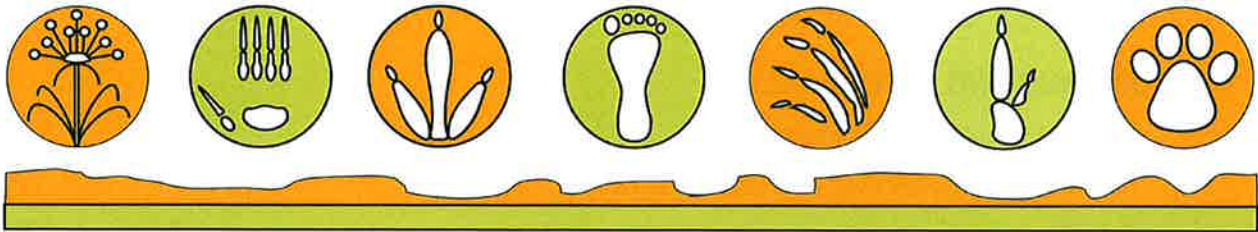


BARKLY REGIONAL COUNCIL



OUR VISION

We strive to be responsive, progressive, sustainable council which respects, listens and empowers the people to be strong.

The Way We Will Work

We will make it happen!

We will be engaged and have regular opportunities to listen.

We will have strong policy and budgets to ensure our programs and services are progressive and sustainable.

Respect is shown in everything we do and we have acceptance of all cultures in the Barkly Region and their practices through a culturally competent Council.

We are a responsible Council.

We will be a responsive Council.

We want to empower local decision making.

We want to ensure that our services are sustainable and that our region has a standard consistent level of services.

We want to be able to sustain our environment – our communities, our physical places, our people and our organisational culture.

We will aggressively pursue additional funding from both levels of government to improve the standard of living of people across the region.

We need to be realistic, transparent and accountable.

AGENDA

CULTURAL ADVISORY COMMITTEE MEETING

THURSDAY, 28 JUNE 2018

Barkly Regional Council's Cultural Advisory Committee Meeting will be held in Council Chambers on Thursday, 28 June 2018 at 3:00pm .

Steven Moore
Chief Executive Officer

AGENDA

ITEM	SUBJECT	PAGE NO
1	OPENING AND ATTENDANCE	
	1.1 Elected Members Present	
	1.2 Staff Members And Visitors Present	
	1.3 Apologies	
	1.4 Absent Without Apology	
	1.5 Disclosure Of Interest	
2	CONFIRMATION OF PREVIOUS MINUTES	
	2.1 Confirmation of Previous Minutes.....	3
3	ACTIONS FROM PREVIOUS MINUTES	
	3.1 Action Items from Previous Meeting.....	7
4	BUSINESS ARISING REPORT	
	<i>Nil</i>	
5	GENERAL BUSINESS	
	5.1 Review of the Cross Cultural Advisory Committee's Terms of Reference	9
	5.2 Identified Staff Positions	14
6	CLOSE OF MEETING	

CONFIRMATION OF PREVIOUS MINUTES

ITEM NUMBER 2.1
TITLE Confirmation of Previous Minutes
REFERENCE 253037
AUTHOR Steve Moore, Chief Executive Officer

RECOMMENDATION

That Council

- a) Receive and note the report
- b) Confirm the minutes from the meeting held on 30 May 2018

SUMMARY:

BACKGROUND

ORGANISATIONAL RISK ASSESSMENT

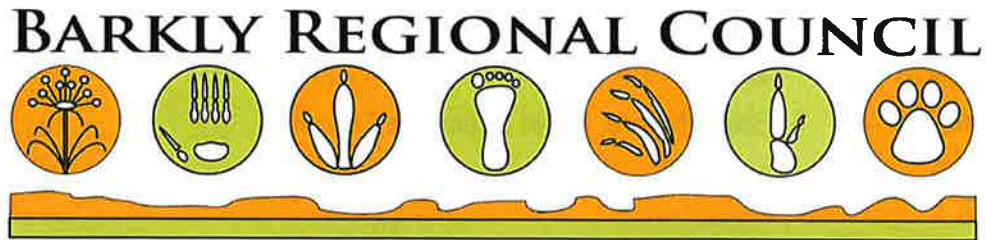
BUDGET IMPLICATION

ISSUE/OPTIONS/CONSEQUENCES

CONSULTATION & TIMING

ATTACHMENTS:

- 1 Cultural Competency Minutes - 30.05.2018.pdf



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We will aggressively pursue additional funding from both levels of government to improve the standard of living of people across the region.

