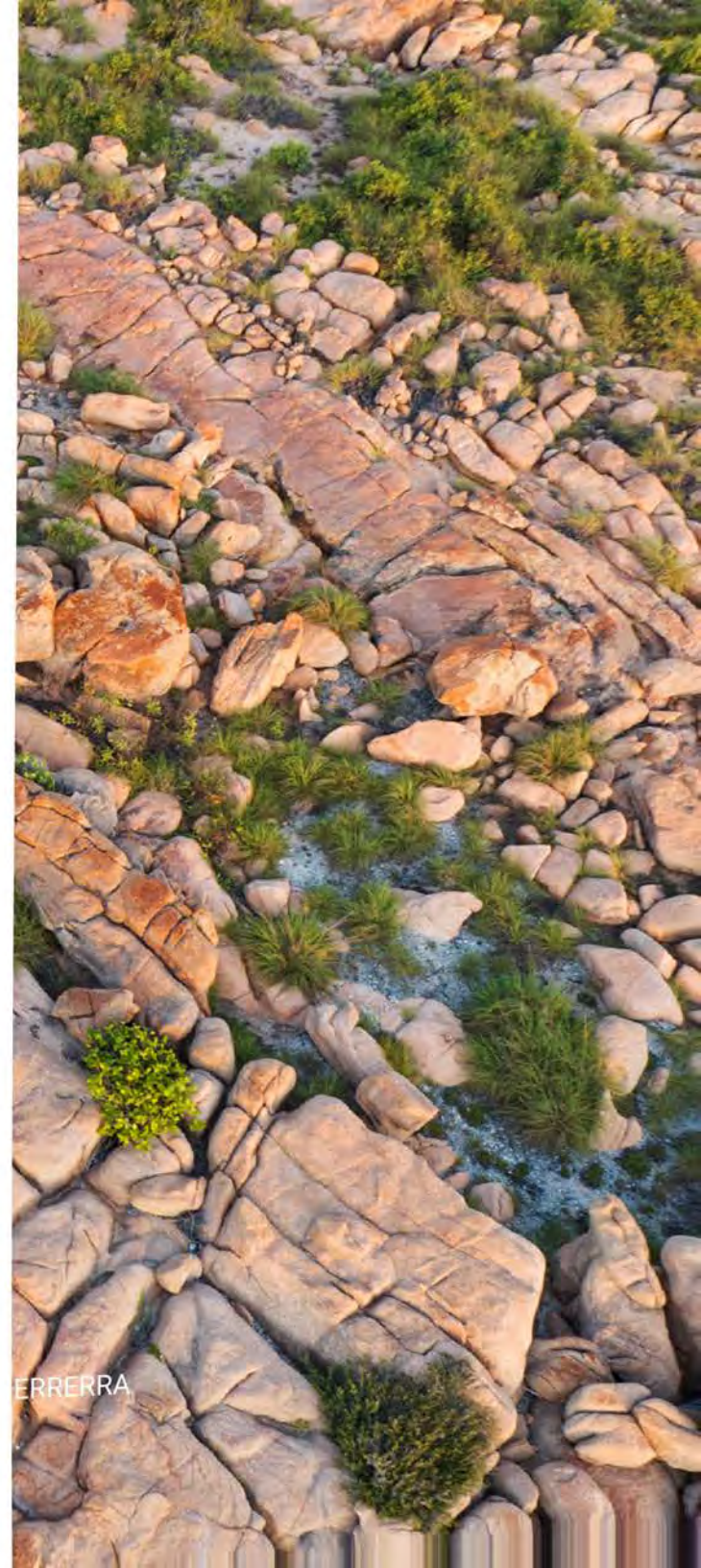




# Anindilyakwa Land Council

Corporate Plan 2024-25



ERRERRA





**Anindilyakwa**  
Land Council

## Corporate Plan 2024-25

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# CORPORATE PLAN ON A PAGE

MAKBUMANJA





## Purpose

Protect, maintain and promote Anindilyakwa culture

Invest in the present to build a self-sufficient future

Create pathways for youth to stand in both worlds

## Key Activities

### Caring for country

Protect and manage the biodiversity, and the cultural, functional and recreational values of the Anindilyakwa Indigenous Protected Area (IPA) and surrounding sea country.

### Economic and community development

Work collaboratively to pursue commercial and community development outcomes that builds a prosperous future for the Traditional Owners (TOs) of the Groote Archipelago.

### Monitor mining and mine closure

Protect the interests of TOs in respect to the exploration and mining of resources on the Groote Archipelago and pursue mine closure outcomes that sustain cultural, economic and environmental values.

### Preserving culture

Protect, maintain and promote Anindilyakwa culture including the protection of sites of cultural significance.

## Operating Context

Governance, Economic transformation, Significant agreements, Location, Capability, Risk oversight and management, Cooperation.

## Performance Measures

1.1 Percentage of activities in the land and sea annual project plan reported as completed, partially completed or ongoing at 30 June.

1.2 Number of marine debris patrols carried out to remove the emerging threat of marine debris within the Groote Archipelago.

1.3 Number of recorded incidence of land breaches under the Aboriginal Land Rights (NT) Act 1976 (ALRA).

2.1 School attendance rates of students supported by Groote Eylandt Bickerton Island Primary College Aboriginal Corporation (GEBIPCAC) utilising Anindilyakwa Land Council (ALC) royalty monies.

2.2 Proportion of Anindilyakwa adults on the Groote Archipelago in employment.

2.3 Progress on the Law, Justice and Rehabilitation Local Decision Making Agreement (LDMA) Implementation Plan.

2.4 Number of Anindilyakwa community houses (including extensions to houses) delivered on the Groote Archipelago to reduce household overcrowding.

3.1 Mining, exploration and related activities comply with agreements entered into with the ALC, and with the ALRA.

3.2 Final mining related and mine closure landforms, rehabilitation and remediation works, and systems are in line with ALC approved mine closure and mine management plans and strategies. The ALC approval will be based on directions, criteria and guidance from TOs.

4.1 Participation rates in Anindilyakwa cultural activities organised and/or supported by the Preserving Culture Department.

