



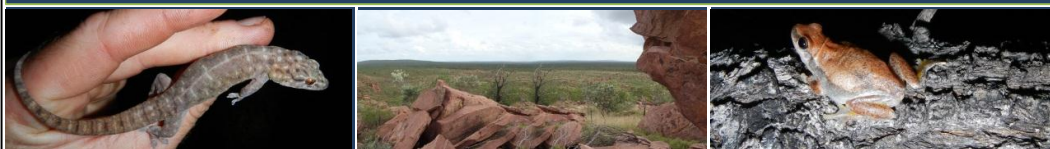
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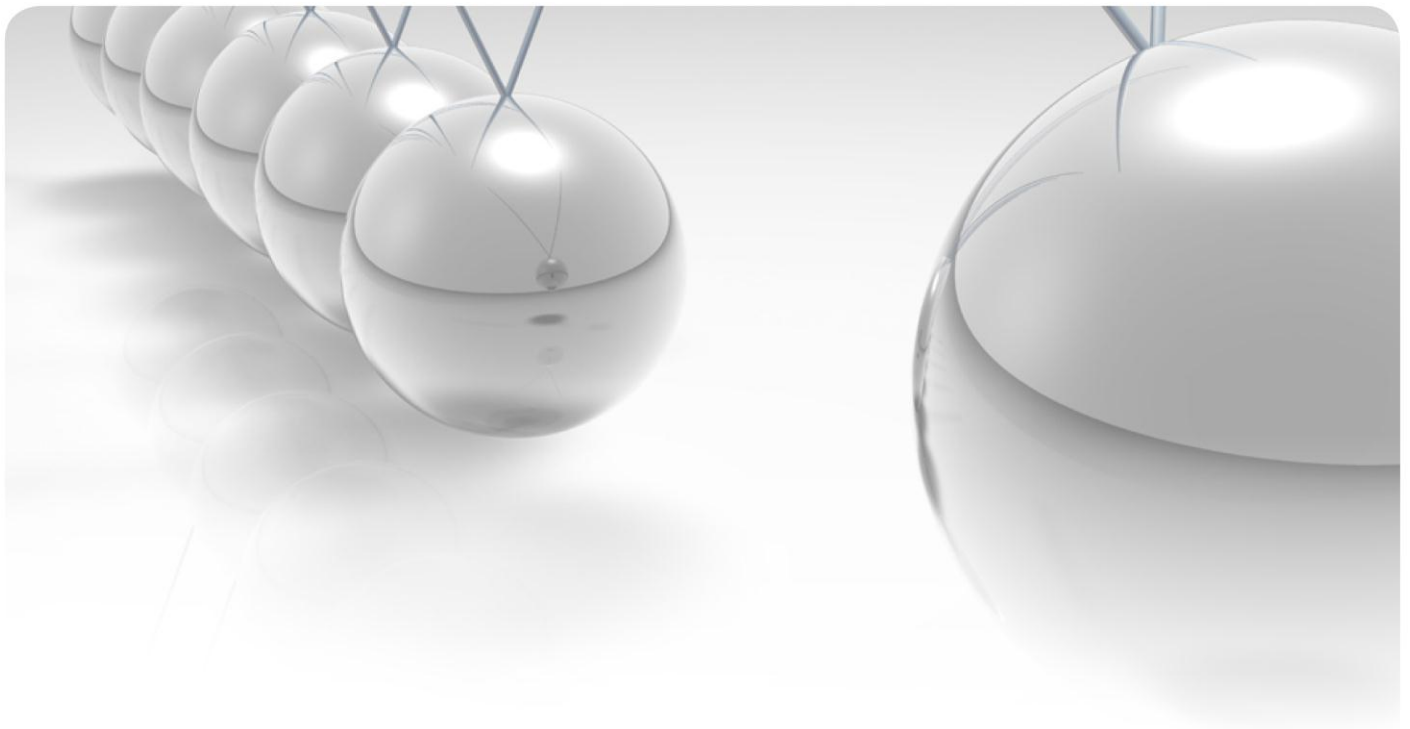
WesternDesert
RESOURCES

Draft EIS - Appendix H Consultation Report

Western Desert Resources Limited
Roper Bar Iron Ore Project

2012





Rowland.

Western Desert Resources

Proposed Roper Bar Iron Ore Project

Consultation Report

Monday 12th March 2012



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Acronyms

Term	Definition
ABS	Australian Bureau of Statistics
AEDI	Australian Early Development Index
CDEP	Community Development Employment Projects
CHMP	Cultural Heritage Management Plan
CMS	Consultation Manager System
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
FaHCSIA	Department of Families, Housing, Community Services and Indigenous Affairs
FIFO	Fly-in Fly-out
IAP2	International Association for Public Participation
ITEC	Industry Education Networking (ITEC Employment)
JSA	Job Services Australia
LRG	Local Reference Group
LIP	Local Implementation Plan
MCA	Minerals Council of Australia
NFA	New Future Alliance
NLC	Northern Land Council
NQF	National Quality Framework
NRETAS	Natural Resources, Environment, The Arts and Sport
NT	Northern Territory
RGSC	Roper Gulf Shire Council
SCP	Stakeholder Consultation Plan
SEP	Stakeholder Engagement Plan
SIHIP	Strategic Indigenous Housing and Infrastructure Program
The Project	Roper Bar Iron Ore Project
TO	Traditional Owner
VET	Vocational Education and Training
WDR	Western Desert Resources

References

Referenced publications and online resources

Australian Bureau of Statistics
www.abs.gov.au/

Australian Early Development Index
www.aedi.org.au/

Department of Education and Training
<http://www.det.nt.gov.au/>

Department of Housing, Local Government and Regional Services
<http://www.dhlgrs.nt.gov.au/>

Department of Resources, Environment, The Arts and Sport
<http://www.nretas.nt.gov.au/>

Department of Health
<http://www.health.nt.gov.au/>

ITEC Employment
<http://www.itecemployment.com.au/>

Local Government Association of the Northern Territory
<http://www.lgant.asn.au/>

Local Implementation Plan (Borroloola)
http://www.workingfuture.nt.gov.au/Territory_Growth_Towns/Borroloola/Borroloola.html

Local Implementation Plan (Ngukurr)
http://www.workingfuture.nt.gov.au/Territory_Growth_Towns/Ngukurr/Ngukurr_LIP.html

Local Implementation Plan (Numbulwar)
http://www.workingfuture.nt.gov.au/Territory_Growth_Towns/Numbulwar/Numbulwar_LIP.html

Northern Territory Government
www.nt.gov.au/

Roper Gulf Shire Council
www.ropergulf.net.au/

Sunrise Health Service
<http://www.sunrise.org.au/sunrise/home.htm>

Western Desert Resources
www.westerndesertresources.com.au/

Executive summary

This report provides a detailed overview of results collected during consultation with community and key stakeholders, undertaken as part of the Social Impact Assessment (SIA) for the Environmental Impact Statement (EIS) as part of the proposed Western Desert Resources (WDR) Roper Bar Iron Ore Project (the Project).

Consultation was undertaken in accordance with the requirements and objectives stated in the Northern Territory (NT) Government's Department of Natural Resources, Environment, the Arts and Sport (NRETAS) Draft EIS Guidelines released on 5 March 2012.

The purpose of consultation was to provide information to regulatory agencies, to inform the public of the scope, impacts and possible mitigation measures of the proposed Project, and to facilitate genuine feedback from communities and stakeholders potentially impacted or benefited by the proposed Project.

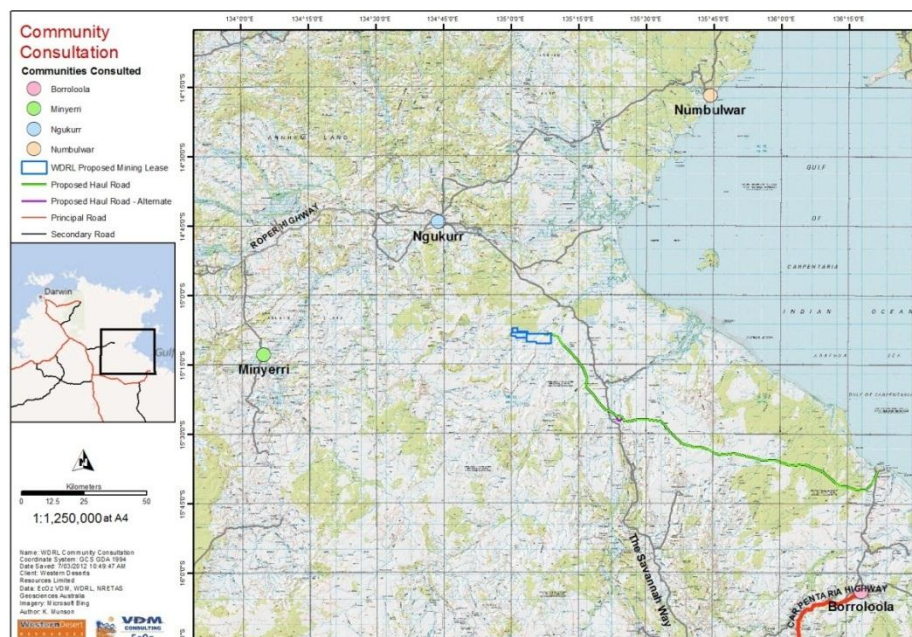
Stakeholder engagement and consultation is an essential element in the EIS process. The consultation undertaken followed an all-inclusive, equitable and comprehensive approach to information sharing/feedback gathering with results contributing (where appropriate) to the design of the Project.

The goal of the community and stakeholder consultation conducted during this period was to facilitate the sharing of information and to also encourage community feedback with a view to engaging and collaborating with identified community members and key stakeholders during the EIS process.

Location of consultation

Consultation took place at four major Indigenous settlements within the Gulf region of the Northern Territory including Borroloola, Minyerri, Ngukurr and Numbulwar. Each of these settlements share traditional ties to land intended for mining.

The image below outlines the proposed Project in relation to the above named communities.



Methodology

To ensure an all-inclusive, equitable and comprehensive approach to information sharing and feedback collection, two stages of consultation were conducted:

Table 1: Stages of consultation

Milestone	Commencement date
Stage 1 – To <i>Inform</i> and <i>Consult</i> Community and stakeholders informed about the proposed Project and EIS process, and consulted on their thoughts and feelings	February 2012 (this stage followed on from eight months of consultation, engagement and communication from June 2011) and ongoing
EIS submitted	April 2012
Stage 2 – To <i>Inform / Consult / Involve / Collaborate</i> Community and stakeholders provided with feedback on Stage 1 consultation together with an opportunity to become involved in mitigation steps moving forward. WDR to continue working closely with community and stakeholders for the life of the Project	Ongoing

This report focuses on the consultation activities undertaken during Stage 1 (*Inform* and *Consult*) in February 2012 following the IAP2's public participation spectrum best practice approach to communication and consultation. Stage 1 involved informing and consulting with the community to ensure they understood the proposed Project and the EIS process.

All community members and stakeholders were encouraged to give open feedback about their views and concerns for the proposed Project, and openly discuss the issues and opportunities they saw as being related to the Project.

Following submission of the EIS, WDR will launch Stage 2 (*Inform, Consult, Involve* and *Collaborate*) and this stage involves working with community and key stakeholders on the issues, benefits, concerns and opportunities identified during Stage 1, and developing workable management, mitigation and enhancement measures to address these.

Stage 2 will be implemented similar to a continuous improvement model whereby consultation will play a key role in the project communication and engagement moving forward. This consultation loop will ensure programs and initiatives implemented by WDR, such as a potential social benefit package, will remain relevant to the community and reflect social and government changes that may impact its success. This whole-of-life approach began in June 2011 with the appointment of Jane Munday, of Michels Warren Munday, to the WDR project team. During the eight month period leading up to the community consultation period (Stage 1) beginning February 2012, responses to engagement were incorporated into the final project scope and design as appropriate demonstrating true consultation. Stage 2 will continue for the life of the proposed Project.

This report captures the engagement and consultation conducted from the 12th to the 24nd February 2012 (Stage 1) however it is important to acknowledge the previous engagement and consultation work conducted by WDR and consultant Jane Munday during 2011 as playing a key role in ensuring community and key stakeholders had a prior knowledge and understanding of the proposed Project.

An overview of consultation activities undertaken during Stage 1 is provided below:

- A total of 76 individuals were consulted on a one-to-one basis, with a number consulted more than once throughout the process
- Stakeholder groups included, and were not limited to, Traditional Owners, local Indigenous groups, Local Reference Groups (LRG), and government and non-government groups
- The majority of consultation took place via private meetings, set up via outgoing phone calls, indicating consultation was individualised, took into account cultural requirements and allowed for privacy
- A number of meetings took place on sacred land where members of the consultation team were specifically invited by Traditional Owners. This was to ensure the consultation team respected the importance of culture and conducted themselves accordingly.

Key findings

Consultation revealed common themes of discussion were raised in each of the four communities of Borroloola, Minyerri, Ngukurr and Numbulwar. It was clear to the consultation team that over past years, these communities had developed a vision for what they wanted for their community, for their young people and this vision dictated the direction of most engagement discussions.

The consultation results demonstrated the township of Borroloola was a little more progressive in terms of identified opportunities and concerns. This can be attributed to the experience and exposure Borroloola has had over the past 15 years to other resources projects – this has enabled the town to become acutely aware of the benefits, opportunities, issues and potential threats of mining projects.

For the communities of Minyerri, Ngukurr and Numbulwar, the focus was on employment generation and training opportunities. There was a clear and determined sense of empowerment in these communities as they saw the proposed Project as an opportunity they should capitalise on – they want to drive and play a key role in their future and the future of their community.

The feedback and discussion from all communities reflected future-focussed towns looking to capitalise on opportunities.

Consultation involved an intensive period of one-on-one and focus group-style sessions with community and stakeholders to gain an understanding of their thoughts and feelings towards the proposed Project (both positive and negative) and also their vision for the future of their community. These meetings were formal and informal and were supported by visual aids to encourage involvement. Key areas of interest included:

- Employment and training opportunities
- Infrastructure provision, specifically road access
- Youth opportunities
- Protection of Indigenous culture
- Establishment of a social benefits scheme or community benefits trust.

Employment and training opportunities were a key area of interest for representatives across the four communities. While the potential for local Indigenous employment and training was seen as a positive both for the future of the communities and also at an individual level, this topic of discussion also raised some concerns. Specifically, social issues within the community, particularly in relation to the availability of accommodation/housing, humbugging and the negative impacts of increased disposable income (e.g. alcohol and substance abuse).

Social cohesion was also raised as a potential negative as accommodation and humbugging issues sometimes result in the employee choosing to leave the community and undertake alternative arrangements (e.g. Fly-in Fly-out (FIFO)).

Another topic of interest related to current road condition in terms of driver safety and access, particularly during the wet season. Consultation revealed road maintenance was a key concern for community members, with the recent wet season highlighted as contributing to the current degraded state of the roads in the region. While it was widely understood during consultation that the NT Government was responsible for the maintenance of the road system, there was strong advocacy for WDR to work with government and encourage them to address the current road situation.

The 164km haul road from the proposed mine to the loading facility was discussed during consultation, however did not raise significant concerns – community representatives were in favour of the haul road option being investigated, replacing the original Maria Island pipeline proposal. While the use of the proposed haul road has been deemed for project use only (i.e. not for local use), it was explained to the communities that at the end of the mine life, the haul road could possibly be handed over to the NT Government.

Other topics raised included the need for youth opportunities and activities, protection of cultural heritage and the establishment of a social benefits scheme or community benefits trust.

Table 8 (page 25) provides an outline of the number of times a topic of interest was raised by each stakeholder group. For example, for community organisations, the most frequently raised area of interest was youth opportunities followed by the employment and cultural heritage.

It is clear from these observations that overall, employment was the primary area of interest for all stakeholder groups across the four communities and WDR was seen as a means to delivering these opportunities.

Future stakeholder engagement

Potential benefits and opportunities identified during consultation related to increased employment and training opportunities, the establishment of a social benefits scheme to help secure the future longevity and sustainability of the communities and the introduction of activities and opportunities for youth.

Ongoing engagement with the four communities of Borroloola, Minyerri, Ngukurr and Numbulwar will continue throughout the EIS public notification period and for the life of the project to ensure people are informed about progress and provided with ongoing opportunities to provide feedback.

Table 2: Stakeholder engagement objectives

Objective	Result
Involve as many people as possible in the consultation process (12 th Feb – 24 th Feb)	• 76 people were involved in the consultation process, many on more than occasion. • This group included a wide cross section of stakeholders in the community. • While some constraints were experienced within the community, alternative arrangements were able to be scheduled on most occasions. • A variety of consultation tools were offered to ensure cultural sensitivity. • The average length of consultation meeting was one (1) hour reflecting the comprehensive nature of the subject matter discussed.
Use consultation results to help inform proposed Project decision making, ensuring community and stakeholder concerns are addressed Work with the community to understand and look at ways to reduce identified project risks and enhance benefits and opportunities	• Results from the consultation program have been regularly communicated to the EIS Project team for consideration in further project studies. An example of this can be seen when consultation undertaken during 2011 revealed some stakeholders were not supportive of the Maria Island transport option and as a result WDR began investigating the feasibility of a private haul road alternative. • The importance of the consultation program as part of the Social Impact Assessment is reflected in this detailed report submitted as part of the EIS documentation.
Use consultation to continue to build mutually beneficial relationships between the community and WDR built on trust and respect.	• Feedback during consultation was favourable regarding the extent of engagement conducted and the involvement of WDR's community relations team of Noel Tomes and Conway Bush. • The outcomes of the consultation process will play a key role in the development of a social benefits scheme (or similar).

