### "SERVICE FOR A TIWI FUTURE"



TIWI ISLANDS SHIRE COUNCIL ANNUAL REPORT 2011/2012



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TIWI ISLANDS SHIRE COUNCIL ANNUAL REPORT 2011\_2012

#### MAYOR'S AND CHIEF EXECUTIVE OFFICER'S FOREWORD



The year ended 30 June 2012 has seen significant achievements by Council and its staff. Tiwi Shire continues to maintain its focus on community service and to this end has made great improvements to not only its financial management and accountability, but also in the implementation of its core strategies of establishing each program through a relevant Directorate as a Business Unit in its own right.

Council has completed its first four year term without change of membership, which has enabled consistency in the development and application of policies across the whole spectrum of its operations. With the Local Government elections in May 2012, it was encouraging to see twenty seven nominations received for the twelve positions. We take this opportunity to congratulate and welcome our newly elected Councillors, and thank our outgoing Elected Members for their commitment and dedication.

Council has significant achievements to celebrate this year, and we are proud to outline these as they occur in each Directorate. Of special note, though, are our achievements in diminishing our financial and operating reporting breaches, and receiving our first Audited Financial Statement with no qualifications – our first clean audit since Council's inception. This is testament to the dedication of the Executive and Management team in their commitment to quality assurance.

Council is also leading the way in Gender Equity, with commendations this year for the 50:50 Vision Council's for Gender Equity silver award, and a commendation from the Australian Government National Awards for Local Government for Women in Local Government initiatives.

On a practical note, it is encouraging to note that our physical assets are also being improved with over 40 tonnes of cold bitumen compound laid in Wurrumiyanga.

We continue our struggle with funding arrangements that assume Council has resources to commit and thus have to continually rebuff attempts at cost shifting that would otherwise see us accepting responsibilities that are properly that of either the Northern Territory or Federal Governments. Nonetheless, we enjoy a substantially better relationship with not only other levels of Government and their representative Departments but with the multitude of NGOs and other community based stakeholders.

We look forward to another year of growth and success.



Lynette De Santis Mayor

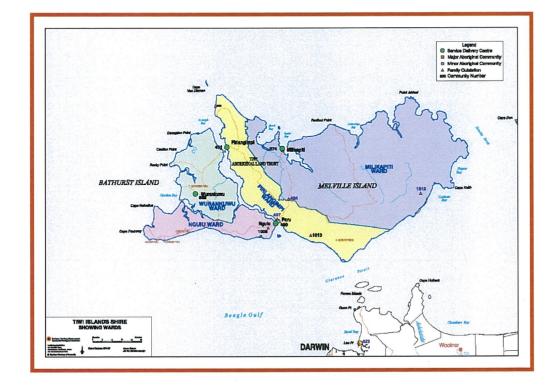


Alan Hudson CEO

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# Shire Council

#### SHIRE BOUNDARIES and RESIDENTIAL POPULATION BY LOCALITY



The total estimated resident population\* of the Shire is 2,579.

The Australian Bureau of Statistics records the resident population of the communities within the Shire are detailed below:

Locality	Population
Wurrumiyanga (Nguiu Ward)	1528
Pirlangimpi	374
Milikapiti	448
Other Communities (including Wurankuwu Ward)	229

\*Data Source: 2011 Census of Population and Housing

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# Shire Council

#### REPRESENTATION

The following principles have been considered in developing the governance/representation structure for the Shire:

- Maintain local community input and influence in local government decision making
- Ensure flexibility in dealing with local issues and local community differences
- Ensure each local community's interests are represented through appropriate structures and processes
- Ensure representation occurs as closely as possible to one vote one value
- Support the retention of cultural identity at the local community level

The following representation model for the Shire has been approved by the Minister and was formally gazetted in late 2011.

Ward	No. of Members
Wurrumiyanga	5
Pirlangimpi	3
Milikapiti	3
Wurankuwu	1
TOTAL:	12

#### **COMMUNITY RELATIONS**

Council is extremely aware of its role as the lead agency, service provider and employer within its area of responsibility.

