



Notice of Ballina Shire Council Aboriginal Community Committee Meeting

Notice is hereby given that an Aboriginal Community Committee Meeting of Ballina Shire Council will be held in the Ballina Shire Tuckeroo Room (Committee Room), 40 Cherry Street Ballina on **Thursday 11 February 2016 commencing at 5.00 pm.**

Business

1. Nomination of Chair for this Meeting
2. Attendances and Apologies
3. Declarations of Interest
4. Confirmation of Minutes
5. Matters Arising from last Meeting
6. Deputations

7. General Business
 - a) Rous Water Draft Reconciliation Action Plan
 - b) Bundjalung Community Companion Animals Project
 - c) Coastal Recreational Pathway Project
 - d) Angels Beach Drive
 - e) Cabbage Tree Island Bridge repairs – status report
 - f) Application for Liquor Licence.

8. Business Without Notice
9. Next Meeting
10. Meeting Closure

Access to the meeting room is via the ramp off Cherry Street. The main access to the Council's Customer Service Centre is closed at this time.

Paul Hickey
General Manager

1. Nomination of Chair for this Meeting

The Committee has previously determined its preference to having a rotating Chair for each meeting. It is recommended that a Chair be nominated for this meeting.

2. Attendance and Apologies

3. Declarations of Interest

4. Confirmation of Minutes

The Minutes of the Committee Meeting held on Thursday 10 December 2015 were distributed to members on 21 December 2015. A copy of the Minutes is included with the Agenda.

5. Matters Arising from Last Meeting

6. Deputations

NIL

7. General Business

a) Rous Water Draft Reconciliation Action Plan

Council has been notified that Rous Water, our regional water supply authority, is preparing a draft Reconciliation Action Plan.

As part of the draft plan's preparation, Rous Water has asked that it be provided with an opportunity to discuss the project with this Committee, as Ballina Shire Council is one of the member councils of that organisation.

Ms Rajee Henderson and Mr Guy Bezrouchko, representing Rous Water will be in attendance at the meeting to provide an overview of their project, and to seek feedback in relation to the draft plan.

A copy of Rous Waters' letter to Council is attached to this agenda.

b) Bundjalung Community Companion Animals Project

This project was the subject of a report and discussion at the Committee's most recent meeting held on 10 December 2015.

Council's Ranger, Joe Sabine will be in attendance at the meeting to briefly update members in relation to follow up actions arising from discussion at the last meeting.

c) **Coastal Recreational Pathway Project**

Council's Engineering Works Manager, Paul Busmanis and consultant, Ian Fox will be in attendance at the meeting to provide an update regarding this project.

d) **Angels Beach Drive**

Council's Engineering Works Manager, Paul Busmanis and consultant, Ian Fox will be in attendance at the meeting to provide an update regarding this project.

e) **Cabbage Tree Island Bridge repairs – status report**

A status report regarding the proposed repair works to this structure will be provided at the meeting.

f) **Application for Liquor Licence**

Members will be aware that Council operates the Lennox Head Cultural and Community Centre, located on the corner of Park Lane and Mackney Lane Lennox Head.

Numerous community programs are conducted within the centre by a range of different service providers. It is also available for casual hire for various functions and events.

To provide for a greater level of flexibility for community members and organisations wishing to use the centre, and to promote the facility as an entertainment venue, Council has recently made application for the grant of a Liquor Licence. This would be a restricted licence, to be used only as part of an authorised event or activity within the premises.

Council has publicly notified its application and sought feedback from property owners, residents and businesses in the vicinity of the centre. The Committee is invited to consider the application, and to indicate whether it wishes to provide any comment. It is understood Jali Local Aboriginal Land Council has been notified in writing of the proposal and also invited to provide feedback.

8. Business Without Notice

This item provides an opportunity for updates and/or questions to be presented by Committee members.

9. Next Meeting

The next meeting of the Committee is scheduled for **Thursday 14 April 2016**.

10. Meeting Closure



Rous Water
REGIONAL WATER SUPPLY

BALLINA
BYRON
LISMORE
RICHMOND VALLEY

Our Ref: GB/NS: 2453/15 (46338)

23 December 2015.

General Manager
Ballina Shire Council
PO Box 450
LISMORE NSW 2480



Dear Paul

Rous Water Reconciliation Action Plan consultation

I am writing to request a meeting with Ballina Shire Council's Aboriginal Community Committee representatives to discuss the important process of reconciliation and Rous Water's future Reconciliation Action Plan (RAP).