Introduction

In February 2012, Rowland was engaged to independently manage the community consultation and engagement program for the proposed Roper Bar Iron Ore Project (the Project) on behalf of Western Desert Resources (WDR).

Rowland is an Australian corporate communication consultancy headquartered in Brisbane. During the consultation period, Rowland was supported by WDR Community Liaison and Indigenous Employment Coordinator, Noel Tomes and Traditional Owner and WDR Cultural Heritage Advisor, Conway Bush. Both Noel and Conway are local Northern Territory men with experience in communication and community relations and are both familiar with the communities where consultation was to be undertaken.

All consultation meetings were managed and attended by Rowland community relations consultants Sarah Coffey and Andrew Murray, together with Noel and Conway from WDR. Noel and Conway's presence at all consultation meetings was important to ensure all engagements were conducted in accordance with relevant cultural requirements and sensitivities. Their presence also ensured a familiar point of contact for all stakeholders and demonstrated the value WDR places on its relationships with its communities and stakeholders.

This report provides a detailed overview of the results collected during the engagement and consultation with community and key stakeholders as part of the Roper Bar Iron Ore Project's Environmental Impact Statement (EIS) development. Consultation captured in this report was undertaken from the 12th – 24nd February 2012 and was a continuation of the engagement already undertaken by WDR throughout 2011. This report provides a detailed overview of the results of consultation, together with details of the consultation approach and process, communication activities undertaken, areas of interest raised and future opportunities.

The goal of the engagement and consultation conducted during this period was to facilitate a two-way communication flow between WDR, identified communities and key stakeholders through information sharing and feedback. This approach was underpinned by a commitment to engage and consult with as many people as possible through an equitable, thorough and all inclusive communication process that would contribute to the development of a robust EIS.

Consultation guidelines and principles applied

Stakeholder consultation is an essential element in the EIS process. From the project perspective, it ensures an open and comprehensive approach to information sharing and feedback gathering with results contributing (as appropriate) to the design of the proposed Project. It also provides communities and key stakeholders with input to and ownership over proposed projects that will impact them in some way.

The goal of the engagement and consultation conducted during this period was to facilitate a two-way communication flow between WDR, identified communities and key stakeholders through information sharing and feedback (see Appendix 1). This approach was underpinned by a commitment to engage and consult with as many people as possible through an equitable, thorough and all inclusive communication process that would contribute to the development of a robust EIS.

As part of the EIS process, draft EIS guidelines were developed by the NT Government's Department of Natural Resources, Environment, The Arts and Sport (NRETAS). The consultation guidelines (objectives) for the EIS outlined that WDR should plan and undertake a public consultation process as a component of the EIS. Details of the consultation should be provided in the EIS including:

- Stakeholders that were identified and details of methods used for engagement (types of activities, timing, feedback process, etc);
- Identification of affected parties, including a statement mentioning any communities that may be affected and describing their views;
- Consultation undertaken to date and any documented response to, or result of, the consultation;
- Future consultation/communication strategies about relevant impacts of the action to be continued throughout the life of the project;
- An outline of negotiations and discussions with local government and the Northern Territory Government should be provided; and
- Indicate how feedback from consultations has been integrated into the EIS process and any alterations made in mine planning.

This report was prepared prior to the release of the EIS and the public notification period (expected to be in late April, early May for four weeks). Details of activities, results and outcomes from the EIS public exhibition period will be captured by WDR and fed into the consultation and engagement process which will continue for the life of the project.

Industry best practice approach

The International Association for Public Participation (IAP2) is an internationally recognised organisation that seeks to promote and improve the practice of public participation in relation to individuals, governments, institutions, and other entities that affect the public interest.

The IAP2 approach to consultation, informed by their core values (see Appendix 2), is considered best practice consultation.

The IAP2 has developed a public participation spectrum to demonstrate the levels of public participation available as part of a project's stakeholder engagement approach. The spectrum demonstrates that the differing levels of participation are legitimate depending on the goals, timeframes, resources and level of concern in the decision to be made.

The model shows increasing levels of participation as stakeholder engagement activities move from *Inform* to *Consult*, *Involve*, *Collaborate* and finally *Empower*.

A copy of the spectrum is available in Appendix 3.

The IAP2 model was used to influence the community and stakeholder engagement and consultation activities during communication regarding the proposed Roper Bar Iron Ore Project. Consultation activities occurred at the '*Inform*, *Consult* and *Involve*' levels.

In addition to following the IAP2 best practice principles, the team developed a set of consultation principles which further strengthened the communication approach to ensure delivery of a robust report.

Table 3: Consultation team principles

Principle	Description
Comprehensive	Consultation was thorough and covered all aspects of the proposed Project including location and timing. Consultation gave equal time to discussing the potential benefits of the Project as well as the potential issues to ensure understanding by stakeholders and community members, as well as a balanced approach to information sharing.
All-inclusive	Consultation recognised the diversity of backgrounds and interests within the region, such as Indigenous and non-Indigenous, residents and businesses, local and non-local (tourists/visitors), and a range of organisations with an influence and interest in the future growth and protection of the region (such as the Northern Land Council). Consultation also ensured two-way communication was encouraged with all members of the community regardless of social standings (i.e. community members with traditionally quiet voices were sought out and encouraged to participate). The inclusion of WDR Noel Tomes and Conway Bush in the consultation process provided community members with a familiar point of contact.
Equitable	Consultation used a range of communication techniques and tools to promote equitable access for all members of the community. Everyone had an opportunity to have their say. This included ensuring stakeholders had ample opportunities to be informed about the proposed Project and EIS process, and to ask questions and receive answers.
Robust	Consultation was conducted using a disciplined approach to ensure all feedback and consultation outcomes were accurately captured and reported. This was important to ensuring the trusted relationship between the communities and WDR as a primary source of information was maintained. Consultation Manager System (CMS), a database management tool, was established to manage all information received and accurately record it for reference.

Previous communication, engagement and consultation

For the past eight months, WDR has carried out base-level engagement and community relations activities with key community members and stakeholders in the communities of Borroloola, Minyerri, Ngukurr and Numbulwar, as well as introductory meetings with key NT Government representatives and other key stakeholder bodies such as the Northern Land Council (NLC).

Early communication enabled WDR to establish relationships with these communities to engage in mutual information sharing covering issues and opportunities, fears and aspirations, community objectives and goals.

These community relations activities included one-on-one and group meetings, written communication materials such as fact sheets, the maintenance of a Project website, coordination of an information line and email address and a range of formal and informal discussions with community members and other stakeholders.

WDR's Community Liaison and Indigenous Employment Coordinator and Cultural Heritage Advisor have regular contact with community groups. To assist this process, WDR maintains an office in Ngukurr where community members can come to seek information, provide feedback or raise concerns. WDR advisors also travel on a daily basis to other communities, such as Borroloola, Minyerri and Numbulwar to discuss topics of interest/concern to community members.

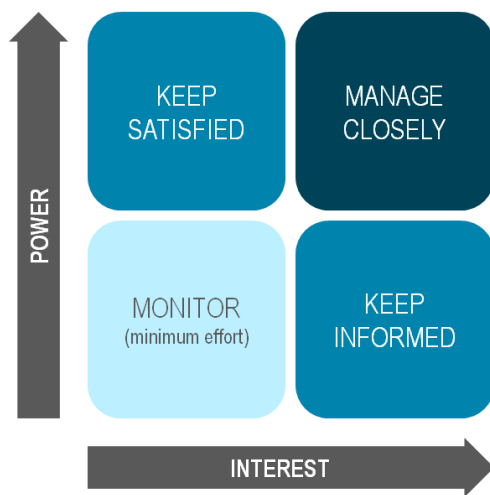
For a detailed overview of the previous consultation, please see Appendix 4.

Stakeholders

Stakeholder identification and analysis

For the engagement and consultation for the proposed Roper Bar Iron Ore Project, stakeholders were identified and classified according to their interest in and influence on the proposed Project. The Minerals Council of Australia's (MCA) Power vs Interest table provided the basis for this classification (Figure 1).

Figure 1: MCA Power vs Interest table



Source: *Socioeconomic Benefits and Impacts: an assessment and planning toolkit*

As per the MCA's Power vs Influence framework, all stakeholders were identified and classified, ensuring no stakeholder/community groups were missed. After identification, every stakeholder was assessed by rating their power over and influence on the proposed Project. As a result of the assessment, the stakeholder groups were ranked in terms of engagement levels required. Rankings included:

1. Manage closely
2. Keep satisfied
3. Keep informed
4. Monitor.

Stakeholders classified as *manage closely* required more resources directed at engaging and consulting with them than *monitor* stakeholders. However, it is important to recognise that any stakeholder can move from one classification to the other, therefore, flexibility and constant review of stakeholder classifications is essential.

Like with any consultation process, there are always some constraints to engagement. For this consultation process, the constraints of every stakeholder were identified and considered when developing consultation tactics. Some constraints included capacity (e.g. lack of time, access to IT) and competency (e.g. language barriers, expertise/ability to understand).

The following figure (Figure 2: Stakeholder classifications) provides detail on the classification of each stakeholder identified with an interest in the proposed Project. For example, the Traditional Owners and members of local Indigenous communities have been identified as having high power and high interest in the proposed Project, meaning these groups have been classified in the *manage closely* quadrant. For the communication and consultation process, this classification means this particular group needs to receive high levels of engagement and consultation to ensure their understanding and encourage their involvement and feedback.

Figure 2: Stakeholder classifications



Goal

The goal of the consultation plan was to achieve equitable, all-inclusive and comprehensive engagement and consultation with the communities of Borroloola, Minyerri, Ngukurr and Numbulwar and other identified key stakeholders.

Objectives

At a high level, the communication, engagement and consultation objectives were to:

- Involve as many people as possible in the consultation process
- Use consultation results to help inform proposed Project decision making, ensuring community and stakeholder concerns are addressed
- Work with the community to understand and look at ways to reduce identified project risks and enhance benefits and opportunities
- Use consultation to continue to build mutually beneficial relationships between the community and WDR built on trust and respect.

Consultation summary

Consultation involved one-on-one and group consultation with community and stakeholders from 12th – 24th February 2012 to gain an understanding of their thoughts and feelings, together with discussing any issues, concerns or opportunities they saw relating to the proposed Project. In addition, consultation also allowed the team to gain insight into the community vision for the future.

Key areas of interest included:

- Employment and training
- Youth opportunities
- Traffic and roads
- Cultural heritage
- Social enterprise.

The results of all consultation were provided to the EIS team for consideration and inclusion (as appropriate) into the proposed Project decision making process. Consultation and engagement will continue as the Project progresses, with WDR committed to ensuring the community continue to be kept updated on Project progress and have an opportunity to provide feedback and comment. This continual process will also ensure community members and key stakeholders are involved in the further discussion and development of mitigation and management programs.

Cultural awareness

When conducting consultation with Indigenous communities, the Rowland consultation team were conscious to ensure the process was culturally sensitive and appropriate. The team recognised that Indigenous culture is unique, with its own history, beliefs and values and when engaging in consultation, these cultural and historical factors were acknowledged and respected.

In the communities of Borroloola, Minyerri, Ngukurr and Numbulwar where consultation was conducted, there were 16 language groups to engage, so the approach was tailored to ensure each group was consulted in-line with their own local Indigenous customs – a ‘one size fits all’ methodology simply would not have worked.

Respect was of the utmost importance – respect for Elders, the land, animals and ancestors are fundamental aspects of the Indigenous culture and the consultation team acknowledged this in various ways during consultation:

- WDR Community Liaison and Indigenous Employment Coordinator, Noel Tomes, and Traditional Owner and WDR Cultural Heritage Advisor, Conway Bush were present at all meetings to give community members a point of familiar contact
- All meetings with Traditional Owners were pre-arranged and meetings took place on days and at locations that were convenient to them
- The consultation team did not go into language group communities unless invited by the Traditional Owners
- The Rowland consultation team was made up of both male and female consultants to demonstrate respect for women's business and men's business. Some consultation needed to occur in gender specific groups and the consultation team respected this requirement
- Consultation was founded in oral communication, with some written materials/diagrams/storyboards used to support discussion. This ensured the consultation was clear and easy to understand, which promoted and encouraged involvement and feedback
- All community members and stakeholders involved in consultation were asked permission for the sessions to be recorded so accurate documentation of the consultation could be developed
- On the unfortunate occasion an incident occurred in community that required police intervention, the Project team respected both the legal and cultural commitments which needed to be undertaken as part of the investigation.

Location of consultation

During the consultation period of 12th – 24th February 2012, opportunities were available to all stakeholders within the communities of Borroloola, Minyerri, Ngukurr and Numbulwar to be involved and contribute.

Consultation and information tools

- One-on-one meetings and telephone calls
- Attendance at key community meetings such as the:
 - Local Board Meeting in Ngukurr and Numbulwar
 - Local Reference Meeting in Ngukurr and Numbulwar
- Group meetings – formal and informal
- Hotline and email feedback channels
- Written material, including a Project fact sheet
- Western Desert Resources website.

Consultation timeframe

The milestones for consultation are below:

Table 4: Milestones for consultation

Milestone	Commencement date
Stage 1 – <i>To Inform and Consult</i> Community and stakeholders informed about proposed Project and EIS process, and consulted on their thoughts and feelings towards the proposed Project. Community members and stakeholders were also encouraged to discuss their perceived issues, challenges and opportunities brought by the proposed Project	February 2012 (this stage followed on from eight months of engagement and communication from June 2011) and ongoing
EIS submitted	April 2012
Stage 2 – <i>To Inform / Consult / Involve / Collaborate</i> Community and stakeholders provided with feedback and an opportunity to become involved in mitigation steps moving forward. WDR to continue working closely with community and stakeholders for the life of the Project	Ongoing

Consultation program

Table 5: Consultation program

Sunday, 12 February	Monday, 13 February	Tuesday, 14 February	Wednesday, 15 February	Thursday, 16 February	Friday, 17 February	Saturday, 18 February
Ngukurr	Numbulwar	Numbulwar Ngukurr	Ngukurr	Minyerri	Ngukurr	Minyerri
Sunday, 19 February	Monday, 20 February	Tuesday, 21 February	Wednesday, 22 February	Thursday, 23 February	Friday, 24 February	
Ngukurr Roper Bar	Borrooloola	Borrooloola	Darwin	Darwin	Darwin	

Communication tools and activities

Copies of the communication tools used are available at Appendix 5.

Table 6: Communication tools and activities

Communication tool / activity	Detail
Project	
Fact sheet	Used as a means of providing general information and proactively communicating about anticipated areas of interest, or issues which repeatedly arise through consultation.
Hotline / email	- Information line number – 0409 611 900 - Project email – noel.tomes@wdrl.com - Both communication channels managed by WDR staff.
Website	General WDR website contained a section on the proposed Roper Bar Iron Ore Project, including access to the Project fact sheet and other general proposed Project information.
Positioning strategy	- Key messages. - Frequently Asked Questions (FAQs).
Community	
Community meetings	Minutes and contact reports recorded and entered into CMS.
Local Board Meeting and Local Reference Meeting (Ngukurr and Numbulwar)	- Regular February meetings were used as an opportunity to provide information about the Project to key stakeholders and community representatives. - WDR plans to present at the next scheduled meetings as part of the involve and collaborate stage of consultation, forming an important part of WDR's commitment to ongoing communication throughout the life of the Project.
Consultation	
One-on-one meetings	- Main activity undertaken during consultation process - Notes taken during/immediately after discussions.
Meeting guides	A pre-developed guideline to assist in the consultation process and prompt consultation with stakeholders to ensure discussions were comprehensive, covering all subjects required (both perceived positive and negative).
Images and storyboards	Visual communication tools used during meetings/presentations /informal discussions to provide information about the Project and visual cues to assist in understanding.
Consultation Manager System	Consultation Manager System (CMS) is an online stakeholder data management software program that allows WDR to capture and stores all contact with identified stakeholders, allowing easy access to information for analytical and informative purposes.

Constraints to consultation

There were five key constraints to consultation:

1. Police incident

The consultation team respects the need for police and Traditional Owners to be involved when serious incidents occur within community. Unfortunately, there was an incident within the community of Minyerri which saw a number of community members and stakeholders unable to be involved in the consultation process. The team has utmost respect for legal and cultural requirements that such incidents incur, and consultation activities were rescheduled wherever possible.

2. Consultation fatigue

The consultation team was fully aware that consultation fatigue could become a real barrier to the communication program, specifically in the township of Borroloola. During the period of March through to August 2011, there were a number of other Project consultation activities occurring (such as with the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA)) which contributed to a level of consultation fatigue within the Borroloola community. Despite this work occurring during 2011, the consultation team acknowledged the commitment already given by community members and ensured consultation and engagement for the proposed Project was conducted efficiently and effectively, respecting their time and availability.

Despite this, the consultation team was pleased to have met with and consulted with a large number of community stakeholders which demonstrates a high level of interest in the proposed Project.

3. Accessibility

The Northern Territory wet season runs from October to March and creates barriers to consultation and engagement due to accessibility constraints. While the consultation team did try to reach as many community members as possible, we do acknowledge there were some (for example, stakeholders living on outstations) that we did not reach.

The commitment to ongoing consultation and engagement made by WDR will ensure community stakeholders not engaged during this initial phase will be captured in upcoming stages.

4. Availability

Due to a number of community members and key stakeholders having employment responsibilities and other commitments, availability became another constraint to consultation. Again, wherever possible and appropriate, consultation was structured around this constraint to ensure as many people as possible were given the opportunity to be involved in the process. This meant, for example, some meetings were held before and after normal working hours or on weekends.

