



**PHCC** Working Together  
Peel-Harvey Catchment Council



# Noongar Participation Plan

*We acknowledge the Noongar people as Traditional Custodians of this land and pay our respects to all Elders past and present*

## Document History

DATE	VERSION	COMMENTS
2016	1.0	Endorsed by PHCC 15 December 2016
2019	2.0	Endorsed by PHCC 20 June 2019
2021	3.0	Final Draft (to be endorsed by PHCC)



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Mandjoogah  
DREAMING

Mandjoogah  
DREAMING

QLD  
1951

Murray  
Centre of the Peel Region

## Summary

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

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, procurement and participation in all aspects of NRM.

## Introduction

The Peel-Harvey Catchment Council recognise, acknowledge and respect Noongar People as the Traditional Custodians of lands within the south-west of Western Australia.

For over 45,000 years Noongar Clan Groups of the Bindjareb, Whadjuk and Wiilman language groups have dwelt here, tended the land and been sustained by its natural resources. Their spiritual, cultural and intellectual connections to the land are strong and provide opportunities to enhance management of the Region's natural resources.

This Participation Plan will help guide consultation, engagement and capacity building protocols and procedures that will provide a consistent approach to working with our local Noongar communities. (Ref: Peel-Harvey Catchment Council (2015) *Binjareb Boodja Landscapes 2025* - 2.3 Our Aboriginal Community).

## A Strategy for NRM in the Peel-Harvey Region

### *Binjareb Boodja Landscapes 2025*

Our Binjareb Boodja Landscapes 2025 (NRM Strategy) details our commitment to participation through consultation and engagement with our Noongar communities.

To deliver our Strategy's Vision for the Catchment, two of our Objectives and Goals incorporate Noongar participation into the delivery of NRM. These are:

### Our **Objectives**

People	"An Engaged and Active Community"
Knowledge	"Science and Knowledge Underpin NRM"

### Our **Goals**

P3	Cultural Values are Embedded across NRM Activities
K2	Increase the effectiveness of NRM

### Our **Strategies**

P3.1	Foster communication and leadership with and between Aboriginal and non-Aboriginal resource managers
P3.2	Develop joint management opportunities for Aboriginal involvement in NRM
K2.3	Incorporate (Aboriginal) Cultural knowledge from Noongar groups to improve NRM.

**Disclaimer:** The PHCC provides this document to assist in the processes of participation through consultation and engagement with the local Noongar communities when undertaking NRM activities. Use of this document to guide participation, consultation and engagement does not constitute legal requirement, nor fulfil external party legal responsibility. PHCC takes no responsibility for the use of the information by third parties.

**Note:** Refer to our NRM Strategy for detail of activities under each Strategy ([www.peel-harvey.org.au](http://www.peel-harvey.org.au))



## Geographical Scope

The Peel-Harvey Catchment, Bindjareb (Pindjarup), Whadjuk, Wilman, is one of seven NRM regions in Western Australia. The area is 1,173,620 ha and covers the entire surface water catchment of the Peel-Harvey estuarine System, including the Hotham, Williams, Murray, Serpentine and Harvey River systems.