To ensure that it remains both supportive and informative it has adopted the following measures:

- Formation of Local Advisory Boards
- Nomination of elected members on key consultative forums
- · Existing and proposed Memorandums of Understanding (MOU's) with key stakeholders (Police, Tiwi Land Council)
- Publishing of a community newsletter
- Sponsorship of key areas of community interest Tiwi Islands Football League and the Tiwi Bombers football club



#### **ELECTED MEMBERS OF COUNCIL**

In March 2012, Council underwent its first Local Government election since the inception of the Shires in July 2008. Election terms are for four (4) years. The reporting period up until the election saw the following elected members in their roles:

Wurrumiyanga	Milikapiti	Wurankuwu	Pirlangimpi
Barry Puruntatameri (Deputy Mayor)	Lynette De Santis (Mayor)	Kathleen Tipungwuti	Emmanuel Rioli
Teresita Puruntatameri	Raelene Mungatopi		Henry Dunn
Walter Kerinauia	David Boyd		Marius Puruntatameri
Francis Xavier Kurrupuwu			
Richard Tungutalum			

Following the election on 25 March 2012, the following changes occurred:

Elected Members of the Tiwi Islands Shire Council (post March 2012)				
Wurrumiyanga	Milikapiti	Wurankuwu	Pirlangimpi	
Barry Puruntatameri	Lynette De Santis (Mayor)	Brian Tipungwuti	Marius Puruntatameri (Deputy Mayor)	
Leslie Tungutalum	Peter Rioli		Wokay Bourke	
Crystal Johnson	Andrew Tipungwuti		Emmanuel Rioli	
John Naden				
Vacant				

**VISIONS AND VALUES** 



#### **"SERVICE FOR A TIWI FUTURE"**

- 1. Employ, develop and retain employees with an emphasis on creating pathways for Tiwi People through mentoring and by encouraging diversity, equity and respect.
- 2. Achieve customer satisfaction through communication and consultation with all stakeholders to maintain the integrity of effective services for the needs of the people.
- 3. Management of finances, assets and infrastructure will be responsible, accountable and transparent.
- 4. Manage resources in an environmentally sustainable manner, in harmony with country and culture.
- 5. Encourage initiative through decentralisation and empowering managers to be adaptable, proactive and responsive to changing business needs.
- 6. Develop and maintain effective internal and external relationships.
- 7. Communicate in an open, honest and culturally appropriate way that is reflective of Compliance and Governance best practices.
- 8. Facilitate the development of socio-economically responsible opportunities on the Tiwi Islands.



#### SERVICE DELIVERY PERFORMANCE ASSESSMENT

In adherence with NT Local Government Act 2008, section 199, Tiwi Islands Shire Council hereby presents the following report as an assessment of performance during the Financial Year ended 30 June 2012.

This report is defined by the Directorates that exist within the Tiwi Islands Shire Council's Corporate Structure.

Council's service delivery centres around:

- It's structure as a corporate body and how this meets the needs of the core and non-core services Council delivers
- The functions it performs, how these interact and how it is desirable that each is financially and physically sustainable
- It's infrastructure

All three of these resources are dependent on each other for functionality and sustainability and can not be considered in isolation without affecting the others and ultimately themselves.

#### **HIGHLIGHTS AND ACHIEVEMENTS**



- There were no resignations of Councillors in the first term of office (4 years)
- A total of 27 nominations for the twelve Councillor positions for the Council elections in March 2012
- 2<sup>nd</sup> annual Milimika Festival, which was a highlight of the Australia Day Council Regional Conference Darwin and National Conference at the Melbourne Cricket Ground
- Men's and Women's workshops conducted with strong participation
- Community Patrol presentation at the 2012 Indigenous Justice Forum in Canberra
- \* Through continued diversion programs, there is a current zero rate of Tiwi Youth re-offending
- Brumbies Rugby Union players visited Milikapiti
- \* Tiwi Islands Men's Cricket Team participated in Imparja Cup 2012, Alice Springs
- Tiwi Islands Women's Softball Representative Team played at the 2012 NT Softball Titles and made it through to the semi final stages
- Danielle Dunn from Pirlangimpi was selected in the 2012 Team of the Carnival at the NT Softball Titles
- \* Keiren De Santis has qualified for the Indigenous Marathon Project New York Marathon Squad for 2012.
- Laurie Lawrence attended Wurrumiyanga Pool for water safety promotion
- \* TISC CDEP achieved higher results than previous years in Outcomes for Participants
- Commenced the Families as First Teachers (FaFT) under the space of the Jirnani Crèche on Bathurst Island
- Shire's first Citizenship Ceremony and first Citizenship Ceremony held in an Indigenous community
- Commencement of e-waste collection from Wurrumiyanga
- Commendation from the Australian Government National Awards For Local Government for Women in Local Government initiatives
- ◆ 40 Tonnes of Ezy Street cold bitumen compound was used in Wurrumiyanga to repair broken edges and potholes
- Wurrumiyanga Skate Park was constructed
- TISC finished the financial year with no reporting breaches

# GOVERNANCE



Transparency. Compliance. Structure. Process.