5. Timing

Through discussions with the Northern Territory Government, the EIS for the proposed Project has received approval to be submitted in April 2012. This timing presented a constraint as it only allowed a small window to complete Stage 1 of the consultation process. Again, despite this constraint, the consultation team followed a strict and disciplined approach to consultation, ensuring everyday was used efficiently and effectively to meet with as many community members as possible.

As stated above, WDR's commitment to ongoing consultation throughout the life of the Project will see additional engagement and communication with key stakeholders and community members. This process is not defined by time limits, but will be continuous for the life of the proposed Project.

Consultation outcomes

Community and stakeholder participation

Table 7 below provides a summary of stakeholder participation in consultation activities undertaken during the consultation period (12th – 24th February 2012). It includes details of participation in public and private meetings, phone calls and emails.

Table 7: Community and stakeholder participation

Stakeholder group	Number of stakeholders in stakeholder group	Number of events with stakeholder group	Meeting - private	Meeting - organised	Meeting - ad hoc	Meeting - presentation
Business owner / manager	10	8	0	6	1	1
Community group member	20	13	0	6	2	5
General community member	31	24	6	10	5	3
Traditional owner	22	19	5	5	5	4
Government: Local	9	7	0	2	0	5
Government: State/Territory	1	1	0	1	0	0
Government: Federal	3	4	0	2	0	2
Community: Ngukurr	32	19	4	7	4	4
Community: Numbulwar	19	13	3	6	2	2
Community: Minyerri	11	7	0	4	2	1
Community: Borroloola	14	11	0	10	0	1

** Stakeholders that are part of two or more stakeholder groups are counted in each group.*

It is important to note, many of the private meetings were held with Traditional Owners and Elders reflecting their high level of priority. It is understood that Indigenous customs require meetings to be held with Elders initially, and it is then their role to pass information on to other group members.

While this approach is acknowledged and respected, it is impossible to gain an accurate measure on the wide ranging reach of consultation during this period as many more Indigenous community members would have been informed about the proposed Project (by their Elders) than consultation records indicate.

Summary – areas of interest identified during consultation

Several areas of interest were raised as part of the community consultation phase, demonstrated in the table overleaf.

The table outlines the number of times a topic of interest was raised by each stakeholder group. For example, for community organisations, the most frequently raised area of interest was youth opportunities, followed by employment and cultural heritage.

It is clear from these observations that overall, employment was the primary area of interest for all stakeholder groups across the four communities. The topic of youth opportunities was closely linked to the topic of employment, particularly among Traditional Owners, who were focussed on discussing employment opportunities for their children and grandchildren.

During the consultation period (12th – 24th February 2012) WDR participated in a total of 49 points of community and stakeholder engagements (i.e. WDR had contact with identified community members and stakeholders on 49 occasions). In 38 of these engagements, employment was raised as a matter of interest. The topic of youth opportunities was raised 30 times, and traffic and roads 25 times.

Key for Table 8:

	Most-raised area of interest
	Second-most raised area of interest
	Third-most raised area of interest

Table 8: Areas of interest raised by stakeholder groups

Stakeholder group	Number of stakeholders in stakeholder group	Number of events with stakeholder group	Accommodation & housing	Bing Bong	Construction impacts	Consultation	Cultural heritage	Economic benefits	Education	Employment and training	Environment - air	Environment - flora & fauna	Environment - land	Environment - water	Health	Humbugging	Infrastructure	Procurement	Rehabilitation	Royalties and compensation	Social enterprise	Traffic and roads	Youth opportunities
Business owner / manager	10	8	3	0	0	2	2	0	1	7	0	0	1	0	0	1	0	0	0	2	1	7	2
Community group member	20	13	4	0	2	1	6	0	4	10	0	0	1	0	0	2	1	0	0	5	6	4	11
General community member	31	24	2	0	0	5	12	1	9	17	0	0	4	1	3	2	0	0	0	5	10	10	17
Traditional owner	22	19	4	0	2	4	12	0	7	13	0	0	4	1	0	1	1	0	0	6	8	9	13
Government: Local	9	7	2	0	0	2	2	0	3	5	0	0	1	1	0	0	0	0	0	2	2	5	4
Government: State/Territory	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Government: Federal	3	4	2	0	0	1	2	1	3	3	0	0	0	0	0	0	0	0	0	1	1	2	4
Community: Ngukurr	32	19	5	0	0	4	8	2	11	13	0	0	3	2	1	1	1	0	0	5	6	10	12
Community: Numbulwar	19	13	3	0	0	0	7	0	3	13	0	0	0	0	0	0	0	0	0	4	5	9	10
Community: Minyerri	11	7	2	0	2	0	5	0	1	5	0	0	0	0	1	2	0	0	0	1	0	4	5
Community: Borroloola	14	11	1	0	0	8	2	0	2	8	0	0	3	0	1	2	0	0	0	1	5	3	4

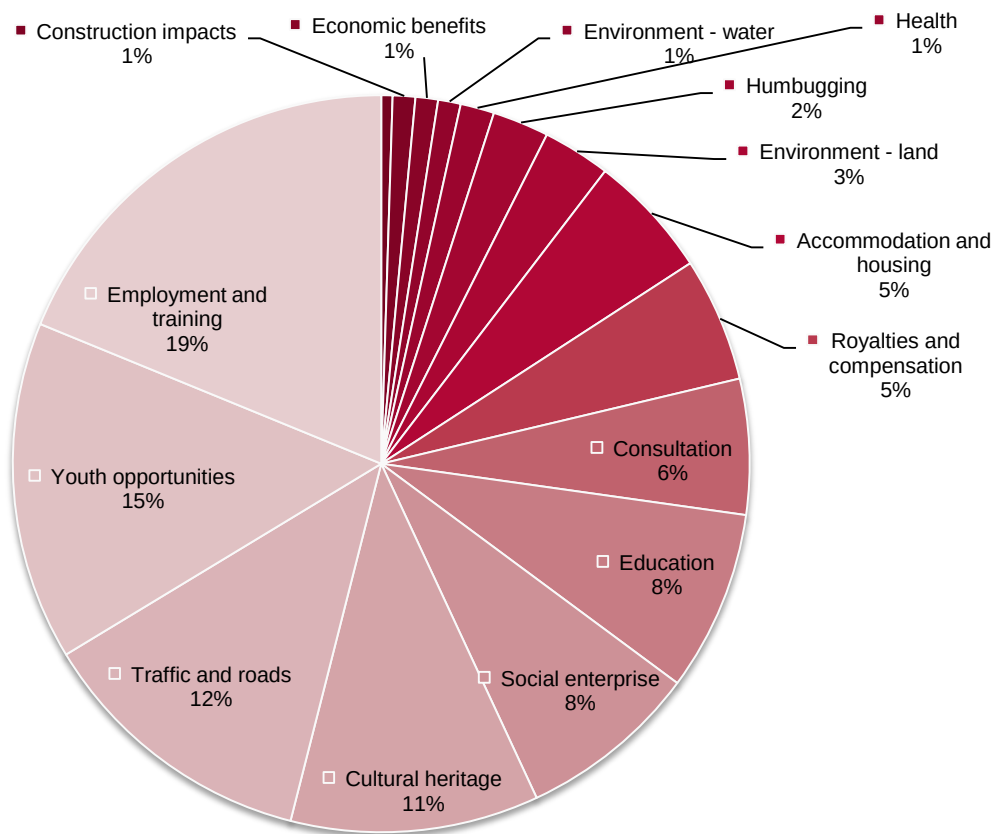
* Stakeholders that are part of two or more stakeholder groups are counted in each group.

Top three areas of interest

The top three areas of interest raised during the community consultation phase, as shown in Figure 3 below were:

- Employment and training
- Youth opportunities
- Traffic and roads.

Figure 3: Areas of interest



Employment and training

Employment and training matters were raised by every stakeholder group and mostly focused on the positive opportunities presented through the proposed Project. Specifically, the focus was on ensuring tailored employment and training opportunities for Indigenous workers should the Project proceed.

The Traditional Owners, community groups, community members and business owners also commented on the associated positive impacts of increased local employment. Areas potential positive impacts were highlighted through consultation with topics such as self-pride, a feeling of self-worth and increased social cohesion being strong themes the communities perceived as being a potential direct result of increased local employment opportunities.

However, there were some concerns raised with employment (specifically) where the potential positive impact also attracted potential negative impacts. For example, there were concerns raised regarding the increased affordability of alcohol leading to social problems in town once workers are on days off. Humbugging was also raised as a concern which was closely linked to the issue of housing (i.e. overcrowding in existing houses and lack of alternative accommodation).

The topic of training while closely linked to employment opportunities was discussed in depth in its own right. There was a strong view that training was a key element to building the sustainability and resilience of each community. This discussion went further to link the benefits of training with the introduction of a social benefits scheme where the training received could be applied to mining support services based in community.

The topic of training also raised some concerns in relation to the relocation of community members once they were sufficiently trained. Community members and stakeholders suggested that there is a high probability that once a person is trade qualified or sufficiently trained he/she will leave the community and move to another location, such as Darwin, Katherine or Cairns where the ability to be self-sufficient and escape the issues of humbugging are removed or significantly reduced.

Despite these perceived negatives, all stakeholders agreed the increased employment and training opportunities were a good thing for the local people and the communities of Borroloola, Minyerri, Ngukurr and Numbulwar as a whole.

Youth opportunities

A significant amount of concern and interest in the future of youth in the region was shown by stakeholders and the four communities during consultation. General sentiments held that the proposed Project would present opportunities for young people, particularly relating to employment and training, but also linking with the potential provision of more services and social infrastructure for youth through the introduction of a social benefits scheme or the like. There was a high level of positivity about support for youth across the four communities, most notably from the Traditional Owners and Elders. At its most basic level, youth opportunities related to giving youth 'something to do' in town (sports or recreation activities) instead of the youth 'sitting around and doing nothing'.

Consultation revealed a strong sense of concern for the future of the youth in the four communities of Borroloola, Minyerri, Ngukurr and Numbulwar, together with a vision for the types of additions to the areas needed to create a more positive outlook for youth. Some stakeholders saw the introduction of a social enterprise scheme as a long-term vehicle with which to create these outcomes, while others focussed on short-term options such as improvements to community sporting facilities. The end result desired by all communities is the same – they want their youth off the streets and engaged in positive, productive and meaningful activities that will secure their future and that of their community.

At the core of discussions about youth opportunities were the social concerns of alcohol and substance abuse. Communities consulted saw a direct link between a lack of perceived youth opportunities and youth succumbing to these social issues. Consultation revealed that meaningful and gainful employment was viewed as a key component to addressing this issue.

Concern was also shown by stakeholders and community representatives regarding the education of young people about money management, particularly relating to avoidance of spending money on drugs and alcohol. Stakeholders also commented that young people needed encouragement to attend schooling for their long-term security. It was noted through consultation that the community of Minyerri had 99% attendance rate at school. This level is the desired level at each of the other communities.

Across the board, many felt the proposed Project presented positive opportunities for young people.

Traffic and roads

Community members consistently raised concerns about the condition of the main roads within the region. The majority of stakeholders specifically raised concerns about the condition of the roads during the wet season, which led to detailed discussions around access for both community members and supplies.

Most stakeholders acknowledged that the condition of the roads was the responsibility of the government, however this did not resolve the traffic and road issues of safety and access. Through consultation, some stakeholders and community members suggested they would like to see WDR involved in facilitating conversation with the NT Government to draw attention to this issue should the Project progress.

Detailed analysis

Consultation revealed common themes in consultation topics emerged across the four communities, however each community remained independent in their underlying social fabric and future vision. Most predominant was the priority or ranking of the issue raised and the community's impetus for change.

Attitudinal variations were most noticeable in areas that had been exposed to similar developments in the past. These communities, and the people working within them, had a better understanding of how to manage change and improve on existing programs.

To ensure a thorough and equitable representation of the consultation results from the four communities, the following section provides a detailed analysis of the topics discussed during consultation, together with an overview of the impacts (positive and negative), opportunities and threats from the discussion. It is acknowledged that a number of the same topics – areas of support and concern – were raised at each of the four communities resulting in some repetition, however each community deserves the respect to be analysed individually.

Borrooloola

Of the four communities engaged during consultation, 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 more than 15 years. While the topics raised remained similar, the community's expectation of outcomes and processes were much more advanced. In addition, the 2006 Census (Australian Bureau of Statistics) revealed Borrooloola has a relatively high non-Indigenous population of 28%, which sets it apart from other consultation regions.

Over two days, 11 meetings were held with 14 participants including the Mayor of Roper Gulf Shire Council (RGSC), two Elders, business owners and the CEO of Mabunji Aboriginal Corporation. Overall, the community of Borrooloola received the proposed Project positively and had a balanced view of potential opportunities and impacts caused during construction and operation.

"I don't really have an opinion on the Western Desert thing. The community is 50/50"

Taken from meeting with CEO of Mabunji Aboriginal Corporation held Monday, 20 February 2012.

"Good for the community"

Taken from meeting with Director of Cairns Industries held Monday, 20 February 2012.

"Grandfather he tell me that when the mines come that we need to open our mind for the people"

Taken from meeting with Traditional Owners held Tuesday, 21 February 2012.

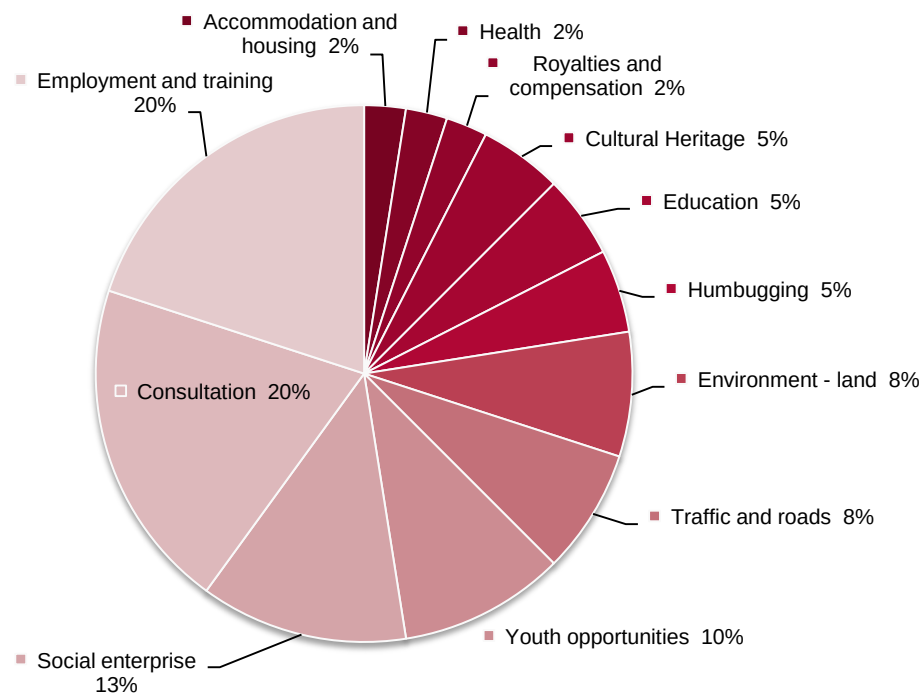
During the consultation period, employment was raised as the number one topic of discussion, mentioned in all 11 engagements. This was closely followed by access to consultation (20% of topics) and social enterprise (13% of topics).



Consultation outcomes – Borroloola

Figure 4 below provides a summary of the topics raised and their relative importance during consultation in Borroloola.

Figure 4: Borroloola areas of interest



The top three areas of interest raised during the consultation phase, as shown above, were:

- Employment and training
- Consultation
- Social enterprise.

Areas of interest (detailed analysis) – Borroloola

Employment

In 2006, the Northern Territory and Local Government Association of the Northern Territory (LGANT) identified barriers to employment for the community of Borroloola in an Employment Opportunities Report. The main barriers included low levels of literacy and numeracy, varying levels of trade skills, isolation from major centres and social problems surrounding alcohol and substance abuse.

These findings were consistent with consultation results that revealed the above concerns were still in existence in 2012. The issue of employment accounted for nearly one quarter of all discussions during the consultation period in Borroloola.

Within the topic of employment, three key areas of importance were identified:

1. Local employment
2. Training
3. Impacts of employment.

Local Employment

Local employment matters were raised by every stakeholder group and predominantly focused on the positive opportunities presented by the proposed 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.

“We want to create employment. We want real jobs and opportunities for our people”

Taken from meeting with Mayor of Roper Gulf Shire held Monday, 20 February 2012.

“People want better jobs”

Taken from meeting with Mabunji Aboriginal Corporation held Tuesday, 21 February 2012.

“Jobs is the thing here”

Taken from meeting with Traditional Owner and Sea Ranger held Monday, 20 February 2012.

Training

The Mabunji Aboriginal Corporation, the Department of Housing, Local Government and Regional Services (DHLGRS) and Industry Education Networking (ITEC) are the predominant employment and training providers in Borroloola. Alongside the Roper Gulf Shire Council, and the NRETAS's Community Benefit Fund, the residents of Borroloola have seen the benefits of participating in vocational and on-the-job training programs.

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.

“We need better mechanisms for training”

Taken from meeting with Borroloola School representative held Monday, 20 February 2012.

“It will be great for jobs and setting up more training facilities”

Taken from meeting with Director of Cairns Industries held Monday, 20 February 2012.

“Everything about training but no jobs”

Taken from meeting with Traditional Owner and Sea Ranger held Monday, 20 February 2012.

“What I can see is a way to improve closing the gap”

Taken from meeting with NT Health Services Clinic representatives held Monday, 20 February 2012.

Impacts of employment

To a lesser extent, social impacts were identified as barriers to employment for the local workforce. These barriers included occurrences such as 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.

“Working increases the locals’ positive work ethic and attitude”

Taken from meeting with Director of Cairns Industries held Monday, 20 February 2012.

