baseline profile of the community based primarily on publically available data and the consultations undertaken over the previous 12 months with a particular focus on the February 2012 consultations.

Some Things You Should Know

Pronunciation: Num-bul-war

Alternative place name: Rose River

Outstations: Wuyagiba, Andanangki (Walker River), Yillila, Dharrari, Alharrgan, Yimidarri (Wandu), Wumajbarr, Markalawa & Waldharr (Harris Creek)

Language Groups: The traditional Nunggubuyu language is in serious decline. While the school had a bilingual program, most young people do not speak it anymore. Instead, the common language is Kriol. Forty eight (48) per cent of people speak Kriol. Other languages spoken include Wubuy (14%), English (11%), and Anindilyakwa (6%). Mara and Ngandi are also spoken. English is generally a second language.

Location: The community is located at the mouth of the Rose River on the western coast of the Gulf of Carpentaria, and adjacent to the extreme SW coast of Groote Eylandt. Numbulwar is approximately 400 km east of Katherine, 570 km south east of Darwin and 250 km south west of Nhulunbuy. The town is on Nunggubuyu country.

Access: Numbulwar can be accessed by air, sea and road. Roads may only be open for 4-5 months every year and then in varying conditions and 4WD is recommended year round. Perkins Shipping provides a fortnightly barge service by sea from Darwin and the RPT air service provided by MAF flies three times per week from Darwin via Gove.

Traditional Owners: The town is on Nunggubuyu country and belongs to the Nunggayinbala clan. Numbulwar's people are from a range of Traditional Owner groups, from Ngukurr up to Blue Mud Bay, including some from Groote Eylandt and Bickerton Island. Numbulwar's people are also from a range of clans. These include Numamurdirdi, Nunggumajbarr, Nunggarrgalu, Nundhirribala, Nglami, Murrungun, Wurramarra, Lalara, Manggurra and Wilfreds.

Geographic Region

Numbulwar is one of the most isolated of the main Arnhem Land communities. The community is located at the mouth of the Rose River on the western coast of the Gulf of Carpentaria, and adjacent to the extreme SW coast of Groote Eylandt. The town is on Nunggubuyu country. Permanent settlement began in 1952 with the founding of the Rose River Mission by local Aboriginal communities and the Church Missionary Society. In 1962 the mission formed a community association to take responsibility for managing the township. Numbulwar became self-managing when this association formed a town council in 1973. The country that Numbulwar is built on, along the Rose River, belongs to the Nunggayinbala clan, one of the Wubuy or Nunggubuyu speaking clans from this region.

Numbulwar is the location of an outstation resource centre which provides essential services to many small homeland centres or outstations in the surrounding region. The outstations have been established on ancestral lands from Wuyagiba (Numamurdiridi clan land), just north of the Roper River in the south, to Walker River (Manggurra land) some 120 km north of Numbulwar. Wumajbarr, about 12 km from Numbulwar, is the nearest and belongs to the Nunggumajbarr clan. Malagayangu, about 50 km north and a good fishing spot, belongs to the Murrungun clan. "Ownership" is determined by the existence of sites of significance, associated with ceremonies and song cycles, belonging to each clan.

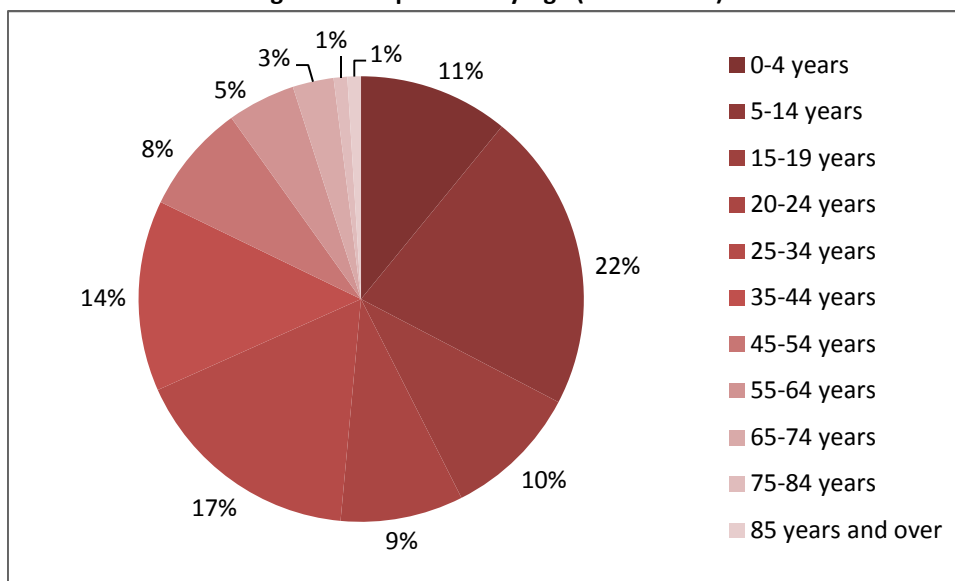
The Numbulwar people have a close relationship with the sea and coastal areas, which feature strongly in their culture. Ceremonial activities are still very important and boys' initiations and other men's rituals are performed regularly. Numbulwar is also home to the international renowned *Red Flag Dancers* and *Yilila* band.

Demographic Profile

<i>Population:</i>	783 (according to Census 2006) 1,000+ (estimates from other agencies) 91.4 % Indigenous
<i>Growth/decline:</i>	Growth to 968 by 2026
<i>Male Female Ratio:</i>	49.4% male – 50.6% female
<i>Percentage of population under 19 years:</i>	43%
<i>Percentage of population under 15 years:</i>	33%
<i>Percentage of population over 55 years:</i>	10%
<i>Median Age:</i>	24 years
<i>Median Individual Weekly Income:</i>	\$209.00
<i>Median Family Weekly Income:</i>	\$540.00
<i>Median Household Weekly Income:</i>	\$1,012.00
<i>Median Weekly Rent:</i>	\$25.00
<i>Average Number of Persons per Bedroom:</i>	2.2
<i>Average Household Size:</i>	6.2

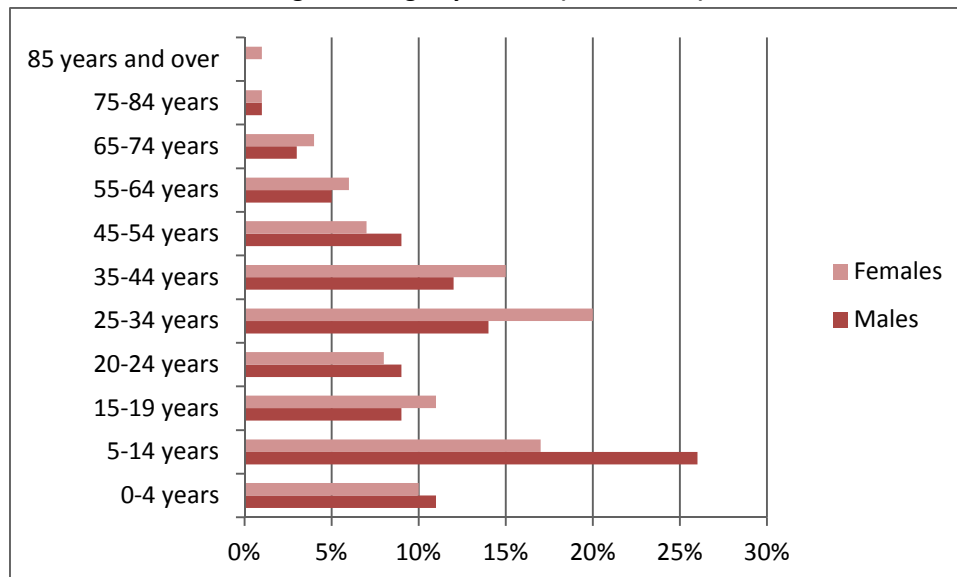
Families: 143 families with 49.7 per cent of families being couples with children, 21.0 per cent being couples without children, 29.4 per cent being were one parent families.