Refer Figure 1 Aboriginal Groups of the south west of Western Australia

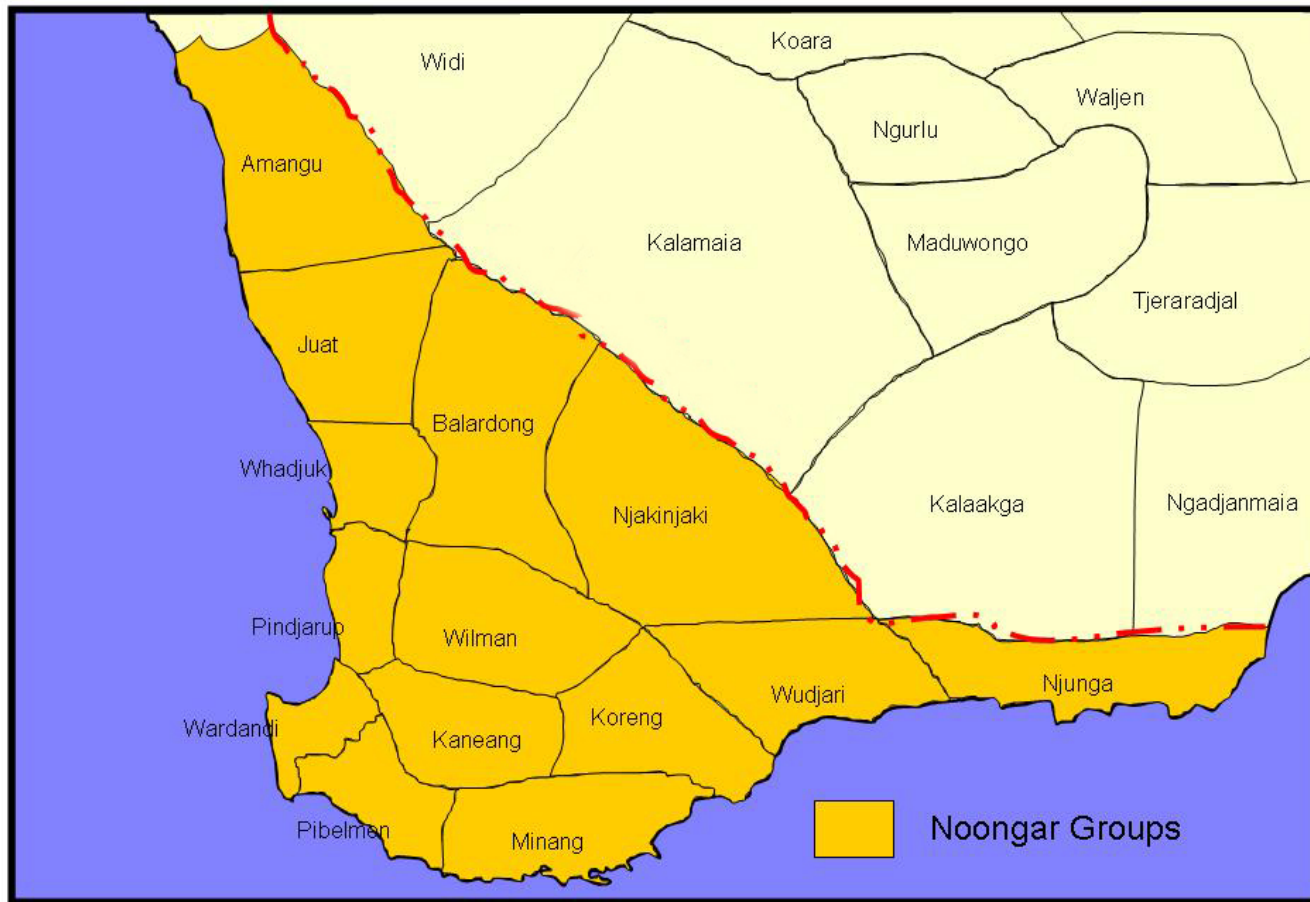


Figure 1: Aboriginal Groups of the south west of Western Australia





## Vision and Guiding Principles

1. We will ensure that we identify and engage Traditional Owners, Elders and community leaders and representatives across our Catchment boundaries who speak for country through lore, custom and Government Acts; and develop protocols for communicating and engaging with the different Noongar groups and communities.
2. We will collaboratively gather information on local traditional ecological values and land management practices; and identify and involve Noongar groups in developing natural resource planning for the catchment, including policies, plans and actions.
3. We will work with our Noongar people and communities in identifying and protecting sites of cultural significance. We will encourage and support partnerships with Noongar and non-Noongar communities and groups to plan, participate and deliver NRM programs for country, through consultation, planning and on-ground works.
4. We recognise the cultural and intellectual property rights of Traditional Owners in accordance with Policy Protocols and respect the right of Noongar people to keep their sacred and ritual knowledge secret in accordance with customary lores.
5. We will seek to identify through Indigenous Land Use Agreements (ILUA), Aboriginal land ownership and or management, and joint management agreements. Working with Noongar people to determine their aspirations for involvement in NRM on land owned or managed by community.
6. We will strengthen our relationships with Noongar people by increasing the cultural awareness and experience of the PHCC Board and staff; and will facilitate connectedness and communication on NRM issues between Noongar stakeholders and other landowners that are both public and private.
7. We will continue to acknowledge and include Noongar people and communities in our long-term planning strategies, and review Binjareb Boodja Landscapes 2025 – A Strategy for NRM in the Peel-Harvey Region.
8. We will ensure that the PHCC responds to legislative and legal requirements of Indigenous Land Use Agreements (ILUA), the Aboriginal Heritage Act 1972 (AHA Act) and Aboriginal Affairs Planning Authority Act 1972 (AAPA Act). We are committed to protecting Aboriginal heritage through the development, planning and implementation phases of PHCC policies, planning and actions relating to land and water management.
9. We respect that there are a number of Noongar communities and groups within our Catchment with different interests and NRM needs. We will provide appropriate levels of support and explore collaborative opportunities to assist where requested, in the mentoring of leadership and capacity building as an enabler for Noongar participation in NRM.
10. We will cultivate ties to sense of place by ensuring cultural heritage values are embedded across natural resource management activities; and that Noongar cultural diversity, knowledge and obligation to country is acknowledged, respected and incorporated into decision making.
11. We will actively work with our Noongar community to build capacity for procurement and employment opportunities, including identifying opportunities for skills development and training that may lead to improved employment opportunities.



