

PUUTU KUNTI KURRAMA & PINIKURA PEOPLE

PKKPAC
QUARTERLY
NEWSLETTER
December 2023

TO OUR PKKP COMMUNITY

We acknowledge our PKKP community, especially our Elders both past and present.



WE ARE ALL ONE FAMILY, AND NOW THE JOURNEY HAS FINALLY ENDED.

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Land and Heritage Management <u>Unit</u>

Member Services Unit

Employment Opportunities



Dear Members,

Welcome to the first PKKP AC quarterly newsletter for 2024!

After our AGM held in November, the PKKPAC Team has reflected upon our progress in 2023, taken community feedback on board, and commenced planning for 2024 across all areas.

There are many exciting projects in progress as I write to you, which we hope to have finalised in the first half of this year. On country committees have been established, and planning for on country trips for the community has commenced. We continue to develop the language program, and Nisha and her team are working hard on other community projects.

The finalisation of our co-management agreements remains a priority as it is a legacy item for the community. We continue to work hard on this and have already implemented co-management on the ground, even without the legal agreements.

As the CEO, I continue to work with the Board and our senior executive to review the resources and structure required so we may continue the path to become a best practice Aboriginal Corporation for the PKKP community.

Please enjoy the first newsletter for 2024, and stay tuned for more exciting announcements as they are finalised.

I look forward to catching up with you soon.

Grant Wilson
Chief Executive Officer.

Land and Heritage Management Update

AAA Conference – December 2023



During week beginning 4th December, four PKKP Members and Land and Heritage Staff travelled to attend the AAA Conference at Gold Coast to hear presentations from Archaeologists from across Australian and from overseas. The 2023 AAA Conference theme was "Change and Resilience". Our PKKP Members and Staff were interested in many of the different topics that were presented over the three days, including from Big Island Research who are one of our Arch Consulting Firm working on PKKP country and a popular presentation from our very own Cat Morgan.

Cat's presentation focused on our Co-Management Agreement and why we cannot rely on the WA Government's recent changes to their Aboriginal Heritage Legislation to manage PKKP's cultural heritage properly and adequately. Super effort by Cat and coauthor, Jordan Ralph...well done!

The 2024 AAA Conference is being held at Cairns and we hope to see many more PKKP Members joining us there for that event next year.

On-Country Program Updates Members of the Land and Heritage Unit participated in a PCLMP Workshop at the end of last year. This proved beneficial for our team, enabling strategic planning and the establishment of a robust framework for our forthcoming On-Country Program.

The Land and Heritage Team, in collaboration with our Language Team, will be orchestrating Return to Country trips in the upcoming months. These excursions aim to facilitate meaningful engagement with Traditional Owners, providing a platform for them to articulate their aspirations for our On-Country Program. We seek valuable insights and guidance from the Traditional Owners to shape the program in alignment with their preferences and expectations.

If you wish to pursue employment opportunities within our on-country program, we kindly request that you reach out to our Land and Heritage Team for further information and guidance.

. Drogram

| On-Country Plogram EXPRESSION OF INTEREST | |
|-------------------------------------------------------|-------------------------|
| Personal Details Name: Email: Language Group: | DOB: Contact Number: |
| Type of work Surveys Monitoring | ☐ Ranger Work |
| Type of Employment ☐ Full Time ☐ Part Time | Casual |
| My Preferred Contact Method Phone Call Text Message | ☐ Email |

Welcome to the team

Member Services Unit: Housing Officer Tairi Adams

Hi My name is Tairi.

I moved to Karratha with my husband 5 years ago, bought a home and have settled into the Pilbara way of life enjoying all that this beautiful area has to offer. We have previously lived in South America for 14 years, where we were farming and raised our 3 sons, which has given our family the opportunity to appreciate different cultures, languages, and customs. Since living in Karratha, I have worked in administration roles, I enjoy learning new skills and meeting people, and I also have a passion for crocheting! I'm excited to be a part of the PKKP team and this new role of Housing Officer which so far has been the most interesting role yet.





MEMBER SERVICES
OFFICER
Claudia Acevedo



MEMBER SUPPORT OFFICER

Bonny Mayo

Believe in the power within you; you are stronger than you think!



Our Survey at AGM was successful in encapturing vital information.

50% of our Members filled it out, and the Member Services Unit would like to maximise the positive impact in our communities through engagement and communication strategies.

We want to expand our outreach according to the suggestions provided; Looking forward to provide more information of the policies according to the survey.