“Some people have been working in other mines and have left the community to avoid the humbugging”

Taken from meeting with Mabunji Aboriginal Corporation representatives held Monday, 20 February 2012.

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.

“They have to go away to get a job”

Taken from meeting with Cairns Industries held Monday, 20 February 2012.

Impacts and opportunities – Employment and training

Impacts (positive)	Opportunities
- Local employment - Youth employment - Future-proofing the community by up-skilling residents with trades and construction experience	- Benefits to both employees and the wider community - Encourage the development of alcohol and substance management programs - Potential for increased attendance numbers in school and vocational courses - Participate and/or build on existing job-readiness programs alongside the NT Government, (DHLGRS and NRETAS), RGSC and employment agencies (ITEC)
Impacts (negative)	Threats
- Anti-social behaviour, such as alcohol and substance abuse, arising from increase in disposable income - Increase in humbugging - Accommodation and housing shortages due to an increase in workers and visitors to the region - Residents leaving the community (and their culture) to secure employment	- Motivation of local workforce to find and apply for employment - Insufficient awareness of job opportunities

Consultation

A general theme which became apparent as the consultation progressed, was the community members' desire to have more contact with WDR representatives. Consultation was seen as a significant priority, equalling employment at 20% of total topics discussed. The common theme appearing across all discussions with key stakeholder groups was the importance of open, honest and clear communication.

"They have to be open and they have to keep people in the loop"

Taken from meeting with Mabunji Aboriginal Corporation representatives held Tuesday, 21 February 2012.

"Everybody in the community need to benefit. It needs to be transparent and open"

Taken from meeting with Mabunji Aboriginal Corporation representatives held Tuesday, 21 February 2012.

There was positive feedback on the roles of the WDR Community Liaison and Indigenous Employment Coordinator and WDR Cultural Heritage Advisor. Having access to mine representatives to talk to/ask questions was seen as very important.

"We want to see the same people when there is more consultation"

Taken from meeting with Mabunji Aboriginal Corporation representatives held Tuesday, 21 February 2012.

"We want to see the same people out here again. You need to make sure you keep in contact with everyone"

Taken from meeting with NT Health Service Clinic representatives held Tuesday, 21 February 2012.

"I have been impressed at the level of consultation and communication in Borroloola"

Taken from meeting with FaHCSIA representative held Tuesday, 21 February 2012.

"The community want to know what the go is"

Taken from meeting with Mayor of Roper Gulf Shire held Monday, 20 February 2012.

"The most important thing is to keep the people informed"

Taken from meeting with NT Health Service Clinic representatives held Tuesday 21 February 2012.

The relative importance placed on consultation can be seen as a direct result of the community's experience with similar mining projects in the region. To some degree community members are aware of the process that must be followed to ascertain approvals and the role they play in shaping the proposed Project's success through participation in consultation activity.

It should be noted however, consultation fatigue was present during meetings with some stakeholders due to the vast number of departments, businesses and social research groups asking for input on potential initiatives and papers. It is important that WDR carefully manage relationships with stakeholders to ensure they are well advised, but not over-consulted.

Issues such as this will be addressed through WDR's strategic approach to consultation and their commitment to ongoing engagement with stakeholders. By effectively providing a consultation loop, WDR can ensure programs and initiatives will remain relevant to the community and reflect changes in perceptions and issues.

Impacts and opportunities – Consultation

Impacts (positive)	Opportunities
- Community's ability to make informed decisions about the proposed Project - High level of engagement with WDR - Transparency of WDR	- Establish a long-term and evolving consultation program for the life of the proposed Project - Regular engagement with local communities via WDR employees and contact points (telephone hotline, email, post and interpersonal)
Impacts (negative)	Threats
- Change in WDR consultation personnel - Proactive and progressive feedback not reported back to the community	- Consultation fatigue - Negative perceptions of the consultation process

Social enterprise

Social enterprise was defined by the consultation team as 'mutually beneficial opportunities and support for communities to build their own wealth'. Within Borroloola this concept was raised in 70% of occasions with all comments made relating to the positive impacts such an enterprise scheme could potentially bring.

"We welcome any partnership with Western Desert Mines"

"Mabunji has gone from a group on the board that were all about doing things for themselves, to key decision makers for the countrymen"

Quotes taken from meeting with Mabunji Aboriginal Corporation representatives Monday, 20 February 2012.

During many of the engagements, community groups expressed their eagerness to work alongside or in partnerships with WDR to develop their own locally-led community programs.

"Looking into developing their greenhouses to grow saplings for a reforestation project"

Taken from meeting with Borroloola School representative held Monday, 20 February 2012.

The concept of a social enterprise package was explored with community members by the consultation team to help provide input to the potential WDR model for benefits. When discussed, it was revealed that the majority of community members would prefer to see a model that benefited the entire community rather than individuals.

Impacts and opportunities – Social enterprise

Impacts (positive)	Opportunities
- Increased requirement for good and services, meaning local enterprise opportunities for suppliers could increase - Community are engaged and eager to develop local business and trade	- Investigate the establishment of a social benefits scheme that could provide ongoing assistance to the community throughout the life of the proposed Project - Regular contact with the Mabunji Aboriginal Corporation to identify opportunities for a potential social enterprise scheme in Borrooloola - Identification of community projects that a potential social enterprise scheme could contribute to
Impacts (negative)	Threats
Ensure money is dispersed to programs that benefit the entire community	- Misuse of money - Payments made to individuals, rather than community-wide benefits - Insufficient awareness of the process to make an application within the social benefits package

Youth opportunities

A significant amount of concern and interest in the future of the region's youth was shown by community members and stakeholders during consultation. 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.

“We are looking to the future for our young people”

Taken from meeting with Traditional Owner held Tuesday, 21 February 2012.

“We need a better youth services program”

Taken from meeting with RGSC representative held Monday, 20 February 2012.

“They have really passionate sports and recreations officers here”

Taken from meeting with FaHCSIA representative held Tuesday, 21 February 2012.

Interest was shown by the Borrooloola School and RGSC to build on youth service programs for a diversion away from youth succumbing to social issues such as alcohol and substance abuse, 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. Borrooloola is the only community within the proposed Project's footprint that still has legal access to alcohol.

“There are some major social issues like alcohol here”

Taken from meeting with FaHCSIA representative held Tuesday, 21 February 2012.

“Ganja and beer an issue”

Taken from meeting with Traditional Owners held Tuesday, 21 February 2012.

“Get the youth out of the bush”

Taken from meeting with Traditional Owner held Tuesday, 21 February 2012.

It was evident through consultation that community members and stakeholders were appreciative of existing initiatives and were hopeful that the finalisation of the Borroloola Local Implementation Plan (LIP) would result in positive outcomes for the their children and wider community, however 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 Vocational Education Training programs offered by the NT Government.

Impacts and opportunities – Youth opportunities

Impacts (positive)	Opportunities
• Increase youth opportunities relating to employment and training • Strong support of community leaders to encourage youth involvement in initiatives • Community are engaged and eager to develop youth programs that focus on sport, recreation and culture	• Investigate the establishment of a social benefits scheme that could provide ongoing assistance to the community throughout the life of the proposed Project • Investigate linkages with the Borroloola School, RGSC and community groups to develop youth programs • Identification of existing programs that a potential social enterprise scheme could contribute to
Impacts (negative)	Threats
• Anti-social behaviour, such as alcohol and substance abuse	• Ability to motivate youth who are disengaged and uninterested in opportunities • Insufficient awareness of youth programs

Regional development

The broad subject of regional development was used to categorise three key areas of consultation (in order of importance):

1. Traffic and roads
2. Accommodation and housing
3. Health

Traffic and roads (regional development)

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 8% of all discussions.

Consultation revealed minor concerns relating to the impacts of the haul road construction and comments were made regarding the road's final design and its potential for private use.

“Would like the opportunity to negotiate the public use of the proposed haul road”

Taken from meeting with Mayor of Roper Gulf Shire held Monday 20 February 2012.

“They want a cut-through access road so that the cattle can pass through as well as one for themselves”

Taken from meeting with Traditional Owner and Sea Ranger held Monday, 20 February 2012.

Much of the discussion about road infrastructure surrounded the community’s overall preference to allow public use of the proposed haul road. It was perceived that the land the proposed haul road was being built on was part of their community, and therefore, public access should be granted.

Consultation revealed there is the potential for tension to arise between community members in relation to compensation payments made regarding the proposed haul road.

At the time of consultation the final design, construction path and compensation package for the proposed haul road had not been finalised by WDR and was communicated to the community.

However, as these investigations continue to progress, communities and stakeholders expressed the importance of being kept up-to-date and informed as feasibility studies continue.

Besides the proposed haul road, issues were raised in relation to the poor conditions of existing roads as a result of the wet season, quality and lack of maintenance.

“Access road is horrendous. It would be really good to get something done about that”

Taken from meeting with NT Health Services Clinic representatives held Tuesday, 21 February 2012.

“In the wet you get stuck unless you have a boat”

Taken from meeting with Traditional Owner held Tuesday, 21 February 2012.

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

Impacts and opportunities – Traffic and roads (regional development)

Impacts (positive)	Opportunities
• Job creation and business ventures for local Indigenous people to assist with delivering associated infrastructure	• Facilitate conversations with the NT Government about road improvements and maintenance • Consideration given to engagement with local community and NT Government regarding road safety
Impacts (negative)	Threats
• Isolation during the wet season • Increased traffic could further damage roads • Safety of people commuting to work/Ngukurr	• People wanting to use the proposed haul road for private use • Landholder not satisfied with proposed haul road’s final design and alignment • Community member tension relating to potential landholder compensation for proposed haul road

Accommodation and housing (regional development)

Community members and stakeholders raised the lack of accommodation in Borroloola as a concern throughout consultation. While overcrowding and associated health and social problems are ongoing issues within the community, there were particular concerns as to where people would live if they were to be employed by the proposed Project.

Community members and stakeholders further discussed that local workers faced social issues when having to return home to live in overcrowded houses, including being persuaded to take part in alcohol and substance abuse, and being humbugged for money or work.

“Some of the issues with the overcrowding of houses contribute to other social issues”

Taken from meeting with RGSC representative held Monday, 20 February 2012.

Many expressed concern with a trend that young local workers needed to relocate away from their local community to Darwin and taking up FIFO roles, which they felt removed them from their families and decreased the potential for long-term sustainability of future generations in the area.

“They have to go away to get a job, they want to work for their people”

Taken from meeting with Traditional Owner and Sea Ranger held Monday, 20 February 2012.

Community members and stakeholders were aware that WDR was unable to directly undertake work to address the housing shortage in terms of building houses and advised on the challenges associated with land tenure. During consultation it became clear that the community was reaching out for assistance with this issue.

Impacts and opportunities – Accommodation and housing (regional development)

Impacts (positive)	Opportunities
Potential for workers camps to accommodate local workers	- Investigate workers camps to assist in overcoming accommodation issues - Identify services to increase employability of local workers, such as transport to Ngukurr and/or the proposed Project
Impacts (negative)	Threats
- Potential for increasing local employment is compromised by issues associated with local housing, overcrowding, humbugging and alcohol and substance abuse - FIFO arrangements can disenfranchise workers from community - Loss of culture with young workers forced to move away from the community to secure work	- Australian and NT Government Strategic Indigenous Housing and Infrastructure Program (SIHIP) is not due to provide any benefit to Borroloola and surrounds until at least 2014 - Land tenure issues need to be resolved before land is released for private housing development. Costs of building houses due to remote location makes development economically challenging

Health (regional development)

Consultation revealed there were a number of health problems in the area, as well as a shortage of service providers. Currently, the NT Government manages the Health Service Clinic that recently underwent an \$80,000 upgrade. 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.

“We need help with telling the government to build a better clinic”

“You can only understand the health problems in an Indigenous community if you live in the community”

Quotes taken from meeting with NT Health Service Clinic representatives held Tuesday, 21 February 2012.

Impacts and opportunities – Health (regional development)

Impacts (positive)	Opportunities
Increased visitors/workers in the region may lead to improved services	- Facilitate conversations the clinic and relevant government bodies about the introduction of nutrition and health programs - Encourage the development of alcohol and substance management programs
Impacts (negative)	Threats
Existing health concerns such as alcoholism	- Employees having to test negative to alcohol and substance use before work - Poor nutrition and education can lead to locals becoming unemployable due to illness

Environment (land)

Impacts on the environment was an area of interest that received comment throughout the consultation process in Borroloola, however did not receive as much interest as economically backed topics such as employment, social enterprise and regional development, featuring in 8% of all discussions.

The majority of stakeholder concerns relating to the environment were based on the construction of the proposed 164km haul road. At the time of consultation, the scope of the haul road and its construction had not been finalised and as such, the community sought further information.

“We would like the opportunity to negotiate the public use of the proposed haul road”

Taken from meeting with Mayor of Roper Gulf Shire held Monday, 20 February 2012.

“It my country where you want to put that haul road. My father’s country”

“We want to cut through the access road so that the cattle can pass through”

“People are really worried about the width of the corridor”

Quotes taken from meeting with Traditional Owner and Sea Ranger held Monday, 20 February 2012.

During the two-week consultation period the above comments were recorded on two occasions. It is suggested that engagement with targeted stakeholders, in addition to the EIS public consultation period, be undertaken to ensure that the haul road option is further explained in detail to community members.

Impacts and opportunities – Environment

Impacts (positive)	Opportunities
- Community are engaged and passionate about the protection of their country - Identification and mitigation of environmental impacts - Identification and mitigation of impacts on sacred sites and cultural heritage - Eagerness of Traditional Owners and local Indigenous groups to assist WDR with rehabilitation and environmental monitoring programs	- Involve the Borroloola community in the identification of sacred sites and areas of cultural significance to ensure preservation of cultural heritage - Include proposed haul road construction scope in further community consultation - Involve Traditional Owners and local Indigenous groups in WDR rehabilitation and environmental monitoring programs
Impacts (negative)	Threats
Impacts on the local area arising from the construction of the proposed haul road in the local area	Community member tension relating to potential landholder compensation for proposed haul road

Cultural heritage

Cultural heritage was an area of interest across a number of stakeholder groups, in particular, the process of 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.

“People here are very proud of their culture”

Taken from meeting with FaHCSIA representative held Tuesday, 21 February 2012.

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.

“Everyone for the mine to go ahead just waiting for sacred sites”

Taken from meeting with Traditional Owners held Tuesday, 21 February 2012.

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 Aboriginal culture.

“No culture here, all lost”

Taken from meeting with Traditional Owner held Tuesday, 21 February 2012.

“Used to be here in the 60s and 70s lots of culture, dancing, and ceremony”

Taken meeting with Traditional Owner held Tuesday, 21 February 2012.

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.

Impacts and opportunities – Cultural heritage

Impacts (positive)	Opportunities
• Sacred sites/sites of cultural significance are identified and protected • Construction of proposed haul road avoids (where practical and possible) impact on any sacred sites/sites of cultural significance • Community members are given access to sacred sites/sites of cultural significance	• Development of a plan to manage cultural heritage that can be communicated to the Borrooloola community prior to construction activity • Increase cultural heritage awareness of Project employees during construction and operations • Develop culturally sensitive employment contracts • Involve Traditional Owners and local Indigenous groups in identification of sacred sites and sites of cultural significance
Impacts (negative)	Threats
• Potential impact on sacred sites from the construction of the proposed Project and accompanying haul road	• Sacred sites and song lines are not properly identified and protected prior to and during construction

Royalties and compensation

Discussions relating to royalties and compensation was heightened in Borrooloola due to talk in the community that compensation would be dispersed to specific individuals whose properties the proposed haul road was primarily designed to cross.

“We want the funds to be managed by the community”

Taken from meeting with Mabunji Aboriginal Corporation representatives held, Tuesday 21 February 2012.

Consultation revealed that from previous experience with royalties and compensation the majority of community members from Borrooloola do not view individual payments as the best approach. The establishment of a social enterprise package is preferred to ensure benefits are received by the greater community.

Impacts and opportunities – Royalties and compensation

Impacts (positive)	Opportunities
Potential to build the resilience of the community	Investigate the establishment of a potential social benefits scheme that could provide ongoing assistance to the community throughout the life of the proposed Project
Impacts (negative)	Threats
Community experience with social problems caused by royalties, such as misuse of money and alcohol and substance abuse	Community member tension relating to potential landholder compensation for proposed haul road

Minyerri

The community of Minyerri is one of the most remote within the four communities and is managed and run by the Alawa Aboriginal Corporation. According to NT Government statistics, its population is between 340-500 people and is predominantly Indigenous with languages spoken including Alawa, Kriol and English.

During the consultation period, seven meetings were held over two days, with 11 participants including, two Elders, and members of the Alawa Aboriginal Corporation. Due to a Police incident that occurred one day before arrival in the community the consultation was limited (meetings were rescheduled when possible).

The overall sentiment towards the proposed Project was divided.

Firstly, those with a vested interest in business opportunities showed a positive and supportive perception for development of the proposed Project. In contrast, the Traditional Owner and Elder stakeholder groups showed more concern over potential impacts on cultural heritage.

“The mine will be a good thing for the young people”

Taken from meeting with Minyerri School representative held Thursday, 16 February 2012.

“Mine not good for kids. They are digging up the land. They are damaging the land”

Taken from meeting with Traditional Owner held Thursday, 16 February 2012.