#### SUMMARY

The Governance Unit provides effective leadership in governance activities to support the strategic direction of Tiwi Islands Shire Council. The area is responsible for overseeing the establishment and ongoing implementation of good governance structures and processes.

#### **KEY PERFORMANCE OUTCOMES**

- Ongoing liaison with the Department of Local Government continues to improve compliance issues
- Governance training for Councillors remains ongoing
- Local Board and Council meetings actively attended by all members
- Councillor portfolios have been clearly established for all elected members

#### **FUNDING AND PARTNERSHIPS**

The Department of Housing, Local Government and Regional Services (DHLGRS) provided initial funding through the Closing the Gap scheme to enable the setup of the newly formed Governance Unit within the Shire

#### **OPPORTUNITIES AND CHALLENGES**

As the Governance section is newly established, the immediate priority is ensuring Tiwi Islands Shire Council's compliance with Northern Territory Government Legislation.

Our recent elections have seen seven new members introduced to Council, therefore Governance training and induction is of paramount importance. A needs analysis has commenced to enable relevant personal development to be structured for each elected member.

#### HIGHLIGHTS AND ACHIEVEMENTS FOR THE YEAR

- Their were no resignations of Councillors in the first term of office (4years)
- There were a total of 27 nominations for the twelve Councillor positions for the Council elections in March 2012
- All newly elected Councillors attended the Governance Seminar provided by the Local Government Association of the NT (LGANT) in May 2012
- All Councillors have chosen a portfolio and are working with Council staff in their selected area



## **COMMUNITY DEVELOPMENT**



Empowerment. Protection. Consultation. Support.

#### **COMMUNITY DEVELOPMENT**



The Community Development Directorate is diverse. It seeks to empower individuals and groups of people by providing these groups with the skills and support mechanisms they need to effect change in their own Community.

The Directorate supports this in the Tiwi Islands Communities through the provision and delivery of social networking services, such as:

- Employment Services
- ✤ Libraries
- ✤ Centrelink
- Community Patrol
- Broadcasting; and
- Community Liaison

#### **Employment Services**

#### SUMMARY



The Community Development Employment Program (CDEP) provides employment services to all of the Tiwi Islands and delivers this service through the 3 major Communities. TISC CDEP, under the guidelines of the Program Specific Conditions, works with employers and participants to achieve good working practices and relevant training programs to develop the skills for full time and part time employment. This Business Unit is continuing to operate in two distinct areas. Work Readiness Services assists job seekers to develop their skills, improve their chances of gaining employment and move into work outside of CDEP. The other is Community Development activities which support and develop Indigenous communities and organisations.

#### **KEY PERFORMANCE OUTCOMES**

Both the numbers of participants moving off CDEP employment into full time work and the number of CDEP participants commencing training were lower than the targeted outcomes for the year. Contributing factors included limited full time employment opportunities, as well as limited training courses (due to remoteness) available through training service providers. This has been addressed with strengthened commitment internally and externally to improve these results in the coming year.

Due to the extremely low number of employers on Tiwi Islands, CDEP focus is moving towards Community Development and Accredited Training activities and away from Work Experience.

In the past 12 months TISC CDEP has undergone almost a complete staff change with a new Manager, Assistant Manager, 2 Mentors and 2 Administration Officers. TISC CDEP's understanding of the program and our ability to align Community Development activities with the Community Action Plan has improved immensely. Training courses that have relevance to current and future plans for Tiwi have commenced with some already completed successfully. These and other courses in line with approved activities will be implemented again for those who missed out.

Participants have completed Accredited Training in Horticulture and Agri-food production in line with their Employment Pathways and with current Community Development activities in the Farming and Nursery areas. Accredited training in the Retail area has seen the transition of four long term CDEP participants transition to full time off-CDEP employment.

Work Experience activities have assisted in increasing participants' skills, attendances and work ethic.



#### **FUNDING AND PARTNERSHIPS**

TISC continues to receive funding for the facilitation of the Community Development Employment Program from Australian Government Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA).

