
Enhancing Employment Outcomes for Indigenous People and Communities

Victoria Daly Shire Council
“Moving Forward Together”



Presenters:

Sandra Cannon

Chief Executive Officer

Harold Wilson

Mayor

Context





Victoria River boat ramp



Victoria River Fishing

170,000 km²

(3 times the size of Tasmania and 2/3 the size of Victoria)

Population of approximately 9,000





Communities:

- Kalkaringi / Daguragu
- Yarralin
- Timber Creek

- Pine Creek
- Nauiyu (Daly River)
- Peppimenarti
- Palumpa
- Wadeye (Port Keats)

OUTSTATIONS:

- 36 Outstations
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Communities can be isolated 6 months of the year



Palumpa Community





Victoria River Crossing – Victoria Highway

Daly River Airstrip – Nauiyu Community



Many Dangers



March 2008

- No office
 - 1 staff
 - No HR principles / policies
 - 120 staff
 - No previous contracts
 - Different awards
 - Indigenous non indigenous
 - Different conditions
 - No working Business system
 - Limited fixed assets / land tenure
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Shire Transitional Committee

Established 2 years prior

Community representatives plus councillors

- Wards
- Name
- Councillor Numbers
- Education to communities

Legal entity on July 1 2008

Elections held in October 2008

Army August 2008

Department

- Business systems / IT
 - Offices
 - Acquittals / audit previous community councils
 - Regulations / Ministerial Guidelines
 - Job match principles
 - Assets / leases
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Local Government Reform

63 Community Councils are now 8 Super Shires

Why

- Services not properly funded
 - In competition for resources
 - Limited skilled staff
 - Insolvent / No depreciation
 - Often family run
 - Limited job opportunities / outside contracts
 - Business subsidised by Councils
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Goals

- To provide good governance, leadership and advocacy
 - To promote local employment and strong regional economy
 - To provide high quality services within financial resources
 - To maintain and develop shires assets, natural resources and country
 - To ensure strong, safe, healthy communities that respect culture and heritage
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Economic Development Principles

Transport Nodes

Dirt roads cut off due to wet

Access

Permits required, land ownership issues, no security of tenure

Markets

Limited population and isolated

Ability to be flexible / Intervention
in charge

Commitment

- Local Employment

Due

Equity

Knowledge base

Limited staff housing

Community capacity building

Inability to recruit externally

Shire Goal

“To develop strong local economies & jobs for local people”



Traditional Culture is Important



Men's Ceremony 2005, Wadeye - approved for use by Boniface Perjert (c) Wadeye Knowledge Centre

Need to develop work culture



Night Patrol Team - Wadeye Community

Healthy, Safe & Educated Population

- Life expectancy indigenous male, 67 – non-indigenous, 79
- Indigenous death rates – 9 times higher for diabetes, 6 times higher for cervical cancer and 4 times higher for kidney diseases
- Indigenous child mortality rates are 4 times higher than non-indigenous
- Participation rates in national tests are lower for indigenous students and the gap increases as year level increases
- Indigenous people are 13 times more likely than non-indigenous to be imprisoned

Context to Work

Limited levels of numeracy

Health issues i.e. tooth decay

Over crowding Average 16 in 3 bedroom house

Cultural Sorry days, caring for relatives

Environmental Clean water, functional electricity

Alcohol / Drugs

Goals

- Retain Staff
 - Build staff and services
 - Real training for real jobs
 - Explore and develop new business opportunities
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Retain Staff

- Job match
 - Individual training / performance plans
 - Collective Agreement – Cultural leave, sorry days, NAIDOC
 - Program job readiness – no work, no pay
 - Mentor program
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Increase Staff

- Lobby for approximate funding
 - Centrelink
 - Australia Post
 - FACHSIA
 - CDEP transition funding
 - Culturally relevant recruitment & policies
 - Economies of size / bargaining power
 - Housing
 - Develop new organisational structure
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Real Training

- Training relates to job objectives and career aspiration
 - Lobby for jobs i.e. Government contracts to include local labour
 - Link training to strategic future opportunities i.e. Safe Houses, SIHIP
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Business Development

- **Thamarrurr Development Corporation**
 - Transfer assets
 - They employ over 100 people
 - **Business Plans**
 - Shops
 - Pubs
 - **Internal Business**
 - Civil Construction Unit
 - **Development – Arts / Culture**
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Durrmu Arts









Regina Pilawuk
Wilson's
paintings on
display at the
Moscow
Biennale
of
Contemporary
Art, 2009