In 2013, Rous Water's Council resolved to develop a Reconciliation Action Plan (RAP). Since then, a working group consisting of Rous Water's executives and staff was established, and a draft RAP was developed. The working group have worked hard to focus on the areas where Rous Water can best influence positive change for reconciliation. In October 2015 the working group secured Council's in-principle support for the draft RAP.

As a crucial next step, Rous Water is now consulting with relevant Aboriginal stakeholders to further develop and finalise the RAP.

As one of Rous Water's constituent councils, Rous Water seeks to consult with Ballina Shire Council's Aboriginal Community Committee representatives on the draft RAP. We have enclosed a copy of the draft RAP. Information about the Rous Water RAP development process is also available on Rous Water's website.

I will contact you in January 2016 to discuss the possible inclusion of Rous Water's RAP in the next Aboriginal Community Committee meeting agenda. I anticipate that about 15 - 20 minutes would be needed for the initial consultation. If you have any questions, please do not hesitate to contact me on 66 233 806.

Thank you for your consideration. We look forward to your support and cooperation.

Yours faithfully

Guy Bezrouchko
Corporate Services Director

Attachment: Draft Reconciliation Plan

ROUS WATER CENTRE
218-232 Molesworth Street
PO Box 230
Lismore NSW 2480

ROUS COUNTY COUNCIL
Phone (02) 6621 8055
Fax (02) 6622 1181
Email water@rouswater.nsw.gov.au
ABN 81 383 023 771

REFLECT

Reconciliation Action Plan Template

ROUS WATER

Reconciliation Action Plan for the Years 2016 – 2017

Our business

Rous Water is the regional water supply authority located in the North Coast of NSW. Rous Water provides potable water to an area that is approximately 3,000km². A County Council, Rous Water covers four local government areas and its Council consists of representatives from the constituent Councils of Lismore, Ballina, Byron and Richmond Valley. A population of around 100,000 is serviced by Rous Water's water supply system.

Rous Water's regional supply network includes over 40,000 connections within the reticulation areas, and about 2,030 retail connections to the Rous Water trunk main system within the constituent Councils. Its operation covers all aspects of managing a large water supply, including administration, governance, construction, water treatment, and dam maintenance. The organisation employs approximately 74 full-time equivalent employees.

The principal source of Rous Water's supply network is Rocky Creek Dam. The dam sits on Widjabul/Wyabal country of the Bundjalung nation and Rous Water has a long-standing relationship with the Widjabul/Wyabal people.

Our RAP

Bundjalung people have lived in the region for many thousands of years in a sustainable relationship with the natural environment. The water catchment areas managed by Rous Water is a part of the natural landscape that forms the identity, culture, spirituality and resource base for the Widjabul/Wyabal people of the Bundjalung Nation. Despite the significant changes of the past 200 years, the Widjabul/Wyabal people still maintain a responsibility and deep relationship with the land and water. Rous Water acknowledges this relationship and deeply values their traditional laws, knowledge and lessons about places and sustainability.

In 2002, Rous Water and the Widjabul/Wyabal people formed a collaborative partnership to deliver two environmental sustainability projects. The Reconnecting to Country and Water Walk projects strengthened relationships between Rous Water and the Widjabul/Wyabal people, improved catchment health and created an approach for sustainability education that incorporated Aboriginal cultural values and perspectives. The projects also created a sense of Aboriginal history and place in the Wilson's River catchment area and a cultural awareness training kit for the organisation.

Rous Water recognises the importance of working together with the local Traditional Custodians, of current and future natural resource areas within its management, to restore ecological, cultural and social values that are unique to the region. This RAP creates opportunities for:

1

- Improved relationships with Traditional Custodians and Aboriginal and/or Torres Strait Islander people
- Increased awareness, understanding and respect for Aboriginal and/or Torres Strait Islander cultures
- Aboriginal and/or Torres Strait Islander employment

In 2013, the Council resolved to develop a Reconciliation Action Plan. A working group consisting of Rous Water staff was formed to develop the RAP. This group focussed on the areas that Rous Water could best influence positive change for reconciliation. The next step in finalising the RAP includes consultation with relevant Aboriginal stakeholders.