#### **OPPORTUNITIES AND CHALLENGES**

TISC CDEP have played a pivotal role in the Succession planning in place by TISC that ensures there are local people trained in areas that are likely to lead to jobs within the Shire. All Approved CDEP Work Experience Activities are based around and linked to current TISC Business Units allowing for a smooth transition from CDEP to full time employment.

Challenges to CDEP include problems stemming from FaHCSIA guidelines surrounding Work Experience Activities. Those guidelines are restricting the number of Participants TISC CDEP could have active in the system. TISC CDEP has provided in depth information to FaHCSIA National Office in a bid to have the guidelines revised or changed to allow more participation in meaningful and relevant Work Experience Activities.

Continued participation is also a huge challenge for TISC CDEP. The Mentoring program is helping to improve participation as will more meaningful Work Experience Activities (once or if approved by National Office) that could lead to Off CDEP Employment.

#### HIGHLIGHTS AND ACHIEVEMENTS FOR THE YEAR

- Although not meeting targets, TISC CDEP has this year achieved higher results than previous years in outcomes for participants through Accredited and Non Accredited Training Courses and Work Experience Activities. Therefore a record number of Outcome Payments generated.
- \* TISC CDEP Staff attended and participated at the very successful Men's Workshop held at Crab Claw Island.
- Awards received by CDEP Staff included Australia Day Celebrations Citizen of the Year and Young Citizen of the Year for achievements in their work areas and dedication to their community.
- Successful Accredited Training in Horticulture associated with Farming Activities was completed.
- Establishment of Gardens around the communities.



#### SUMMARY



The Libraries provide a service to Pirlangimpi and Milikapiti for community residents to utilise facilities that include internet access, internet banking, and research.

It also provides a service to the youth in the communities where they can access books and other library resources.

#### **KEY PERFORMANCE OUTCOMES**

Monthly client numbers are tracked and recorded in management reports

#### FUNDING AND PARTNERSHIPS

The Department of Natural Resources, Environment and the Arts (NRETAS) continues to fund two part time staff for the community based libraries on Melville Island.

#### **OPPORTUNITIES AND CHALLENGES**

- Increase promotion of library services across Melville Island
- Enabling residents to have better access to the outside world in regards to being able to either research or collect information.
- Clients can come to an environment where they are comfortable and able to interact with others.
- Children can access the library to gain knowledge and understanding on a range of matters, including researching assignments or learning how to use a computer.
- Not enough funding to employ adequate staff
- Not enough funding to purchase resources
- Milikapiti Library Services does not have a permanent building for the community to have access to a safe library environment

#### Centrelink

#### SUMMARY

We are a Centrelink Agent that provides remote access, which supports and assists Centrelink clientele to Centrelink Services, including:

- ✤ Referral services
- ✤ Specialist assistance
- Income Support.

#### **KEY PERFORMANCE OUTCOMES**

Statistics and client maintenance files are collated and submitted to Centrelink on a daily / weekly / monthly basis as required.

#### FUNDING AND PARTNERSHIPS

Funding from the Department of Human Services (Centrelink Northern Australia) provides for two part time positions in Milikapiti.

#### **OPPORTUNITIES AND CHALLENGES**

- Assisting in creating a job network for Tiwi people.
- Internet and communications infrastructure on the Islands hinders daily operation.

#### HIGHLIGHTS AND ACHIEVEMENTS FOR THE YEAR

Centrelink staff from Darwin have provided significant staff training to assist with dealing with customers and performing daily operations.



#### **Community Patrol**

#### SUMMARY



The Community Patrol Service assists communities to take responsibility in the prevention of anti-social, harmful, destructive and illegal behaviours by offering community patrolling and safe transport to protect vulnerable people.

#### **KEY PERFORMANCE OUTCOMES**

- The specified number of patrols in each community are being achieved, with: Milikapiti conducting 11 patrols, Wurrumiyanga conducting 24 patrols, 6 days a week; and Pirlangimpi conducting 6 patrols, 6 days a week.
- Data is being collected by patrollers and submitted to the manager on a daily basis regarding the number of community members assisted
- Performance reports are submitted to the funding body as required

#### FUNDING AND PARTNERSHIPS

The Department of the Attorney General funds Tiwi Islands Shire Community Patrol. This funding encompasses wages, vehicle expenses, materials, office rent, electricity, uniforms, travel and administration fees.