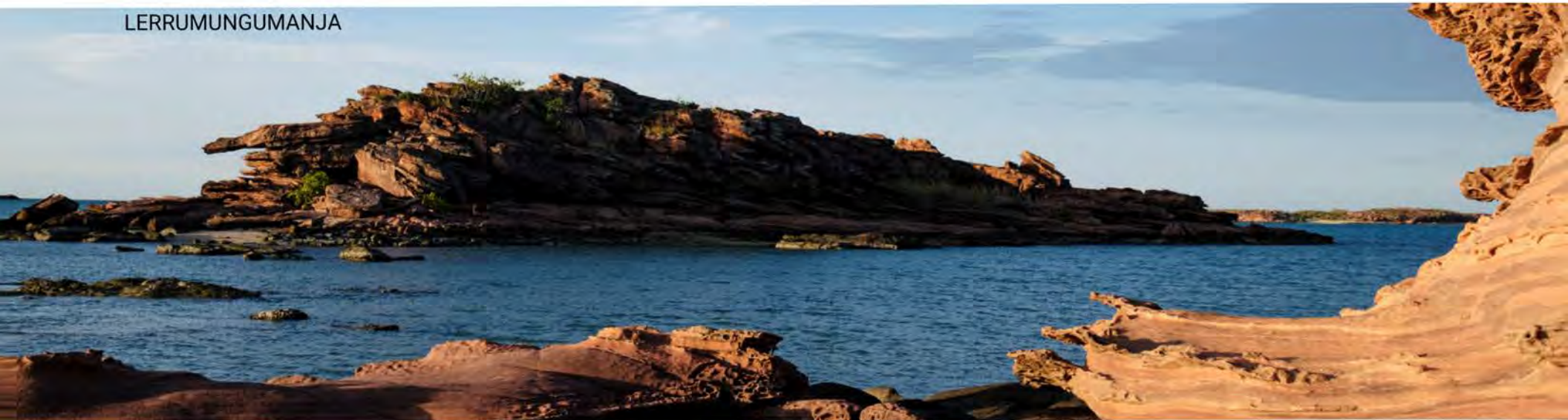
4.2 Numbers of sites of cultural significance that are recorded, and/or where development is proposed, protected.

# INTRODUCTION

This is the ALC Corporate Plan for the reporting period 2024-25, covering the years 2024-25 to 2027-28 (a period of four years). The Accountable Authorities of the ALC have prepared the Corporate Plan 2024-25 as required under paragraph 35(1)(b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and provided it to the responsible Minister, the Hon Linda Burney MP Minister for Indigenous Australians and Senator the Hon Katy Gallagher Minister for Finance.



LERRUMUNGUMANJA





# PURPOSE

*The purpose of the ALC is to protect, maintain and promote Anindilyakwa culture, invest in the present to build a self-sufficient future and create pathways for youth to stand in both worlds. This purpose has come from the TOs of the Groote Archipelago.*



The ALC is guided by this purpose as it carries out its functions and responsibilities under the ALC's enabling legislation, the *Aboriginal Land Rights Act (NT) 1976 (ALRA)*.

# KEY ACTIVITIES

Caring for  
country

Protect and manage the biodiversity, and the cultural, functional and recreational values of the Anindilyakwa IPA and surrounding sea country.

Economic and  
community  
development

Work collaboratively to pursue commercial and community development outcomes that builds a prosperous future for TOs of the Groote Archipelago.

Monitor  
mining and  
mine closure

Protect the interests of TOs in respect to the exploration and mining of resources on the Groote Archipelago and pursue mine closure outcomes that sustain cultural, economic and environmental values.

Preserving  
culture

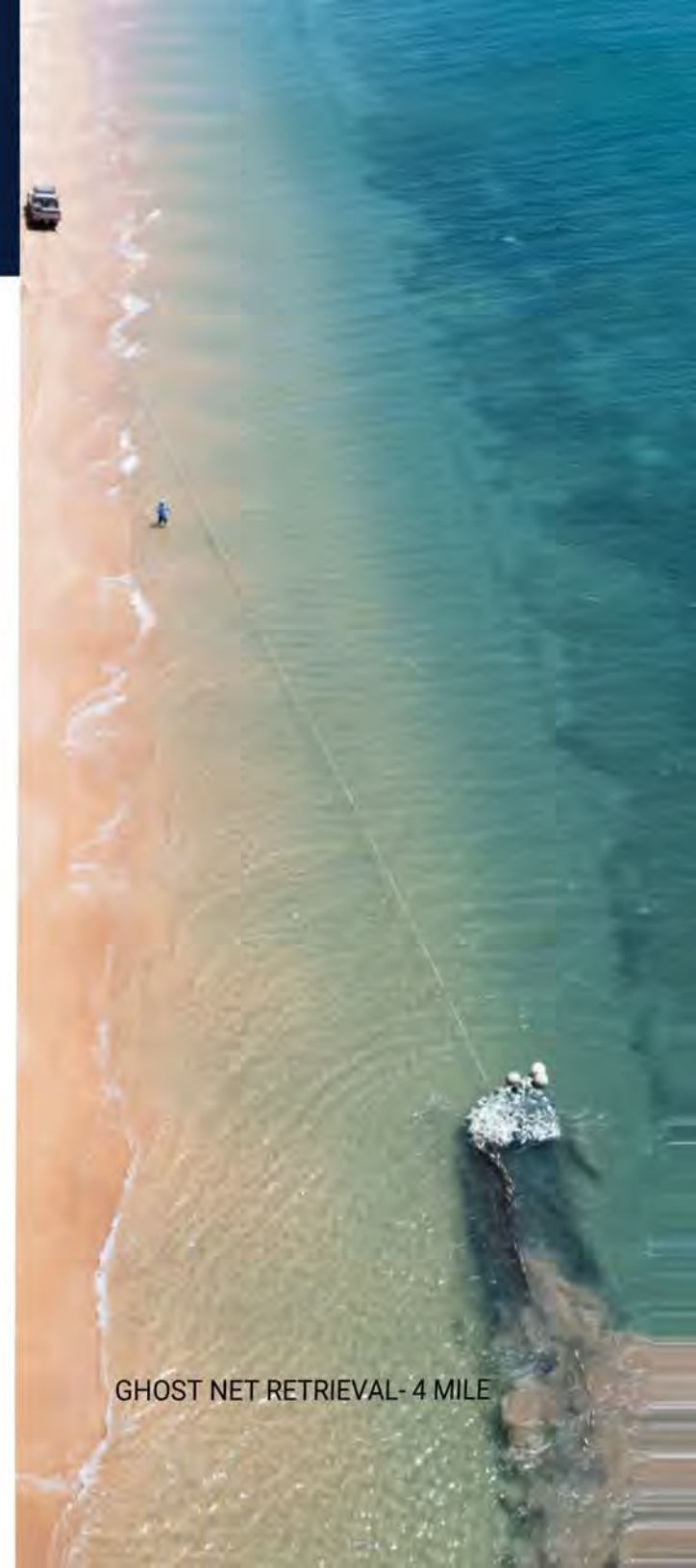
Protect, maintain and promote Anindilyakwa culture including the protection of sites of cultural significance.