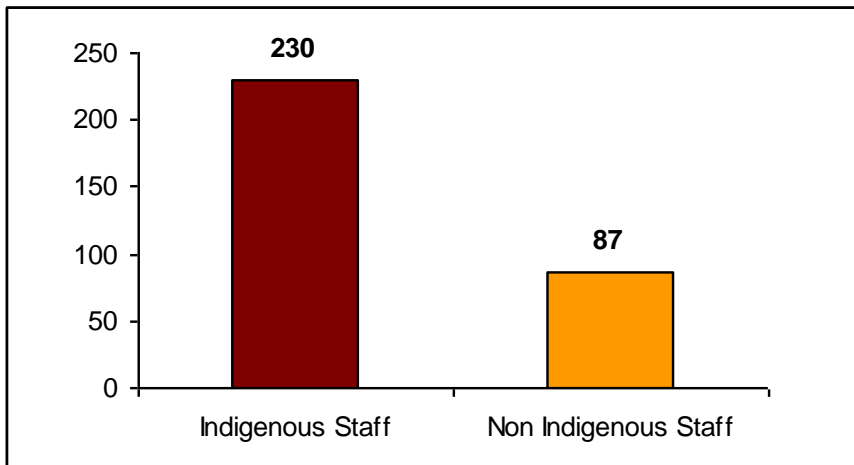
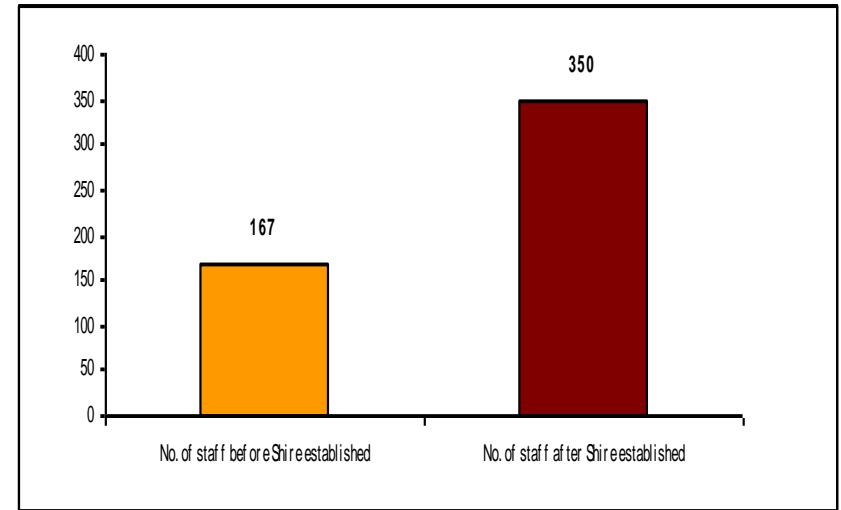
An etching by
Regina Pilawuk
Wilson, hung at the
entrance to Prime
Minister
Kevin Rudd's office,
Parliament House,
Canberra.



Staff number before and after Shire establishment

- Number of staff before Shire establishment = 167
- Number of staff after Shire establishment = 350

Increase of 78.57%



Indigenous & Non-Indigenous Staff

- Number of Non-Indigenous Staff = 87
- Number of Indigenous Staff = 230

Percentage of Indigenous staff 72.56%

Training

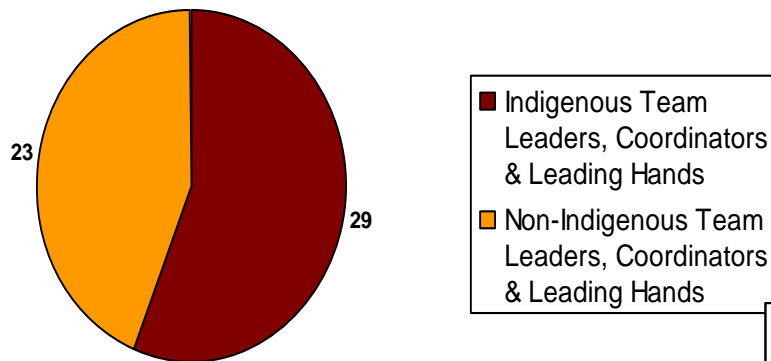


Training Courses attended:

- Snr First Aid
- Bronze Medallion
- Pool Guard Training
- 4WD Defensive Training
- Machinery Operators Certificates
- White Card Induction
- Work Zone Traffic Management level 2 & 3
- Community Services Training
- Driver Licence
- Administration Assistant
- OH&S Training

Succession Planning

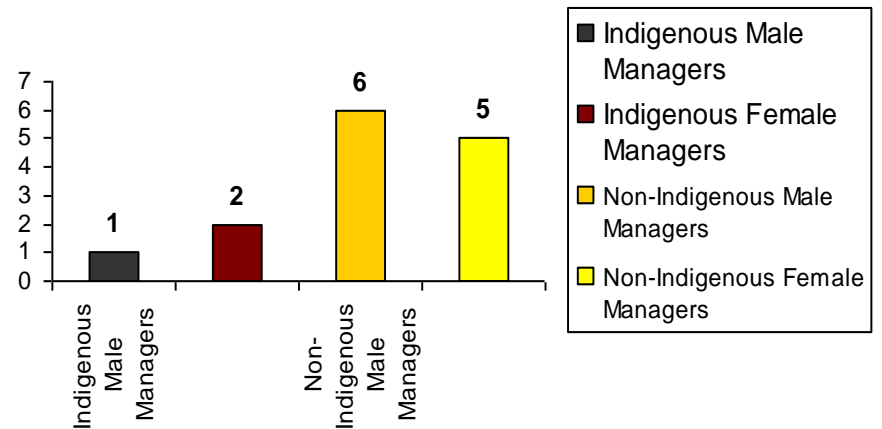
Number of Indigenous to Non-Indigenous Team Leaders, Coordinators and Leading Hands



55.76% are indigenous

12.5% are indigenous

Number of Indigenous to Non-Indigenous Managers



Working Future / Growth Towns

- 2 communities targeted
 - 354 million housing (NT)
 - 236 million Essential Services (Infrastructure)
 - Township Leases
 - Town Plans
 - Commercial opportunities
 - Home Ownership business
 - Commonwealth driven
 - Struggling with Local Government
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Driver Skills Australia – 4WD Course Katherine NT



Top Springs at sunset



Cr. Wegener & Shire Staff with new signage – Timber Creek Service Centre

Any Questions?