## Cultural Heritage and Values

The Noongar people have lived in the south-west of Western Australia for over 45,000 years and have a strong connection to country (Boodja), in particular to rivers, creeks, springs, soaks and major physical features. This connection to country is richly embedded in their spiritual, social and ecological history and values.

Cultural heritage is seen as a wholistic way of living. Noongar communities keep their cultural heritage and values alive through knowledge sharing, arts, rituals and performances, by speaking and teaching language, plus protecting sacred and significant sites, materials and objects. A number of Traditional Lores and Government Laws are in place to protect Noongar heritage and values.

Aboriginal heritage and values are unique and irreplaceable.

Our Noongar Participation Plan has been developed with the local Noongar Elders and Representatives to guide in the protection and maintenance of significant cultural values and heritage sites while building and maintaining relationships with the local Noongar community in perpetuity.

The PHCC is committed to effective and respectful consultation and engagement with our Noongar communities.

## Advocating for Cultural Sites and Value

The PHCC will advocate for our Noongar communities to be included and respected in discussions and decision making across the Peel-Harvey Catchment.

## Noongar Leadership

The PHCC will work respectfully and productively with the Noongar communities to ensure cultural knowledge, perspectives and values are embedded in all aspects of PHCC's NRM activities.

PHCC will support and advocate Noongar Traditional Owners, Elders and Representatives for Noongar leadership in the design and development of cultural knowledge sharing and education with an aim to ensure cross cultural competency when undertaking projects.

As the custodians and cultural knowledge holders, the Noongar community TO's, Elders and Representatives will be supported and encouraged by the PHCC to lead discussions and identify opportunities linked to joint management of on-country activities. These may include cultural knowledge sharing and providing cultural based education and tourism employment options linked to natural resource management.



## Consultation

Consultation is the process of collecting Noongar knowledge, beliefs, values, Lore and customs while involving the local Noongar people in decision making.

The process will be undertaken with respect for heritage and cultural values, Traditional Lore and Government Legislation.

Consultation is an important process to ensure our local Noongar people are involved in decision making for all NRM projects and that the processes for protecting heritage values and sites of significance are protected under Noongar Lore and government legislation.

When consulting, we will:

- Engage early
- Identify and work with the right people
- Communicate in the appropriate way
- Build relationships
- Show mutual respect
- Be respectful of social and cultural courtesies
- Acknowledge sharing of knowledge and information
- Understand and respect Traditional Lore, Government Legislation and intellectual rights
- Form collaborative partnerships
- Develop a shared vision
- Respect confidentiality/Noongar Leadership

## Engagement

Engagement is the process of inclusion and interaction in project decision making, implementation and evaluation.

When developing and implementing NRM projects, engaging and sharing stories and knowledge with our Noongar community helps us to understand and respect the significance and values of each site.

The shared knowledge may also define, alter and/or enhance the project scope and delivery.

The processes for Noongar engagement may depend on the project proposed and the interactions identified.

Benefits of engagement include:

- An understanding and respect for Noongar Customary Lore and Government Acts and Legislation
- Opportunities to draw on cultural knowledge
- Sharing of cultural values and heritage
- Protection of cultural heritage, values and sites in perpetuity
- Integration of Noongar and broader community heritage and values into NRM outcomes
- Greater collaboration, integration and involvement in NRM
- Improved NRM outcomes by adding the historical and cultural values to each project.

## Capacity Building

Capacity building provides opportunities for raising skills, abilities and understanding to increase confidence and competencies for the participation and delivery of all aspects of NRM.

The PHCC Strategy is to work with stakeholders and the community to meet the communities wish of building capacity and skills for the broader community to provide opportunities for long term employment and business growth.

The PHCC's approach is in respect to community wishes, but also to ensure that employment and business opportunities are sustainable for the long term and will not disappear when a funding rounds finish.

The aim is to identify and work with agencies, businesses and organisations that can help support and build those business and employment opportunities by building skills and capacity.

To this end, the PHCC is:

- Working with and supporting the Peel Development Commission who have provided workshop and ongoing support opportunities for building business capacity as well as linking contract opportunities with local Aboriginal businesses.
- Working with established Indigenous businesses to deliver projects with, and outside of, PHCC increasing long term sustainable employment and training opportunities for the whole community. The PHCC has been a catalyst in following and respecting local cultural protocols by introducing these businesses to the local community as the businesses are not local language groups. This is an important process as it allows the businesses to work in the local community with the consent of local TO's and Elders.