If you have any further suggestions, please feel free to email through to msu. support@PKKP.org.au or memberservices@pkkp.org.au



Member Services Survey Results

The following Surveys were conducted at the Annual General Meeting in November 2023. MSU's purpose was to offer PKKP AC Members different ways to provide the corporation and team feedback to let us know how we are tracking, how we can better engage with members, and where our strengths and weaknesses might be. Any direct feedback provided by PKKP AC members is highly valued, as it helps us measure and evaluate where we are as a corporation and how our current program and service offerings measure up against our PKKP AC members' preferences and experiences when they engage with their corporation.

The insights garnered will help inform improvements and planning for 2024-25. Specifically, the Member Service Unit will use it to improve the quality of its communications, services, and programs and increase our reach, impact, and opportunities to empower members and their communities to achieve self-determined outcomes.

The Member Service Team Survey was completed by **43 PKKP AC Members** at the 2023 AGM (9 **Kurrama** and 34 **Pinikura** members)

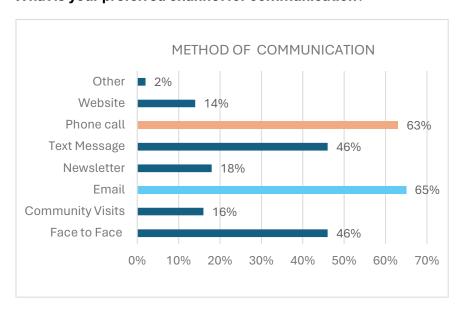
The survey results are visually displayed below with commentary:

How would you rate our communication with you?

How would you rate your knowledge of Policies?

| | | | | | | | | | 1 | Scale of |
|---|---|---|---|---|---|---|---|---|---|----------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 0 | 7.89 |
| | | | | | | | | | 1 | Scale of |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 0 | 6.5 |

What is your preferred channel for communication?



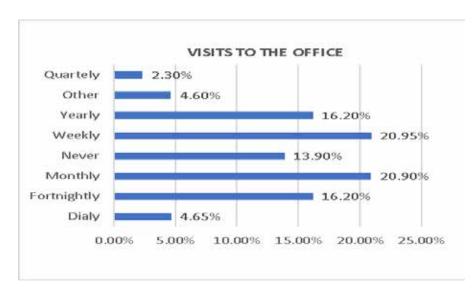
Members indicated that their preferred channels for communication were:

- 1. Email
- 2. Phone Calls
- 3. Face to Face
- 4. Text Message

2% of PKKP members mentioned other means of preferred communication, like our newsletter, podcasts, and videos, and requested more frequent updates.

PKKP AC is currently working on improving its communication strategy and approach to meet the needs of the PKKP community more effectively.

How often do you visit or contact the PKKP AC Office?

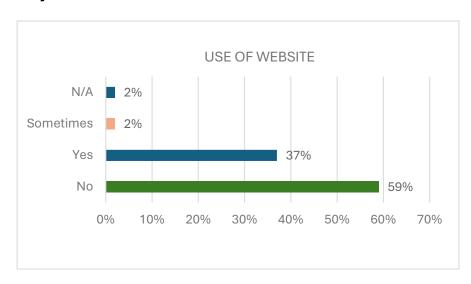


This graph illustrates the frequency and type of contact Members typically have with MSU:

- 1. 21% make weekly contact with the MSU office.
- 2. 16% make Fortnightly contact with the MSU Office
- 3. 21% make monthly contact with the MSU Office.
- 4. 16% make yearly contact with the MSU Office.

MSU would like to increase the engagement, support, and assistance we can provide all members. MSU aims to increase these engagement metrics with PKKP members year on year.

Do you use the PKKP AC website?

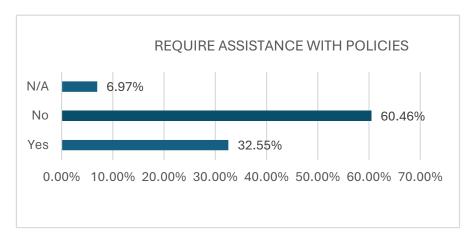


This graph illustrates that currently, 37% of Members who completed the survey visit the PKKP AC website. While 59% of Members who filled out the Survey did not use it.

PKKP AC understands that our website is well under-utilized and requires a significant refresh and additional functionality to make it more beneficial to PKKP AC members. This will be

completed over the next 12 months as part of our new Communication Improvement Strategy.