Targets have been set for 2016/17 in the three key areas of the RAP. These targets will form part of Rous Water's primary planning document, the NSW Local Government Integrated Planning and Reporting and progress reporting for the RAP will form part of standard Integrated Planning and Reporting processes. The RAP working group will oversee implementation of the RAP.

Our partnerships/current activities

Widjabul/Wyabal people are represented in Rous Water's catchment stakeholder groups and they are consulted with on an operational basis in the management of the catchment areas.

Rous Water also offers a diverse range of educational programs about water in schools and the wider community. The educational programs promote information and messages about the value of water, local water supply, healthy catchments, and sustainable water use. Learning resources created in partnership with Widjabul/Wyabal Elders are used to deliver messages about water and sustainability from Traditional Custodian perspectives.

Over the next 12 months, Rous Water commits to:

Reflect actions/deliverables
Innovate actions/deliverables

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish RAP Working Group	The RAP Working Group, comprising of Traditional Custodians of current water catchment areas and decision-making employees from across the organisation, will meet quarterly to support the implementation of the RAP	March 2016	Corporate Services Director
2. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander people, communities and organisations to support positive outcomes	Deliver an annual event to strengthen relationships between Councillors and Traditional Custodians of the water catchment areas managed by Rous Water	December 2016	Corporate Services Director
	Consult with Widjabul/Wyabul and Bundjalung Elders, Local Aboriginal Land Councils, Aboriginal Advisory Groups and relevant Aboriginal organisations within the four constituent Council areas to identify Traditional Custodians of the lands and waters within the four Council areas	December 2016	
	Develop an Engagement Plan, for inclusion in Rous Water's Future Water Strategy, to work collaboratively with Traditional Custodians of current and future catchment and natural resource areas	March 2017	
3. Participate and celebrate National Reconciliation Week (NRW)	Host a National Reconciliation Week event that provides opportunities for employees and Aboriginal and Torres Strait Islander people to build relationships.	27 th May- 3 rd June 2016	Corporate Services Director
4. Raise internal and external awareness of our RAP	Develop and implement a Communications Plan to raise awareness amongst employees and stakeholders about Rous Water's RAP	May 2016	Corporate Services Director

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Respect			
Action	Deliverable	Timeline	Responsibility
5. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	Consult with Widjabul/Wyabul Elders to review and update existing cultural awareness training kit and deliver cultural awareness training to Councillors and senior management	March 2017	Human Resources Coordinator
	Investigate other opportunities to increase workforce awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements in partnership with the four constituent Councils.		
	Integrate cultural awareness training requirements for employees into Rous Water's 2017/18 Training Plan.		
6. Participate and celebrate in NAIDOC Week	Raise awareness and share information amongst employees of the meaning of NAIDOC Week which includes information about local Aboriginal and Torres Strait Islander people and communities	July 2016	Human Resources Coordinator
	Expand the partnership with Lismore City Council by continuing to participate in Lismore's NAIDOC Family Day and providing opportunities for Rous Water employees to volunteer at the event		
7. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Develop a cultural protocols policy to engage employees in understanding the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols	December 2016	Corporate Services Director
	Practice cultural protocol at public events and meetings hosted by Rous Water	March 2017	
Opportunities			
Action	Deliverable	Timeline	Responsibility

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8. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	Advertise job vacancies to encourage Aboriginal and Torres Strait Islander people to apply	June 2016	Human Resources Coordinator
	Communicate cultural leave provisions available for Aboriginal and/or Torres Strait Islander employees	June 2016	
	Seek opportunities to employ Aboriginal and/or Torres Strait Islander trainees or employees	December 2016	
9. Investigate Aboriginal and Torres Strait Islander supplier diversity	Develop an understanding of the mutual benefits of procurement from Aboriginal and/or Torres Strait Islander owned businesses	December 2016	Manager Governance
	Identify Aboriginal and Torres Strait Islander owned businesses based in the four constituent Council areas	December 2016	
	Review Procurement Policies and Procedures to identify opportunities for Aboriginal and Torres Strait Islander owned businesses to supply goods and services to Rous Water	March 2017	
Tracking and Progress			
Action	Targets	Timeline	Responsibility
10. Build support for the RAP	Integrate RAP progress reporting into Integrated Planning and Reporting processes.	March 2016	Corporate Services Director
	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia	30 September, annually	
	Define resource needs for Innovate RAP development and implementation	30 November 2016	