By working together the outcome has been growth in business opportunities for Indigenous enterprises and an large increase in opportunities for Indigenous employment across the region.



## Legal and Ethical Responsibilities

Along with consultation and engagement, the PHCC is committed to legal and ethical responsibilities to protect Aboriginal values and heritage sites through Traditional Lore and/or Legislation. This is described in detail in our procedures, but in summary:

### Traditional Lore

Relates to the custodianship of land and works to protect flora and fauna and the environment to ensure biodiversity is protected and food supplies are abundant. Traditional Lore recognises that certain Lore may apply to only men and/or women and there are sites that are sacred to communities that cannot be spoken of.

### Legislation

The Australian and West Australian Governments recognise the unique ties Aboriginal people have to land and provide some protection under WA's Aboriginal Heritage Act 1972 and the Australian Government Native Title Act (1993).

### The Aboriginal Heritage Act (1972)

The Aboriginal Heritage Act protects known and unknown/unrecorded sites and objects of cultural and historical significance. Any activity that has the potential to impact a site of significance (either archaeological or anthropological) requires approval under the Aboriginal Heritage Act.

### The Native Title Act 1993

*"Native title is the legal recognition of the communal rights and interests which Aboriginal people have in land and water, in areas where they have continued to exercise their rights and interests in accordance with traditional law and custom that predates British sovereignty over Australia".* (Ref: Native Title and Heritage, <http://www.dsd.wa.gov.au>). It attempts to recognise and protect the rights and interests, sites and objects of the whole community of people under common law. The PHCC is legally required to comply with all statutory requirements related to the Aboriginal Heritage Act 1972 and the Native Title Act 1993 and must ensure that contractors engaged for on-ground work by the organisation are aware of their obligations under the Acts.

## Due Diligence

In the context of protecting Aboriginal heritage sites and values, due diligence is defined as taking reasonable measures to determine whether culturally significant items, objects and/or artefacts occur at or on that site and if the activities and actions proposed will cause disturbance and/or damage.

If items, artefacts and objects of cultural significant are present or likely to be present and it is identified that an activity will/may cause disturbance and/or damage then the correct Traditional Lore and Legal processes must be followed to ensure that disturbance and damage not occur.

Due diligence may involve one or all of the following actions:

- Search the Department of Aboriginal Affairs (Department of Planning, Land and Heritage (DPLH)) site to identify sites of significance through the register of Aboriginal Sites. If Department of Planning, Land and Heritage (DPLH) has no record make contact with GKB Working Party through SWAL&SC lawyer.
- Identify the local Noongar Traditional Owners, Elders and/or community representatives who can speak for country.
- Meet with the identified Traditional Owners, Elders and/or community representatives
- Consult with Gnaala Karla Booja Working Party when required.
- Assess the proposed activities and the potential pacts.
- Identify whether sites exist or are likely to exist.
- Determine whether or not activities are likely to impact/damage the site, items, objects or artefacts.
- Agree to a process and take steps to avoid any disturbance. (See Legal and Ethical Responsibilities and Procedures For Working On Country, including flow chart)

## Protocols and Procedures

Protocols are appropriate ways of behaving, communicating and showing respect for diversity of history and culture.

In partnership with our local Noongar Elders and Representatives, the PHCC has developed and formally adopted protocols and procedures for consulting and engaging with our Noongar communities.

These detailed protocols and procedures have been developed respecting Noongar social and cultural courtesies to support the PHCC in project delivery.

We recognise that protocols and/or procedures for consultation and engagement may differ depending on the activity and/or the impact of certain activities on sites of significance. We are committed to recognising differences and being flexible in our delivery to respect individual community needs.

We will endeavour to support our delivery partners in consulting and engaging with our Noongar Communities.

Current PHCC Protocols and Procedures include:

- Welcome to Country
- Acknowledgement of Country
- Cultural Payment Schedule
- Participation Plan Vision and Guiding Principles
- Working on Country





## Protocol for Working on Country

While the process of consultation will differ depending on the project or activities to be delivered and/or the site of investment, the following is a guide to assist the PHCC team when working with our local Noongar communities on NRM activities:

- Identify project site(s) and potential activities.
- Undertake background search on the Department of Planning, Land and Heritage (DPLH) site to ensure due diligence always keeping in mind that Department of Planning, Land and Heritage (DPLH) does not hold all recorded sites and that GKB WP may need to be advised.
- Identify and respect Traditional Owners and/or Elders and/or community representatives who have the right to speak on country and/or specific sites.
- Record discussions and decision making throughout the process.
- Embed consultation and engagement processes into each project plan.
- Meet with the appropriate Traditional Owners and/or Elders and/or community representatives to discuss cultural heritage of project sites and the proposed activities in accordance with our project consultation strategies.
- Determine appropriate consultation and engagement processes.
- Discuss and acknowledge the significance of identified sites.
- Progress projects under Traditional Lore, Legislation and/or Acts (i.e. Regulation 10, Section 18) as required.
- Agree on processes to move forward.
- Consult with the South West Aboriginal Land and Sea Council (SWALSC) when required.
- Identify if a Regulation 10 or Section 18 is required, or if unsure, contact Department of Planning, Land and Heritage (DPLH) for further information and if required, complete the appropriate paperwork, attach supporting documents and submit to Department of Planning, Land and Heritage (DPLH) for assessment.
- If projects are not approved (via the above), either revise activities or make a collaborative decision to not proceed.
- If the project is approved, follow the consultation and engagement process and go ahead.
- Where a Regulation 10 or Section 18 is not required disseminate project information to all stakeholders.
- Monitor, evaluate, review and improve the delivery and outcomes of the project.
- Make recommendations for future consultation and engagement.



## Measure of Success

The measure of success is a genuine process, and we will commit to continually monitor our processes and activities with our local Noongar communities to ensure:

- They meet mutual needs and community expectations
- We continually improve our participation, engagement and delivery of NRM
- We provide effective and appropriate investment in resources across our activities
- We continue to improve our Noongar participation, consultation, procurement, employment, engagement and project delivery

Examples of our monitoring processes are shown in Tables 1 & 2, and will be used against each of the following Activities under our NRM Strategy:

P3.1.1	Develop protocols for communicating with Noongar groups and communities
P3.1.2	Collaboratively gather information on local traditional ecological values and land management practices
P3.1.3	Support partnerships with the local Noongar communities and groups to plan and participate in NRM
P3.2.1	Work with Noongar people to determine their aspirations for involvement in NRM
P3.2.2	Explore collaborative opportunities for training that could lead to employment opportunities in NRM
K2.3.1	Collaboratively document and use Noongar knowledge/practice in NRM programs

Table 1: Example of monitoring matrix

P3 Cultural Heritage Values are Embedded Across NRM Activities	
P3.1	Foster communication and leadership with and between Aboriginal and non-Aboriginal resource managers
P3.1.1	Develop protocols for communicating with Noongar groups and communities
What we did	
Successful outputs	
Successful outcomes (over time)	
Issues that arose	
Where to from here	

Table 2 Example of reporting template (Purchasing from indigenous enterprise)

Activity	Type of contract/tender	Name of Aboriginal Business engaged	No of Aboriginal people engaged	No of Aboriginal people employed	Funding body	Outcome



## Noongar Procurement

In line with the Aboriginal Procurement Policy 2015, Closing the Gap, and in recognition of the potential to help build and strengthen Aboriginal Business relationships and create employment opportunities for Aboriginal people, the PHCC is committed to support Noongar and Aboriginal businesses and employment through an open, impartial, equitable and transparent process.

The PHCC Procurement Policy includes specific reference to Noongar Procurement.

To build long term sustainable employment for the Noongar community, the Peel-Harvey Catchment Council respects the local Noongar Elders and Representatives requests to build capacity and skills and provide employment opportunities for the broader community.

### Agreed Approach

To ensure we meet the Elders, Traditional Owners and community's expectation, the PHCC has developed MOUs with our Noongar community.

The purpose of the MOU is to formalise the partnership between the Wiilman and Bindjareb Traditional Owners, Elders and Representatives who speak for country and the PHCC, as directed by the Noongar community and the PHCC Noongar Participation Plan.

The local Noongar Elders and Representatives support delivery of the Regional Land Partnerships proposed projects, as discussed with PHCC, with an agreed process for consultation and engagement to ensure sites of significance, cultural values and communities are protected and opportunities for employment and procurement are identified.

## Regional Land Partnerships

In an endeavour to meet the Australian Government's Indigenous Procurement Policy (Clause 40) the PHCC has:

- Modified existing quote, contract and reporting documents to encourage Aboriginal engagement, contracting and employment (2020)
- Formalised contracts with Noongar Elders (Binjareb & Wiilman) and businesses agreeing to work together in an endeavour to increase capacity, skills and opportunities linked to employment (2019)
- Developed and signed formal contracts with Noongar Elders and businesses agreeing to work together in an endeavour to increase capacity, skills and opportunities linked to employment and business development (2019)
- Established targets and performance measurements and reporting and monitoring processes (2019)
- Established a register of Aboriginal businesses (2018)
- Included Aboriginal businesses in the quoting process
- Identified and provided support to build capacity and sustainability for local businesses
- Shared knowledge and information between agencies, groups and local Noongar businesses to improve opportunities for employment
- Identified opportunities for Noongar community funding and grants to increase skills, capacity and employment opportunities.