Figure 41: Population by Age (Numbulwar)



Numbulwar has a young population with 52 per cent of the population under the age of 25 years and one-third of the population under 15 years. As with the other three communities, this presents a significant challenge in the coming years as younger members of the community make some of the most important transitions in life from secondary education to post-secondary education, training and employment. It is not therefore surprising that during consultations employment and training and youth opportunities ranked highest as areas of interest to the community and wider stakeholders.

Figure 42: Age by Gender (Numbulwar)



There are more females than males in the community though the difference is just one per cent and smaller than for any of the other three communities. Significantly, there were in 2006 more males in the 5-14 years cohort than females and many of these will now have entered or be entering the labour market.

Only Borroloola has a substantial number of de facto marriages and Numbulwar has (in line with all other communities) a large percentage of 'not married' people in the community and there are high rates of dependency with one third of all household relationships being children under 15 years of age.

Figure 43: Marital Status (Numbulwar)

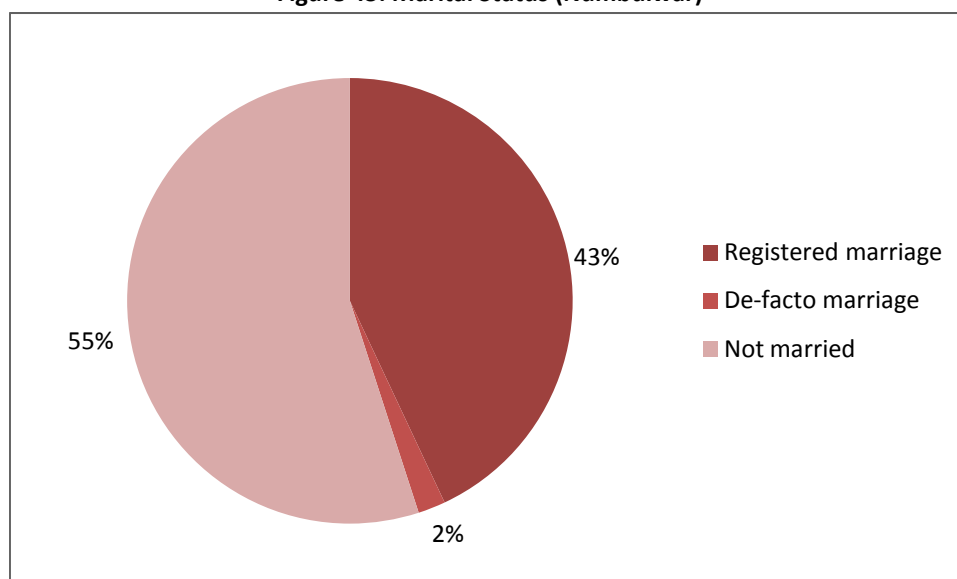
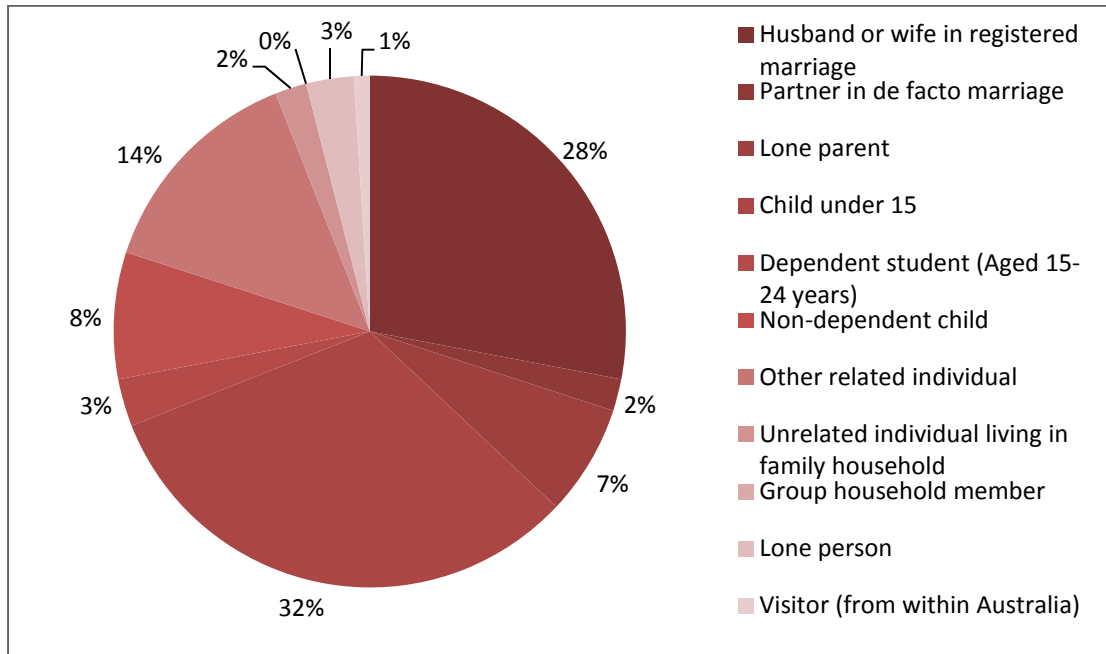
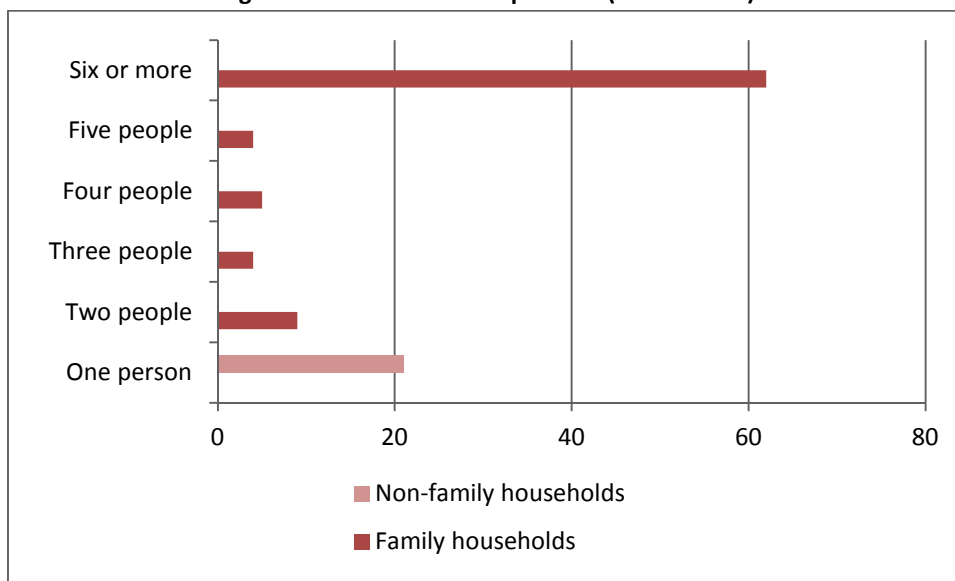


Figure 44: Relationship in Household (Numbulwar)



As noted earlier, the average household size (as at Census 2006) is 6.2, therefore it would be expected that there are high numbers of households with six or more people. While this might point to overcrowding, during consultations 'accommodation and housing' ranked overall lowest in terms of areas of interest during consultations.