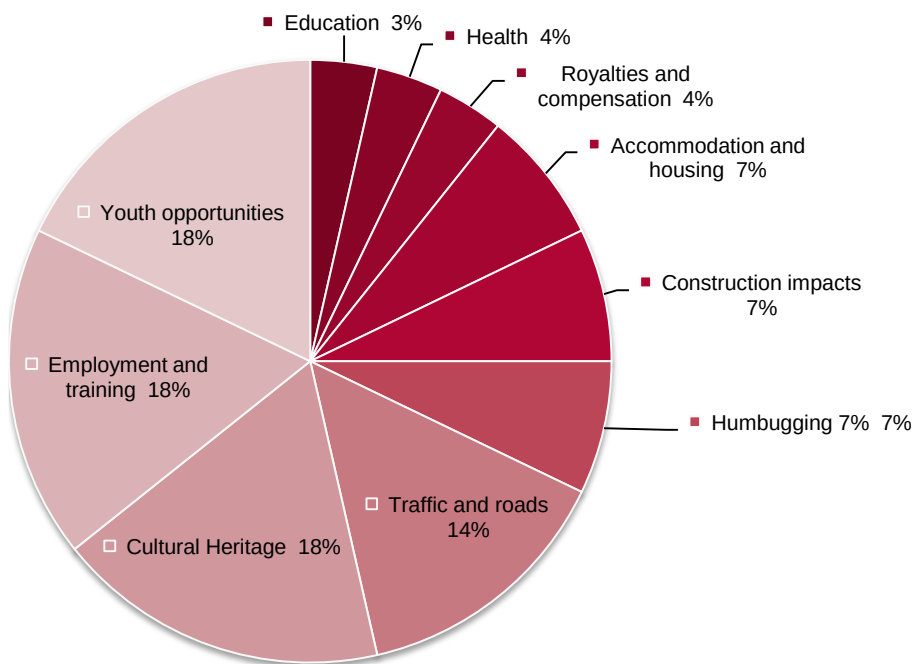
The results of consultation in Minyerri revealed that employment, youth opportunities and cultural heritage were all raised equally as the top concerns for the community, representing 54% all engagements (combined).



Consultation outcomes – Minyerri

Figure 5 below provides a summary of the topics raised and their relative importance during the two-week consultation phase in Minyerri.

Figure 5: Minyerri areas of interest



The top three areas of interest raised during the consultation phase, as shown above, were:

1. Employment and training
2. Youth opportunities
3. Cultural heritage.

Areas of interest (detailed analysis) – Minyerri

Employment

The development of a modern training facility by the Alawa Aboriginal Corporation has meant that long-term employment opportunities are top 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.

Within the topic of employment, three key areas of importance were identified:

1. Local employment
2. Training
3. Impacts to employment.

Local employment

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.

"If the mine were out here, and it gave them jobs it would be a good thing"

Taken from meeting with store manager held Thursday, 16 February 2012.

"We need to know what sort of work the mine might contract out"

"You get a couple of good people earning good money from the mine, improving the quality of life, you get a snowball effect"

Taken from meeting with Alawa Aboriginal Corporation representatives held Thursday, 16 February, 2012.

"If the mine go ahead I want to get a job"

Taken from meeting with Traditional Owner and youth, held Thursday, 16 February 2012.

Training

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.

"We have people here with the skills"

Taken from meeting with Alawa Aboriginal Corporation representatives held Thursday, 16 February 2012.

"They need training first so they can feel proud about themselves"

Taken from meeting with Minyerri School representative held Thursday, 16 February 2012.

"If they had more training I would do it. I love to work"

Taken from meeting with youth Traditional Owner held Thursday 16, February 2012.

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 were 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.

Impacts of employment

While the positives of employment were clearly highlighted, the perceived negatives or impacts on the community were also discussed. These impacts can be captured under three broad categories:

1. Culture
2. Isolation and relocation
3. Humbugging.

Culture

It became evident through consultation the importance of culture in Minyerri 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 in, including the recognition of cultural responsibilities faced by community members.

“You need to be aware of the cultural restrictions when it comes to employing people”

Taken from meeting with store manager held Thursday, 16 February 2012.

“More show from the mine, orientation and work experience days. Takes the countrymen out and let them speak with countrymen that might work there”

Taken from meeting with Alawa Aboriginal Corporation representatives held Thursday, 16 February 2012.

Isolation and relocation

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; firstly, the wet weather caused roads to be degraded or cut-off which made it difficult for people to travel to and from work, and secondly, people are leaving the community to find work, which in turn could decrease the long-term sustainability of future generations.

“During the floods the roads are bad”

Taken from a meeting with Minyerri School representative held Thursday, 16 February 2012.

Humbugging

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 – a term applied to various forms of begging – is 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.

“They are always humbugging at the clinic”

Taken from meeting with Sunrise Health representative held Thursday, 16 February 2012.

“There are too many young people sitting around smoking marijuana and humbugging off their families”

Taken from meeting with Traditional Owner and youth, held Thursday, 16 February 2012.

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.

Impacts and opportunities – Employment and training

Impacts (positive)	Opportunities
• Local employment • Youth employment • High school attendance will result in more job-ready locals once they complete school • Future-proofing the community by up-skilling residents with trades and construction experience	• Benefits both the community and potential staff • Regular contact with the Alawa Aboriginal Corporation to identify and develop potential training and employment programs for locals • Investigate the practicality of delivering job-readiness and skills programs
Impacts (negative)	Threats
• Accommodation and housing shortages due to an increase in workers and visitors to the region • Increase in humbugging • Residents leaving the community (and their culture) to secure employment • Ability to find and maintain work is difficult due to poor communication networks	• Cultural responsibilities may conflict with work schedules and therefore become impractical for workers • Humbugging and social pressures from family and friends results in workers quitting • Isolation during wet season may result in workers not being able to commute to Ngukurr for employment • Motivation of local workforce to find and apply for employment • Insufficient awareness of job opportunities due to limited access to mobile phone/internet access

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. The concept of youth opportunity was strongly connected to the areas of employment, training and education and overall accounted for 18% of consultation topics raised.

The majority of comments made about the youth were directed to the lack of basic infrastructure and the 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.

“The young people out here are still causing trouble at night”

Taken from meeting with Traditional Owner held Thursday, 16 February 2012.

“The mine will be a good thing for younger people”

Taken from meeting with Minyerri School representative held Thursday, 16 February 2012.

These concerns were backed by the seemingly limited resources and after-school programs available to the youth of Minyerri.

“There is no government funding. No Youth Officer for the kids”

Taken from meeting with Traditional Owner held Thursday, 16 February 2012.

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. Minyerri boasts one of the highest attendance ratings of all schools in the area with 99% of the school-age population enrolled.

Impacts and opportunities – Youth opportunities

Impacts (positive)	Opportunities
- Increased youth opportunities relating to employment and training - Strong support by Alawa Aboriginal Corporation, community members and stakeholders to see the youth progress - Assistance seen as a vehicle to help drive the vision for local youth services and programs	- Identification of local sporting teams and recreation clubs to potentially benefit from proposed social benefits scheme - Investigate potential youth programs to participate in that assist to future-proof and maintain cultural heritage
Impacts (negative)	Threats
Anti-social behaviour, such as alcohol and substance abuse, arising from increase in disposable income	Ability to motive youth who are disengaged and uninterested in opportunities

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.

“Culture is a huge part of dealing with countrymen”

“You need the right mechanisms for aboriginal people”

Quotes taken from meeting with store manager held Thursday, 16 February 2012.

“When it comes to ceremony, people rise up a level”

Taken from meeting with Minyerri School representative held Thursday, 16 February 2012.

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.

“We worry with our country. We worry that people make mistake. Big mistake with sacred sites”

Taken from meeting with Elder and Traditional Owner held Thursday, 16 February 2012.

“If I had been an Elder, I would say no”

Taken from meeting with Traditional Owner and youth, held Thursday, 16 February 2012.

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 available able to participate in ceremony.

“You have to respect their ways”

Taken from meeting with store manager held Thursday, 16 February 2012.

“No one here speaks the language, just me. If I die out, it all go”

Taken from meeting with Traditional Owner held Thursday, 16 February 2012.

Impacts and opportunities – Cultural heritage

Impacts (positive)	Opportunities
• Eagerness of Traditional Owners and local Indigenous groups in WDR rehabilitation and environmental monitoring programs • Community are engaged and passionate about the protection of their country	• Development of a plan to manage cultural heritage that can be communicated to the Minyerri community prior to construction activity • 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 • Involve Traditional Owners and local Indigenous groups in identification of sacred sites and sites of cultural significance
Impacts (negative)	Threats
• Loss of culture and language due to the relocation of workers and employment obligations	• Potential impact on sacred sites and land • Cultural responsibilities may conflict with work schedules and therefore become impractical for workers

Regional development

The broad subject of regional development was used to categorise two key areas of consultation (in order of importance):

1. Traffic and roads
2. Accommodation and housing.

Traffic and roads

The EIS guidelines requested identification and discussion of community infrastructure, including transport, which may be impacted by the proposed Project. During consultation 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).

“The only real issue is roads and access”

Taken from meeting with Alawa Aboriginal Corporation representatives held Thursday, 16 February 2012.

“Big rain, but wet, cutting off all that road”

Taken from meeting with Traditional Owner held Thursday, 16 February 2012.

“We’re different down here. When no airport, we walk”

Taken from meeting with Traditional Owner held Thursday, 16 February 2012.

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.

“Bad quality road, it’s important to improve it for the community”

Taken from meeting with Alawa Aboriginal Corporation representatives held Thursday, 16 February 2012.

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

Impacts and opportunities – Traffic and roads (regional development)

Impacts (positive)	Opportunity
- Facilitate conversations with NT Government to improve quality of existing roads - Job creation and business ventures for local Indigenous people to assist with delivering associated infrastructure	- Investigate workers camps to assist in overcoming transport issues - Identify services to increase employability of local workers, such as transport to Ngukurr and/or the proposed Project
Impacts (negative)	Threats
All access is cut off in the wet season which makes it difficult to get basic services such as fresh food, doctors and tradespeople	Employees unable to travel to and from Ngukurr due to limited access

Accommodation and housing (regional development)

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 learned 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.

“There is an average of 24 people per household here”

Taken from meeting with local store manager held Thursday, 16 February 2012.

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.

Impacts and opportunities – Accommodation and housing (regional development)

Impacts (positive)	Opportunity
Potential for workers camps to accommodate local workers	- Facilitate conversations with NT Government relating to accommodation and housing shortfalls - Investigate workers camps to assist in overcoming accommodation issues - Identify services to increase employability of local workers, such as transport to Ngukurr and/or the proposed Project
Impacts (negative)	Threats
- Social issues associated with overcrowding such as humbugging, alcohol and substance abuse are heightened - Local people may leave community to avoid overcrowding and associated issues	Land tenure issues need to be resolved before land can be released for people to build new houses on

Construction impacts

Community consultation revealed the construction impact of the mine and the haul road would have on the land was of minor concern and was raised in 7% of all engagements. The Minyerri community expressed their close connection to their land (spiritually and emotionally) and hold the highest regard for its preservation.

“They have such an affinity with their land”

“There may be a lack in formal education, but they are smart about their land”

Taken from meeting with local store manager held Thursday, 16 February 2012.

In particular, comments regarding construction impacts formed much of the discussion in regards to the protection of cultural heritage (as noted earlier). However, there was a minority stakeholder (one from a total of two events) who raised the issue of impacts on native land and wildlife.

“The mine I don’t really like. It’s damaging for the land and the bush animals”

Taken from meeting with Traditional Owner and youth, held Thursday, 16 February 2012.

While WDR is not seeking to change the minds of community members towards the proposed Project, it will be critical to ensure consultation and engagement continues to ensure the likelihood of misinformation is minimised. This will allow people to make informed decisions based on accurate information.

Impacts and opportunities – Construction impacts

Impacts (positive)	Opportunity
• Identification and mitigation of environmental impacts • Identification and mitigation of sacred sites and cultural heritage • Eagerness of Traditional Owners and local Indigenous groups to assist WDR with rehabilitation and environmental monitoring programs	• Potential for local community members to assist in developing environmental management plans (covering flora and fauna) • Employment of a local environment and wildlife officer to assist in mitigating impacts on the environment (flora and fauna)
Impacts (negative)	Threats
• Impacts on the land, environment and native flora and fauna arising from the construction of the proposed Project • Impact construction may have on sacred sites/sites of cultural significance	• Protecting sacred sites and wildlife from construction impacts

Royalties and compensation

During consultation 4% of engagements covered the negative impacts of royalty payments and compensation. It was evident for the community of Minyerri, such payments have made a negative and lasting impact on its people. Mismanagement of funds was the main cause of concern.

“It will have some positives and some negatives. The mine will give people jobs and good employment. The royalties could cause an issue”

“There have been royalties paid to the people here before, but they buy Toyota’s, gamble and drink”

“The mine has a social responsibility not to just give the people money, but to teach them to invest in their future”

Quotes taken from meeting with Alawa Aboriginal Corporation representatives held Thursday, 16 February 2012.

Throughout consultation it became clear a social benefit package or community trust which does not make payments to individuals, but rather reinvest the money through a social enterprise package would be more beneficial to the community.

Impacts and opportunities – Royalties and compensation

Impacts – positive	Opportunity
- Community needs assistance with funding for local programs, and have identified WDR as a potential source - Potential to build the resilience of the community	- Set best practice for how a potential social benefits scheme should be distributed amongst communities - Investigate the establishment of a social benefits scheme that could provide ongoing assistance to the community throughout the life of the proposed Project - Facilitate conversations with the Alawa Aboriginal Corporation surrounding a potential social benefits scheme. The Alawa Aboriginal Corporation are highly engaged in the community and have a realistic understanding of what needs work and how this can be achieved
Impacts – negative	Threat
- Perception that ‘royalties’ will be handed out from WDR - Concern individual payments will be made rather than community-wide economic stimulus	- Misrepresentation of social benefits scheme as royalty money - Misuse of money - Community perceive the dispersing of funds as biased - Underlying motivations of individuals wishing to gain from proposed Project do not represent wider community

Ngukurr

The most culturally diverse of the communities with seven language groups and 21 clans identified, Ngukurr required the most intensive consultation. To ensure that all groups were equally represented, consultation activities were increased to 19 meetings with 37 individuals. Of the 37 participants, eight Elders, a Local Reference Group and the Ngukurr Advisory Committee were engaged.

During consultation, community members and key stakeholders were both welcoming and engaged. They expressed interest in receiving comprehensive Project information so they could initially learn, provide feedback and later teach others in the community about the proposed Project.

“I am glad the people looking after the mine are making sure they are doing the right thing”

Taken from meeting with Traditional Owner held Friday, 17 February 2012.

“It’s important to understand the full story so I can tell my people”

Taken from meeting with Traditional Owner held Friday, 17 February 2012.

“It’s really good to see you out around the town. It’s important to keep talking to us and for us to become familiar with you so all that way, everyone will feel okay talking to you about the mine and other community things”

Taken from meeting with wife of Traditional Owner held Friday, 17 February 2012.

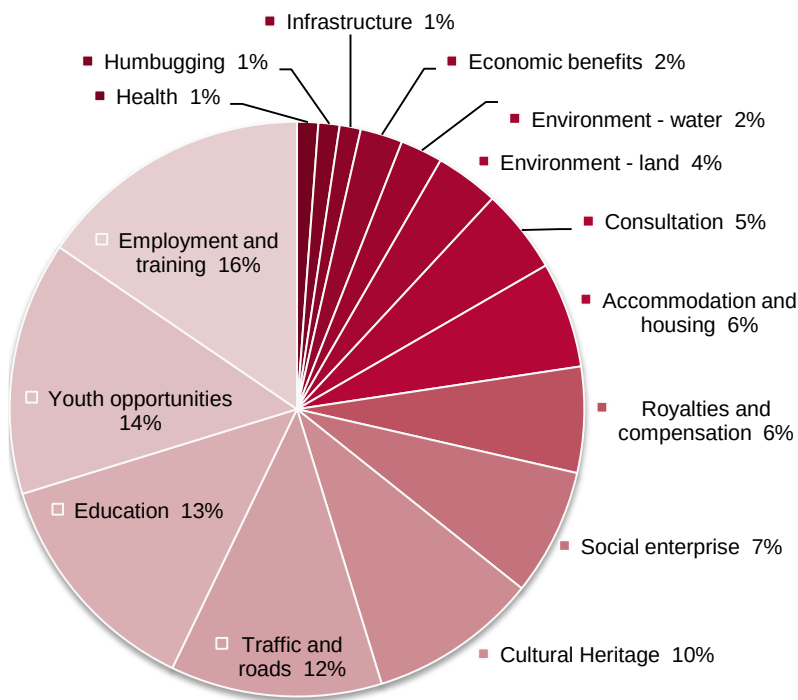
Overall, the community of Ngukurr were positive about the proposed Project due to the opportunities it could potentially bring with it. Of the total comments made, 4% were negative, 30% neutral and 66% positive. Managing such expectations and educating the community are both critical considerations for consultation moving forward.



Consultation outcomes – Ngukurr

Figure 6 below provides a summary of the topics raised and their relative importance during the two-week consultation phase in Ngukurr.

Figure 6: Ngukurr areas of interest



The top three areas of interest raised during the consultation phase, as shown above, were:

- Employment and training
- Youth Opportunities
- Education.

Areas of interest (detailed analysis) – Ngukurr

Employment

The Australian and NT Governments, alongside the Roper Gulf Shire Council and Yugul Mangi Aboriginal Corporation identified unemployment as a growing concern for Ngukurr, predicting in the Local Implementation Plan (LIP) that the number of people of working age to almost double by 2026.

This was reflected within all community and stakeholders meetings, whereby every participant raised the topic of employment with the consultation team, accounting for 16% of all topics discussed and making it the number one area of interest.

Within the topic of employment, three key areas of importance were identified:

1. Local employment
2. Training
3. Impacts of employment.

Local employment

Consultation revealed strong support for the proposed Project based on its potential to provide increased local employment opportunities.