# Caring for country

Protect and manage the biodiversity, and the cultural, functional and recreational values of the Anindilyakwa IPA and surrounding sea country.

- Consult, plan and engage with TOs to guide the management of the Ranger and IPA programs and to transfer knowledge in accordance with cultural protocols.
- Issue and monitor land access permits including recreation and special access permits.
- Manage land closures in accordance with ALRA.
- Carry out cultural and natural heritage management.
- Manage quarantine and biosecurity.
- Carry out the Anindilyakwa IPA Plan of Management 2022-2028.
- Protect native species including marine and terrestrial, native flora and fauna, endemic, migratory, threatened and endangered species.
- Fire management including preservation of traditional ecological knowledge.
- Biosecurity matters such as invasive plants and animals, soil, vegetation, freshwater and sea country management.
- Research and community education including engagement with schools.
- Administer land use proposals and monitor agreements in line with ALRA.



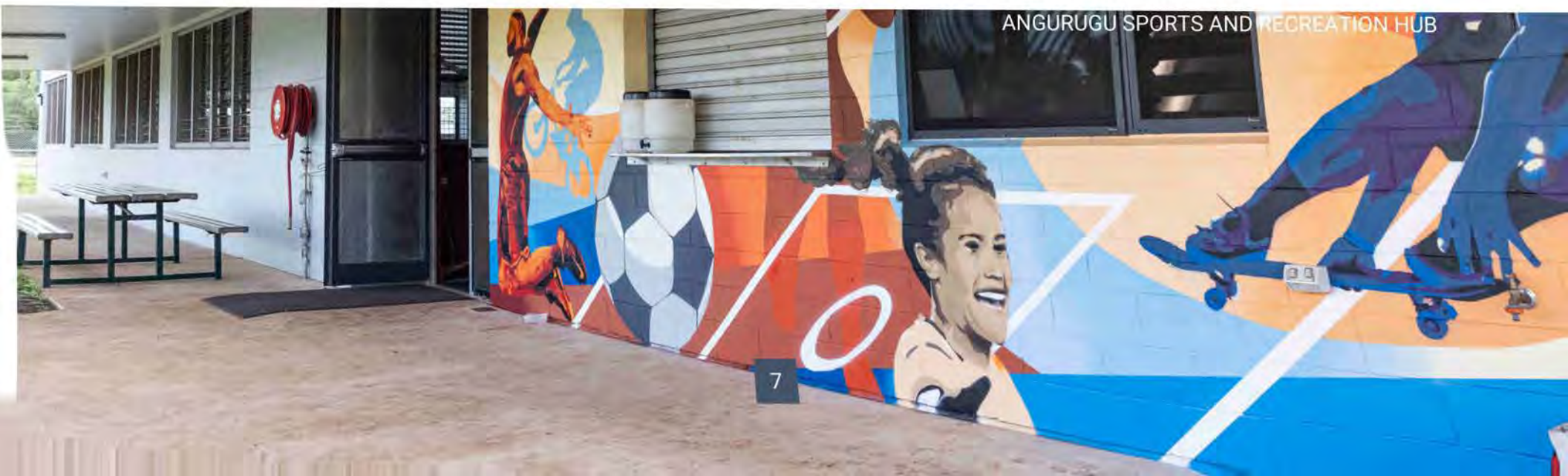
GHOST NET RETRIEVAL- 4 MILE



# Economic and community development

Work collaboratively to pursue commercial and community development outcomes that builds a prosperous future for the TOs of the Groote Archipelago.

- Distribute mining royalties to support the growth of a culturally informed, diversified and sustainable post mining economy in line with the wishes of TOs.
- Support the implementation of the Local Decision Making Agreement (LDMA) across housing, education, economic development, law, justice and rehabilitation, health and wellbeing, and local government to achieve self-determination.
- Provide appropriate support structures including the operation of the Finance Committee and the Royalty Development Unit to build capability and capacity of Anindilyakwa-led Aboriginal Corporations.
- Work in partnership with Aboriginal Corporations to strengthen TO led commercial and community development activities.
- Work with stakeholders to build the Anindilyakwa Mining Trust (AMT) investment to support a perpetual future Groote Archipelago cultural economy.
- Deliver a community support program to improve TOs wellbeing, address community needs and to work collaboratively with community service providers.
- Build Anindilyakwa data sovereignty to support informed and evidence based local decision making.







# Monitor mining and mine closure

Protect the interests of TOs in respect to the exploration and mining of resources on the Groote Archipelago and pursue mine closure outcomes that sustain cultural, economic and environmental values.

- Ascertain and express the wishes of TOs in respect to exploration and mining on the Groote Archipelago.
- Ensure that TOs are fully informed and proper consent is obtained for land use proposals and decisions.
- Monitor and pursue compliance with the conditions of mining and exploration agreements in line with TOs wishes and the ALRA.
- Work collaboratively with the mine closure working groups and mining companies operating in the region to plan for and deliver on all aspects of a sustainable future of the Groote Archipelago after mine closure.
- Ensure final post mining landform design and outcomes meets TO criteria.
- Carry out feasibility assessments and develop post mining land use strategies.
- Maintain effective relationships with mining companies by attending mining liaison committee meetings and industry forums to represent TOs concerns and queries in respect to mining activities and remuneration.

SOUTH32 MANGANESE PORT  
MILNER BAY



# Preserving culture

Protect, maintain and promote Anindilyakwa culture including the protection of sites of cultural significance.

- Endorse Anindilyakwa-led programs that sustain, share, and celebrate a strong culture through various creative mediums.
- Engage Anindilyakwa for consultation, advocacy, and guidance in protecting cultural and traditional knowledge, and significant areas.
- Maintain a comprehensive genealogy register for the Groote Archipelago and map sacred sites, rock art, and historical occupation sites.
- Support, promote, and empower artists in both traditional and contemporary art expressions, including the revival of old practices.
- Safeguard, maintain, and promote the Anindilyakwa language through various means to ensure its continuity for future generations.
- Produce culturally significant media content, such as films and photography, shaped by Anindilyakwa to document TO knowledge and storytelling.
- Preserve and transfer traditional and contemporary dance and musical knowledge and skills through programs involving young people and the broader community.
- Assist Anindilyakwa in walking in both worlds through a community development and strengths-based approach.
- Support the social and emotional well-being of the community.
- Provide support for funeral and ceremony practices.
- Act as custodians of cultural, sacred and secret materials.

