

jawun  
SINCE 2001

**WEST KIMBERLEY  
SECONDEE INFORMATION  
HANDBOOK**







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## Accommodation Details

Please note that a group booking for all accommodation has been made on your behalf. Allocations to shared rooms will be made on your arrival.

The accommodation below is a list of our preferred providers. However, availability is season-dependent so you may not necessarily be staying here. If you need to know where you will be staying prior to your arrival, please contact the Jawun Regional Director, Chris Davies.

### INDUCTION WEEK ACCOMMODATION

For the duration of the **induction week** (apart from 2 night camp), you will be booked into self-contained bungalows or apartments at **Habitat Resort** in Broome. The following will be provided:

- bed & bath - linen, hairdryer
- kitchen - stovetop & oven, crockery, cutlery and cooking utensils
- appliances - washing machine/dryer, dishwasher, refrigerator/freezer, microwave, iron & ironing board, air-conditioning, TV & DVD

### SECONDMENT ACCOMMODATION

If your secondment is with a partner organisation based in:

**Broome**, you will be staying at **Habitat Resort** in self-contained bungalows or apartments. Provided:

- bed & bath - linen, hairdryer
- kitchen - stovetop & oven, crockery, cutlery and cooking utensils
- appliances - washing machine/dryer, dishwasher, refrigerator/freezer, microwave, iron & ironing board, air-conditioning, TV & DVD

**Beagle Bay**, it is likely you will be staying in the air-conditioned **staff accommodation**. Provided:

- bed & bath - linen
- kitchen - electric hotplates, crockery, cutlery and cooking utensils, electric hotplates & oven, kettle, toaster
- appliances - washing machine/dryer, refrigerator/freezer, microwave and TV.

**Fitzroy Crossing**, you will be staying at the **Ngilyali Roadhouse**, in donga style accommodation

- linen is supplied
- laundry facilities, gas BBQs and the camp kitchen are available to you
- Rooms are serviced
- Rooms are serviced every day and bed linen replaced.

Habitat Resort	
Address	225 Port Drive, Broome WA 6725
Phone	(08) 9158 3500 freecall: 1800 683 988
email	stay@habitatebroome.com
Website	<a href="http://www.habitatbroome.com">www.habitatbroome.com</a>
Contact	Michael or Jane
Beagle Bay Community	
Address	Beagle Bay Community
Phone	08 9192 4112 or 0455 597 828
email	mary.o'reeri@network.pmc.gov.au
Contact	Mary O'Reeri
Ngilyali Roadhouse – Workers Camp	
Address	Fitzroy Crossing
Phone	08 9191 5366
email	managers@ngilyaliroadhouse.com.au
Contact	Michael Kahui

## Frequently Asked Questions

The following information answers some frequently asked questions.

### *What protocols do I need to follow?*

You will be briefed on protocols when you arrive, however, as a general rule you should exercise common sense and respect people's dignity at all times. This includes requesting permission to take photographs and avoiding photographing in delicate situations. Please be guided by the advice of the local staff, usually the CEO and Council staff.

#### **DRESS STANDARD**

You should dress for the climate. However your dress standard should reflect that of the other office workers in the communities. Please discuss the appropriate dress standard with your local contact and ensure that you bring the appropriate clothing, to reflect your professionalism.

Generally speaking, dressy shorts or good jeans, smart casual short sleeved shirts, (or polo shirts) with smart sandals or shoes for both men and women will be fine. Rubber thongs are not acceptable. There is an expectation that all secondees will dress modestly in communities. Any outward display of tattoos or body piercing should be avoided if possible.

#### **PHOTOGRAPHS**

There will be plenty of photo opportunities. Please observe the following simple guidelines:

- If you want to take a photo of people, ask first.
- Avoid taking photos of poverty or ugly situations.

#### **ALCOHOL AND OTHER SUBSTANCES**

Alcohol, along with other substance abuse, is one of the most significant factors in the level of dysfunction present in Indigenous communities in the West Kimberley.

Some communities are dry and, the taking in or consumption of alcohol is strictly prohibited.

Under **no** circumstances are secondees on Kimberley secondments to:

- take alcohol into a community where it is banned - you need to ask beforehand whether this is so;
- provide alcohol to Indigenous people;
- be involved in any activity where taking of illicit drugs is involved. This includes being at a place where other people are doing so.