Would you like any assistance with policies?



This graph illustrates that of the 43 Members who filled out the survey,

60.46% do not require any assistance with understanding the policies,

32.55% would like to receive more information about the benefits and eligibility criteria of the Perpetual Trustee policies.

PKKPAC will work closely with the Trust and Executive Office to develop educational policy videos that can be made available to members as part of their onboarding process when they first become members of the PKKP AC/Trust and to existing members to access and learn more about the policies available to them. This project will be proposed as part of the 2025 Annual Plan.

Do you need assistance in understanding the policies?

| Basic Housing & Accommodation | 9.30% |
|-------------------------------|--------|
| Home Essentials | 6.97% |
| Assistance for Older Members | 0% |
| Groceries Fund | 6.97% |
| Funerals | 4.65% |
| Headstones | 2.35% |
| Lore & Culture | 2.35% |
| Education | 9.30% |
| Computer and Home assitance | 4.65% |
| Health and Wellbeing | 13.95% |
| Pet Policy | 6.97% |
| Sporting | 6.97% |
| Vehicle Maintenance | 4.65% |
| Home Ownership | 13.95% |
| Business development | 13.95% |
| Other | 2.35% |

This allows us to identify trends and assess the overall understanding of the policies. According to our Survey, Members would like to know more about Health and Wellbeing, Housing, Business development, basic housing, and Education policies.

Where would you like to see Health Community BBQs / Outreach?



This graph provides an overview of where members want to see PKKP AC's community outreach services operate.

Areas listed below in order of demand for our services.

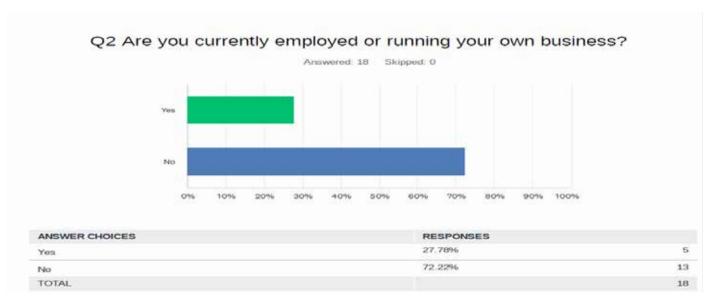
- 1. Perth
- Geraldton
- Other places: (Mullewa / Karratha / Newman / Busselton)
- 4. Onslow (existing/continue)
- Carnarvon
- Tom Price

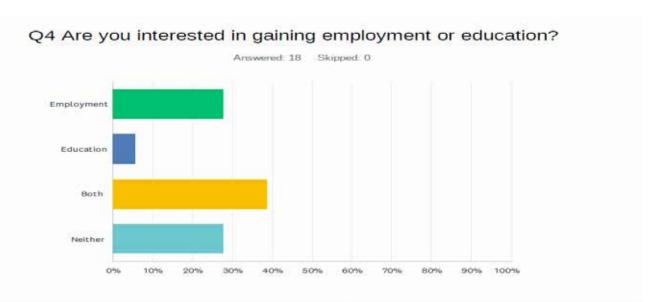
PKKP AC currently provides regular outreach services to Onslow. Plans are in place for outreach and language trips to other areas. The challenge has been ensuring our business-as-usual services can continue to operate while outreach is provided. We will work to extend outreach services to all PKKP members.

EMPLOYMENT

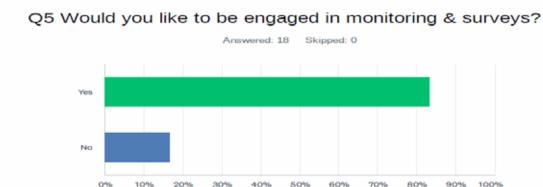
In the Employment and Training surveys completed by 18 PKKP AC members at the AGM 2023, approximately 73% of those Members are interested in gaining employment or undertaking some form of training. 83% of those PKKP members showed interest in working with LHMU to conduct surveys on the country.