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 that of substance and assist in developing the long-term employability of local Indigenous people.

“When the mine comes it will be a good thing”

Taken from a Youth Services representative meeting held Wednesday, 15 February 2012.

“We want jobs for our people”

Taken from Traditional Owner meeting held Wednesday, 15 February 2012.

“Huge potential for opening things up”

Taken from meeting with Yugul Mangi leaders held Wednesday, 15 February 2012.

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.

“They want real jobs with real money”

Taken from Child and Family Leader meeting held Wednesday, 15 February 2012.

“My people don’t want piddly little jobs that the government keep giving us”

Taken from Traditional Owner meeting held Wednesday, 15 February 2012.

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 Strategic Indigenous Housing and Infrastructure Program (SIHIP).

“We don’t want to be completely dependent on anyone. Our people are getting a sense of pride”

Taken from Yugul Mangi Aboriginal Development Corporation meeting held Wednesday, 15 February 2012.

Training

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.

“Many of the young fella around here have nothing to do. They need to feel proud of themselves, that they have a job. But you have to make sure you train them so they can keep that job”

Taken from meeting with wife of Traditional Owner held Friday, 17 February 2012.

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.

“The countrymen are getting sick of feeling like they are useless because they are not shown things or trained well”

Taken from meeting with Traditional Owner held Saturday, 18 February 2012.

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.

“We see this as a huge opportunity to grow our culture and to get people off the welfare”

Taken from a meeting of Yugul Mangi leaders held Wednesday, 15 February 2012.

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.

“Work with them, nurture them”

Taken from meeting with Child and Family Leader held Wednesday, 15 February 2012.

Concerns such as this have been seen in other local housing projects such as the Strategic Indigenous Housing and Infrastructure Program (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.

Impacts of employment

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.

“When you can’t even step through your door to get into your home, it’s hard to get motivated to go to work and stuff”

Taken from meeting with community leader on 17, February 2012.

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.

“It would be good for the men and women to go to work together”

Taken from Youth Services meeting held on Wednesday, 15 February 2012.

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.

“Every day I supply free art equipment, brushes, paint and even lunch because if I don’t feed them they won’t eat. Their culture does not teach to be on time, or to pack lunch. It makes it pretty hard when you’re employing them.”

Taken from meeting with local shop owner on Wednesday, 15 February 2012.

“I had to take four of my workers to Darwin for the week. I gave one of them \$250 for food costs and 20 minutes she was back asking me for money for food. She spent it all on video games. It’s like having a five year old, and I know I’m enabling it, but what can I do?”

Taken from meeting with local shop owner on Wednesday, 15 February 2012.

“We would employ local people but they have a limited work ethic.”

Taken from meeting with local shop owner on Wednesday, 15 February 2012.

Impacts and opportunities – Employment and training

Impacts (positive)	Opportunity
- Local employment - Youth employment - Contributing to future-proofing the community by up-skilling residents with trades and construction experience - Increased training and mentoring opportunities - Sense of pride in community and workforce	- Encourage the development of alcohol and substance management programs - Potential for increasing attendance numbers in school and vocational courses - Participate in existing job-readiness programs alongside the NT Government, RGSC and Yugul Mangi
Impacts (negative)	Threats
- Accommodation and housing shortages due to an increase in workers and visitors to the region - Increase in humbugging	- Cultural responsibilities may conflict with work schedules and therefore become impractical for workers - Work ethic and values of locals does not align with that of WDR and vice versa - Motivation of local workforce to find and apply for employment - Insufficient awareness of job opportunities

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.

“Develop programs to get young people involved”

Taken from Local Reference Group meeting held Wednesday, 15 February 2012.

“Start a camp training them boys in civil and construction. Teach our young people”

Taken from Local Reference Group meeting held Wednesday, 15 February 2012.

“Teach them to help themselves”

Taken from meeting with youth Services Supervisor held Wednesday, 15 February 2012.

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 Local Implementation Plan (LIP) as part of the Closing the Gap initiative is to incorporate sport and recreational activities, including regular swimming at the community pool.

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.

“If you talk to the locals, language and culture is important. Belonging us a huge part of determining how the kids move from traditional into Western culture”

Taken from meeting with Child and Family Leader held Wednesday, 15 February 2012.

“I want to go back to my outstation to do some cultural activities for our young people. Most of the boys have been through ceremony, but we want them to have something to do”

Taken from an Elder and Roper Gulf Shire Councillor on Sunday, 19 February 2012.

“It would be good to have the young people learn about their culture and language”

Taken from a meeting with Traditional Owner held Friday, 17 February 2012.

“When I was a boy, my father, he the chief, he take me and my brothers and we go for a walk and learn the song line. Song line is my people’s story”

Taken from meeting with Traditional Owner held Saturday, 18 February 2012.

Impacts and opportunities – Youth opportunities

Impacts (positive)	Opportunity
• Increase in youth opportunities due to employment and training • Strong support by Traditional Owners, Elders and the Yugul Mangi Corporation to see youth progress • Assistance seen as a vehicle to help drive the vision for local youth services and programs	• Investigate the establishment of a potential social benefits scheme that could provide ongoing assistance to the community throughout the life of the proposed Project • Participate and/or build on existing job-readiness programs alongside the Ngukurr School, RGSC and community groups • Identify areas for potential participation with the <i>Strong Start, Bright Future</i> initiative, LIP and RGSC Youth Services department to develop targeted youth programs and identify social infrastructure needs • Identification of existing sports teams and recreational clubs that could benefit from a social benefits scheme • Strong support by Yugul Mangi Corporation to assist in replicating existing projects
Impacts (negative)	Threats
• Anti-social behaviour, such as alcohol and substance abuse, arising from increase in disposable income • Ability to find resources to fund, maintain and manage new youth services and programs • Western influences feared to permeate culture	• Ability to motivate youth who are disengaged and uninterested in opportunities

Education

Closely linked to employment and youth opportunities was the community's interest in education. It was the third most important of all issues, 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 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% of their Indigenous students are below the 10th percentile in language and cognitive skills (school based) domain in the Australian Early Development Index (AEDI).

"The children are not really being taught to a national level"

Taken from meeting with Child and Family Leader on Wednesday, 15 February 2012.

"We send some of our kids outside the community for schooling, but we want to be able to keep them here"

Taken from Local Reference Group meeting held Wednesday, 15 February 2012.

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.

"If you come to school every day, you will be a working man, with a working family"

Taken from Advisory Committee meeting held Tuesday, 14 February 2012.

"Mentoring people for jobs when they are young will increase their confidence and work ethic"

Taken from meeting with Child and Family Leader on Wednesday, 15 February 2012.

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.

"There is a very big problem with kids leaving for school and either coming home early, or just coming home, to nothing"

Taken from Advisory Committee meeting on Tuesday, 14 February 2012.

"This has been a problem in the past with people coming back and finding there is nothing for them. We need to tap into something to engage them so they can come further and catch up"

Taken from Advisory Committee meeting on Tuesday, 14 February 2012.

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.

"Once you identify the leadership skills, we can start on a teaching and education program"

Taken from Local Reference Group meeting held Wednesday, 15 February 2012.

“Teach them to teach themselves”

Taken from meeting with youth services stakeholder held Wednesday, 15 February 2012.

Impacts and opportunities – Education

Impacts (positive)	Opportunity
• Strong support by Traditional Owners, Elders and community members in encouraging youth attendance at school • Community has made association between school attendance and developing a strong work ethic and is eager for WDR to assist in vocational and training programs	• Participate and/or build on existing job-readiness programs alongside the Ngukurr School, RGSC and community groups
Impacts (negative)	Threats
• Likelihood that once students have the knowledge and skills, they will leave the community to secure employment • Social issues such as overcrowding and alcohol and substance abuse interfere with education courses/schooling	• Ability to motivate youth who are disengaged and uninterested in opportunities

Cultural heritage

Cultural heritage was an area of significant importance, 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. Maria Island was identified as a potential loading facility for the proposed Project's iron ore output, however investigation into the feasibility of a private haul road is now being undertaken. These investigations can be related back to feedback gathered during the consultation that took place over an eight month period in 2011.

“My only real concern was when they were talking about Maria Island. It's a sanctuary, not just for indigenous people”

Taken from a meeting with shop manager held Tuesday, 14 February 2012

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.

“I know it will be a bad thing if they dig up the land that are sacred sites”

Taken from meeting with Traditional Owner held Friday, 17 February 2012.

“We still have some concerns. We worry about our land and the culture”

Taken from meeting with Traditional Owner held Sunday, 19 February 2012.

“We are associated with the land, we are connected with the land and don't want it all dug up”

Taken from meeting with Traditional Owner held Friday, 17 February 2012.

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.

On the topic of cultural heritage, the consultation team enquired as to how people would like the proposed Project site rehabilitated once mining work was complete. Feedback received from this prompt focused on the importance of protecting sacred sites and song lines, and not of the 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.

“By living on your traditional lands, you can teach young people about their culture, how to respect the land”

Taken from meeting with Spiritual Leader and Traditional Owner on Friday, 17 February 2012.

Impacts and opportunities – Cultural heritage

Impacts (positive)	Opportunity
- Eagerness of Traditional Owners and local Indigenous groups in WDR rehabilitation and environmental monitoring programs - Community are engaged and passionate about the protection of their country	- Development of a plan to manage cultural heritage that can be communicated to the Ngukurr community prior to construction activity - Increase cultural heritage awareness of Project employees during construction and operations - Involve Traditional Owners and local Indigenous groups in identification of sacred sites and sites of cultural significance
Impacts (negative)	Threats
Potential impact on sacred sites from the construction of the proposed Project	- Sacred sites and song lines are not properly identified and protected prior to and during construction - Community ill-advised about the iron ore transport options

Regional development

The broad subject of regional development was used to categorise five key areas of consultation (in order of importance):

1. Traffic and roads
2. Social enterprise
3. Royalties and compensation
4. Accommodation and housing
5. Health.

Traffic and roads (regional development)

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 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 to 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.

“The only way out in the wet is to fly if you have the money”

Taken from meeting with Spiritual Leader held Friday, 17 February 2012.

“It’s so isolated here in the wet. We cannot leave the town to see our families. If we had some roads I know it would make people happy and make me happy because I could see my grandkids”

Taken from meeting with Spiritual Leader held Friday, 17 February 2012.

“They just want good roads here”

Taken from meeting with store manager held Tuesday, 14 February 2012.

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

“If we get better roads it will also mean that people can get drugs and alcohol here in the wet”

Taken from meeting with a local Police Officer held Wednesday, 15 February 2012.

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.

Impacts and opportunities – Traffic and roads (regional development)

Impacts (positive)	Opportunity
If local roads are used by workers to access the mine, this may create a compelling argument to Government to upgrade the roads.	- Facilitate conversation with the NT Government road improvements and maintenance - Consideration given to engagement with local community and NT Government regarding road safety
Impacts (negative)	Threats
Isolation during the wet season	- Better roads will mean increase in access for drugs and alcohol to come into the community - People wanting the proposed haul road for public use

Social enterprise (regional development)

Social enterprise was defined by the consultation team as ‘mutually beneficial opportunities and support for communities to build their own wealth’. Within Ngukurr this concept was raised on most occasions and more than 90% of discussions were positive.

“We see this is a huge opportunity to grow our culture, and get our people off the welfare”

Taken from meeting with Yugul Mangi Corporation held Wednesday, 15 February 2012.

Community groups expressed their eagerness to work alongside, or in partnerships with WDR to develop their own locally-led community programs.

“We like the mine. They are the only mob that will help us”

Taken from Local Reference Group meeting held Wednesday, 15 February 2012.

An example for growth and prosperity was raised by the Yugul Mangi Corporation who has aspirations of combatting high rates of anaemia in children.. In 2011, WDR purchased 30 head of cattle for the Yugul Mangi Corporation to rear and butcher for the local town.

“Work together with the mine and Yugul Mangi on how to put something back to look after our people, assist our country”

Taken from meeting with Traditional Owner held Sunday, 19 February 2012.

“It’s a big thing. We need to be in partnership together. The right track for both parties”

Taken from meeting with Spiritual Leader and Traditional Owner held Friday, 17 February 2012.

The concept of a social enterprise package was explored by the consultation team to provide input to the WDR project team on a potential model for benefits. When discussed, it was revealed that the majority of community members would prefer to see a model that benefited the entire community rather than individuals.

Furthermore, the entrepreneurial nature of the Ngukurr community showed that they had a clear vision as to how they foresaw their future and the importance of building it from the ground up.

“We have ideas for the community, for Project for community people”

Taken from meeting with Traditional Owner held Sunday, 19 February 2012.

“We want to do it ourselves. We want to give it a go”

Taken from meeting with Traditional Owner held Wednesday, 15 February 2012.

“We want to run our own community. Give us a chance”

Taken from meeting with Spiritual Leader held Friday, 17 February 2012.

Impacts and opportunities – Social enterprise (regional development)

Impacts (positive)	Opportunity
- Increased requirement for good and services, meaning local enterprise opportunities for suppliers could increase - Community are engaged and eager to develop local business and trade	Investigate the establishment of a potential social benefits scheme that could provide ongoing assistance to the community throughout the life of the mine
Impacts (negative)	Threats
Money is given to programs that do not benefit the whole community.	- Misuse of money - Payments made to individuals, rather than community-wide benefits - Insufficient awareness of the process to make an application within the social benefits package

Accommodation and housing (regional development)

The severe housing shortage, together with overcrowding and associated health and social problems were raised as major issues during consultation in Ngukurr.

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.

“The overcrowding in the houses is one of the reasons why our young people don’t get up in the morning and go to school”

Taken from Local Reference Group Meeting held Wednesday, 15 February 2012.

“There is no housing in the communities”

Taken from meeting with store managers held Wednesday, 15 February 2012.

“We need more houses. They are building but it won’t be enough”

Taken from Local Reference Group meeting held Wednesday, 15 February 2012.

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.

“We want to start off in the community, get them off the dependence, the welfare”

Taken from Elder, Traditional Owner and Roper Gulf Shire Councillor on Sunday, 19 February 2012.

The lack of available accommodation was also recognised to be preventing service providers, business opportunities and tourists from staying in the community.

“There is a dire need for housing the two vacant Aboriginal Community Police Officers. There is no housing or accommodation for them.”

Taken from meeting with NT Police Force held Wednesday, 15 February 2012.

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.

Impacts and opportunities – Accommodation and housing (regional development)

Impacts (positive)	Opportunity
Potential for workers camps to accommodate local workers	- Investigate workers camps to assist in overcoming accommodation issues - Identify services to increase employability of local workers, such as transport to and from Ngukurr to the airport
Impacts (negative)	Threats
- Potential for increasing local employment is compromised by issues associated with local housing, overcrowding, humbugging, alcohol and substance abuse - FIFO arrangements can disenfranchise workers from community	- Land tenure issues need to be resolved before land is released for private housing development - Costs of building houses due to remote location makes development economically challenging

Health (regional development)

The topic of health was raised as a concern throughout consultation in Ngukurr, with discussions falling into two main categories:

1. Alcohol and substance management
2. 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.

“It’s a good community but they have a problem with drugs and drink”

Taken from meeting with Religious Leaders held Friday, 17 February 2012.

“Cannabis is a big problem, as is alcohol fuelled violence and domestic violence”

Taken from meeting with local Police Officer held Wednesday, 15 February 2012.

“Community is good now, but not a couple of months ago. There was fighting, drinking, petrol sniffing. The police took them boys away”

Taken from meeting with Traditional Owner held Thursday, 16 February 2012.

Health services in Ngukurr are currently run by Sunrise Health Service, a public centre that provides medical and aged care services to the community. While these facilities are available, it is believed that the centre could be better equipped to meet the needs of locals, such as by providing a dialysis machine. Community members feel it is a priority to improving health, eliminating disadvantage and assisting with education.

“Can’t get a dentist here”

Taken from meeting with religious leaders held Friday, 17 February 2012.

“Many elderly people in Ngukurr have the Drunken Disease from Groot Eylant”

Taken from Advisory Committee meeting held Tuesday, 14 February 2012.

“Clinic is very under resourced. There is a doctor but never any dentist”

Taken from meeting with Youth Services Officer held Wednesday, 15 February 2012.

Impacts and opportunities – Health (regional development)

Impacts (positive)	Opportunity
Increased visitors/workers in the region may lead to improved services provided by Sunrise Health and NT Government	- Encourage the development of nutrition and health programs for Project workforce - Encourage the development of alcohol and substance management programs for Project workforce
Impacts (negative)	Threats
Increase in disposable income as a result of employment can lead to an increase in social issues such as alcohol and substance abuse, humbugging and domestic violence	- Employees having to test negative to alcohol and drug use before work - Poor nutrition and education can lead to locals becoming unemployable due to illness

Royalties and compensation

A closely linked subject to that of social enterprise, royalties and compensation was raised during consultation that warranted further analysis. Of the 6% of conversations surrounding this topic, all comments made were associated with negative impacts.

It was evident for the Ngukurr community, such payments had become a burden on social and business enterprises. Much of which arose from the mismanagement of money and workers receiving income for the first time unable to control cultural issues such as humbugging.

“The money from those royalties poisons the brain. People become mad about cars and alcohol and other things. We would rather have none of that here”

Taken from meeting with wife of Traditional Owner held Friday, 17 February 2012.

Consultation revealed that people believed large sums of money paid to individuals were ‘poisoning’ the community and having a negative impact on the younger generation who look to their parents for guidance on work norms and values.

“As we move towards the future I think our people have been brainwashed by money”

Taken from meeting with Traditional Owner held Friday, 17 February 2012.

“We don’t want hand-outs. We want to work for it”

Taken from meeting with Traditional Owner held Sunday, 19 February 2012.