## Regional Land Partnerships agreement with PHCC

### Clause 40. Indigenous Procurement Policy

#### 40.1 Indigenous Procurement Policy

- (a) It is the Commonwealth policy to stimulate Indigenous entrepreneurship and business development, providing Indigenous Australians with more opportunities to participate in the economy (see Indigenous Procurement Policy for further information).
- (b) The Service Provider must use its best endeavours to increase its:
  - i. purchasing from Indigenous Enterprises; and
  - ii. employment of Indigenous Australians, In the delivery of the Services
- (c) Purchase from Indigenous Enterprises may be in the form of engagement of an Indigenous enterprise as a Subcontractor, and use of Indigenous suppliers in the Service Providers supply chain.
- (d) Without limiting clause 40.1(b), the Service Provider must comply with the Indigenous Participation Plan.

#### 40.2 Indigenous employment and subcontracting

- (a) Unless otherwise approved by the Department in writing, for Indigenous employment and subcontracting, the Service Provider must use its best endeavours to meet the following minimum standards in the provision of the Services
  - i. By the end of the Initial Agreement Period, at least 4 per cent of the:
    - (A) full time equivalent Australian based workforce deployed on subcontracts to deliver the Services; and/or
    - (B) the full time equivalent Australian-based workforce within the Service Providers organisation engaged in delivering the Services, must be Indigenous Australians, on average over the Initial Agreement Period; or
  - ii. by the end of the initial Agreement Period, at least 4 per cent of the value of the Services provided under this Agreement, Project Work Orders and Additional Services Work Orders must be subcontracted to Indigenous Enterprises, on average over the Initial Agreement Period; or
  - iii. By the end of the Initial Period:
    - (A) a minimum percentage of the full time equivalent Australian-based workforce deployed of the subcontractors to deliver the Services and/or the full time equivalent Australian based workforce with in the Service Providers organisation engaged in delivering the Services must be Indigenous Australians; and
    - (B) a minimum percentage of the value of the goods and Services provided under this Agreement, Project Work Orders and Additional Service Works and Additional Service Work Orders must be subcontracted to Indigenous Enterprises, so that both targets add up to a total of at least 4 per cent, on average over the Initial Agreement Period.

(b) N/A

ENGAGEMENT NETWORKING

PURCHASING



NETWORKING

CONTRACTING

ADVOCACY

SCOPING

LINKING

SUBCONTRACTING

INTRODUCING

PARTNERING



CONSULTING

CONSULTING

CAPACITY BUILDING

EMPLOYMENT

## Employment and Subcontracting

Under PHCC's current funding agreement with the Australian Government, this Noongar Participation Plan has been modified to include four (4) agreed strategies for endeavouring to meet the Australian Government's minimum standards for purchasing, employment and subcontracting.

Strategies 1 (Engagement and Networking) and 2 (Capacity Building) will lead to greater opportunities for Strategies 3 (Purchasing) and 4 (Employment). These Strategies have been endorsed by our Noongar Community, recognising that, while there are increasing opportunities, our community is not as well established for procurement and employment opportunities, as they aspire to be.

### 1 ENGAGEMENT and NETWORKING

**ENGAGEMENT with the Aboriginal community and NETWORKING to identify and develop opportunities for training and employment with agencies and organisations.**

PHCC has identified and is working with other government departments, agencies and businesses to build capacity, skills and opportunities for employment through accredited and non accredited skills based training.

We are linking the community to opportunities such as tourism ventures, Winjan Rangers and Gabi Wonga projects.

This networking increases links for the Noongar community resulting in greater/ opportunities for Noongar engagement, business capacity and procurement with a number of groups across the whole NRM region.

Success is measured through:

- Activity type
- No. of Noongar community involved
- Outcome
- Organisation
- Type of engagement
- Deliverable

### 2 CAPACITY BUILDING

**Increasing skills based training linked to working on country and BUILDING business CAPACITY**

By working with the Bindjareb and Willman Elders and their communities, other agencies, groups and organisations, the PHCC is helping to identify and support the community in building capacity to increase sustainable employment and business opportunities for now and the future.

The PHCC is also supporting the community to develop opportunities for local enterprise, for example, helping to secure and employ the first Winjan Ranger Program, which is providing training and employment for local community members.