The MSU Employment Officer is always available to members who want support to start their training or employment journey. They are available to help you with your resume, cover letters and preparation of applications to applicable training institutions. They will support you to identify what it is you would like to do, what skills or training you may need, and what opportunities may exist that align with your training and employment goals. We encourage PKKP members to contact Jarrod Gentilli or one of the MSU Officers if they require any training and or employment support.





| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Employment | 27.78% | 5 |
| Education | 5.56% | 1 |
| Both | 38.89% | 7 |
| Neither | 27.78% | 5 |
| TOTAL | | 18 |



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 83.33% | 15 |
| No | 16.67% | 3 |
| TOTAL | | 18 |

Language

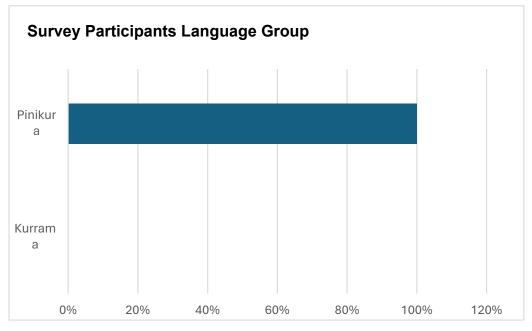
No. Members: 6

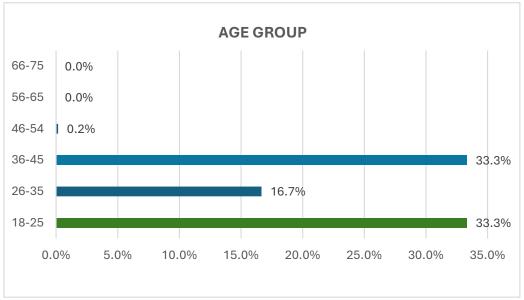
The language survey was designed as a baseline introduction to the language program. As the program is new to PKKP AC, we are focused on understanding where everyone is at with language, what is possible now and where we need to grow and focus.

This survey will be used over the next 12 months to help the program, the Corporation and the community understand our language journey – even though there were only 6 responses at the AGM, many more survey opportunities will come!

Given the small sample size, we are being careful not to draw too many conclusions at this stage, but to let the responses guide how we administer the survey in the future. This survey has shown us that we need a targeted and active approach to seeking out survey respondents. The informal nature of the rooms outside the AGM was possibly not conducive to encouraging PKKP members to participate.

Please note that any responses collected before the AGM have not been included in this data.

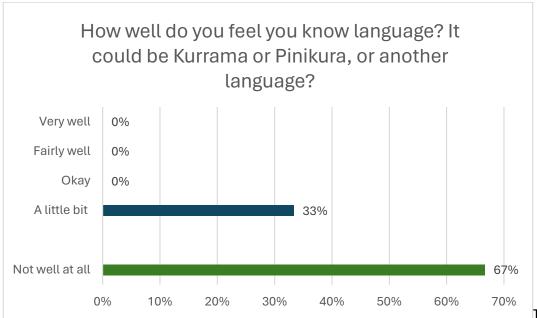




This data reflects the accessibility of the language survey. We had physical copies of the surveys available on the day, however they were only accessible at the language desk. The online version was accessible

AGM Survey Results

via a QR code (displayed around the venue), which was (we assume) more accessible to the younger demographic who completed the survey.