“Why don’t you go and have a look at Groote where kids hang themselves every day because they have no future living off royalties”

Taken from meeting with shop owner held Wednesday, 15 February 2012.

These comments however were balanced by the genuine interest in education around money and the opportunity to for community business plans to be set in motion (with guidance from qualified planners). As with social enterprise, community members and stakeholders are looking to the proposed Project to provide a vehicle that will assist them to deliver their own programs.

“We have ideas for the community, for Projects, for community people. Maybe the mine and Yugul Mangi go dollar for dollar?”

Taken from Elder, Traditional Owner and Roper Gulf Shire Councillor on Sunday, 19 February 2012.

“I am worried that some people in the community are only looking at the money they might get”

Taken from meeting with Traditional Owner held Sunday, 19 February 2012.

Impacts and opportunities – Royalties and compensation

Impacts (positive)	Opportunity
Potential to build the resilience of the community	More money in communities to pay for goods and services
Impacts (negative)	Threats
- Misuse of money in the community - Community experience with social problems caused by royalties, such as misuse of money and alcohol and substance abuse	- Misuse of money - Community perceive the dispersing of funds as biased - Underlying motivations of individuals wishing to gain from proposed Project do not represent wider community

Environment (land and water)

The topic of environment, in particular land and water was raised by a minority of stakeholders during consultation and accounted for fewer than 2% of total comments. During consultation, much of the comments were directed towards the initial Project plan to build a slurry pipeline connecting Maria Island to the mainland.

“I have heard rumours, but I don’t believe in rumours I believe in fact. From a Traditional Owner point of view I want to know about how this will impact on the water”

Taken from meeting with Traditional Owner held Friday, 17 February 2012.

“With the pipeline we say no because we don’t fully understand the impact on the sea”

Taken from meeting with Traditional Owner held Friday, 17 February 2012.

Information and fact sheets were distributed to all stakeholder groups throughout consultation to advise that investigations into the feasibility of an alternate transport option were being undertaken. This alternative transport option is the proposed 164km private haul road.

Impacts and opportunities – Environment (land and water)

Impacts (positive)	Opportunity
• Identification and mitigation of environmental impacts • Identification and mitigation of sacred sites and cultural heritage • Eagerness of Traditional Owners and local Indigenous groups to assist WDR with rehabilitation and environmental monitoring programs	• Work with local community members (as appropriate) to develop environmental management plans (covering flora and fauna) • Employment of a local environment and wildlife officer to assist in mitigating impacts on the environment (flora and fauna) • Further consultation regarding the proposed Project's iron ore transport options
Impacts (negative)	Threats
• Previous mining projects are perceived to have environmental concerns, resulting in a general distrust of mining projects in relation to environmental impacts	• Community ill-advised about the iron ore transport options

Numbulwar

Numbulwar is one of the most isolated of the main Arnhem Land Communities. Their location features strongly in their culture and this close-knit, traditional community has a strong relationship with the sea and coast. The small Indigenous population is made up of a number of clans including Numamurdirdi, Nunggumakbarr, Nunggarra, Nundhirribala, Ngalmi, Murrungun, Wurramarra, Lalara, Manggurra and Wildreds, the main languages are Nunggargalu and Wubuyu.

To ensure a meaningful sample was represented during consultation, 13 meetings with 21 participants were held over two days. Of the 21 participants, six Elders, a Local Reference Group and RGSC representatives were engaged.

Overall, the community of Numbulwar had received the proposed Project positively with much of the discussion focussed on youth and bringing new opportunities to their community. The Traditional Owners and Elders in particular, felt a fundamental responsibility to their children to open doors to new pathways for a better future.

“That mine will be a good opportunity for our community”

“We look at it as a better future for our young people”

“Big chance for our kids. Big opportunities”

Quotes taken from Local Reference Group meeting held Tuesday, 14 February 2012.

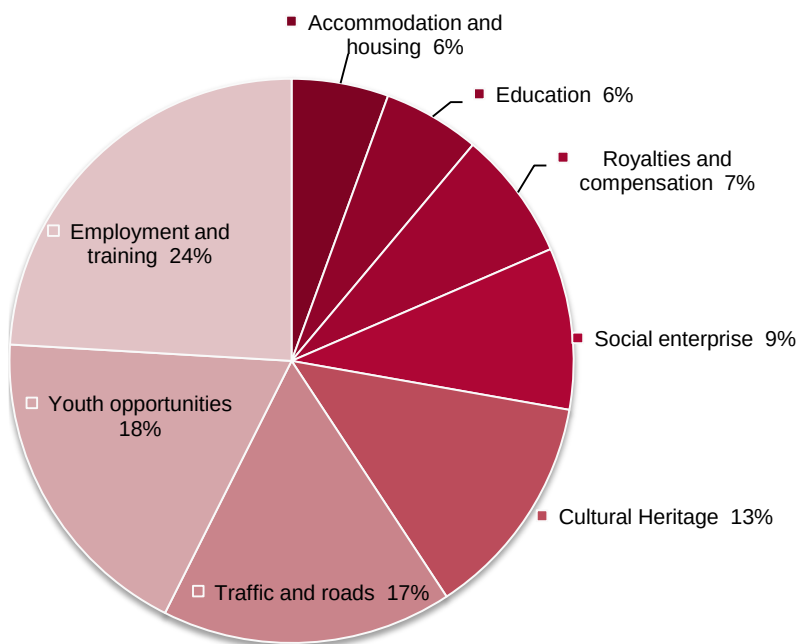
During the consultation period, employment was raised as the number one concern for the community, mentioned in all 13 engagements, over 23 times. This was closely followed by youth opportunities, and traffic and roads, both independently raised on 19 occasions.



Consultation outcomes – Numbulwar

Figure 7 below provides a summary of the topics raised and their relative importance during the two-week consultation phase in Numbulwar.

Figure 7: Numbulwar areas of interest



The top three areas of interest raised during the consultation phase, as shown above, were:

- Employment and training
- Youth Opportunities
- Traffic and roads.

Areas of interest (detailed analysis) – Numbulwar

Employment

Working Future, a Territory Government initiative, reported that as of June 2011 there were 182 Indigenous Job Services Australia (JSA) job seekers in Numbulwar, with only 10 job vacancies. In total, 151 jobs were available to the community with 6% of these classified as Community Development Employment Projects (CDEP) supported by the government.

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.

Within the topic of employment, three key areas of importance were identified:

1. Local employment
2. Training
3. Impacts of employment.

Local employment

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.

“More jobs would mean more self-confidence for the community”

Taken from meeting with store manager held Monday, 13 February 2012.

“There are no jobs in Numbulwar, unless it is for Government or CDEP”

Taken from meeting with RGSC representative held Monday, 13 February 2012.

“They don’t want welfare anymore, they want jobs”

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

On two occasions, unemployment was linked to the social issues that Numbulwar face such as alcohol and substance abuse, and anti-social behaviour.

“What this community needs is employment, but there are no jobs here”

Taken from meeting with Night Patrol Manager held Tuesday, 14 February 2012.

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.

“There are a lot of good workers out here, just no jobs. Hopefully the mines have jobs for boys”

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

“We want long-term employment. Look at the mine on Groote – some of that mob has worked there for 20 years”

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

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.

“We need to get them kids out of the community if they want the jobs. We need to get them training so they can take the jobs and stay with them and maybe bring back some training to the community when they are done”

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

Training

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.

“Get one white fella mechanic and he can teach them black fella boys”

Taken from meeting with Traditional Owner held Monday, 13 February 2012

“If people don’t have a certain level of education, you don’t want them messing around with high voltage”

Taken from meeting with Essential Services Coordinator held Monday, 13 February 2012.

“They need to be trained for the jobs, landscaping and roadwork jobs. They be good for the community”

Taken from meeting with Parks and Gardens worker held Tuesday, 14 February 2012.

“We need persons to be qualified. Someone to train and get the certificates”

Taken from meeting with Traditional Owner and Elder held Monday, 13 February 2012.

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.

Impacts of employment

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.

“Culture and ceremonies are very important here”

“It keeps the family together, our mob has family importance”

Quotes taken from meeting with RGSC representative held Monday, 13 February 2012

“Ceremony is the most important thing here. Most of our boys, when they away, miss the ceremony. We can’t let them down”

Taken from meeting with Traditional Owner and Elder held Monday, 13 February 2012.

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.

“There is no work for women here. You think the mine, and you think jobs for the boys. We need to look at jobs for girls”

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

“If these kids’ parents could get jobs in the mine, then they would be able to put food on the table, as well as set an example of needing to work for money”

Taken from meeting with Numbulwar School Principal held Monday, 13 February 2012.

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 of the community for future generations.

“We are local people, we don’t go overseas. We don’t go down south. We stay in community. We want to live here and work here. We work for our family not for money”

Taken from meeting with Local Reference Group held Tuesday, 14 February 2012.

“It’s very hard for them kids to get good jobs out here. Most of them don’t stay long because they don’t like being away from community”

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

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.

“No drive, no work”

Taken from meeting with Parks and Gardens worker held Tuesday, 14 February 2012.

Impacts and opportunities – Employment and training

Impacts (positive)	Opportunities
- Local employment - Youth employment - Future-proofing the community by up-skilling residents with trades and construction experience - Benefits that employment has on building strong work ethic within families	- Benefits to both employees and the wider community - Potential to train local people in essential trade and service skills who can pass this knowledge onto other community members - Regular contact with the newly established Numbulwar-Mumamuridri Aboriginal Corporation in identifying and developing potential training and participatory work projects for locals - Identify potential training programs and employment opportunities for young women and girls to assist their entrance into the workforce
Impacts (negative)	Threats
- Anti-social behaviour, such as alcohol and substance abuse, arising from increase in disposable income - Increased humbugging - Accommodation and housing shortages due to an increase in workers and visitors to the region	- Insufficient awareness of job opportunities - Belief and motivation of local workforce in their ability to secure employment

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. 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.

“We look at it as a better future for our young people”

“The mine is a big chance for our kids. Big Opportunities”

Quotes taken from meeting with Local Reference Group held Tuesday, 14 February 2012.

“The mine will be good for us out here. We need the jobs for them young people”

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

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.

“Maybe get the kids to do some trades for the community”

Taken from meeting with Home Liaison Officer held Monday, 13 February 2012.

“I need to see my grandkids achieve before I collapse. Then I know someone can take my place in the family”

“We can’t let them down”

Quotes taken from meeting with wife of Traditional Owner and Elder held Monday, 13 February 2012.

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.

“There is nothing for the young fellas to do around here. We need someone, like a recreations person who can keep them busy and not walking around”

Taken from meeting with wife of Traditional Owner and Elder held Monday, 13 February 2012.

“Our AFL team needs a sponsor”

Taken from meeting with Local Reference Group held Tuesday, 14 February 2012.

“They need more activities for young people”

Taken from meeting with Night Patrol Manager held Tuesday, 14 February 2012.

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.

Impacts and opportunities – Youth opportunities

Impacts (positive)	Opportunities
• Increase youth opportunities relating to employment and training • Strong support and drive demonstrated by community leaders to see their young people involved in employment and other opportunities • Assistance seen as a vehicle to help drive the vision for local youth services and programs	• Investigate the establishment of a potential social benefits scheme that could provide ongoing assistance to the community throughout the life of the proposed Project • Identification of existing sports teams and recreational clubs that could potentially benefit from a social benefits scheme • High level of engagement with youth in relation to the proposed Project. Suggestions include early education programs, mine site tours, and school presentations to demonstrate what work in a mine is like and how mines operate • Participation with the Numbulwar School to potentially develop youth programs that focus on job-readiness and money management
Impacts (negative)	Threats
• Anti-social behaviour, such as alcohol and substance abuse, arising from increase in disposable income	• Ability to motivate youth who are disengaged and uninterested in opportunities • Self-doubt issues of youth

Regional development

The broad subject of regional development was used to categorise three key areas of consultation (in order of importance):

1. Traffic and roads
2. Social enterprise
3. Accommodation and housing

Traffic and roads (Regional development)

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.

We need simple things like jobs and roads. In the wet it is hard because you can't get many places. The roads all go under and we can't get to the employment"

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

"The worst time for the community is when there is a cyclone or big wet season. We are all isolated then"

Taken from meeting with Traditional Owner held Monday, 13 February 2012.

"It is difficult to get between the outstations and town. The road is bad and there is no bridge"

Taken from Local Reference Group meeting held Tuesday, 14 February 2012.

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.

Impacts and opportunities – Traffic and roads (regional development)

Impacts (positive)	Opportunities
- Potential job creation and business ventures for local Indigenous people to assist with delivering associated infrastructure (such as jobs with Government). - Airport facilities increase access and dependence on roads	- Facilitate conversation with the NT Government about road improvements and maintenance - Consideration given to engagement with local community and NT Government regarding road safety - Identify services to increase employability of local workers, such as transport to Ngukurr and/or the proposed Project
Impacts (negative)	Threat
Isolation during the wet season	Employees unable to travel to and from Ngukurr

Social enterprise (regional development)

Social enterprise was defined by the consultation team as 'mutually beneficial opportunities and support for communities to build their own wealth'. Within Numbulwar this concept was raised during 9% of all conversations, of which 30% were positive.

Generally, social enterprise was raised via question or broad vision statements. All stakeholder groups were seen to have a clear understanding as to how they would like to create a sustainable future that was both rich in opportunity and culture.

"Numbulwar – the sky is the limit"

"Instead of dollars from the Government, they are going to get jobs and money from mines, business and tourism. They can be self-sufficient"

Quotes taken from meeting with RGSC representative held Tuesday, 14 February 2012.

Local government and business groups were responsive to discussion about the proposed Project and showed particular interest in the financial support it could bring. Furthermore, members of the Local Reference Group and RGSC have established the Numbulwar-Mumamurdirri Aboriginal Corporation to entice business development in the region.

“There are huge business opportunities here”

Taken from meeting with store manager held Monday, 13 February 2012.

With an existing mine in the Project vicinity, many of the community members were interested in exploring the benefits that could be shared by the community through a social benefits scheme. Stakeholders were keen to identify social investment opportunities available in the region, which they believed could assist in building cultural and business networks.

Moreover, of the eight stakeholders interested in social partnerships, all raised the need to service the surrounding Numbulwar Outstations run by Homelands Resource Centre. Currently, there are nine Outstations housing residents and many more that are inaccessible or deserted. The Homelands Resource Centre is highly supportive of the renovation and return of Indigenous to Outstations as a way of fostering cultural heritage and bringing their land and people closer together.

“Resource got to be long working. Outstation need it”

“No home and no Outstation”

Quote taken from meeting with RGSC representative held Tuesday, 14 February 2012.

“Be good to see people make better use of Outstations”

Taken from meeting with Homelands Resource Centre representatives held Monday, 13 February 2012.

Impacts and opportunities – Social enterprise (regional development)

Impacts (positive)	Opportunities
- Increased requirement for good and services, meaning local enterprise opportunities for suppliers could increase - Community are engaged and eager to develop local business and trade	- Investigate the establishment of a potential social benefits scheme that could provide ongoing assistance to the community throughout the life of the proposed Project - Identification of community projects that could potentially benefit from a social enterprise package - Regular contact with the newly established Numbulwar-Mumamurdirri Aboriginal Corporation and the existing ALPA stores to identify potential opportunities for local business growth and development.
Impacts (negative)	Threats
- Ensure money is dispersed to programs that benefit the entire community - If payments made to individuals, rather than community-wide benefits	- Misuse of money - Conflict between families and or neighbouring communities relating to social enterprise opportunities - Community perceive the dispersing of funds as biased - Capacity of community to prepare submissions and manage benefits scheme in the future

Accommodation and housing (regional development)

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 were identified to receive new houses, however community members still feel the effects of overcrowding.

“I wouldn’t want to be maintaining a house out here, with 15 – 20 people in each house. Hopefully the mine will get some of these people into house ownership”

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

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.

Impacts and opportunities – Accommodation and housing (regional development)

Impacts (positive)	Opportunities
Potential for workers camps to accommodate local workers	Facilitate conversation with NT Government regarding accommodation opportunities
Impacts (negative)	Threats
Potential for local employment to be compromised by social problems associated with local housing such as overcrowding, humpbugging, alcohol and substance abuse	- Australian and NT Government Strategic Indigenous Housing and Infrastructure Program (SIHP) is not due to provide any benefit to Numbulwar and surrounds until at least 2014 - Land tenure issues need to be resolved before land is released for private housing development - Costs of building houses due to remote location makes development economically challenging

Cultural heritage

Of all topics covered cultural heritage equalled that of royalties and compensation in the amount of concern on 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.

“Ceremony is very important to us out here. We need to keep our kids with the culture and where they belong”

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

“Ceremony is important part of men’s business”

Taken from meeting with RGSC representative held Tuesday, 14 February, 2012.

“With culture here, you don’t need to understand it, you need to respect it”

Taken from meeting with store manager held Monday, 13 February 2012.

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.

“Ceremony is the most important thing here. Most of our boys, when they away, miss the ceremony. We can’t let them down”

Taken from meeting with Traditional Owner and Elder held Monday, 13 February 2012.

Impacts and opportunities – Cultural heritage

Impacts (positive)	Opportunities
Traditional Owners and Elders are passionate about protecting and strengthening their cultural heritage	- Development of a plan to manage cultural heritage that can be communicated to the Numbulwar community prior to construction activity - Increase cultural heritage awareness of Project employees during construction and operations - Involve Traditional Owners and local Indigenous groups in identification of sacred sites and sites of cultural significance
Impacts (negative)	Threat
Potential impact on ceremony due to Indigenous employees missing these events	Sacred sites and sites of cultural significance are not properly identified and protected prior to and during construction

Education

Numbulwar School currently houses 150 students, 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 to families' can to 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.

