



ISSUE 18 • OCTOBER 2023

# NNTAC OCTOBER NEWSLETTER

Welcome to the Ngadju newsletter. We acknowledge the Ngadju people, the traditional custodians of the lands that NNTAC represents, and pay our respects to the elders past, present and emerging.

NNTAC is committed to developing an appreciation and respect for Ngadju culture by raising awareness, and recognising and celebrating that culture.



Ngadju

Ngadju Native Title  
Aboriginal Corporation  
NTBC



## THIS ISSUE:

St Ives event, “welcome to country”

Introducing the new NNTAC survey participation procedure

Heritage update

Information meetings

AGM 2023: Nomination to be a member director

Cultural awareness training event (BHP Export Metals & Lunnon Metals)

## A MEMORABLE “WELCOME TO COUNTRY” PRESENTATION BY JOHN & LURLINE GRAHAM

*St Ives Gold Mine, Kambalda.*

On 17 August 2023, elders John and Lurline Graham were invited to the St Ives gold mine in Kambalda to deliver a welcome to country for senior executives of the South African owners of the mine, including a director of the board.

This was an opportunity for the St Ives team to hear from Ngadju elders about Ngadju history, culture and people and to provide an update on operations at the mine site. St Ives Gold Mine is in negotiations with the Ngadju people for a compensation package and these should be finalised in early 2024. The visit by John and Lurline Graham was an important part of building the relationship between Ngadju people and the companies operating on Ngadju country. Thank you to John and Lurline for taking the time to represent the Ngadju people on the visit to St Ives Gold Mine.



**Front row L-R**

**Back row R-L**

- Rebecca Parker – Senior Advisor: Aboriginal Engagement (St Ives).
- Jacob Ricciardone – Executive Vice-President: Strategy, Planning and Corporate Development (Gold Fields Limited).
- Colleen Frost – Ngadju.
- Lurline Graham – Ngadju.
- Jaqueline McGill – Non-executive Director & Chair: Social, Ethics and Transformation Committee (Gold Fields Limited).
- Mike Fitzgerald – Manager: Geology (St Ives).
- Lisa Papandreas – Lead: People & Engagement (St Ives).

- Craig Fawcett – General Manager (St Ives).
- Damian Grow – Unit Manager: Business Improvement (St Ives).
- Francois Swanepoel – Group Chief Technical Officer (Gold Fields Limited).
- John Graham – Ngadju.
- Matt Allen – Unit Manager: Sustainable Development (St Ives).
- Brian Rowatt – Unit Manager: Commercial (St Ives).
- Gary Snow – Vice-President Exploration & Head of Geology (Australia).
- Graeme Ovens – Vice-President: Operations (Australia).



## INTRODUCING OUR NEW NNTAC CULTURAL HERITAGE SURVEY PARTICIPATION PROCEDURE

At Ngadju Native Title Aboriginal Corporation RNTBC (NNTAC), your involvement in cultural heritage surveys is integral to protecting country. We have recently developed new procedures to improve how we do cultural heritage surveys. Below are the detailed steps for interested Ngadju members:

- **Eligibility verification:** Confirm your registration as a Ngadju member. This identifies that you are a Ngadju person and eligible to do cultural heritage surveys. Remember, membership alone doesn't ensure eligibility to participate in our surveys.
- **Engage with elders:** It's important to consult with elders before participating in any survey. This will help you gain clarity on what's expected of survey participants.
- **Express your interest:** After fulfilling the above requirements, please reach out to:

### Heritage Team:

- Contact: Jade Popovic
- Email: [jade.popovic@nntac.org.au](mailto:jade.popovic@nntac.org.au)
- Mobile: 0407 007 067

### Norseman Team:

- Contact: David "Dayboy" or Shannon Graham
- Email: [david.scott.graham@nntac.org.au](mailto:david.scott.graham@nntac.org.au) or [shannon.graham@nntac.org.au](mailto:shannon.graham@nntac.org.au)
- Phone: 0894623513

- **Elder engagement verification:** David Scott Graham (Dayboy) will contact you to verify your engagement with the elders and ensure you are well-prepared for a survey.
- **Complete the new employee details form:** Successful candidates will receive this form. Please submit it to:

### Human resources manager:

- Contact: Diana Rey
  - Email: [diana.rey@nntac.org.au](mailto:diana.rey@nntac.org.au)
  - Phone: (08) 94623500
- **Register with Bright HR:** Expect an email invite to complete your registration as an employee.
  - **Onboarding documentation:** Once registered, we'll send you a casual contract and vital onboarding materials, including an online safety induction link.
  - **Document Submission:** Return ALL completed forms. Note: Incomplete submissions will not be processed and you will not be eligible to undertake a survey.
  - **Stay tuned for communication:** Once your documentation is reviewed, our heritage team will reach out regarding upcoming surveys.
  - **Random drug and alcohol testing** is now in place for all NNTAC staff, including cultural heritage survey participants. For obvious safety reasons, survey participants must be drug and alcohol-free at all times while working. If you fail a test you will not be able to participate in a survey and may be suspended from future surveys.

Remember, while completing the necessary paperwork is crucial, it doesn't guarantee immediate survey participation. Surveys are based on need, and you'll be notified when a survey is available for you. However, over 90% of Ngadju people who wanted to do a survey and correctly completed their paperwork did a cultural heritage survey in 2022/23.

The dedication and commitment of survey participants in protecting country is appreciated.



## HERITAGE UPDATE PROGRESS & NEW DEVELOPMENTS

We're excited to share the latest developments and successes from our Heritage Department as we continue to work towards protecting and celebrating our rich Ngadju heritage.

**Fieldwork accomplishments:** We are pleased to announce that the NNTAC successfully completed 21 surveys in the past three months, including a record 10 surveys in July 2023.