BUSH DYE SILKS





# OPERATING CONTEXT

ANINDILYAKWA HEALING CENTRE (ALTERNATIVE TO  
CUSTODY FACILITY)-MARBLE POINT ROAD





# Governance

*The representation of all 14 clans of the Groote Archipelago on the ALC Board supports us to ascertain and express the interests of all TOs to achieve our purpose. We will work to ensure the effectiveness and efficiency of specialist committees to provide strong governance when carrying out the ALC's purpose.*

The ALC Board comprises representatives from the 14 clans of the Groote Archipelago, and one community representative from each of the townships of Angurugu, Milyakburra and Umbakumba. The elected members serve a term of three years. The next election of the ALC Board is due to take place before the end of September 2024.

The ALC Board provides the strategic vision and oversight of the ALC. The Chair and Deputy Chair are appointed by the ALC Board for a three-year term shortly following the general elections and are held accountable for their performance by the ALC Board.



Emblem of the ALC

The Accountable Authorities of the ALC, as stated in the *Public Governance, Performance and Accountability Rule 2014*, Rule 7A is:

- I. Chair of the Land Council
- II. The CEO of the Land Council

The ALC operates specialist committees, which include:

- Finance, Audit and Risk Committee
- Finance Committee (ALRA s.64(3) distributions)
- Land and Sea Cultural Advisory Committee
- Mining Liaison Committees

The ALC is an Australian Corporate Commonwealth Entity and is subject to the PGPA Act. The ALC does not have any subsidiaries.

In May 2023, the Australian National Audit Office published an audit report on the Governance of the ALC. The ALC is making significant progress to address the recommendations of the audit.

# Economic transformation

*The ALC is proactively pursuing opportunities to transform the local economy and to support infrastructure development to build a prosperous future for the TOs of the Grootte Archipelago which protects, maintains and promotes culture, invests in the present to build a self-sufficient future and creates pathways for youth to stand in both worlds.*

## Enterprise Development

Mining on the Grootte Archipelago is expected to end in 7-10 years. The Grootte Archipelago economy is currently under transformation from one reliant on mining royalties to a culturally informed, diversified and sustainable economy that builds on the strengths of the people, land and sea.

Enterprise development is underway to re-establish the main revenue generating economies that will see the Grootte Archipelago going back to high value seafood exports to the north, based on the traditional economies that were historically in place for 100s of years, prior to colonisation.

## Infrastructure Development

There is a large portfolio of infrastructure works underway to build the future economy and to construct new houses, an independent boarding school, healing and rehabilitation centre, roads and facilities. The Little Paradise development is a significant project that will provide a range of operating facilities to establish the future Grootte Archipelago economy.



*Little Paradise development*



# Significant agreements

*Significant agreements entered into by the ALC, on behalf of TOs, have shaped our operating environment. The LDMA is and continues to transfer control of services, decision making and assets to TOs. It is a key mechanism through which we are achieving our purpose. Mining in the region has provided a royalty income stream that has enabled the expressed wishes of TOs to be carried out.*

## Local Decision Making Agreement

The ALC, on behalf of TOs, signed a LDMA with the NT Government in 2018 (with support from the Australian Government) to transfer control of services to TOs.

There are six focus areas under implementation – housing, economic development, education, law, justice and rehabilitation, health and wellbeing, and local government. Anindilyakwa-led entities have been established to take responsibility of services.

The desired outcomes of the six LDMA Implementation Plans are:

**Housing** - a single, sustainable, diverse and culturally appropriate community housing system across all towns and satellite communities in the Groote Archipelago that the Anindilyakwa people control and take responsibility for.

**Economic Development**- A viable, culturally rich and sustainable two-stream diversified economy in the Groote Archipelago, not dependent upon mining royalty income, which is controlled by Anindilyakwa people.

**Education** - a new community-controlled, bi-lingual education system in the Groote Archipelago that allows for Anindilyakwa people to control and take responsibility for their own schools, has a curriculum to enable Anindilyakwa people to live in both worlds, and facilitates a single governance model for education.

**Law, Justice and Rehabilitation** - increased involvement and leadership of the Anindilyakwa people in the justice system, including access to rehabilitation services by building on country the Anindilyakwa Healing Centre as an alternative-to-custody facility that integrates cultural content.

**Health** - to increase involvement, capacity and leadership of Anindilyakwa people in the health and wellbeing sector, and support the long term aspiration to transition control and responsibility for health clinics in the Groote Archipelago from NT Health to an aboriginal community controlled health organisation nominated by the Anindilyakwa people.

**Local Government** - for Anindilyakwa people to take responsibility for local government in the Groote Archipelago through the establishment of the Groote Archipelago Regional Council (GARC).

# Significant agreements

## Mining and Exploration Agreements

Mining and exploration agreements have shaped the Groote Archipelago economy since the 1960s. As a result of mining, the ALC is responsible for administering significant receipts of rents and royalty payments in line with ALRA.

In addition to statutory royalty equivalents, Groote Eylandt Mining Company (GEMCO) mining agreements provides for negotiated royalties and rents to be paid into the AMT to ensure it reaches a level capable of sustaining community and cultural projects in perpetuity .

As mine closure approaches in 2030-31, the ALC and South32 (majority owner of GEMCO) are working to achieve a world class mine closure plan that is responsive to the wishes and aspirations of TOs of the Groote Archipelago. Senior officials from the NT and Australian Governments have also been invited to be a part of this process. Working groups have been established to provide focus on a range of considerations including the future of the Alyangula township, alternatives to the rehabilitation of mined land, renewable energy and working towards net zero emission, retention of assets, and opportunities for Winchelsea Mining Operations.

Winchelsea Mining is a joint venture that is majority owned by the Anindilyakwa Advancement Aboriginal Corporation and that has been purposefully established as a future Groote enabling project with a core vision to raise enough revenue to support the economic and social future of the TOs of the Groote Archipelago.