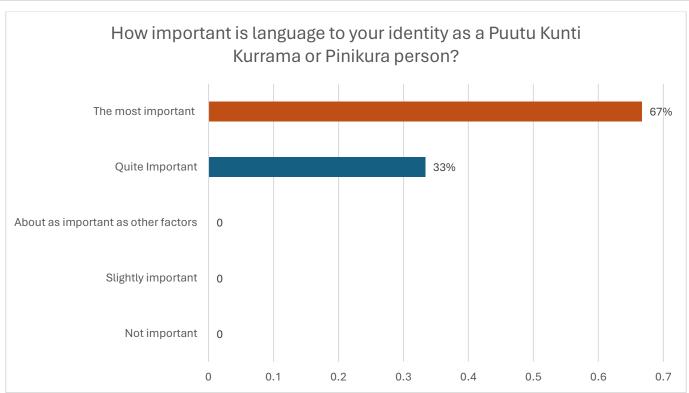


The following two

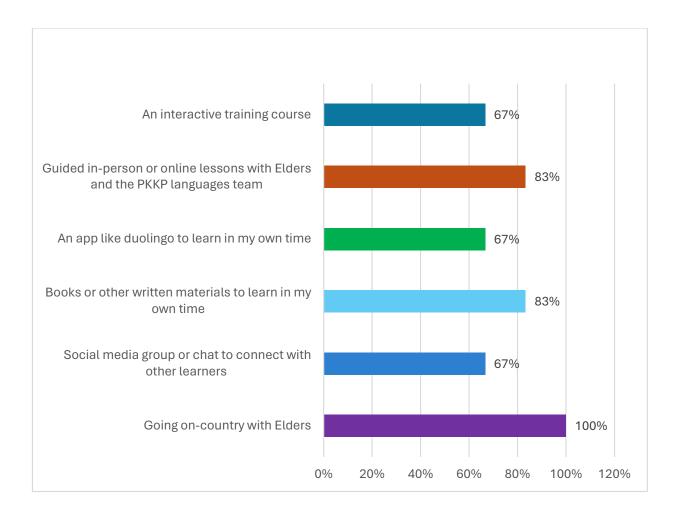
questions are why we decided to make this survey anonymous. We understand that being honest about your language knowledge can sometimes be hurtful – especially if you wish to know more language than you do now. That said, understanding where people are in their language journey is essential in making sure the language program works to help people where they are to get where they want to go.

When people talk about language, they often use words like 'fluent,' which means different things in different contexts. These responses allow people to reflect on what they know rather than putting a label on it. Each of these answers reflects a different part of the language journey and tells us more about what the program can do to support the community than labels like 'fluent.'



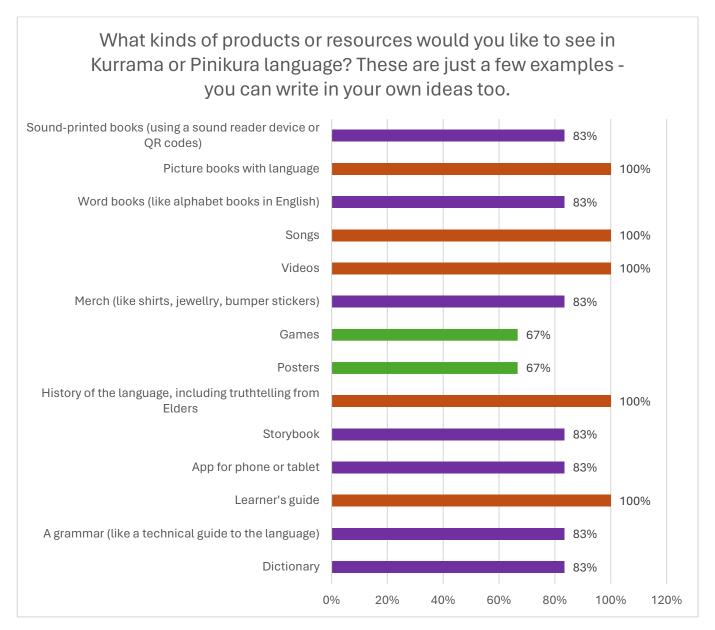


This question helps us understand where language fits in the life of a PKKP person. Identity and belonging are critical indicators of connection and well-being, so a strong link with identity means a strong link with well-being. These responses tell us that an effective language program will help PKKP people feel stronger in their identity and (we hope) lead to improved overall well-being.



The question of how to connect with language is like asking, 'How long is a piece of string?'. There are infinite answers, none right or wrong. However, certain things have been shown to be most useful, helpful, and engaging, and the sample responses here are just a few of those to help give PKKP people somewhere to start thinking about the language journey ahead.

These responses show us that we need various options to meet people where they are. Some people prefer to learn alone, some with others, and this can change over time as people learn more and feel more confident. One thing is clear, though – Elders and Country are two critically important parts of the language program's future.



The results of language work can often be intangible – a better sense of identity, a connection to culture and country – but there are tangible products that can be made to help share language. We identified a short list of some of those resources as suggestions for what might be possible, and there were clear preferences. These responses show us the priorities for PKKP languages are resources that help give context to the language, make it shareable and accessible, and help support learning.



Positive Outcome for your Pet

Your pet must be registered with your local council, which can be paid for by the pet policy.

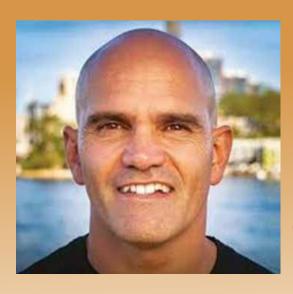
Members can gift their pet funds to other Members

\$2,000 per year

PET POLICY

This policy can cover:

- Microchipping, which is usually a requirement to register with the local council
- Dog Training
- Essentials equipment,
 i.e. kennels, leashes, winter
 items
- Veterinary treatment
- Pet insurance premiums
- Boarding Kennels (While you are not home)
- Grooming
- Pet Cremations
- Sterilisation



PKKP AC's Mindset, Health, and Wellbeing Lifestyle Program with

Jettrey Morgan

The Mindset, Health, and Wellbeing Lifestyle Program, offers everyone an opportunity to work with Jeffrey Morgan and his team long-term, one-on-one, as a family or a group to optimise their health and mindset.