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11. Review and Refresh RAP	Review and refresh RAP based on learnings, challenges and achievements	January 2017	Corporate Services Director
	Submit draft RAP to RA for formal review and endorsement	February 2017	

Contact details - Include contact details (job title, phone and email) for public enquires about your RAP.

Name:
Position:
Phone:
Email:

DRAFT

**MINUTES OF THE BALLINA SHIRE COUNCIL
ABORIGINAL COMMUNITY COMMITTEE
HELD IN THE COMMITTEE ROOM IN COUNCIL'S
CUSTOMER SERVICE CENTRE
AT 5.00PM ON THURSDAY 10 DECEMBER 2015**

1. Attendance and Apologies

Members

Lois Cook, Elder
Sandra Bolt, Jali LALC
Marcus Ferguson, Community Member

Councillors in Attendance

Mayor, Councillor David Wright

Others in Attendance

Paul Busmanis, Engineering Works Manager, BSC
Ian Fox, Council Heritage Consultant
Joe Sabine, Council Ranger, BSC
Robyn Mostyn, Northern Rivers Animal Services
Steve Barnier, Group Manager Strategic and Community Facilities, BSC
Desmond Anderson (arrived at 6.20pm)

Apologies

Councillor Susan Meehan

2. Appointment of Chairperson for the Meeting

The Committee has previously agreed to operate with a rotating Chairperson. On this occasion, Lois Cook was nominated to chair the meeting and she duly accepted the role.

3. Declarations of Interest

There were no declarations of interest.

4. Confirmation of Minutes of Last Meeting

The Minutes of the Committee Meeting held on 8 October 2015, being the most recent meeting of the Committee, were accepted by consensus as a correct record of that meeting.

5. Matters Arising from Last Meeting

There were no matters arising from the last meeting.

6. Deputations

There were no deputations to the meeting.

7. General Business

a) *Exhibition of Wardell Planning and Environmental Study and Draft Strategic Plan*

The Committee noted the exhibition of the draft document.

It was requested that Council consider the inclusion of an additional action in the plan, for the Council to prepare a masterplan or similar for improvements to the Wardell Cemetery. That the improvement plan be based on community consultation, and that Council arrange funding for its implementation at the earliest opportunity.

b) *Bundjalung Community Companion Animal Project*

Council's Ranger, Joe Sabine and Robyn Mostyn from Northern Rivers Animal Services provided a comprehensive report concerning the veterinary and animal welfare program recently undertaken on Cabbage Tree Island.

The program has delivered very successful outcomes and has been greatly appreciated by the community. The cooperative approach provided by Jali, and the financial support provided by Bayer was particularly acknowledged.

c) *Aboriginal Land Clean Up and Prevention Program*

Members discussed, and indicated their support for the program, noting the positive outcomes which had been achieved on past occasions.

The former tip site, located in bushland on the northern side of Old Bagotville Road, just west of the Cook residence, was noted as an area of particular concern in terms of accumulated discarded waste.

It was noted that Council is now equipped to undertake electronic surveillance of problem areas, and members indicated their support for such action within southern areas of the shire, where dumping appears to be more prevalent.

d) *Cabbage Tree Island Bridge*

Mr Busmanis was able to provide the Committee with an update concerning this matter.

NSW Roads and Maritime Services (RMS) has provided Council with funding to coordinate investigations on behalf of RMS, to assess the structural integrity of the bridge, noting the bridge is not in Council's ownership.

It is expected that these investigations will be undertaken early in 2016, and they will enable a report to be prepared which will document the extent of remedial work which will be required.

Information will be brought back to the Committee as it becomes available. Efforts will be made during the investigations to minimise inconvenience to Cabbage Tree Island residents, with work arrangements made in consultation with Jali.

e) *Angels Beach Drive*

Mr Busmanis presented the Committee with an overview concerning the scope of maintenance and upgrading work proposed to be undertaken on Angels Beach Drive, East Ballina, north of the Prospect Bridge.