Figure 45: Household Composition (Numbulwar)



In terms of the overall demographic summary, it will be important to measure changes over time when the Census 2011 data becomes available in June/July 2012. These will be mapped in the second half of 2012 as part of the ongoing SIA with an expected result of population growth and the maintenance of a predominantly young population.

Assets and Infrastructure

Numbulwar formed a town council in 1973. The council became Numbulwar Numburindi Community Council in 1976, and the mission handed over control in 1978. In 1989 the Numbulwar Numburindi Community Council became a community government council. In 2008 it was absorbed into the Roper Gulf Shire Council, which now provides local government to the region.

The Roper Gulf Shire Council is in the Shire's Numbulwar Numburindi Ward. This is one of five wards in the Shire and elects one of the 12 council members. The Shire has a service delivery centre in Numbulwar. The Shire consults community members through the Numbulwar Local Board, which has two members nominated by the Shire Services Manager in consultation with community leaders, and two members from each of the five groups of clans in Numbulwar (Commonwealth Government and Northern Territory Government 2011).

The Numburindi Community Reference Group was established to set priorities to improve the quality of life in its community. The Group is the main way Numbulwar consults and negotiates with government. Its members are community people from across the different clans, genders, age groups, areas of expertise and other interests in Numbulwar. The Numburindi Community Reference Group set the community priorities for the Numbulwar Local Implementation Plan (of which Roper Gulf Shire is a signatory). To do this it consulted with clan groups, participated in capacity-building workshops and took advice from community members with experience in service delivery. With support from the Indigenous Engagement Officer and the Government Business Manager, the Numburindi Community Reference Group consulted traditional owners and sought their agreement on the various community issues in the Plan (Commonwealth Government and Northern Territory Government 2011).

The community consists of a general store, a police station, a community school (up to year 12), an engine repair shop, a post office, health clinic (staffed by full-time nurses, Aboriginal Health Workers and a resident GP), a mechanical workshop, a locational supported playgroup, youth sport and recreation program, meals on wheels and Community Aged Care, postal agency, Centrelink office and a branch of the Traditional Credit Union. As noted earlier, Mission Aviation Fellowship has a base in Numbulwar which provides air services for the community.

There were low levels of Internet connection reported at Census 2006 with over three-quarter of the community not having access to Internet. There is some broadband and dial-up connection available mainly through local agencies and service providers in the community.

The Roper Gulf Shire currently holds five Remote Indigenous Broadcasting Service licences; one of which is in Numbulwar.

In 2009, the Northern Territory Government revealed its targeted strategy to improve the lives of Territorians living in remote areas by encouraging real towns, real jobs and real opportunities. The Strategy known as *A Working Future* is a visionary six-part plan that will develop 20 large service towns, set a new path for homelands and outstations, and focus and coordinate the delivery of infrastructure, services and development in the remote Territory. This means that selected remote communities will have town plans, private investment, targeted Government infrastructure and commercial centres making them like any other towns in Australia and, like elsewhere, they will service the surrounding areas of smaller communities, properties, outstations and homelands.

Numbulwar is a *Working Future* town and the progress will be monitored over time as part of the on-going SIA.

The EIS guidelines requested identification of community infrastructure, including transport, which may be impacted by the proposed Project. During consultation traffic and roads accounted for 17% of

all discussions. Consultation revealed that concerns were prevalent across the region relating to poor road conditions, especially during the wet season. The wet season, occurring from November to May, is known to isolate the community significantly and the RGSC advises those looking to travel to the region that access via roads is only accessible during the dry season or by air.

Many stakeholders raised simple concerns such as travelling to work, or getting fresh produce into stores as a significant problem for the community. These issues in particular impact on the community's nutrition, health, and in relation to the proposed Project, their employability. Although the region has access to a fully sealed airstrip, this is somewhat inaccessible for the local community due to the expense of flying.

Most stakeholders acknowledged that the condition of the roads was the responsibility of the government, however some still expressed views that WDR could provide financial support towards getting them fixed. Expectations must be managed through information and further consultation to ensure WDR is not perceived as responsible for local and state government roads.

Education – Early years to Adulthood

Consultations determined that Numbulwar School currently has 150 students enrolled, employs 40-45 teachers (both full-time and part-time) and is open from Kindergarten to Year 12. During the dry season it is common for the school's attendance to half as families' can't travel to carnivals, funerals, family gathering and Outstations.

Identified as a Growth Community under the NT Government's Closing the Gap initiative, Numbulwar has accessed facilities and programs to assist with halving the gap in reading writing and numeracy achievements for Indigenous children. Recently, the school acquired a bus to transport children to and from school as well as for school trips to neighbouring towns to use facilities such as pools and parks.

Since peaking in 2003 at 40 children, preschool enrolment at Numbulwar School has declined. In 2009, 22 children were enrolled, similar to the enrolment figure in 2001 (21 children). It should be noted that between 2004 and 2006, the Numbulwar Community Education Centre operated a preschool with additional enrolments of three, 22 and 39 children in 2004, 2005 and 2006 respectively. As the 2006 census shows the zero to four year old Indigenous population to have been 80, this data indicates a low enrolment rate (Commonwealth Government and Northern Territory Government 2011).

Identified as a strength in the 2010 Local Implementation Plan (LIP), there is an informal playgroup on the veranda of the Numbulwar preschool and the Numbulwar Health Centre holds baby health checks. The community is keen to have a crèche and childcare facility to prepare children for school and priorities include children being prepared for school through the establishment of a crèche and childcare facility and service.

The community and all levels of government are committing to a number of actions to address the community's priorities, including enhancing the protection of children with the Northern Territory Department of Health and Families developing minimum service standards for child protection and related services. Parents will also participate in Indigenous Parenting Support Services.