Capital construction of the Winchelsea mine is expected to commence in 2025. The mining venture will provide annual fixed payments to impacted clans, provide guaranteed payments into the AMT and surplus profits will be reinvested into major projects for the benefit of TOs.

It is proposed that the Winchelsea mine closure plan will include re-purposing the mine site to scale up aquaculture operations post mining.



*Winchelsea Island*



# Location

*The location of the ALC's operations both strengthens our ability to achieve our purpose and presents us with challenges. On the one hand the unique, pristine island environment, the language and culture, and unity of the Anindilyakwa-speaking people is protected by our location. On the other hand, remoteness adds significant costs and complexities to achieving our purpose.*

The Groote Archipelago is situated in Australia's remote north in the waters of the Arafura Sea in the Gulf of Carpentaria, NT. The Groote Archipelago has a unique and diverse environment with pristine beaches, unobstructed fresh waterways, open woodland, rainforests, red sand dunes, and rock art which is thousands of years old. The IPA covers approximately 10,000km<sup>2</sup> of land and sea.

The remote island location supports the protection and conservation of the rich and unique ecosystem. Owing to its outstanding conservation value, the Groote Archipelago has been recognised by the NT Government as a site of International Conservation Significance.

The remote location adds significant complexity to service delivery and establishing infrastructure. The expense to build and carry out development on the Groote Archipelago is exponentially higher when compared to the mainland due to the cost of bringing materials and labour to the remote location.



Map of the Groote Archipelago

# Capability

*Utilising the strengths of people and country, local decision making, strategy, and building Anindilyakwa data sovereignty underpins ALC's approach to achieving our purpose.*

## PEOPLE AND COUNTRY

The TOs of the Groote Archipelago are the custodians of one of the oldest continuous languages and cultures on earth. Anindilyakwa culture and language is strong and living. TO knowledge informs all ALC activities through the representation of all 14 clans as board members, as a major employer of Anindilyakwa-speaking people and through community engagement.

The Groote Archipelago has a unique and rich eco-system. The ALC is positioning the future Groote Archipelago economy as clean, green, culturally rich, sustainable and TO led.



## LOCAL DECISION MAKING

The ALC is continuing to pursue increased TO control of programs, services and economic development on the Groote Archipelago. The landmark LDMA signed in 2018, is a key mechanism through which the transfer of decision making and control of assets is shifting to TOs. There are six current focus areas - housing, economic development, education, law, justice and rehabilitation, health and wellbeing, and local government. The LDMA is also establishing a model for treaty for the Anindilyakwa people.



## STRATEGY

Since 2012, the ALC has applied a strategic approach to consultations with TOs to plan for a post mining culturally informed, sustainable and economically diverse future. TOs have prioritised the protection, maintenance and preservation of culture and want their children to stand strongly in both worlds. The ALC is working with TOs to proactively plan and purposefully distribute mining royalties to secure a prosperous future that TOs have envisioned for the Groote Archipelago. The updated Strategic Plan 2023-33 is available on the ALC website: [www.anindilyakwa.com.au](http://www.anindilyakwa.com.au).



## DATA SOVEREIGNTY

The ALC is building capacity for TOs to hold data pertaining to their communities to support evidence-based local decision making. The ALC Data Governance Unit has been established to support TOs to access a rich repository of data in user-friendly formats. The Australian National University report on Social Indicators and Data Governance for Local Decision Making was completed in 2022, which provides baseline data and information about the Anindilyakwa demographic, and social and economic indicators. Available on the ALC website: [www.anindilyakwa.com.au](http://www.anindilyakwa.com.au).





# Risk oversight and management

The ALC remains focussed on our commitment to manage risk and identify improvement opportunities as we deliver on our purpose. This ongoing commitment aims to protect, the well-being of our personnel, financial assets and valuable resources.

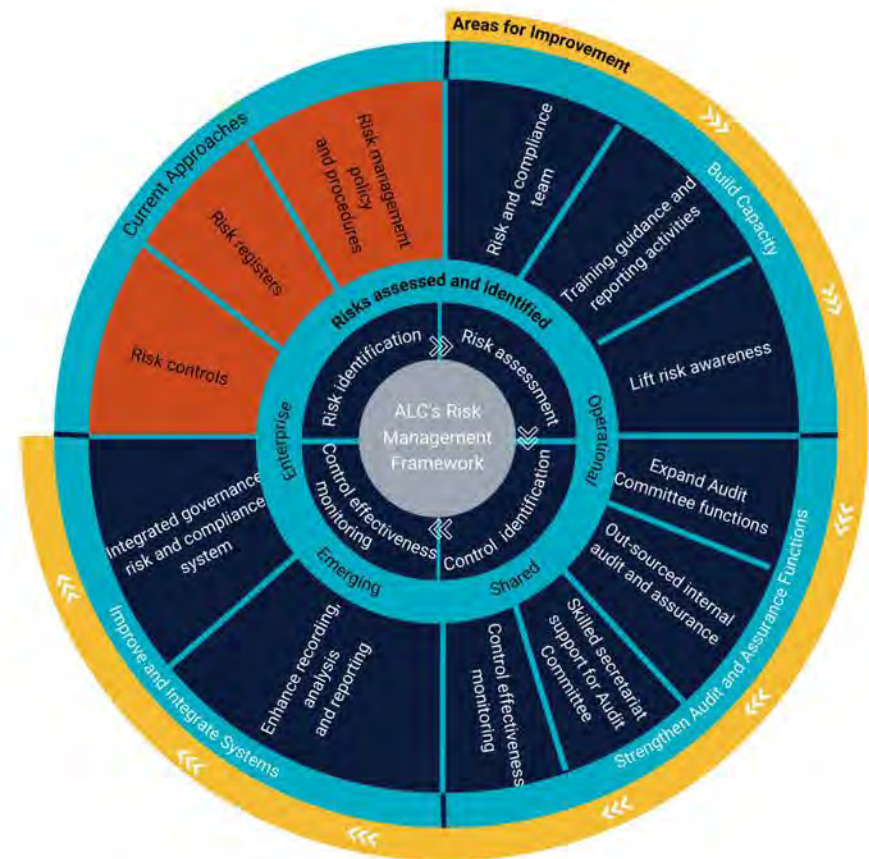
## ALC's Approach to Managing Risk

The ALC's risk management framework is a systematic approach designed to identify, assess and mitigate potential risks within the ALC.

The approach consists of four key steps:  
 risk identification;  
 risk assessment;  
 control identification;  
 control effectiveness monitoring.