The project involves raising the levels of the existing road curves at Prospect Bridge and at the sewage pumping station adjacent Chickiba Lake, applying a new asphalt overlay on the road and constructing a new roundabout at the Angels Beach Drive and Links Avenue intersection.

A draft Cultural Heritage Assessment (CHA) has been completed, with Jali having responded to the project and being the project's Registered Aboriginal Party.

It was noted the new roundabout would require an AHIP due to its location near the known midden site. It was discussed that a short boardwalk and improved signage may enhance education, and this could form a Jali reply to the CHA.

The other roadworks (excluding a roundabout) are being undertaken on top of the existing road and there are no impediments to construction. Early response from Jali will be sought to enable other roadworks to commence in the new year.

f) *Coastal Recreation Pathway (CRP)*

Mr Busmanis and Mr Fox provided an update in relation to this project.

It was noted that the community consultation concerning the application to deviate from the approved path alignment near Flat Rock Tent Park has recently concluded and will soon be reported to the Council. It was also noted that one of the Registered Aboriginal Parties in relation to this project has lodged a submission of objection to that proposal.

Tender has closed for construction of part of the CRP Section 1, Angels Beach to Sharpes Beach (excluding Flat Rock section), and this will be reported to the December 2015 Council Meeting. Boardwalk and path sections will commence in the new year, subject to contractor program.

(NB. Mr Anderson arrived at this point in the meeting)

8. Business Without Notice

- a) *Lois Cook* – enquired about access to a bus service for young people between the centres of Ballina, Lismore and Byron Bay. She understood this was a service organised by the Council. Staff present indicated this is not the case.

(Note – following the meeting, Mr Busmanis contacted Transport for NSW in Lismore. The representative of that Department was able to advise there is a regional community bus service which also caters for members of our Aboriginal community. The organisation providing the service is Tweed, Byron and Ballina Community Transport Inc. and the local contact is Mr David Kapeen).

- b) *Marcus Ferguson* – advised of his concern regarding speeding quarry trucks along Old Bagotville Road. Mr Busmanis responded by advising this is a matter for NSW Police, and that they will be contacted.

Mr Ferguson also expressed concern that sight distance for motorists leaving the Cook residence on Old Bagotville Road is restricted and might benefit from undergrowth removal within the adjacent road reserve. Mr Busmanis will enquire into the matter.

- c) *Speed Review, Wardell Road*

At the last Committee meeting a question was asked about the possibility of relocating the 100 kph speed sign at the eastern end of Wardell Road to a position west of the Lumleys Lane intersection.

This matter was reviewed by Council's traffic engineer, who advises that such relocation would not be warranted due to the following:

- there is no recent traffic accident history in the immediate vicinity of the intersection;
- traffic volumes on Wardell Road are relatively low and quite within the design capacity of the Road, and
- sight distance at the Wardell Road/Lumleys Lane intersection is very good.

- d) *Committee Member Resignation*

The members were informed that Council is in receipt of a letter from Ms Carmel Kapeen to advise of her resignation from the Committee.

9. Additional Item

Proposed Ballina Major Regional Centre Strategy

Mr Barnier advised the Committee of Council's preparation of this document which identifies a series of strategic actions to support the Ballina urban area as it merges into a major regional centre over the next ten to twenty years.

The Committee was invited to consider endorsing the Three Brothers Story for inclusion in the draft strategy as an important element in recognising and valuing Aboriginal cultural heritage in our area.

Following discussion, Aboriginal community members at the meeting agreed the copy of the story, as distributed to members, is appropriate for inclusion in the strategy.

10. Council Documents on Exhibition

The Council documents which have recently been on public exhibition for community feedback were noted.

11. Next Meeting

The next meeting of the Committee is scheduled to be held at 5.00pm on Thursday 11 February 2016.

Agendas will be distributed to Committee members prior to that meeting. Any matters which members wish to have considered for inclusion in the next Agenda should be emailed or notified to Council by Friday 29 January 2016.

12. Meeting close

There being no further business, the meeting concluded at 6.40pm.