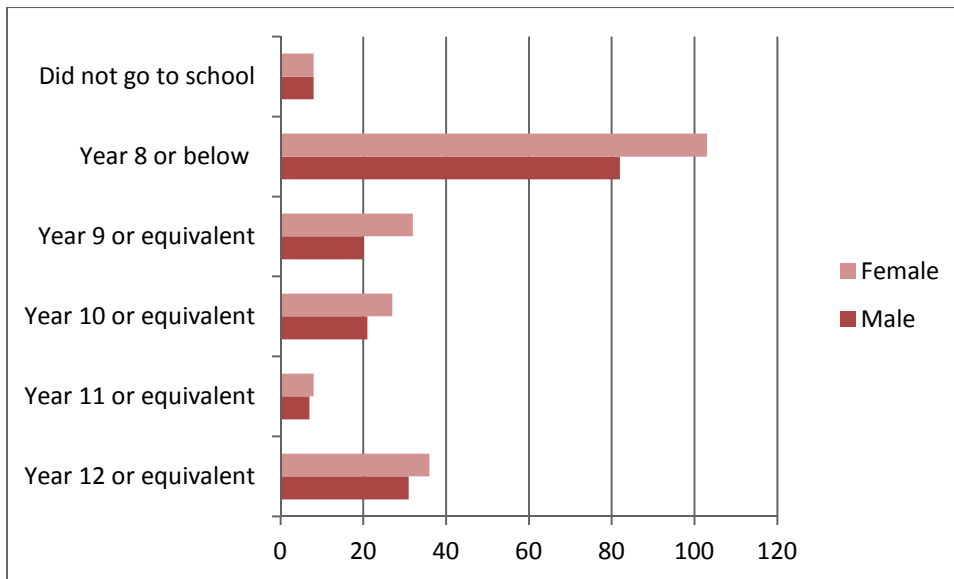
In terms of schooling, the school runs a Prep to Year 12 program though an undetermined number of students complete their education at boarding school outside of the community. The community is keen to improve school attendance and engagement. Priorities include trained Home Liaison Officers increasing from two to five, Indigenous young people successfully transitioning from school to work and/or further study and a new school building.

The community and all levels of government are committing to a number of actions to address the community's priorities, including establish a School Attendance Working Group to develop a localised school attendance strategy that will increase school attendance, and have young adults and parents returning to school.

Notably, the school is governed by a well-represented and active committee of local leaders it runs a nutrition program which provides a healthy breakfast and lunch and fruit throughout the day. Further, there reports that Centrelink has been contacting senior students who are eligible for Abstudy, and reports indicate that they are returning to school. It is hoped that the program will improve attendance numbers, as well as the health and well-being of students. However, even with the additional support for new facilities and programs, stakeholders and community members still expressed that school attendance and engagement was one of their biggest concerns with school attendance rate as at February 2012 being 48 per cent.

The figure below highlights the low levels – overall – of high school achievement with Year 8 and below the most common level of schooling attainment and few students either male or female going on to complete Year 12.

Figure 46: Highest Level of Schooling by Gender (Numbulwar)



The following figures show the details by gender and clearly demonstrate that both male and females are more likely to have completed Year 8 or below as the highest level of schooling achieved

Figure 47: Highest level of Schooling - Male (Numbulwar)

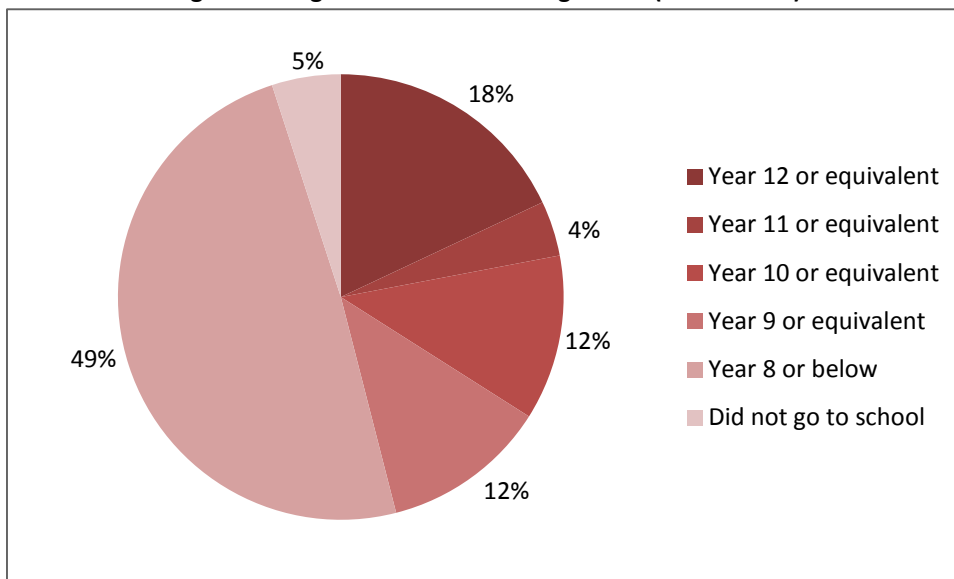
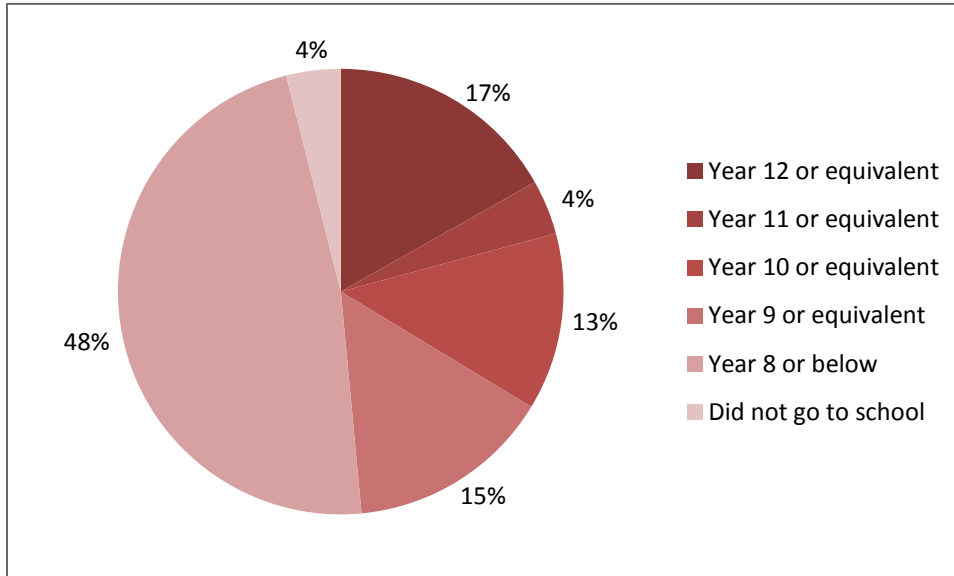


Figure 48: Highest Level of Schooling - Female (Numbulwar)



In August 2009, there were five Vocational Education Training students (Commonwealth Government and Northern Territory Government 2011). According to The Roper Gulf Shire Annual Plan 2011-12, the Shire was offering several accredited and non-accredited training programs to the young people of Numbulwar. These included:

- Numbulwar youth training – Certificate II in Community Services
- Numbulwar youth training – Boat Safety Training
- Numbulwar youth training – NTEIPP
- Numbulwar youth training – Life skills

Accordingly, in terms of non-school qualifications males and females are more likely to have gone onto Certificate qualifications than any other non-school qualifications and three males and females in the community holding a Postgraduate Degree.