Jeffrey was in Karratha, Onslow and Roebourne in October of 2023 and again at the PKKP Annual General Meeting where he got to introduce himself to members and talk about the work he does.

Jeffrey Morgan is coming back for 2 weeks from

the 6th of May to the 17th of May 2024. He will be available for face-to-face yarns with PKKP members during this time.

We will also be running youth forums, both in Karratha and Perth and hope to see all of our youth Members attend.

To make a private and fully confidential booking with Jeffrey Morgan or for more information, please contact our Member Services
Unit at PKKP AC on 9185 5000 or email healthprograms@pkkp.org.au





Coming soon
YOUTH FORUMS
Karratha & Perth



On the 10th of October 2023, PKKP Aboriginal Corporation participated and contributed by providing art and crafts supplies, sanitizers for the Mental Health event that was organised by Headspace.

The overall objective of World Mental Health Day is to raise awareness of mental health issues around the world and to mobilise efforts in support of metal health. The day provides an opportunity for all stakeholders working on mental health issues to talk about three work, and what more needs to be done to make mental health care a reality for people worldwide.



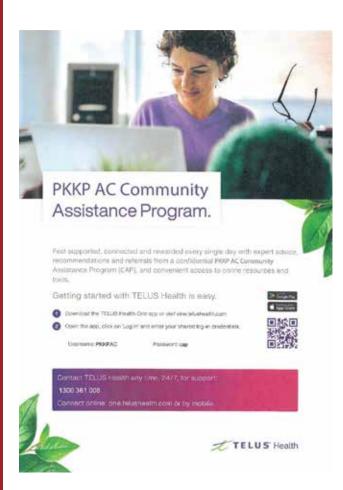
Community Assistance Program

This is a FREE SERVICE that you and your family members can access.

Available 24/7

The primary aim of this program is to provide you with the help and support necessary to manage life's challenges and complexities effectively.

We understand that life can be demanding, and we would like to provide PKKP Members other options to find support, wherever they are.



Services that you can access through Telus Health:

- Strengthening relationships
- Improving communication
- Depression, anxiety, and stress
- Children or family member concerns
- Maximising performance
- Addiction support
- Work life balance
- Conflict and communication
- Grief and bereavement
- Retirement
- Organisational changes
- Elder care and more

How Do PKKP Members Register? Option 1

- 1. Download the TELUS Health One app or visit one.telushealth.com.
- 2. Open the app, click on 'Log in' and enter your shared log-in credentials.

Username: PKKPAC Password: cap
Please also see the flyer pictured with QR and instruction in signing up.

Option 2

Please contact MSU directly on 91 855 000 or send an email to info@pkkp.org.au and we will be in touch with you to discuss the program, how it works and walk you through the signup process.

Congratulations

HOUSING OFFICER
Tairi Adams

to our following members who have gone through the process and now have a new place to call home:

TERESA HUGHES
HELEN CHUBBY
ANGIE COX
YUNI TALIP



STEPS TO ACCESS THE HOUSING GRANT

Key Contacts

Kelly Debney - Perpetual - pkkphomeownership@perpetual.com.au
Julie Almeras and Bonny Mayo - PKKP AC (08) 9185 5000
Jack Tran - Buying Agent - Momentum Wealth 0421 192 229
Elizabeth Bryce - Lawyer 0414 380 767
RSM - Financial Planner (08) 9261 9514
Ryan Clarke - Settlement Agent (08) 9240 6217



Obtain your Will
Obtain Financial Advice
Fill in the registration forms
to engage a buying agent



Find your forever HOME: Sale Negotiations
Offer Acceptance / Sign Contract of Sale
Fill in the PKKP Application form
Sign a Statutory declaration
Sign Co-ownership Agreeement (if applicable)





3

Due Diligence
Inspection reports
Final Inspection
Unconditional contract
SETTLEMENT DAY!