#### **OPPORTUNITIES AND CHALLENGES**

- Although the training budget has been removed from the funding, there is still the opportunity for the patrollers to attend workshops arranged by the Attorney Generals Department
- Career progression
- \* Family and cultural issues surrounding Community knowledge and understanding of Community Patrol
- Future employment pathways are created through the facilitation by TISC of driver education training

#### HIGHLIGHTS AND ACHIEVEMENTS

- Assistant Manager, Kathy Rioli, was invited to present at the 2012 Indigenous Justice Forum in Canberra. These forums are designed to encourage ongoing collaboration and information sharing, and to inform people making policy and programs about a specific issue or problem. The overall aim is to increase understanding of what are the most effective policies and programs to reduce the contact of Aboriginal, Torres Strait Islander and Maori people with the justice system.
- Melville Island and Bathurst Island Community Patrol provided 24 hour security during the Milimika Festival
- \* Community Patrol Manager, Deanne Rioli, received an Australia Day Appreciation Award
- A Memorandum of Understanding (MOU) has been established between the Melville Island Police & Melville Island Community Patrol

## **CORPORATE AND COMMUNITY SERVICES**



Productivity. Functionality. Sustainability. Accountability. Learning.

#### **CORPORATE AND COMMUNITY SERVICES**



The Corporate and Community Services Directorate has the responsibility of delivering services under the following areas:

- Children
- Youth
- Women
- Sport and Recreation
- Facilities Management
- Events Management
- Information and Communications Technology
- Records Management
- Fleet Administration
- Administration
- ✤ Australia Post Agencies
- Companion Animal Welfare and Control

#### **Children's Services**

#### SUMMARY

Children's Services provides four programs across three communities, these include:

- \* Childcare in Wurrumiyanga, Pirlangimpi and Milikapiti
- \* Outside School Hours Care (OSHC) in Wurrumiyanga, Pirlangimpi and Milikapiti
- \* Vacation Care in Wurrumiyanga, Pirlangimpi and Milikapiti
- Families as First Teachers FaFT) Wurrumiyanga only

All of these Programs are there to provide activities that nurture and strengthen child development in a quality learning environment. These Programs are for children between the ages of 6 months to 12 years of age. FaFT is transition from home to school program that supports and strengthens parent's knowledge around Early Childhood development.

#### **KEY PERFORMANCE OUTCOMES**

- Program reviews occur each six months as required by the Department of Education, Employment and Workplace Relations (DEEWR)
- Strong Cultural Identity is a key component in all programs
- \* Informal and flexible communication with families and the community occurs on a regular basis
- \* Children's Services maintains strong links with other relevant organisations
- Policies are developed, reviewed and implemented on an ongoing basis

#### FUNDING AND PARTNERSHIPS

Multiple agencies provide funding to carry out the services offered. These include DEEWR, Department of Education and Training (DET), and Early Childhood Policy and Regulations and Centrelink, as well as Parent contributions.



#### **OPPORTUNITIES AND CHALLENGES**

**Opportunities:** 



- Staff Promotion within Children's Services CDEP staff have gained full-time employment in Children's Services and our senior staff have had opportunities to take on the responsibility of higher duties.
- Staff training and professional development We are progressing well to qualify all staff in their Certificate III in Children's Services and have ongoing support for staff development with Rural and Remote Aboriginal Childcare Service Support Unit (RRACSSU) around the National Quality Standards.
- To promote Children's Services and to develop and provide promotional resources around all Children's Service programs Currently we are in the process of developing promotional resources.
- To provide Cultural activities to enhance and strengthen Tiwi Culture Currently working to have community volunteers provide cultural activities with our OSHC program for the age group between 9 to 12 years.

Challenges:

- Staff attendance and commitment to the job This is still one of our challenges, but we are currently addressing it through having regular staff meetings and Human Resources.
- To source funding from external services to provide special activities for the holiday programs We have sourced small grants to be able to provide these types of activities for our Holiday Programs.
- To engage families and community volunteers in Children's Service activities We have had some families come and show their interest in assisting with events and activities, but would like to see more. We are also in the process of doing some promotional work for all Children's Service Programs to engage the community in our services.
- Engaging Community members from a variety of age groups to share their knowledge and cultural experiences with the children that access Children's Service programs We have had meetings with the members of the Strong Woman's Group and attended the girls camp and are eager to do more Cultural activities with our children.