Figure 49: Non-School Qualifications by Gender (Numbulwar)

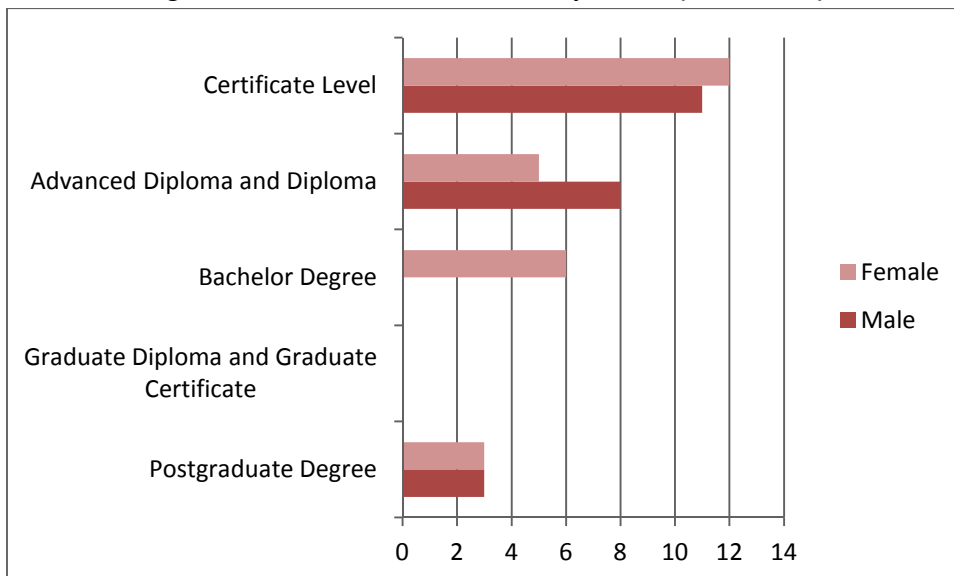
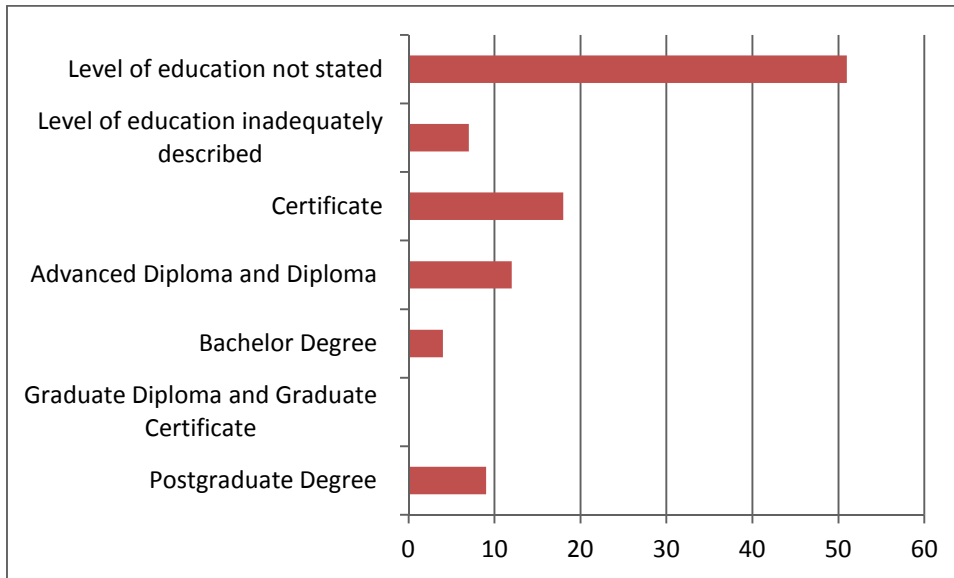


Figure 50: Levels of Non-School Qualifications - Total (Numbulwar)



As the above figure demonstrates, there are low levels of education and training in the community and while these will be measured against more current data on the issue of Census 2001 data in June/July 2012, consultations suggest there will not be a significant improvement in educational outcomes.

Consultations with Elders and Traditional Owners demonstrated the direct link between the attitudes of parents' work attitude and the motivation for children to attend school and gain an education. This cyclical occurrence has the propensity to impact the future employability of Numbulwar youth and the long-term sustainability of the community.

Further, the qualitative and qualitative demonstrate the need for the development of learning pathways that have children engaged in learning prior to entering primary school, aspirations built through school levels, increased attendance rates to keep children in the education system and post-high school training and education options that can lead to meaningful and long-term employment.

The next section reports on such Economic Participation and Development.

Economic Participation and Development

Note: At the time of finalising this report, the Northern Territory Government – as part of the Working Future Initiative – released Job Profiles (2011) for a number of the Government’s targeted Growth Towns. These were uploaded to the Working Futures website on the 29th February 2012. These included the towns of Borroloola, Ngukurr and Numbulwar. These reports provide significant data from 2011 regarding labour market participation, vacancies, job seekers, CDEP participation and existing businesses by type.

It was beyond the scope and timing of this report to analyse the data against the 2006 Census data. However, the data will be analysed and matched against the 2011 Census data when it becomes available during the second half of 2012 and as part of the on-going SIA.

The link to the Numbulwar report is included here as a significant reference document when WDR consider strategies for increased economic participation and development for Indigenous people moving forward.

http://www.workingfuture.nt.gov.au/Territory_Growth_Towns/Numbulwar/docs/Numbulwar_Jobs_Profile_2011.pdf

In terms of people in Numbulwar being engaged with the labour market and seeking employment, there are a number of agencies that provide support and assistance. These include:

- Yugul Mangi Aboriginal Development Corporation
- New Futures Alliance (SIHIP)
- Roper Gulf Shire Council
- Ngukurr School provides Certificate I and II in Civil Constructions, VET and TAFE information
- Bachelor Institute (implementing *Strong Start, Bright Futures*)

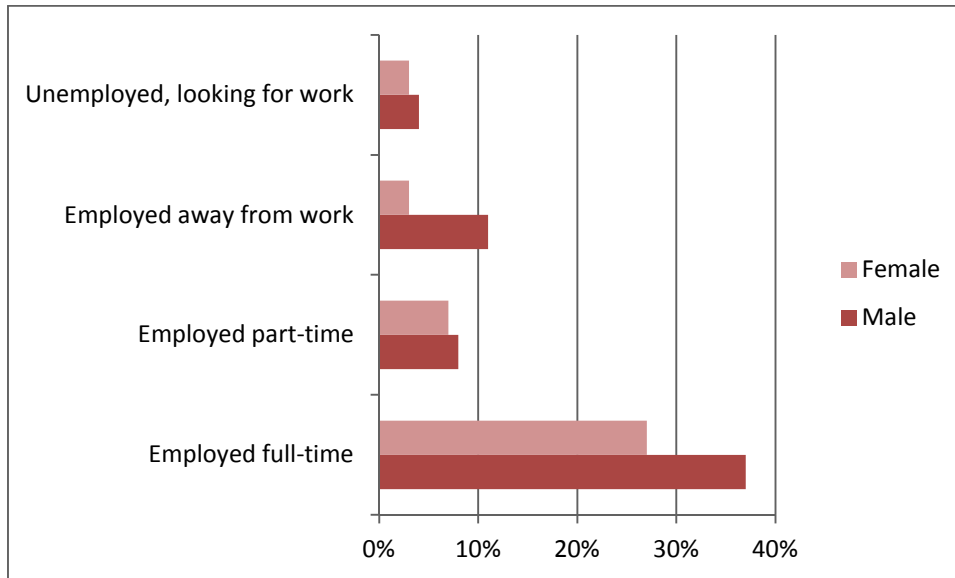
However, despite the availability of services, the following reports the employment data and shows relatively high levels of disengagement from the labour market.