PKKP Languages

Language Specialist: Rosie Sitorus



2023 recap

2023 was a big year for the PKKP language programs. After finding a new home with the Member Services and Programs Unit in March, the programs began taking shape with staff coming on board, members getting involved in development and education opportunities and the process of language collection underway.

Key moments:

- Language programs move over to the MSPU
- · Language specialist recruited
- PKKP members attend
 Puliima Language and
 Technology Conference in
 Darwin
- Research into language materials held in state and national archives ramps up
- PKKP delegation travels
 to Australian Institute of
 Aboriginal and Torres Strait
 Islander Studies (AIATSIS)
 in Canberra to view archival
 materials and request copies
 for the Corporation and
 community access

When setting up a language program – which is where we are now – progress doesn't seem as exciting as producing a book or teaching language in schools, which is what we usually see on the news or on social media. But setting things up the right way, and making sure what we build now is sustainable for the future is exciting. Cultural protocols in place to ensure the program operates in line with the community's expectations, a digital database where we can keep language materials organised and safe, a team of people who can harness the knowledge and experience of language communities from around the world to best serve Kurrama and Pinikura people – that is absolutely exciting!

The language team have spent the past 6 months laying the foundations for the coming year, and 2024 is going to be an exciting time of growth and opportunity – we can't wait to share it with you!

PKKP Languages AIATSIS visit

A delegation of PKKP members and staff visited AIATSIS in December to repatriate Kurrama and Pinikura materials from the archive back to the community.

The delegation consisted of:

Kurrama

Joan Ashburton
Timothy Ashburton
Courtney McKay
Lilly-Jo McKay

Pinikura

Mitchell Drage Suzette Jilba Nicola Hearman Chanice Fleming Madison Jilba

The process of retrieving materials is complex and sensitive. Materials are often mixed together with other languages because researchers who collected materials were passing through and would only spend a short time with people before moving onto other places. Some collected sensitive or sacred knowledge, while others wrote offensive and disparaging notes about the people they spoke with. Despite these challenges, the PKKP members who travelled to Canberra were keen to view the materials (where appropriate) and connect with the knowledge recorded from Kurrama and Pinikura people in the past. Elders Joan Ashburton and Mitchell Drage guided the delegation in viewing the materials.

The delegation worked with language specialist Rosie and consultant linguist Bethia (who worked from her accommodation while struck down with Covid!) to ensure that materials were checked and requested from AIATSIS at the completion of the visit. The request is now sitting with AIATSIS's Collections Access team, and we hope to receive the materials early in the new year.





PKKP Languages

2024 outreach visits

In 2024, the language team will be on the move and coming to a town near you! Outreach dates are being finalised with other teams and will be shared with all members well ahead of any scheduled visits.

Implementation Officer roles and Language Revitalisation Working Group

The formal recruitment

process for the
Implementation Officer –
Language roles for both
Kurrama and Pinikura is
now open. You can find a
link to apply for either of
these roles here.

Implementation Officer

Language roles are
 Karratha and office-based positions, and both part time and full-time roles will be considered.

The Language
Revitalisation Working
Group is under
development and
Expressions of Interest for
this will be sought in the
coming months.









EXPANDING OUR OUTREACH THIS YEAR!

MEMBER SERVICES UNIT



EMPLOYMENT OFFICERJarrod Gentili

With 2023 now at an end, we want to take the time to reflect on a successful year of engagement and employment alongside looking towards the new year.



Since the beginning of 2023 we have seen 21 members and family commence employment alongside our amazing partners FMG, Rio Tinto, PKKP Enterprises and the Flying Emu Program. With 38 PKKP Members and family engaged in reaching their career aspirations

We will be kicking off early this year with regular engagement from Rio Tinto's Career Readiness team and continue pursuing better communication to see more members succeed at achieving their career goals for 2024.

Congratulations to Dakota Wilson, who successfully secured employment with Fortescue Metals Group via the Flying Emu and FMG VTEC Program as a Dump Truck Operator. We wish you all the best in your career and look forward to seeing you thrive.



Looking to the Future

Going into FY24 we will be looking into targeting awareness around training & education, youth employment and implementing better methods of relaying what job opportunities are available. We have already commenced communication with FMG and Rio Tinto regarding Youth employment initiatives and as this information becomes available, we will make everyone aware.

Based on feedback from the community it has been raised that only a small number of members reach out to us to professionally develop themselves with the help of the Education fund. Given this information going forward we will be engaging with training providers in Perth, Hedland & Karratha to establish training days or training weeks aimed at getting you or your family job ready depending on your sector of interest. However, this will not stop you from reaching out now.