Every year, the programs within the ALC undertake a thorough review of the risks associated with their specific program. During this process a department risk register is developed with the assessed risks and identified controls. The controls are owned by the relevant department manager, supported by the Risk, Innovation and Technology Manager.

The ALC has recently established a dedicated risk department to oversee and manage organisational risks. The ongoing development of the department's structure is currently underway and ALRA s.64(1) funding has been approved by the National Indigenous Australians Agency (NIAA), to support the existing Risk, Innovation and Technology Manager.



ALC's Risk Management Framework



# Risk oversight and management

## Areas for Improvement

The following initiatives will be undertaken to bring to life the risk management framework. The initiatives are aimed at lifting ALC's risk maturity.

### **Build Capacity**

The ALC will continue to focus on implementing risk management training for our staff to equip individuals with the knowledge and skills necessary to perform their responsibilities effectively and efficiently. Investing in our employees is paramount to fully embedding a self-sustaining risk culture for the ALC.

### **Strengthen Audit and Assurance Functions**

The Finance, Audit and Risk Committee's focus will be expanded beyond financial risk.

The Finance, Audit and Risk Committee will be better supported by an appropriately skilled person providing secretariat services.

The Manager for Risk, Innovation and Technology will assume the role of Chief Risk Officer for the ALC, bringing crucial insights to critical decision-making regarding the future of the Groote Archipelago.

Ongoing enhancements will be made to the current risk management framework, including the development and implementation of measures for risk control and effectiveness monitoring across the ALC's risk portfolio.

These initiatives are aimed at ensuring the effective management of ALC's risks.

### **Improve and Integrate Systems**

The ALC is currently in the process of transforming the risk management process into a new digital system. This upgrade is intended to enhance our ability to support and automate action management, as well as promote greater transparency within our risk management process.



# Risk oversight and management

Key Risks	Controls	
<p>Future Groote</p>	<p>If proactive planning and investment in line with TOs values and aspirations does not continue, the Groote Archipelago will be unprepared for the cessation of mining in 7-10 years.</p>	<ol style="list-style-type: none"> <li>1. Implement the Strategic Plan to achieve the ALC's purpose.</li> <li>2. Proactive distribution of royalty monies to build the future economy.</li> <li>3. Support local decision making to put control of services, programs and assets in the hands of TOs.</li> <li>4. Pursue a mine closure plan that meets the values and aspirations of TOs.</li> </ol>
<p>Mental health and wellbeing</p>	<p>ALC employees operate within a demanding work environment which may impact mental health and wellbeing.</p>	<ol style="list-style-type: none"> <li>1. Access to essential services for physical and mental health care.</li> <li>2. Develop incident response procedures and roll out new process in ALC inductions.</li> <li>3. Implement flexible work arrangements.</li> <li>4. Further improve the ALC staff induction to include strategies for managing workload and stress.</li> </ol>
<p>Conflicts of interest</p>	<p>The ALC operates in a remote environment with a limited pool of professional people to choose from for corporate roles. Whole families often work in the same or related entities, presenting significant potential for conflicts of interest.</p>	<ol style="list-style-type: none"> <li>1. The ALC applies a conflicts and gifts policy.</li> <li>2. A register of interests is maintained that forms the basis for the development of conflict management plans that are reviewed annually.</li> </ol>
<p>Travelling for work</p>	<p>The ALC conducts its operations from multiple offices situated in various communities on the Groote Archipelago. Staff members travel to remote locations accessible solely by means of 4WD vehicles, helicopters, boats and charter flights.</p>	<ol style="list-style-type: none"> <li>1. Review of the ALC travel policy to include further breakdown of types of work travel.</li> <li>2. Develop vehicle maintenance strategy.</li> <li>3. Update the procurement policy to include contract management and preferred list of vendors.</li> <li>4. Develop a remote work checklist to include passenger list, first aid kits, satellite phones and vehicle inspection.</li> </ol>



# Cooperation

*We work with a range of stakeholders to achieve our purpose and participate in regional forums that help us to progress matters of shared priority.*

## Traditional Owners

TOs of the Groote Archipelago are the foremost stakeholder from which the ALC determines its strategic direction and key activities. The ALC continuously engages with TOs when carrying out key activities.

## Aboriginal Corporations

Aboriginal Corporations operating on the Groote Archipelago are the recipients of ALC's ALRA s.64(3) royalty distributions and play a crucial role in supporting ALC's purpose to invest in the present to build a self-sufficient future for TOs. The ALC works closely with local Aboriginal Corporations to implement the LDMA to transfer the control of services and assets to TOs in the areas of economic development, education, housing, health, law, justice and rehabilitation and local government. The ALC offers support services to Aboriginal Corporations and enterprises to enhance governance and business management.

## NT and Australian Government

The ALC maintains a productive working relationship with Australian and NT Government Departments and agencies to achieve mutual goals and to deliver programs. The ALC carries out continuous liaison with NIAA relating to ALC operations and the funding of programs including the Land and Sea program. Operational and program funding from NIAA is crucial to the ALC's ability to effectively carry out its purpose. The ALC and NT Government have established a strong working relationship to implement the LDMA.

## Groote Archipelago Regional Council

The prospective GARC was established in 2023 to assume control of local government services on the Groote Archipelago from the East Arnhem Regional Council. Elections for the GARC will occur in late 2024. The ALC will work with GARC to establish a new governance framework for the Groote Archipelago that supports strategic partnerships and united collaboration.



# Cooperation

## Northern Territory Land Councils

The land councils operating in the NT work collaboratively to progress matters of shared priority. The NT Land Councils are working together to unlock the economic potential of the region. The three land councils in the NT with traditional ownership of sea country - Northern Land Council (NLC), Tiwi Land Council (TLC) and ALC, and industry experts will govern the Aboriginal Sea Company (ASC). The ASC will empower TOs to be actively engaged in the commercial fishing and aquaculture industries.

## Industry, Experts and Research Institutions

The ALC works closely with South32 and Winchelsea Mining, with leading industry professional and research institutions to identify economically viable industries that provide a sustainable alternative for a post mining economy and to inform leading edge approaches to caring for country.

## Community Service Organisations

The ALC works with the full breadth of community service organisations working on the Groote Archipelago to support the wellbeing of TOs.

## Managing the impacts of Cyclone Megan

The ALC will continue to work closely with GEMCO, NT and Australian Government and stakeholders to address the flow-on impacts of cyclone Megan, which made landfall on the south-western Gulf of Carpentaria coast in March 2024.