#### HIGHLIGHTS AND ACHIEVEMENTS FOR THE YEAR

- Commenced the Families as First Teachers (FaFT) under the space of the Jirnani Crèche on Bathurst Island.
- We have changed over to Batchelor Institute as our trainer provider and Children's Service staff are starting to work their way through the Certificate III in Children's Services. With the trainer based at Wurrumiyanga she is able to work closely with our staff and complete units successfully.
- Children's Services has transitioned five CDEP participants into full-time positions within childcare.



#### SUMMARY



Tiwi Islands Youth Diversion Unit (TIYDU) provides a single point of contact for the effective and culturally appropriate Youth Diversion programs and provides a link between NT Police and referred youth from the Tiwi Islands communities.

#### **KEY PERFORMANCE OUTCOMES**

- \* Through continued diversion programs, there is a current zero rate of Tiwi Youth re-offending
- ✤ Staff retention remains at 100%
- \* There has been an increase in the number of youth participating in pre-court diversionary programs

#### FUNDING AND PARTNERSHIP

Throughout the year, the funding source was restructured from Department of Children and Families, to Department of Justice. Funding continues to ensure that young people who are at risk of coming in to contact with the formal justice system develop positive life experiences through their participation in local preventative program initiatives provided by TYDU.

#### **OPPORTUNITIES AND CHALLENGES**

- Continue to emphasise the importance and relevance of using Tiwi culture to develop and underpin all Tiwi Youth Diversion programs
- Funding sustainability to further develop Youth Diversion and Skin Group as funded programs on all Tiwi communities
- Continue with Mediator training for TIYDU programs: In place; ongoing local training provided by Community Justice Centre (CJC) to TIYDU staff and Ponki mediator group.

#### HIGHLIGHTS AND ACHIEVEMENTS

Delivered a young men's week-long bush camp at Mrinto Beach, on Bathurst Island.

#### **Sport and Recreation**



#### SUMMARY

Providing opportunities for all Men, Women and Children on the Tiwi Islands to participate and achieve within their chosen sport or recreational activity.

#### **KEY PERFORMANCE OUTCOMES**

- ✤ Increased participation from the Communities in sport and recreation activities
- Increased diversity of activities on offer
- Employee attendance rates increased

#### FUNDING AND PARTNERSHIPS

Funding for activities are provided by multiple agencies to carry out the services offered. These include Deptartment of Regional Australia, Local Government, Arts and Sport (DRALGAS) and Department of Natural Resources, the Environment, Arts and Sport (NRETAS). Grant funding covers employment and oncosts, sporting equipment and the increased participation of Indigenous people in sport and recreational activities.

#### **OPPORTUNITIES AND CHALLENGES**

- Improve the current level of service delivery for all Tiwi Islands communities
- Deliver an annual sporting calendar
- Provide accredited professional development for staff
- Utilise current funding effectively, whilst actively pursuing supplementary income streams
- Improve our programs to provide the community with fun, safe and diverse activities.

#### HIGHLIGHTS AND ACHIEVEMENTS



- ↔ Women's softball and Men's Cricket included in the inaugural Milimika Festival.
- Brumbies Rugby Union players visited Milikapiti.
- \* Tiwi Islands Men's Cricket Team participated in Imparja Cup 2012, Alice Springs.
- Milo In2Cricket centres were run through each primary school on the Tiwi Islands and each child was given their own bat and ball.
- Milikapiti Team represented their community at the Imparja Cup in Alice Springs.
- Women's AFL 9-a-side competition commenced in November 2011. Teams from Tiwi College, Milikapiti and Pirlangimpi took part.
- Auskick delivered through Sport and Recreation officers at all Tiwi Islands primary schools.
- Inter community Women's Softball competition
- Inter community Sister Girl's Softball competition
- Junior T-ball come and try days in each community
- Tiwi Islands Women's Softball Representative Team played at the 2012 NT Softball Titles and made it through to the semi final stages. Danielle Dunn from Pirlangimpi was selected in the 2012 Team of the Carnival at the NT Softball Titles.
- Three Fun Runs were held at Milikapiti for children. Participants were aged between 3 and 13.
- Sport & Rec have now got a very cordial relationship with the Indigenous Marathon Project (IMP). The IMP has heavily supported all three fun runs this year.
- Keiren De Santis has qualified for the IMP New York Marathon Squad for 2012.