Census 2006 reported that 78.9 per cent of the working age population ($n=426$) of Numbulwar were not engaged in the labour force. This is much higher than any of the previous three communities reported.

This was much higher for females (84.7 per cent) than males (73.6 per cent). This is an important statistic since unemployment rates are relatively low (overall average is 7.8 per cent) for the community but only account for those actively seeking work but who have been unable to find it.

Accordingly, employment for males is higher than for females and there is propensity for employment in full-time positions as the figure below demonstrates. In total 61.1 per cent of the working age population were employed full-time, 15.6 per cent were employed part-time, 6.7 per cent were employed but away from work and 12.2 per cent were employed but did not state their hours worked.

Figure 51: Labour Force by Employment Type (Numbulwar)



An employment survey was undertaken in 2009 in Numbulwar. Of the 134 employed people, 92 were Indigenous—36 people were employed full-time, 39 were part-time, 14 were casual and three held CDEP positions. The number of Indigenous people of working age (15 to 64 years) is projected to increase from 461 to 629 over this period. The greatest proportional increase is expected to be in the post-working population of 65 years and above, which is expected to triple over the next 20 years from 16 in 2006 to 54 in 2026 (Commonwealth Government and Northern Territory Government 2011).

In terms of employment by industry category the following two figures provide Census 2006 data by gender. As with the other three communities, there is bias towards employment in 'Public Administration and Safety'. This is due to inclusion of CDEP participation. There are then a small percentage of men employed in 'Transport, Postal and Warehousing' and utilities and waste services. For women, there is some employment in 'Education and Training' (just 9 positions) and 'Health Care and Social Assistance' (10 positions)

Figure 52: Employment by Industry - Male (Numbulwar)

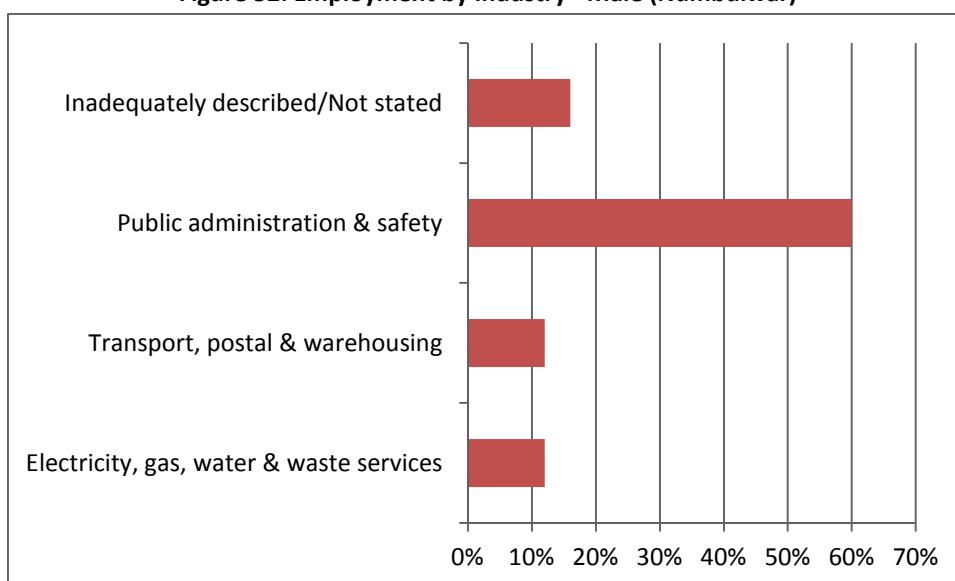
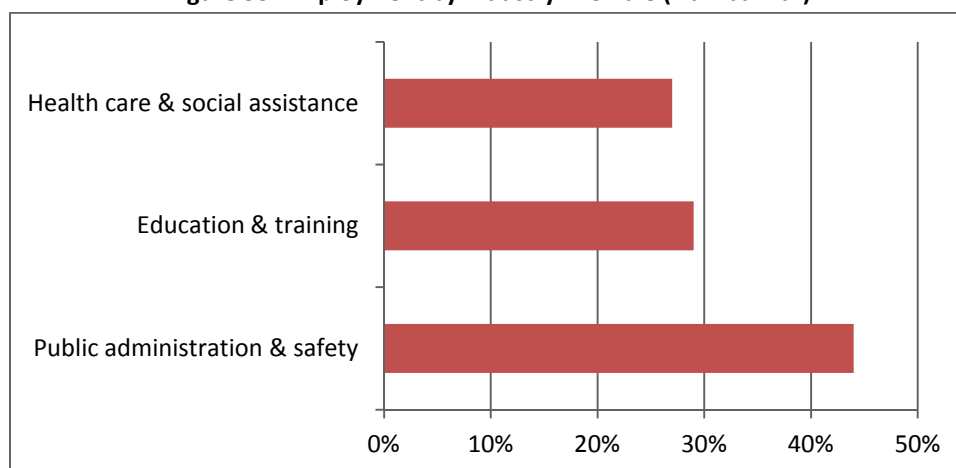


Figure 53: Employment by Industry - Female (Numbulwar)



In the 2006 Census, the most common responses for occupation for employed persons usually resident in Numbulwar were 'Labourers' (27.9 per cent), 'Professionals' (22.1 per cent), 'Managers' (12.8 per cent), 'Community and Personal Service Workers' (11.6 per cent) and 'Clerical and Administrative Workers' (8.1 per cent)..

In April 2008, a discussion paper was presented by Gordon Pender and Company Pty Ltd, to the Numbulwar-Numburindi Community Government Council. The discussion paper described a practical opportunity to establish three new integrated businesses – incorporating 15 projects in Numbulwar. The businesses were a construction business, a food production and processing business and a services business comprising motel-style accommodation for visitors (with permits); accompanying hospitality services and café; a bus transport service to Katherine; a travel agency; and a call centre. Many additions are possible, eg a fishing tourism business would complement other projects. The strategy presented combined projects into businesses that can really continual employment. It assumed workers are paid \$36,000 pa to work 30 hours a week for 35 weeks a year. The three integrated businesses required investment of \$9 million over three years. Additional projects, and investment costs, were estimated at \$15 million over five years.

During consultations to develop the 2011 Local Implementation Plan, the Numbulwar community were still identifying the need for improved training and business opportunities. The aim is for Numbulwar residents to have access to more sustainable local jobs in areas such as the arts, fishing, cabinet making and dress making through a coordinated effort with the following stakeholders:

- Department of Education, Employment and Workplace Relations
- Northern Territory Government Department of Education and Training
- Department of Housing, Local Government and Regional Services
- Indigenous Business Development
- Roper Gulf Shire
- ITEC Employment (as the job services provider)
- Association of Northern Kimberley and Arnhem Aboriginal Artists (Office of the coordinator general for remote Indigenous services.

http://www.cgris.gov.au/site/2011_northern_territory_priority.asp).