We need to be realistic, transparent and accountable.

MINUTES CULTURAL ADVISORY COMMITTEE MEETING WEDNESDAY, 30 MAY 2018

Barkly Regional Council's Cultural Advisory Committee Meeting was held in on
Wednesday, 30 May 2018 at 2:00 PM.

Steven Moore
Chief Executive Officer

Meeting commenced at 3:05 pm with Noel Hayes as chair.

1. OPENING AND ATTENDANCE

1.1 Elected Members Present

Mayor Steve Edgington
 Cr. Jack Clubb
 Cr. Lucy Jackson
 Cr. Noel Hayes
 Cr. Ronald Plummer
 Cr. Ricky Holmes
 Cr. Jennifer Mahoney - Teleconference

1.2 Staff Members Present

Steve Moore – Chief Executive Officer
 Neil Jones – Human resources Manager
 Makhaim Brandon – Administration Officer (Minute Taker)

1.3 Apologies

1.4 Absent Without Apologies

1.5 Disclosure Of Interest – Councillors And Staff

There were no declarations of interest at this Cultural Advisory Committee meeting.

2. CONFIRMATION OF PREVIOUS MINUTES

2.1 CONFIRMATION OF PREVIOUS MINUTES	
MOTION	
That Council	
a) Receive and note the previous minutes from Cultural Advisory Committee meeting held 26 June 2017	
RESOLVED	
Moved:	Councillor Noel Hayes
Seconded:	Councillor Ricky Holmes
	CARRIED UNAN.
<i>Resolved CAC 5/18</i>	

3. ACTIONS FROM PREVIOUS MINUTES

Nil

4. BUSINESS ARISING REPORT

Nil

5. GENERAL BUSINESS

5.1 REVIEW OF THE CROSS CULTURAL ADVISORY COMMITTEE'S TERMS OF REFERENCE	
MOTION	
That the Committee	
a)	Receive and note the report
b)	Review Cross Cultural Advisory Committee's Terms of Reference and present to next meeting
RESOLVED	
Moved:	Councillor Ronald Plummer
Seconded:	Councillor Ricky Holmes
	CARRIED UNAN.
<i>Resolved CAC 6/18</i>	

5.2 SPECIAL MEASURE SELECTION PLANS	
MOTION	
That Council	
a)	Receive and note the report
b)	Recommend to council to rescind the special measures selection plans
RESOLVED	
Moved:	Councillor Ronald Plummer
Seconded:	Councillor Ricky Holmes
	CARRIED UNAN.
<i>Resolved CAC 7/18</i>	

6. CLOSE OF MEETING

The meeting terminated at 4:26 pm.

THIS PAGE AND THE PRECEEDING PAGES ARE THE MINUTES OF THE Cultural Advisory Committee Meeting HELD ON Wednesday, 30 May 2018 AND CONFIRMED Wednesday, 27 July 2018.

Noel Hayes
Chair Person

Steve Moore
Chief Executive Officer

ACTIONS FROM PREVIOUS MINUTES

ITEM NUMBER 3.1
TITLE Action Items from Previous Meeting
REFERENCE 248310
AUTHOR Steve Moore, Chief Executive Officer

RECOMMENDATION

That Council

- a) Receive and note the report
- b) Note all completed items and remove from action list

SUMMARY:

Item 1. Yet to be completed
Item 2. Commenced – we now have copies of documents for each community
Item 3. Included in agenda
Item 4. In council agenda

BACKGROUND

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ORGANISATIONAL RISK ASSESSMENT

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BUDGET IMPLICATION

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ISSUE/OPTIONS/CONSEQUENCES

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CONSULTATION & TIMING

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ATTACHMENTS:

1 Action List - 30.05.2018 - Cultural Competency Meeting.pdf

 CULTURAL ADVISORY COMMITTEE ACTION LIST	Updated for 28 August 2017 Meeting
---	---------------------------------------