**Participation:** In the past three months, 36 participants worked on monitoring and heritage surveys. This highlights the opportunities for community members in preserving and understanding Ngadju heritage. And once again it emphasises the point that most Ngadju people that complete ALL their paperwork and induction are likely to have an opportunity to participate in cultural heritage monitoring or a survey.

**Inaugural cultural mapping survey:** Between 21 - 25 August, we marked a significant milestone with the first-ever cultural mapping survey for the Ngadju people. This work was even more noteworthy as it involved a record number of core knowledge holders. They collaborated and shared insights and knowledge with the consultants and the proponents, and promises to be an invaluable asset for future generations.

**Fieldwork accomplishments:** Our survey participants in the last three months hailed from home locations in Kambalda, Norseman, Perth, Esperance, and Kalgoorlie.



# INFORMATION MEETINGS

ICN 8297 | ABN 40 829 460 147

## AGENDA

- Draft new rule book
- Cultural heritage update including ACHA repeal
- Mining proponents update
- Membership update
- Info on the 2023 AGM
- Questions

A COPY OF THE DRAFT NEW RULE BOOK IS AVAILABLE ON THE NNTAC WEBSITE UNDER THE 'NEWS' TAB.

PLEASE RSVP FOR CATERING PURPOSES.  
RECEPTION@NNTAC.ORG.AU.

NOTE: LUNCH WILL BE PROVIDED, TRAVEL AND ACCOMODATION ASSISTANCE IS NOT AVAILABLE FOR THIS MEETING.

## Meetings

### Kalgoorlie

**Date:** Wednesday 27 Sept

**Time:** 11 to 3pm

**Location:** Kalgoorlie-Boulder Chamber of Commerce & Industry  
3/58 Egan Street, Kalgoorlie WA 6430

### Esperance

**Date:** Thursday 28 Sept

**Time:** 11 to 3pm

**Location:** Esperance Civic Centre  
Council Place, Esperance WA 6450

### Geraldton

**Date:** Thursday 5 October

**Time:** 11 to 3pm

**Location:** Geraldton training room 24-28 Gregory Street, Geraldton WA 6530

### Perth

**Date:** Tuesday 10 October

**Time:** 11 to 3pm

**Location:** Swan River Hotel  
1 Epsom Avenue, Ascot WA 6104

## 2023 ANNUAL GENERAL MEETING (AGM) NOTICE

**Date:** Wednesday, 29 November 2023

**Venue:** Norseman town hall – Coolgardie Esperance Highway, Norseman WA 6443

**Start time:** 8:30 am

**Finish time:** 2:30 pm

## INVITATION TO NOMINATE FOR MEMBER DIRECTOR ROLE

Dear NNTAC members,

The 2023 AGM meeting on 29 November 2023 offers a chance for members interested in becoming a director of NNTAC to nominate for election. There are three director positions up for election at the 2023 AGM. Nominations are now open. No more than one director can be from the same family group so only members from the following family groups will be eligible for election this year:

- Dalgetty/Ray/Munroe
- Donaldson
- Flynn
- Jacobs
- Schultz
- Wicker
- Wilson/Nine



Rule 190 of the NNTAC rule book sets out the eligibility requirements to be appointed as a member director. It includes:

- **Completing a nomination form.**
- **Being a member of NNTAC.**
- **Signing a consent form.**
- **Having a director ID before the AGM.**
- **Having a national police check.**
- **Having demonstrated cultural knowledge and connection to country.**
- **Is of high repute and recognised integrity, by the Ngadju People.**
- **Having demonstrated financial literacy through service in other roles or occupations or qualifications.**

## HOW TO NOMINATE?

To nominate to be appointed as a member director, you must complete and sign a nomination form, which is in schedule 8 of the NNTAC rule book and submit it to NNTAC at least seven days before the 2023 AGM on 29 November 2023.

However, if you submit your nomination and any supporting information early, NNTAC can share your nomination with all members when the notice of the 2023 AGM is posted to all members. This is an opportunity to share your nomination and biography with the members before the AGM. If you would like to take advantage of this, please submit your nomination to NNTAC by Tuesday 31 October 2023. Nominations and supporting documents can be emailed to [reception@nntac.org.au](mailto:reception@nntac.org.au).

**NNTAC looks forward to receiving nominations for the election of three member directors at the 2023 AGM on 29 November 2023.**

**If you have any questions or need further information, please do not hesitate to contact NNTAC on 9462 3500**

# CULTURAL AWARENESS TRAINING

## A RESOUNDING SUCCESS

We are delighted to share the success of our cultural awareness training event held at the Kambalda Recreational Centre on 20 September 2023. Uncle Trevor Donaldson is passionate about promoting cultural understanding and respect and delivered the training in collaboration with BHP Export Metals and Lunnon Metals.

Understanding the nuances of Ngadju culture is essential for cultivating respectful and effective communication across different cultural backgrounds. The training delves deep into the Ngadju people's heritage, offering participants an in-depth look at their traditions, ties to the land, and historical journeys.

Being culturally aware highlights the importance of recognising a myriad of cultures – cultural competency goes beyond – honing individual skills to foster meaningful interactions across diverse backgrounds. It's an evolving path of enlightenment. The training reinforces the deep-seated respect for the Ngadju people and their enduring connection to their land by emphasising traditional welcomes and paying homage to the traditional owners.

Our goal with this course is to facilitate culturally mindful and insightful interactions with the Ngadju community. Considering the historical adversities the Ngadju culture encountered due to previous governmental policies, rebuilding and acknowledging their cultural identity is imperative. This demonstrates our respect and plays a crucial role in establishing strong, equitable collaborations.