Major employers in Numbulwar include the Shire, Numbulwar Homelands Council Association Incorporated, the Numbulwar School, the Health Centre, the Aboriginal Air Service, the Traditional Credit Union, Northern Territory Power and Water, the Territory Police and the Batchelor Institute.

The community and all levels of government are committing to a number of actions to address the community's priorities, including business support and mentoring to individuals and groups wanting to start a viable business.

In 2009, about 45 per cent of all income support recipients Numbulwar and its associated communities received Newstart Allowance (153 recipients) and about 10 per cent received Youth Allowance (33 recipients). Parenting Payment recipients made up around 24 per cent and Disability Support Pension recipients made up about 10 per cent. Ninety two per cent of income support recipients were of workforce age (15–64 years of age). Fifty six per cent of all income support recipients were female (Commonwealth Government and Northern Territory Government 2011).

During the February 2012 consultations findings from a *Working Future*, report (June 2011) suggested there were 182 Indigenous Job Services Australia (JSA) job seekers in Numbulwar, with only 10 job vacancies. In total, the labour market in Numbulwar is 151 jobs with 6 per cent of these classified as CDEP. These statistics were reflected by consultation results revealing all 21 participants over 23 occasions raised employment as the number one concern for the community. Employment alone accounted for nearly one quarter of all discussion during the consultation period.

The issue of unemployment was the most common topic raised relating to local employment, with concerns Indigenous workers were faced with little to no job prospects. Local businesses and government representatives demonstrated the most concern towards unemployment rates, making the link between jobs, community benefits and pride of the workforce.

On two occasions, unemployment was linked to the social issues that Numbulwar face such as alcohol and substance abuse, and anti-social behaviour. From each of the groups engaged there was a sentiment that the proposed Project would have positive impacts associated with increased local employment and said that they would like to see more opportunities made available – expectations are high!

Despite the significant interest about job creation by the proposed Project, the community expressed their need for local employment in service industries that would support the mine and keep their people from leaving the community. Stakeholders acknowledged that while it was important for people to be earning money, it was also important to have qualified tradespeople such as plumbers and electricians come back to the community to support the local market.

Concern over the employability of locals was raised as a potential barrier to employment by community members and stakeholders. In particular, it was thought that adequate training and mentoring was required to ensure job seekers felt confident in their ability to gain employment in labouring, trades and non-CDEP projects. Throughout discussions about employment and training many of the comments focussed on the need to mentor Indigenous workers and provide on-the-job experience as a means to building their confidence and knowledge.

This genuine concern about equipping their people with the correct skills and trades is further testament to the responsibility Traditional Owners and Elders feel they have for each other's wellbeing and for the long-term welfare of their youth. While the positives of employment were identified, perceived impacts on the community were also revealed. These barriers to employment included culture, social pressures, isolation and relocation.

Limiting the growth of culture was seen as the biggest impact of employment by all stakeholder groups. Numbulwar practices regular ceremony and takes their culture very seriously. This has propensity to place additional pressure on maintaining jobs as Indigenous workers have a responsibility to attend such ceremony, family gatherings, and funerals.

Stakeholders and community members further discussed that the local workforce faced social issues when having to return home to live in overcrowded houses, including domestic violence and alcohol

and substance abuse. In particular, the splitting of families has seen an increase in domestic violence when women become jealous when their husbands and/or partners are away for work purposes.

It was revealed that the isolation of Numbulwar, particularly during the wet season, increases the difficulty of finding and maintaining employment outside of the community. Many stakeholders commented that they are starting to recognise people will have to leave their community to find work, which in turn could decrease the long-term sustainability and capacity of the community for future generations.

Local business and government representative groups also discussed that local workers experienced transport issues travelling to and from work, and that if they do not have their own transport they are unable to make the journey. Opening up transport options or a service between workforce operations and the community was seen as a possible solution.

Accordingly, there are some clear opportunities and risks for WDR in developing plans for increased economic participation and development within Numbulwar. Both will need to be carefully managed as the Project moves from development to establishment and beyond.

Youth Opportunities

Throughout consultation it was evident that the Numbulwar Traditional Owners and Elders have an intrinsic connection with their culture and the traditions. They expressed great concern about younger generations not involved in sufficient ceremony practices and that their culture will be lost in the years to come with no one to pass it down to. Overall, 18% of comments recorded during the consultation period were in relation to opportunities for youth and of that 100% perceived the proposed Project as capable of delivering positive outcomes for Numbulwar youth – noting the very young demographic of the community.

The majority of key stakeholders spoke positively about WDR as a means to provide employment and a sense of self-worth to their young people. Stakeholders made a correlation between the proposed Project and helping their youth to gain valuable experience, work ethics and responsibility which would remain with them through to adulthood.

The lack of social infrastructure and youth activities was a point of discussion with Traditional Owners and Elders, businesses and community groups alike. At present, the Numbulwar Local Implementation Plan (LIP) does not identify recreation and social infrastructure as a scheduled priority for investigations over the coming twelve months.

At the time of consultation a Youth Services Officer had not been appointed and per the Working Future 2011 Job Profile, three vacancies for community and personal service workers (e.g. community engagement and Police Officers) remained open.

Currently, the Numbulwar Youth Voice Committees have been effectively operating in Numbulwar. Roper Gulf Shire Council has formally recognised the Youth Voice Committees as advisory Committees of Council. So far, the Committees have been contributing to community concerns and issues as well as identifying solutions (Roper Gulf Shire Annual Report 2011-12).

As part of the development of the Numbulwar Local Implementation Plan, a well-known Indigenous performer hosted a one week youth engagement workshop at the school to explore young people's priorities for a happy, healthy future in Numbulwar. During this week the children created songs, artwork and mini-movies about their vision for the community (Commonwealth Government and Northern Territory Government 2011).

Youth diversion programs are being developed, and the community is getting a three-quarter-sized basketball court (Commonwealth Government and Northern Territory Government 2011).

Health

Due to concerns about small numbers in data, health data has been difficult to secure and mostly is not reported publically. Permission for use in baseline mapping reports is not provided by the Northern Territory Government or associated agencies (Commonwealth Government and Northern Territory Government).

Available data includes:

- 2009-10 the Numbulwar health centre reported 10,460 episodes of care, with 58 per cent reported as care for female clients and 95.5 per cent reported as care for Indigenous clients.
- Seven to 12 year olds have an average of two permanent teeth affected by decay. Decay experience in permanent teeth in seven to 11 year olds is between 2.6 and 6.4 times the Northern Territory average and between 2.5 and 4.4 times the Australian average depending on age.
- 2008-09 there were less than five reported Home and Community Care clients in Numbulwar, all of whom were Indigenous.
- 2009-10 the Aged and Disability Program reported 21 open cases, seven referrals and three closed cases. Open cases are those cases being actively managed by a disability coordinator (Commonwealth Government and Northern Territory Government 2011).

Caring for the community of Numbulwar is also the responsibility of Miwatj Health. Miwatj Health's mission is to improve the health and wellbeing of residents of communities of the East Arnhem Land region through the delivery of appropriate and comprehensive primary health care and the promotion and co-ordination of control by Aboriginal communities of primary health care resources.