# Cooperation

## Key Forums

### Groote Eylandt Executive Steering Committee

A highly successful governance model that supports the LDMA and Implementation Plans by providing a forum through which NT and Australian Government, ALC and South32 can address key issues facing the Groote Archipelago (ALC representatives: CEO, Chair and Deputy Chair or ALC Board member).

### NT Aboriginal Investment Corporation

A new Aboriginal-controlled entity that will shift the decision making of the Aboriginals Benefit Account ALRA s.64(4) to the NT. It will make decisions to invest \$680 million of Aboriginals Benefit Account funding in projects that will grow long term wealth and support Aboriginal economies and important social and cultural projects (ALC representatives: two Board members and CEO).

### Treaty

ALC will participate in the NT Governments next forums to progress the treaty in conjunction with the NT Treaty Commission Final Report delivered by Acting Treaty Commissioner Tony McAvoy SC in June 2022. (ALC representatives: three Board members, CEO, Legal).

### Aboriginal Sea Company (ASC)

Comprises equal representation from the three Land Councils in the NT with traditional ownership of sea country- NLC, TLC and ALC, as well as industry experts.



Forums ALC participates in

ASC aims to actively empower TOs to engage in commercial fishing and aquaculture industries. (ALC representatives: CEO, Chair and Deputy Chair or ALC Board member).

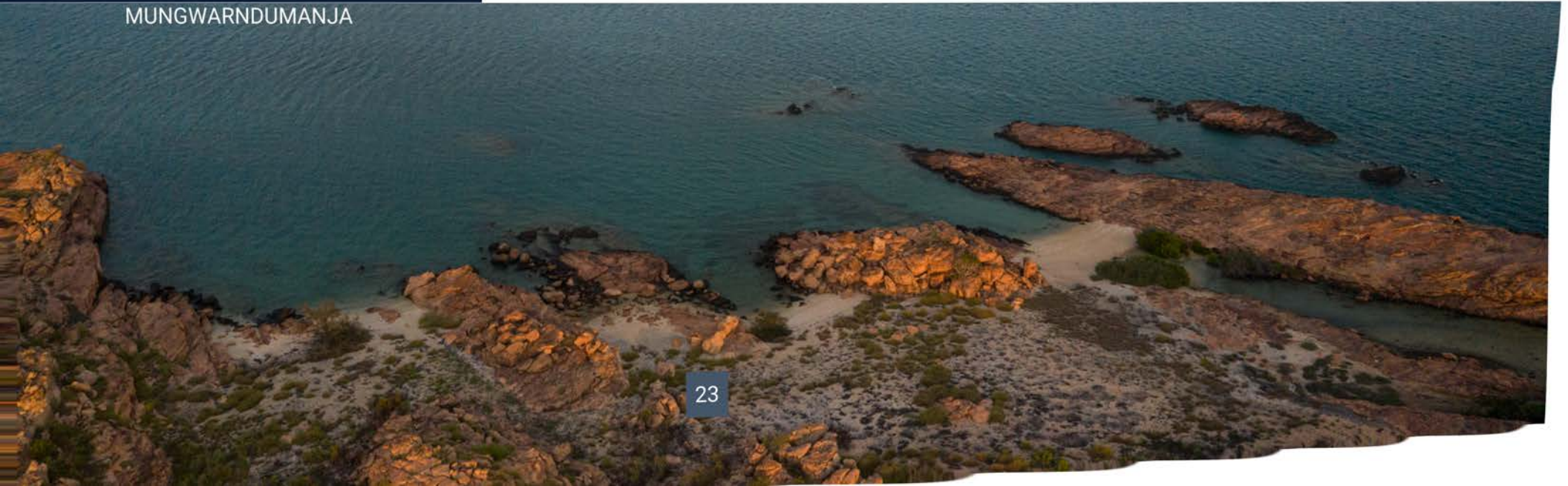
### Aboriginal Peak Organisations NT

An alliance comprising the Aboriginal Medical Service Alliance NT, North Australian Aboriginal Justice Agency, Central Land Council, NLC, TLC, ALC, Aboriginal Housing NT and NT Indigenous Business Network, created to advocate and advance the joint interests and concerns affecting Aboriginal people in the NT (ALC representatives: Chair and CEO).



# PERFORMANCE MEASURES

MUNGWARNDUMANJA





**Key Activity: Caring for country**

Protect and manage the biodiversity, and the cultural, functional and recreational values of the Anindilyakwa IPA and surrounding sea country.

**Measure 1.1:**

Percentage of activities in the land and sea annual project plan reported as completed, partially completed or ongoing at 30 June.

**Targets:**

2024-25

2025-26

2026-27

2027-28

100%

**Why this measure?:**

The land and sea annual project plan captures the breadth of activities under the NIAA funded Indigenous Ranger Program and IPA programs.

**Data Source:**

End of financial year Indigenous Ranger Program and IPA report to NIAA.

**Methodology:**

A percentage calculated by the number of completed, partially completed and ongoing activities compared to the total number of activities listed in the end of financial year report that is accepted by NIAA.

**Measure 1.2:**

Number of marine debris patrols carried out to remove the emerging threat of marine debris within the Groote Archipelago.

**Targets:**

2024-25

2025-26

2026-27

2027-28

24 targeted marine debris activities (funding dependent from July 2025).

**Why this measure?:**

Marine debris is an emerging threat to the ecosystems of the Groote Archipelago and impacts on TOs economic aspirations (eg. aquaculture enterprises).

**Data Source:**

Top Watch biosecurity application.

**Methodology:**

Retrieval of number of patrols logged in the Top Watch biosecurity application between 1 July and 30 June.

**Key Activity: Caring for country**

Protect and manage the biodiversity, and the cultural, functional and recreational values of the Anindilyakwa IPA and surrounding sea country.

**Measure 1.3:**

Number of recorded incidence of land breaches under the ALRA.

**Targets:**

2024-25

2025-26

2026-27

2027-28

Nil breaches.

**Why this measure?:**

Protects the environmental, cultural and social values of the Groote Archipelago. Protects TOs values as tourism aspirations are realised.

**Data Source:**

GPS records of patrols, photographs and reports.

**Methodology:**

Refer to reports of the 30 marine based compliance patrols and 5 land-based patrols carried out between 1 July to 30 June.