Meeting Date	Timeframe	Subject	Resolution/Action/Task	Action Officer	Completed/Status
1. 30 May 2018		4.1 Update of the lists of the Traditional Owners of Tennant Creek and the Barkly region	Contact CLC and Local Elders to try obtain a list of traditional owners.	CEO	ONGOING
2. 30 May 2018		Cultural Awareness Training	Work alongside area managers and councillors of communities to make a draft of a cultural booklet to be given to new employees	BRC Training Coordinator	2018 ONGOING
3. 18 April 2017 26 June 2017		5.1 Review of the Cross Cultural Advisory Committee's Terms of Reference	Submit the revised Terms of Reference to Council for endorsement	CEO	To be included in OCM on 28 June 2018 ONGOING
4. 30 May 2018		Special Measures Hiring Policy	Amend special measures hiring policy to instead identify positions in council better suited to locals	HR/CEO	

GENERAL BUSINESS

ITEM NUMBER	5.1
TITLE	Review of the Cross Cultural Advisory Committee's Terms of Reference
REFERENCE	248313
AUTHOR	Steve Moore, Chief Executive Officer

RECOMMENDATION**That the Committee**

- a) Receive and note the report
- b) Endorse the revised Cross Cultural Advisory Committee's Terms of Reference
- c) Submit the revised Terms of Reference to Council for endorsement

SUMMARY:

This report provides a revised Cross Cultural Advisory's Terms of Reference (TOR) for future application.

BACKGROUND

The current Terms of Reference (TOR) was presented at the Ordinary Council Meeting held on 19 February 2015.

A closed workshop composed of all Aboriginal Elected Members was to further consider the TOR of the Committee and after revision to submit back to Council at its next meeting.

This was completed in April 2017.

9.15 CULTURAL ADVISORY COMMITTEE**MOTION**

That Council

- a) Set up a Cultural Advisory Committee as a Committee of Council as part of a strategic approach to strengthening the cultural framework of the organisation
- b) Adopt the proposed Terms of Reference
- c) Schedule these meetings quarterly
- d) Include attendance at these meetings as part of Special Meeting Allowance Policy

Moved: Cr. Hayes

Seconded: Cr. Jackson

AMENDMENT

That Council

- a) Set up a Cultural Advisory Committee as a Committee of Council as part of a strategic approach to strengthening the cultural framework of the organisation
- b) Conduct a closed workshop with all Aboriginal Elected Members to further consider the terms of reference of the Committee
- c) The revised terms of reference be submitted back to Council for endorsement at its next meeting

Moved: Cr. Aylett

Second: Cr. Braun

The amendment was won and on becoming the motion was put and carried

CARRIED UNAN.

Resolution 21/15

ORGANISATIONAL RISK ASSESSMENT

Nil

BUDGET IMPLICATION

Nil

ISSUE/OPTIONS/CONSEQUENCES

Nil

CONSULTATION & TIMING

Nil

ATTACHMENTS:

- 1 TERMS OF REFERENCE - CROSS CULTURAL ADVISORY COMMITTEE_2017_V1.pdf

TERMS OF REFERENCE



COMMITTEE:	Cultural Competency Advisory Committee		
DIVISION:	Chief Executive Officer		
ADOPTED BY:	Barkly Regional Council		
DATE OF ADOPTION:		DATE OF REVIEW:	
MOTION NUMBER:	Resolution number of the minuted meeting		
AUTHORISED:	Barkly Regional Council		

THESE TERMS OF REFERENCE APPLY TO:

Cultural Competency Advisory Committee

PURPOSE/OBJECTIVE

1. Develop and monitor cultural protocols and cultural competency guidelines for the operations of the Barkly Regional Council, in consultation with Elders, language groups and remote communities of the region.
2. Provide advice and guidance to the Council on matters of cultural importance, appropriate communication and cultural competency staff training in order to deliver services and engage effectively with Aboriginal people.
3. Provide advice to Management on cultural matters
4. Provide advice and guidance to development of council papers that relate to Aboriginal people.