Miwatj Health provides clinical services by doctors, nurses and Aboriginal Health Workers at its fixed clinics in Galiwin'ku, Gunyangara (Marngarr) and Nhulunbuy, and through mobile outreach services to nearby communities on the Gove Peninsula and within Galiwin'ku. This comprises a wide range of professional services including diagnosis of illness, treating acute trauma, carrying out full adult and child health checks, ante-natal and post-natal care, providing medications, developing chronic disease care plans, undertaking brief interventions, transporting patients for further radiological investigations, and the full range of health care services

Miwatj Health's core functions are:

- The provision of clinical services to Aboriginal communities in the East Arnhem Land region, including both acute care and longer-term preventive care
- Implementation of a range of population/public health programs and strategies which address the underlying causes of illness
- Advocacy in support of the right of Aboriginal people to control their own health services and for such health services to receive funding and resources adequate to address the health problems of the region
- Ensuring efficient, accountable administrative and financial systems support for the delivery of our services (Miwatj Health, <http://www.miwatj.com.au/needs.html>).

In consultations for the LIP the community reported that the number of malnourished children had reduced as a result of public health programs. Further, birth rate has significantly dropped as a result of making contraception more available. The Numbulwar Aged Care and Respite Centre also helps with personal hygiene, laundry and home maintenance and provides a Meals on Wheels service. The community is keen to improve preventative health measures and to get a new health centre.

Community priorities identified in the LIP include preventative medicine and health strategies supporting healthy lifestyle choices, availability of renal dialysis, a resident general practitioner and dentist, additional vehicles to support outreach services and a residential aged care and mental care facility and support.

In terms of addressing the overall health of the community, the Strategic Indigenous Housing and Infrastructure Program aims to provide new housing and refurbishment of some existing housing. Government will consult with the Numbulwar Housing Reference Group to ensure local people have a say in decisions about housing in their community. The community is keen to see Numbulwar developing in an orderly way and families living in suitable housing with access to all necessary utilities.

The severe housing shortage in Numbulwar was raised as a concern amongst community members and stakeholders, with 6% of all consultation comments directed at this topic. Housing has been a longstanding issue within the local community and in some cases three bedroom homes are accommodating up to 20 people. As part of SIHIP, Numbulwar was identified to receive new houses, however community members still feel the effects of overcrowding.

While WDR is unable to directly undertake work to address the housing shortage in terms of constructing homes, consideration should be taken around the challenges faced by those living in overcrowded facilities and the social pressures, such as alcohol and substance abuse that can be associated with such conditions.

Cultural Heritage

Of all topics covered cultural heritage had a propensity towards concerns regarding the negative impacts associated with the Project. The culturally rich community regard their traditions and ceremonies as one of the most important aspects to their daily life and consider it to take precedence above all else. Traditional Owner and Elder stakeholder groups both expressed their concern at employment preventing their youth from being able to practice ceremony. The demands of maintaining such a strong culture has been known to conflict with employment activities, such as having to leave work on very short notice to attend funerals and family matters.

In addition, stakeholders expressed their concern that young people in Numbulwar will need to leave their community to find work, placing a strain on the community and further disenfranchising youth from their cultural heritage. However, it was acknowledged by stakeholders that their youth needed to travel and gain work experience, so they can one day return to the community, bringing new skills and social benefits with them.

Summary

This document has provided as much detail as is available to begin the development of Community Profiles that are valid and reliable enough from which to measure potential and real impacts of the Roper Bar Iron Ore Project in the social, economic and cultural spheres. There will be increased validity and reliability built into the profiles once the data and findings presented here can be measured against the Census 2011 data once released mid 2012.

The structure of the profiles has been developed to allow for indicators to be measured over time and while the quantitative data will be important, continued consultation will provide the qualitative data that allows the voices of people living in the community to be heard.

It is clear that the primary area of interest for community members and stakeholders is in relation to employment and training opportunities that might emerge from the construction and operations of the projects. These will be a focus for WDR in the development of a Social Enterprise that looks to strengthen communities through enhancing positive impacts and managing any negative impacts of the development.

Importantly, WDR will seek to partner with communities to ensure they are play a part in building communities where can live, work, play, prosper and belong. However, as noted throughout this report, expectations are high and WDR will need to develop protocols and means for engagement that keep communities both informed and empowered.

Appendix 1: Employment Opportunities Scope

Management

Human resources

Community Liaison

Indigenous Employment

Construction

Accommodation Hospitality

Site

Camp

Professionals

Human resource

Training and Development

Public Relations

Surveyor

Civil Engineering

Industrial, Mechanical and Production
Engineers

Mining Engineers

Geologist

Landscape & land care

Occupational & Environmental Health

Multimedia & Web Development

Database & System Administration

Professionals (continued)

Counsellors

Social workers

Welfare

Local Support

Cultural & Heritage

Community Engagement

Indigenous Employment

Indigenous Health

Technicians & Trade Workers

Architectural, Building & Surveying

Civil Engineering Draftsperson

Electrical Engineering Draftsperson

Electronic Engineering Draftsperson

Mechanical Engineering Draftsperson

Safety Inspectors

OH&S Officers

ICT Supports

IT

Automotive Electricians

Motor Mechanics

Diesel Mechanics & Fitters

Technicians & Trade Workers (cont)

Boilermakers

Carpenters

Bricklayers

Painters

Plasterers

Floor finishers

Spray Painters

Riggers

Glaziers

Roofers

Plumbers

Electricians

Air-conditioning & Refrigeration Mechanics

Electrical Distribution Trade Workers

Electronic Trade Workers

Telecommunications Trade Workers

Chefs

Cooks

Gardeners

Greenkeepers

Nurserypersons

Clerical & Administrative Workers

Contract, Program and Project Administrators

Office Managers

Personal Assistants

Secretaries

General Clerks

Keyboard Operators

Call or Contact Centre Workers

Inquiry Clerks

Receptionists

Accounting Clerk

Bookkeeper

Courier

Mail Sorter

Purchasing & Supply Clerks

Machinery Operators & Drivers

Concrete Machine Operators

Industrial Spray painters

Crane, Hoist & Elevated Lift Operators

Drillers

Miners

Engineering Production Workers

Stationary Plant Operators

Plant Operators

Forklift Drivers

Mobile Plant Operators

Automobile Drivers

Bus Drivers

Truck Drivers

Store persons

Labour

Field Workers

Trade Assistants

Kitchen Hands

Cleaners

Laundry Workers

Builders Labourers

Rubbish collectors

Food Trades Assistants

Fencers

Concreters

Grounds Person

Nursery Workers

House Keeping

Fast Food Cooks

Land Care Field workers

Care Takers

These groups are identified as some of the areas that cover employment in and around mining. There is also the opportunity for trainee workforce development, cadetship & apprenticeships. The Indigenous Employment Program will benefit WDR greatly in developing the local workforce and transitioning people from communities into the RBIOP.

Regional service industries will contribute to the local employment content and contractors will be encouraged to have a good percentage of their workforce sourced from local communities.

Already WDR employs 6 staffs with indigenous heritage 4 of which work at the exploration site as field workers, 1 in Community Liaison – Indigenous Employment & 1 as a Cultural Heritage Advisor.