**Key Activity: Economic and community development**

Work collaboratively to pursue commercial and community development outcomes that builds a prosperous future for the TOs of the Groote Archipelago.

**Measure 2.1:**

School attendance rates of students supported by GEBIPCAC utilising ALC royalty distributions.

**Targets:**

2024-25

2025-26

2026-27

2027-28

Increasing trend in average attendance of children.

**Why this measure?:**

GEBIPCAC is adopting a case management approach to supporting a cohort of students to attend school as a measure to address historically low school attendance. The ALC's distribution of royalty monies supports this program.

**Data Source:**

ALC Data Unit records collated from GEBIPCAC.

**Methodology:**

Attendance of students in the program will be tracked by GEBIPCAC and an average attendance rate calculated at 1 April and compared to average attendance the previous year.

**Measure 2.2:**

Proportion of Anindilyakwa adults on the Groote Archipelago in employment.

**Targets:**

2024-25

2025-26

2026-27

2027-28

Increasing trend in employment numbers.

**Why this measure?:**

ALC plays a significant role in supporting community and economic development in the region. ALC's distribution of royalty monies aims to stimulate the local economy and increase employment of Anindilyakwa people.

**Data Source:**

ALC Data Unit Microsoft 365 employment records.

**Methodology:**

Retrieval of indigenous employment statistics for the Groote Archipelago from quantitative survey data captured in Microsoft 365.

**Key Activity: Economic and community development**

Work collaboratively to pursue commercial and community development outcomes that builds a prosperous future for the TOs of the Groote Archipelago.

**Measure 2.3:**

Progress on the Law, Justice and Rehabilitation LDMA Implementation Plan.

**Targets:**

2024-25

2025-26

2026-27

2027-28

Not applicable.

**Why this measure?:**

The ALC is a signatory on the Law, Justice and Rehabilitation LDMA Implementation Plan. A key priority for the ALC is to work with stakeholders to increase the involvement and leadership of the Anindilyakwa people, and increase access to rehabilitative services.

**Data Source:**

Progress report as at 30 June on the status of strategies and associated actions under the Law, Justice and Rehabilitation LDMA Implementation Plan.

**Methodology:**

Analysis of the status of listed strategies and associated actions of the LDMA Implementation Plan.

**Measure 2.4**

Number of Anindilyakwa community houses (including extensions to houses) delivered on the Groote Archipelago to reduce household overcrowding.

**Targets:**

2024-25

2025-26

2026-27

2027-28

58 bedrooms

To be defined for future reporting periods.

**Why this measure?:**

This is a major goal of the Housing LDMA Implementation Plan signed by the Anindilyakwa Housing Aboriginal Corporation (AHAC), ALC and NT Government. This is a priority area for ALC support including through the distribution of ALRA s.64(3) monies.

**Data Source:**

AHAC property database capturing houses handed over to AHAC during the financial year and the Room to Breathe houses completed.

**Methodology:**

Calculating the number of additional bedrooms from new houses handed to AHAC and housing extensions completed under the Room to Breathe program during the financial year.



### Key Activity: Monitor mining and mine closure

Protect the interests of TOs in respect to the exploration and mining of resources on the Grootte Archipelago and pursue mine closure outcomes that sustain cultural, economic and environmental values.

#### Measure 3.1:

Mining, exploration and related activities comply with agreements entered into with the ALC and with the ALRA.

#### Targets:

2024-25

2025-26

2026-27

2027-28

All conditions in agreements and requirements under the ALRA are met.

#### Why this measure?:

Legal requirements under the ALRA and TOs interests are documented in agreements as conditions.

#### Data source:

Mining and Sustainability Compliance Register.

#### Methodology:

Conditions in mining and exploration agreements are recorded and tracked in a register. Compliance with agreed conditions will be reported as at 30 June.

#### Measure 3.2:

Final mining related and mine closure landforms, rehabilitation and remediations works, and systems are in line with ALC approved mine closure and mine management plans and strategies. The ALC approval will be based on directions, criteria and guidance from TOs.

#### Targets:

2024-25

2025-26

2026-27

2027-28

All requirements in approved mine closure, and mine management plans and strategies are met.

#### Why this measure?:

Approved mine closure and mine management plans and strategies set out detailed criteria and timing for landform, land use and community requirements.

#### Data source:

Mining and Sustainability Compliance Register.

#### Methodology:

Analysis of Mining and Compliance Register to measure progress against approved mine closure, and mine management plans and strategies.

### Key Activity: Preserving Culture

Protect, maintain and promote Anindilyakwa cultural including the protection of sites of cultural significance.

#### Measure 4.1:

Participation rates in Anindilyakwa cultural activities organised and/or supported by the Preserving Culture Department.

#### Targets:

2024-25

2025-26

2026-27

2027-28

Baseline data is being collected to inform future targets.

To be defined for future reporting periods.

#### Why this measure?:

It is a vital measure to safeguard and celebrate Anindilyakwa culture through the level of engagement and reflects the commitment to preserving, maintaining and promoting cultural heritage.

#### Data Source:

Terms of engagement record that captures every cultural activity carried out by the Preserving Culture Department.

#### Methodology:

Data collected in the terms of engagement on cultural activities carried out between 1 July and 30 June, including classification of type and categories of participation.

#### Measure 4.2:

Number of sites of cultural significance that are recorded, and/or where development is proposed, protected.

#### Targets:

2024-25

2025-26

2026-27

2027-28

Not applicable.

#### Why this measure?:

Provides an indication of the level of activity and the importance of placing focus on sites of cultural significance.

#### Data Source:

Completed ALC reports of sites recorded during the reporting period.

#### Methodology:

Collation of the number of reports completed that are on file.



# Acronyms

AHAC	Anindilyakwa Housing Aboriginal Corporation
ALC	Anindilyakwa Land Council
ALRA	<i>Aboriginal Land Right Act (NT) 1976</i>
AMT	Anindilyakwa Mining Trust
ASC	Aboriginal Sea Company
GARC	Groote Archipelago Regional Council
GEBIPCAC	Groote Eylandt Bickerton Island Primary College Aboriginal Corporation

GEMCO	Groote Eylandt Mining Company
IPA	Indigenous Protected Area
LDMA	Local Decision Making Agreement
NIAA	National Indigenous Australians Agency
NLC	Northern Land Council
PGPA Act	<i>Public Governance Performance and Accountability Act 2013</i>
TLC	Tiwi Land Council
TO	Traditional Owner







# Anindilyakwa Land Council

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