PHCC recognises the importance of resource sharing and working together to identify all opportunities for community development and capacity building.

Success is measured through:

- Type of training
- Accredited
- Non accredited
- Number of workshops
- Type of workshop
- No. of participants
- No. resulting in employment
- Number of businesses involved
- Outcomes

### 3 PURCHASING

**PURCHASING from Indigenous Enterprises**

PHCC is building long term sustainable partnerships to increase purchasing opportunities from Noongar businesses and groups in the delivery of on country work, venue hire, catering, sharing cultural knowledge and stories and/or undertaking onground works to improve cultural heritage and sites.

In addition to purchasing directly from local Noongar businesses, PHCC is linking local contractors with Indigenous businesses.

This is building long term opportunities for indigenous employment and training and helping to increase the capacity of local Indigenous and non-Indigenous businesses.

Success is measured through:

- Type of contract
- Activity type
- No. of businesses engaged
- No. of people employed
- Funding body

### 4 EMPLOYMENT

**Direct EMPLOYMENT of Aboriginal community members**

PHCC works with and employs the Noongar Traditional Owners, Elders and community members through a number of activities including Welcome to Country, consultation, engagement in project planning and delivery, field days and on-ground works.

We have worked with the local communities to develop and deliver accredited and non-accredited training to increase capacity and build skills relating to long term, sustainable employment.

We are working with communities to provide opportunities for procurement while building capacity for long term, sustainable employment and subcontracting through local Indigenous companies such as Indigenous Managed Services and Indigenous Workabout.

Success is measured through:

- Activity type
- No. of people employed
- Funding body
- Outcomes





## Measurement

Figure 2 demonstrates the actual and projected growth in Noongar procurement and employment from the commencement of the PHCC's Regional Landcare Partnerships Program (2018) as well as non-RLP programs, and our collective growth. As required the PHCC is endeavouring to meet the 4% target for our RLP tender of \$498,000.