So, if you need assistance accessing your education fund or just want to have a chat with us around potential career opportunities, please call Jarrod Gentili on 0417 813 942 or email msu.employment@pkkp.org.au

We also want to provide a friendly reminder to all our members about the programs that are currently being run by Rio Tinto, Fortescue Metals Group, Vocational Training, and Employment Centre as well as Momentum Business Flying Emu Program.

Rio Tinto ATAL Program:

Rio Tinto's Aboriginal Training and Liaison program has been recently introduced to us as a capacity-building program for Traditional Owners seeking help in obtaining employment throughout any industry of employment. The next intake is May 1st, 2024. If this Program interests you, please contact us.

FMG VTEC Program

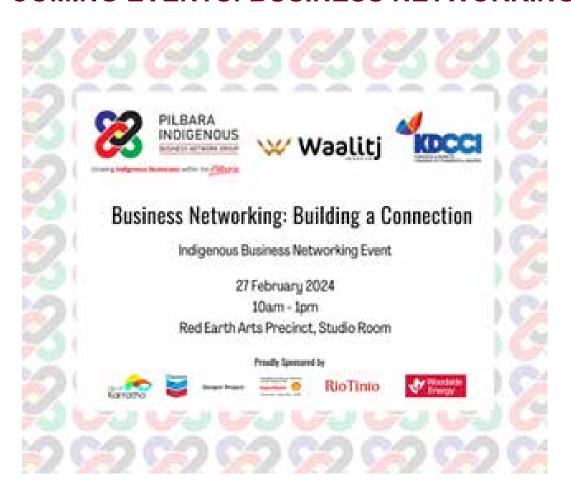
The FMG VTEC program is also accepting expressions of interest for Traditional Owners looking to begin employment within the mining sector. With proven success I can highly recommend FMG's VTEC program for anybody looking to build themselves up to working with FMG. To apply or be a part of the upcoming information sessions please contact Jarrod Gentili.

Momentum Business's - Flying Emu Program

Momentum Business run a successful pre-employment program for Aboriginal & Torres Strait Islander people looking for a career in the Mining and Resource industry. Upon successful application you will be introduced to a 5-day FIFO lifestyle experience and receive valuable hands-on work experience. For more information, please visit the Flying Emu website: https://www.flyingemu.com.au/



UPCOMING EVENTS: BUSINESS NETWORKING





Love trucks, and always wanted to become a driver?



Then this could be the opportunity for you!

Applications for the position of Trainee - MC operations in Mining, located in the Pilbara are now open for interested PKKP Members.

This will be a 12 month paid position with PKKP Enterprises. 2 weeks on, 1 week off. Flights from Perth to the mine site training facility. You will be driving combinations including and up to, triple road trains.

Training will be delivered on site and by the end of the 12 month training program, you will be signed off on HR, HC, or MC licenses for each trainee, and provided with opportunities to connect with companies for full time employment.

Minimum requirements to be eligible:

- 18+
- Full Class C license
- Able to pass regular drug and alcohol testing
- Able to pass mine site medical

Please register your interest detailing why you would like to be considered for one of these amazing positions with Jarrod Gentili on 0417 813 942 or email msu.employment@pkkp.org.au

EXPRESSION OF INTEREST

Bus Driver/Operators

FIFO rotation subject to operational requirements

Location: Pilbara, WA

You will be part of an operational team that is responsible for provision of transportation of workers on mining sites in a safe, professional and timely manner.

This role is responsible for:

- Driving safely along designated routes
- Pick up and drop off workers at designated locations, including village/camps, operations and airports
- · Adhering and upholding the highest standards of safety
- · Conducting pre-start vehicle inspections
- · Following a specific timetable while on duty
- · Undertaking other duties as required.

Minimum requirement:

- Drivers Licence HR/MR
- · Able to pass regular drug and alcohol testing
- Able to pass mine site medical



Please register your interest with Jarrod Gentili on 0417 813 942 or email msu.employment@pkkp.org.au

EXPRESSION OF INTEREST

We are seeking expressions of interest for the position of

Indigenous Engagement Administrator

Based in Dampier, WA

Part time, 3 days per week or school hours, very flexible hours for the right candidate.



Please register your interest with Jarrod Gentili on 0417 813 942 or email msu.employment@pkkp.org.au

For all the latest news check out our website www.pkkpenterprises.org.au