MEMBERSHIP

- **Chair** This is elected by members annually
- **Members**
 - Roles of Members:
Members are appointed on the basis of being able to achieve representation of the diversity of Aboriginal people living in the Barkly Region.
Members must act in the best interests of the Aboriginal people of the Barkly Region and Council as a whole.
 - Composition of Members:
 - All Aboriginal elected members of council
 - Current Members: Eight (7) Councillors
 - Mayor Steven Edgington
 - Deputy Mayor Noel Hayes
 - Cr. Jack Club
 - Cr. Jennifer Mahoney
 - Cr. Lucy Jackson
 - Cr. Rick Holmes
 - Cr. Ronald Plummer
- **Quorum**
 - A quorum is calculated as half the total membership add one (1).
 - Currently five (4) members to form a quorum.
- **Voting Rights**
 - Any matters requiring a recommendation to Council will be decided by a majority of votes of members present.
 - The Cultural Competency Advisory Committee has no power to make decisions other than make recommendations to Council, adopt the minutes as

TERMS OF REFERENCE



well as to adopt the Cultural Competency Advisory Committee action list.

STAFF

- **Staff who must attend:**
 - Chief Executive Officer
 - Human Resources Manager
 - Executive Assistant to the Chief Executive Officer

TERMS OF OFFICE

Term of committee is for the term of the Council.

RULES OF THE COMMITTEE

1. Agenda items are to be sent to the Executive Assistant to the Chief Executive Officer five (8) working days before agenda distribution. Documents and information to be provided to the committee five (5) working days in advance.
2. Any member unable to attend meetings is to ensure that apology is forwarded ahead of the meeting.
3. In a case where there is no representation or apology over a significant number of meetings, the Council may review the membership.

FREQUENCY OF MEETINGS

Committee to meet at least four times per year, with the possibility of additional or special meetings to be scheduled when necessary.

AGENDA & MINUTES

Agendas will be prepared and minutes will be recorded by the Executive Assistant to the Chief Executive Officer.

CONFLICTS OF INTEREST (*Local Government Act – Section 73*)

- (1) A member has a conflict of interest in a question arising for decision by the council, local board or council local authority, committee if the member or an associate of the member has a personal or financial interest in how the question is decided.
- (2) This section does not apply if the interest is:
 - (a) an interest in a question about the level of allowances or expenses to be set for members; or
 - (b) an interest that the member or associate shares in common with the general public or a substantial section of the public; or
 - (c) an interest as an elector or ratepayer that the member or associate shares in common with other electors or ratepayers; or
 - (d) an interest that the member or an associate has in a non-profit body or association; or
 - (e) an interest of the member or an associate:
 - (i) in appointment or nomination for appointment to a body with predominantly charitable objects; or
 - (ii) in payment or reimbursement of membership fees, or expenses related to membership, in such a body; or
 - (f) an interest so remote or insignificant that it could not reasonably be regarded as likely to influence a decision

AUTHORITY (*Local Government Act – Section 56*)

A council committee is subject to control and direction by the council.

PERFORMANCE & REVIEW

The Cultural Competency Advisory Committee will review its terms of reference on an annual basis. This review will be conducted by Committee Members and will be coordinated

TERMS OF REFERENCE



by the Chair.

The terms of reference will be reviewed as a minimum every two years.

GENERAL BUSINESS

ITEM NUMBER 5.2
TITLE Identified Staff Positions
REFERENCE 253036
AUTHOR Steve Moore, Chief Executive Officer

RECOMMENDATION

That The Committee

- a) Receive and note the report
- b) Recommend to council that all night patrol positions become positions identified as positions for Aboriginal and Torres Strait Island People

SUMMARY:

With the committee recommending to Council to rescind the special measures resolution, we are eager to identify positions that should only be filled by Aboriginal people.

Night patrol is an important part of Council business that has been identified as an area that could be solely reserved for Aboriginal and Torres Strait Island people. This would be seen as the first significant step to move towards higher numbers of Indigenous Employees working in supervisory and Management roles.

In addition we will move towards training Indigenous Supervisors in communities to take over Essential Services Officer roles as vacancies become available. This is an important step to place more responsibility onto local employees and reduce the need for Council to hire externally.

These are small but important steps to creating more, higher level employment opportunities for residents of the Barkly, I look forward to receiving feedback from the committee.

BACKGROUND

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ORGANISATIONAL RISK ASSESSMENT

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BUDGET IMPLICATION

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ISSUE/OPTIONS/CONSEQUENCES

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CONSULTATION & TIMING

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ATTACHMENTS:

There are no attachments for this report.