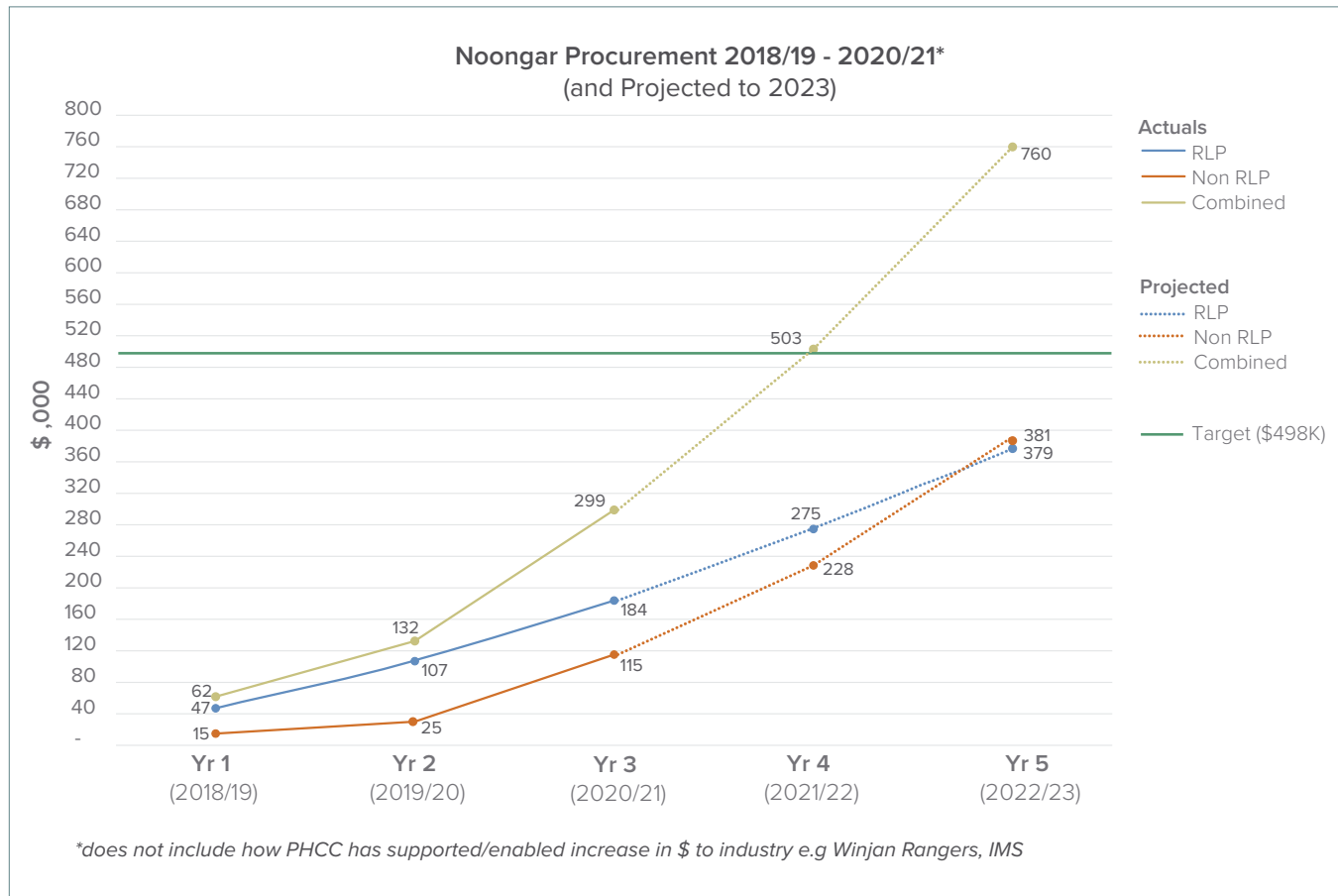


Figure 2: Noongar Procurement 2018/19 - 2020/21 (and Projected to 2023)

## Testimonials

*“Winjan Aboriginal Corporation would like to acknowledge the support PHCC has provided to Winjan, especially for the past 3 years when Winjan has been applying for the Government of Western Australia Aboriginal Ranger’s program, which had a successful outcome in 2020. The Winjan Ranger’s Program will commence in February 2021 and will provide employment and training for 2 part time Rangers and 1 part time supervisor.*

*PHCC has previously worked with Winjan to support training for employment such as Chem Safe and seed collection projects and has committed to continue this partnership through the Ranger’s program.*

*PHCC has supported Winjan in the presentation of ‘Walk and Talk’ community events. These events have been very successful and we are grateful for PHCC’s support in enabling Winjan to engage with the community in a meaningful way.*

*PHCC understand the desire of the local Aboriginal community, which is to increase capacity for employment of local people and has supported skills and training activities to assist in this outcome.*

*PHCC has been working closely with the local Bindjareb Noongar community and in particular Winjan for over 25 years, through their land management activities and training programs which have ensured that local Aboriginal people are part of the on country works across this region.”*

*~ Franklyn Nannup, Winjan Aboriginal Corporation 2021 ~*



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## Testimonials (contd.)

*“Indigenous Managed Services has a well established working relationship with PHCC which has evolved further into a highly productive relationship for the benefit of the Peel region.*

*The PHCC has contracted IMS to deliver a number of services including cleaning and working on country.*

*More recently, after the award of a joint contract between PHCC and IMS for delivering a Green jobs program, despite the contract only commencing at the beginning of January, already great joint outcomes have already been achieved inc. job creation for both local aboriginal and unemployed people, specialist training in native seed identification, collection, processing and storage and jointly establishing effective relationships with the City of Mandurah, Frasers Australia and Cape Life. We very much look forward to the further development of our working relationship with PHCC and achieving all set goals and outcomes for this contract”*

*The partnership is providing an Indigenous business, such as ours, increased opportunities for working on country but is also allowing us to increase skills and capacity for long term sustainable employment for our local Aboriginal and non-Aboriginal communities.”*

*~ Terry Collier, Indigenous Managed Services, 2021 ~*

*“The Peel Development Commission supported by the Department of Primary Industries and Regional Development has worked closely with Peel Harvey Catchment Council (PHCC) over the past two years to implement initiatives supporting the State government’s Local Content Initiative.*

*In particular, the Commission has partnered with PHCC to develop and deliver activities and events for Indigenous business people to build their capability to engage with Government contracts. Indigenous business support is an identified need in our region with limited existing capability and engagement amongst Indigenous businesses. Activities include:*

- *Procurement capability building workshops*
- *Local tender briefings*
- *Wirra Hub workshop (introducing local Indigenous businesses to support structures)*

*Facilitating relationships resulting in work for Indigenous people including short term contract with Government for weed management at the Peel Business Park.*

*The Commission is committed to working with PHCC and other regional stakeholders to build the capability of Indigenous businesses, recognise and celebrate their successes, and enable their engagement in Government contracting.”*

*~ Kristie Tonkin, Peel Development Commission, 2021 ~*



## References

Peel-Harvey Catchment Council (2015) *Binjareb Boodja Landscapes 2025, A Strategy for Natural Resource Management in the Peel-Harvey Region*, A Report to the Peel-Harvey Catchment Council, Jane O'Malley & Andrew Del Marco (eds.) Mandurah, Western Australia.

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