In addition, the school introduced a nutritional program that provides every child with breakfast, a hot lunch and fruit throughout the day. It is hoped that the program will improve attendance numbers, as well as the health and well-being of students.

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, and 5% of comments were directed at ways to improve attendance numbers.

“I am very proud. My kids can go to school and have more opportunity”

Taken from meeting with wife of Traditional Owner held Monday, 13 February 2012.

“If we had the money, even just a little bit, we could start up after-school programs where the kids could count fish, measure nets, make use of what they learn in her, for out there. If we could get that happening, I know we would see our attendance numbers go up, and our youth crime go down”

Taken from meeting with Numbulwar School Principal held Monday, 13 February 2012.

“We need to get them kids out of the community if they want the jobs”

Taken from meeting with RGSC representative held Tuesday, 14 February 2012.

From the comments made (above) and others by Elders and Traditional Owners it was evident that stakeholders made a 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.

Impacts and opportunities – Education

Impacts (positive)	Opportunities
• Teach kids from a young age about work in the mining industry and what they need to do to secure a job once they complete school • Youth opportunities for employment and training	• High level of engagement with youth in relation to the proposed Project. Suggestions include early education programs, mine site tours, and school presentations to demonstrate what work in a mine is like and how mines operate • Participation with the Numbulwar School to develop youth programs that focus on job-readiness, money management and bridging the gap between school and work life • Promote the importance of education to potential employees when interviewing job seekers
Impacts (negative)	Threats
• Low school attendance rates at schools could correlate with parental employment at the mine • Gap exists between school courses and employment	• Poor literacy and numeracy skills could reduce long-term employability of youth

Royalties and compensation

The topic of royalties and compensation was not regarded a major concern in Numbulwar, however questions relating to the amount and how the money could be distributed (if available) were raised.

“How are the royalties money’s going to be dealt out?”

Taken from meeting with RGSC representative Tuesday, 14 February 2012.

During consultation the minority stakeholders requesting such information were advised that WDR had not yet released information on a social benefits package and would discuss compensation (if required) with individual landholders.

Impacts and opportunities – Royalties and compensation

Impacts (positive)	Opportunities
Community has learned from past experience how royalties work and have since developed a well-rounded understanding of what they would like to see happen in the future to avoid past mistakes	Investigate the establishment of a potential social benefits scheme that could provide ongoing assistance to the community throughout the life of the proposed Project
Impacts (negative)	Threats
- Lack of education on how to handle money - Community experience with social problems caused by royalties, such as misuse of money and alcohol and substance abuse	- Misrepresentation of social benefits scheme as royalty money - Potential to damage relationships with community groups if money is not allocated appropriately - Underlying motivations of individuals wishing to gain from proposed Project do not represent wider community

Appendix 1: Consultation Plan

What is our end outcome?

How does the community engagement initiative support the achievement of this goal?

How will we communicate and manage relationships with stakeholders and the community to achieve our objectives?

Stakeholders, communication tools and materials

GOAL
Achieve equitable, all-inclusive and comprehensive engagement and consultation with the communities of Borroloola, Minyerri, Ngukurr and Numbulwar, and other identified key stakeholders.

OBJECTIVES

- Demonstrate to government and community that all stakeholder issues, concerns and opportunities associated with the Project have been effectively addressed through consultation and engagement as part of a thorough EIS planning process
- Present a consultation report that is comprehensive and representative of an equitable spread of community and stakeholder views
- Manage and mitigate identified issues and risks

OUR APPROACH

1. Develop and produce a best-practice Consultation Report to submit as part of a thorough Social Impact Assessment in line with national and international industry guidelines
2. Implement a proactive communication program, appropriate for a variety of audiences
3. Proactively address stakeholder and community issues, reporting back to ensure two-way communication

METHODOLOGY

1. CONSULTATION METHODOLOGY

- Encourage involvement – consultation must be all-inclusive and equitable
- Conduct consultation to test potential project impacts and explore issues, concerns and opportunities
- Produce detailed meeting contact reports
- Develop a robust Consultation Report based on international best-practice standards

2. COMMUNICATIONS TOOLS

- Project factsheets, phone / email, website, visual aids (e.g. story boards)
- Community – community meetings
- Key stakeholders – presentations at key stakeholder forums (such as local government board meetings)
- Consultation – one-on-one meetings, meeting guides, maps

3. ISSUES MANAGEMENT

- Issues
 - Develop agreed/approved position on anticipated issues
 - Consultation Manager System (CMS) to record and track issues
 - Daily updates with WDR, ECoZ and Social Compass
 - Final workshop with consultation team to discuss outcomes and how these can be included (as appropriate) into project planning

EVALUATION

Success will be measured in line with objectives through a range of methods including:

- Stakeholder and community reaction to EIS and the number of public submissions received
- Number of enquiries
- High level of awareness about the project with target communities and stakeholders
- Community involvement in the consultation and engagement process

How will we measure success?

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Appendix 2: IAP2 Core Values

As an international leader in public participation, IAP2 has developed the "IAP2 Core Values for Public Participation" for use in the development and implementation of public participation processes.

These core values were developed over a two year period with broad international input to identify those aspects of public participation which cross national, cultural and religious boundaries.

The purpose of these core values is to help organisations, decision makers and practitioners make better decisions which reflect the interests and concerns of potentially affected people and entities.

1. The public should have a say in decisions about actions that could affect their lives.
2. Public participation includes the promise that the public's contribution will influence the decision.
3. Public participation promotes sustainable decisions by recognizing and communicating the needs and interests of all participants, including decision makers.
4. Public participation seeks out and facilitates the involvement of those potentially affected by or interested in a decision.
5. Public participation seeks input from participants in designing how they participate.
6. Public participation provides participants with the information they need to participate in a meaningful way.
7. Public participation communicates to participants how their input affected the decision.

Appendix 3: IAP2 Spectrum

IAP2's Public Participation Spectrum is designed to assist with the selection of the level of participation that defines the public's role. The Spectrum show that differing level of participation are legitimate depending on the goals, time frames, resources and levels of concern in the decision to be made. However, and most importantly, the Spectrum sets out the promise being made to the public at each participation level.

International Association
for Public Participation
Australasia

INCREASING LEVEL OF PUBLIC IMPACT

INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
Public Participation Goal:	Public Participation Goal:	Public Participation Goal:	Public Participation Goal:	Public Participation Goal:
To provide the public with balanced and objective information to assist them in understanding the problems, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision-making in the hands of the public.
Promise to the Public:	Promise to the Public:	Promise to the Public:	Promise to the Public:	Promise to the Public:
We will keep You informed.	We will keep you informed, listen to and acknowledge concerns and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for direct advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.
Example Techniques to Consider:	Example Techniques to Consider:	Example Techniques to Consider:	Example Techniques to Consider:	Example Techniques to Consider:
• Fact sheets • Web Sites • Open houses	• Public comment • Focus groups • Surveys • Public meetings	• Workshops • Deliberate polling	• Citizen Advisory • Committees • Consensus building • Participatory decision-making	• Citizen juries • Ballots • Delegated decisions

Appendix 4: Prior Consultation

Further to the intensive community consultation undertaken from the 12th - 24th February 2012, WDR also completed high-level consultation and engagement with key stakeholders, government agencies and community groups throughout 2011, commencing the whole-of-life approach to Project consultation, engagement and communication.

The aim of this initial consultation was to disseminate information to key stakeholders and community groups regarding the proposed Project, and listen to their thoughts, opinions and feedback in regards to perceived issues/concerns and positive opportunities/benefits. This feedback was fed back into the EIS project team, with key outcomes being integrated into the final Project scope and design.

During the eight month consultation period in 2011, 118 stakeholders were consulted in 44 individual meetings.

Key stakeholder groups

Key stakeholder groups engaged as part of the consultation included:

Independent Statutory Groups

- Northern Land Council
- Amateur Fishermen's Association of the Northern Territory (AFANT)
- Northern Territory Seafood Council
- Land Corporation
- Aboriginal Areas Protection Authority
- Yugul Mangi Aboriginal Corporation
- Minerals Council of Australia – Northern Territory.

Northern Territory Government agencies and representatives

- Natural Resources, Environment, The Arts and Sport (NRETAS)
- Department of Resources
- Department of the Chief Minister
- Major Projects Group
- Minister for Natural Resources, Environment and Heritage
- Minister for Resources.

Local Government representatives

- Malarndirri McCarthy, Member for Arnhem, Minister for Local Government, Minister for Regional Development, Minister for Indigenous Development, Minister for Tourism, Minister for Women's Policy, Minister for Statehood
- Kezia Purick, MLA, Member for Goyder, Northern Territory Legislative Assembly Standing Committee on Legal and Constitutional Affairs

Community events, groups and businesses

- Traditional Owners and Elders
- Landowners
- Katherine Show
- Limmen Bight Fishing Club
- Power and Water Corporation.

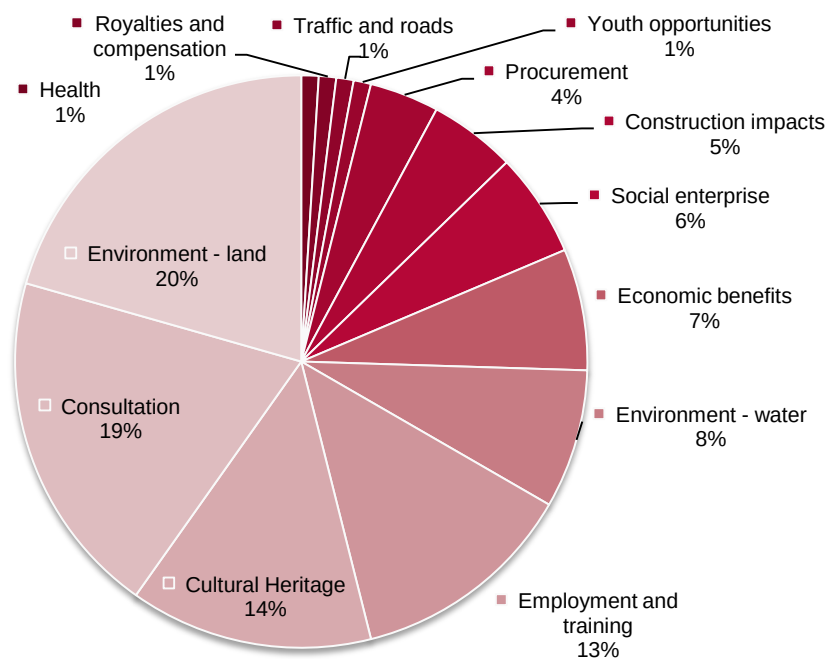
Media

- ABC Northern Territory
- Northern Territory News.

Consultation outcomes

Figure 1 below provides a summary of the topics raised and their relative importance during consultation undertaken between throughout 2011.

Figure 1: Areas of interest



Top three issues

The top three areas of interest raised during consultation undertaken throughout 2011 were:

1. Environment (land)
2. Consultation
3. Cultural Heritage.

Environment (land)

During consultation it was clear a key point of interest for community members and stakeholders was the protection of the environment, namely the land. The majority of this concern was focused on the proposed Maria Island slurry pipeline, which was initially designed to carry the iron ore from the proposed Project site to a port facility on Maria Island.

Community members and stakeholders were unsure of how the pipeline would impact the land and marine life, specifically the turtles and fish, and this created anxiousness and concern for community representatives and stakeholders. Consultation confirmed many community members and groups still lived the traditional way, relying on flora and fauna for living (i.e. food) as well as business and tourism opportunities for economic and financial security. Their concern was centred around the perceived negative impact the proposed pipeline could have on this fragile country, and in turn, their livelihoods and way of life.

Consultation

The importance of WDR undertaking consultation with impacted landholders, community groups and stakeholders was raised as a key topic by 19% of stakeholders.

Many of the meetings held were with government and community representatives, who expressed the need to facilitate broader community consultation once more solid information became available, especially in regards to the Maria Island slurry pipeline transportation option. At the time of initial engagement, community members and groups showed concern for the proposed Project which was mostly attributed to the availability of information. Fact sheets, storyboards, website content and contact points (phone and email) have since been delivered by the project team as part of an integrated and whole-of-life approach to engagement and consultation.

Discussions also took place to help identify the most appropriate community members and stakeholders requiring consultation and engagement. Significant importance was placed on the engagement of Traditional Owners, land owners, local reference groups, and local businesses as senior members and social leaders of the various communities. These people were then used as a link to other members of the communities.

Cultural heritage

The importance of protecting cultural heritage was raised by 14% of stakeholders during consultation in 2011, and once again revolved around the development of the proposed Maria Island slurry pipeline transport option. Indigenous stakeholders especially, expressed their concern for the preservation of sacred sites and sites of cultural significance.

Issues raised during discussion of the proposed Maria Island slurry pipeline were predominantly negative and related to the protection of sacred sites, song lines and marine life, as well as land access in and around Maria Island.

As a result of consultation with community members and stakeholders, WDR undertook an investigation into the feasibility of an alternative transport option. As at March 2012, the preferred transport option was a 164km private haul road from the proposed Project to a loading facility. Investigations into the design and construction of the haul road are continuing.

Result

Feedback received from this eight month consultation period provided essential guidance to the final project scope and design. The cultural and environmental concerns raised in regards to the Maria Island and the slurry pipeline led WDR to investigate alternative transport options, one of which has now been put forward in the proposed Project.

The feedback has also been used to shape how WDR engage with community members and stakeholders moving forward, especially in regards to providing relevant information on key issues raised. Local support officers have been employed (on a casual basis) to continue ongoing consultation work in communities, disseminate key project information and collect feedback on behalf of WDR.

Appendix 5: Communication Tools

Fact sheet

Western Desert

RESOURCES

About the Roper Bar Iron Ore Project

Western Desert Resources (WDR) is in the process of developing an Environmental Impact Statement (EIS) for the Roper Bar Iron Ore Project following its lodgement of a Notice of Intent with the Northern Territory Government in May 2011.

The proposed project involves the development of an iron ore mine in the Roper Bar area of the Northern Territory, approximately 60 kilometres south of Ngukurr, and 50 kilometres from the Gulf of Carpentaria coast. The project will also include the development of support infrastructure facilities such as a workers camp, administration buildings and ore processing facilities.

The proposal involves an open pit operation where initially 3 Mtpa of ore will be produced, increasing to 10 Mtpa as the project progresses. Majority of the ore reserve is close to the surface, ensuring the depth of the pits will reach a maximum of only 50 metres.

Once mined, the ore will be put through a primary crushing circuit and the Direct Shipping Ore (DSO) will be loaded onto large trucks. These trucks will travel along a new, purpose built 160km haul road from the mine to a loading facility where the DSO will be transported by barge to awaiting ships.

Project fast facts

Life of mine	Estimated nine years (direct shipping ore)
Estimated workers	125 – 150 for construction and operation
Size of orebody	325Mt. This number is likely to increase with further exploration
Type of ore	Oolitic hematite
Estimated production	200Mt
Number of pits	approximately six
Depth of pits	up to 50 metres
Ore grade	40% iron (Fe) average
Shipping of ore	Initially 7 Mtpa increasing to 20 Mtpa



Proposed Roper Bar Iron Ore Project location

Community consultation

For the past 12 months, our team has been engaging and consulting with local communities about the proposed project. These discussions have provided us with an understanding of the opportunities and concerns community members have, and this information has contributed to the direction of our ongoing project investigations.

This engagement and consultation is part of our long term commitment to actively communicate with local communities.

In February 2012, our team will be spending more time in the communities of Numbulwar, Ngukurr, Mynyerrri and Borroloola to conduct a series of consultation sessions. Our aim is to meet with as many locals as possible, provide information about the proposed project, and listen to thoughts and ideas about the project. All of the information collected will form part of the EIS submission.

This engagement and consultation will be ongoing throughout the life of the project.

We welcome and encourage comments and feedback, and have a dedicated community relations team who are based in community to ensure easy access.

Timeline

May 2011	Notice of Intent submitted to the Northern Territory Government
June 2011	Commencement of Environmental Impact Assessment studies
2011 and 2012	Environmental assessments and studies including flora, fauna, water, cultural heritage and geotechnical studies. Community consultation and engagement with local communities
February 2012	Community and stakeholder consultation and engagement in Numbulwar, Ngukurr, Borroloola and Minyerri
March 2012	Environmental Impact Statement (EIS) submitted to the Northern Territory Government
Late 2012	Complete the EIS approval process
2013	Commence construction
2014	Commence production

Environmental management

Over the past 12 months, Western Desert Resources has undertaken an extensive series of environmental investigations. These studies will continue during the preparation of the EIS, and more importantly, will continue throughout the life of the mine.

Some of the environmental studies that are currently taking place include:

- Geotechnical studies
- Flora and fauna investigations, including the identification of any threatened species in the project area
- Surface and ground water studies
- Waste management
- Noise, dust and air quality investigations
- Potential environmental impacts caused by project elements such as processing, tailings and other facilities.



Key benefits of the proposed Roper Bar Iron Ore Project for the community include:

- Employment and training opportunities for local people – approximately 125 to 150 workers will be required during the construction and operational stages
- Local economic growth opportunities for the communities of Numbulwar, Ngukurr, Minyerri and Borroloola
- Involvement from local authorities, such as the Northern Land Council, in areas such as cultural heritage and environmental management
- Potential for improved infrastructure (such as roads) and services (such as access to gas).

Contact details

We welcome and encourage comments and feedback, and have a dedicated community relations team who are based in community to ensure easy access. If you have any questions about Western Desert Resources or the Roper Bar Iron Ore Project, please contact:

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Future



Concerns



Opportunities

Your Community



Environment



Values



Economic Growth