

# POLICY

## 4.10 NOONGAR PARTICIPATION

Supporting Procedure:	N/A	
Other Related Documents:	Policy 3.1 Procurement Aboriginal Affairs Planning Authority Act 1972 (AAPA Act) Aboriginal Heritage Act 1972 (AHA Act) Indigenous Land Use Agreements (ILUA) Native Title Act 1993 Native Title Agreement (when complete) Native Title Amended Act 1998 PHCC Agreed Fee Schedule (confidential) PHCC Binjareb Boodja Landscapes 2025 – A Strategy for NRM in the Peel-Harvey Region PHCC Noongar Participation Plan	
Category:	Organisation	
Type:	Strategic	Dates:
Last Review By:	Jane O'Malley and Patricia Sutton	08/05/2019
Issued By:	Chief Executive Officer	01/07/2019
Approved By:	Board of Management	20/06/2019

### Introduction

The Peel-Harvey Catchment Council (PHCC) recognises, acknowledges and respects Noongar People as the Traditional Custodians of lands within the South-West of Western Australia.

The PHCC is committed to effective and respectful consultation and engagement with our Noongar communities and all our actions will be undertaken in accordance with the PHCC's Noongar Participation Plan.

### Definitions

For the purposes of this Policy:

**'Board Member'** means a member of the PHCC Board of Management

**'Board of Management'** or **'Board'** means the Association Members of PHCC and has the same meaning as the word 'Council' in the Constitution

**'Employee'** means all paid employed persons in PHCC

**'NRM'** is Natural Resource Management

**'Project and Organisational Steering Committees'** (see definition for **'Sub-Committee'** below)

**'Representative'** means any Board Member, Employee, Volunteer, Contractor or any other person working for or representing PHCC

**'Sub-Committee'** – is a sub-committee established by resolution of the PHCC to exercise such functions as specified in Delegations and Terms of Reference. This includes **Project and Organisational Steering Committees**.

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### Policy Statement

The PHCC will continue to work closely with our local Noongar communities to develop, monitor, evaluate and improve all consultation, engagement and participation protocols and procedures.

The PHCC Noongar Participation Plan guides the PHCC's actions with and for our Noongar Communities, to provide a consistent approach, meeting our ethical and legal responsibilities.

We will respect Traditional Lore and Government Legislation when developing and undertaking all projects.

We will continue to build on our relationships with respect while developing opportunities for increased and improved consultation, engagement and participation in all aspects of NRM.

### Responsibilities

The Employees of the PHCC will ensure that all actions and activities are undertaken in accordance with the Noongar Participation Plan and under the Acts. This requirement will be linked to all induction processes for Employees and Members, and compliance reviewed as part of individual Employee Development Agreements and Board Performance Reviews.

Steering Committees will ensure that they support and guide the Employees to undertake their responsibilities as defined within the Noongar Participation Plan and under the Acts.

Cultural Training will be provided to all Employees and Members and all must undertake training, and updates as guided by the CEO, or Chairman (in respect to Members).

### Noongar Participation Plan

The PHCC will maintain a current and relevant Noongar Participation Plan, developed and maintained with our local Noongar community, to ensure it meets our ethical and statutory requirements. The Participation Plan will include, but may not be limited to, the following sections:

- Geographical scope
- Vision and Guiding Principles
- Cultural Heritage and Values
- Consultation
- Engagement
- Capacity Building
- Leadership
- Advocacy for Cultural Sites and Value
- Procurement
- Process for Consultation
- Legal and Ethical Responsibilities
- Traditional Lore
- Legislation
- Due Diligence
- Protocols and Procedures
- Measure of Success
- References