The Indigenous organisations that we are working with have a zero tolerance approach to drugs and alcohol and this applies to corporate secondees who represent them. The rationale behind this is: *that the health and social issues that arise from alcohol dependence in these communities are severe. If secondees are seen consuming alcohol this implies an acceptance/recommendation of drinking which is not a message we wish to send.*

**Please observe these requirements to the letter. Heavy legal penalties apply to the breach of laws and any secondees found breaching the policy will be severely reprimanded and likely to be returned home.**

#### **PERSONAL SECURITY**

There is no question that violent crime occurs in West Kimberley communities. This is one of the consequences of the problems that our program seeks to address. Having said that, violent crime occurs everywhere and do follow these basic rules:

- Do not get involved if there is a fight or argument happening
- Do not get involved in drinking parties
- Do not take photographs of drinking circles, parties or inebriated people as this is likely to cause offence
- Avoid trouble spots (which will be identified for you)
- Be guided by the advice of local and Council staff
- If you have any concerns, report them to the police
- Ensure that you are polite and not patronising
- Keep your accommodation locked
- Avoid going out alone after dark

## **'STAY OVERS'**

You are very likely to be sharing accommodation with other secondees. Please be respectful of each other - this includes not creating noise when others are trying to sleep. Please also note that non-secondees are not permitted at your accommodation after 11pm.

If you have any questions while on secondment, please speak to Chris Davies the Regional Manager for Jawun in the West Kimberley.

## ***What are the local Indigenous Organisations?***

The section titled 'Introduction to West Kimberley Indigenous Organisations' is the start of your background reading prior to secondment. It provides an overview of the Indigenous Regional Organisations (IROs) with whom we partner. It also provides the relevant website for each organisation.

## ***What logistics do I need to consider?***

### **ACCOMMODATION**

We will book accommodation to meet your needs while on secondment. Wherever possible this will be with other secondees. It is likely to involve sharing accommodation, and where remote, **may be** of a **low standard**. If you are arriving before the suggested Monday start date, you must arrange your own accommodation for this. Chris is happy to help, but ultimately accommodation arrangements outside the secondment period are your responsibility.

### **VEHICLES**

If you are based in Kununurra or Broome we will ensure you have access to a hire car. If you are based remotely, we will book you a 4WD vehicle. This will be done in concert with other secondees, possibly from other organisations. An off-road defensive driving course will be provided in Broome during Induction Week.

### **PHONES**

The only mobile phone access is on the Telstra NextG network. You should have access to office phones for business purposes, but these should not be used for personal calls. If you do not have a Telstra NextG phone, pre-paid mobile phones will be available to secondees and must be returned with the same call value on them at the end of the placement.

In addition to the NextG phones, each region will have a satellite phone for off-road travel in remote areas which should allow contact from anywhere. These phones will provide coverage on roads away from Telstra NextG coverage. They are strictly for emergency use, as usage is expensive.

### **FACILITIES IN BROOME - INDUCTION PERIOD**

Coles, Woolworths, Target, Best and Less, Bunnings and other variety and camping stores are situated in town, so if you forget a few things you will be able to buy them when you arrive.

### **WEATHER / ROADS**

We will monitor all weather situations. We will keep you advised of any changes to plans. However, the weather plays a major role in many aspects of Kimberley life and can change very quickly. Please be patient as this is one thing we can't control and safety is paramount, particularly on the road.

What you can expect weatherwise:

- Round 1 - secondees arrive in the wet season. The days and evenings are hot and humid. Average weather is 25°C to 38°C with around 80% humidity. It is likely you will experience thunderstorms and tropical rain.
- Round 2 - will have little humidity, with days around 30°C and nights down to 13°C
- Round 3 - will have increasing humidity with days around 30-35°C and nights down to 24°C. There will be a chance of thunderstorms during this time, but unlikely.
- Round 4 - will be during the build-up, with high humidity returning and hot days of up to 40°C. Nights are also warm dropping to 27°C there will also be an increasing chance of thunderstorms and rain.

### **INTERNET ACCESS AND EMAIL CONTACT**

While all sites have internet access, sometimes this is limited in its functionality/availability due to:

- physical access to a line - some sites are still on dial-up and only have one internet line or in some cases, this is even shared with a fax.
- ability to access corporate sites via remote access, due to firewall limitations. This seems to be random, sometimes secondees can use their corporate remote access and connect to their corporate email and other times they can't.

For those bringing laptops, we will endeavour to establish exactly what is available at your destination site - however information regarding this is not always reliable. Most of the communities have **Telstra NextG coverage**.

In summary, however, access to the internet can be unreliable in remote communities and we encourage secondees to bring their own laptops and network cards. We often find that the most reliable method of email communication is webmail. This is because every site has at least one office computer connected to the net and you are always be able to access email at generic sites: Hotmail, Yahoo, Gmail or your own webmail.

## **What do I need to bring?**

### **FOR CAMPING**

This will be **bush camping**: this means **showers or toilets could be of a low standard and possibly without running water. In some cases there may be no running water.** You will each be provided with a swag (thin mattress in a canvas cover), a mosquito net and all camping gear, food and drinks. So you will need to bring:

- luggage that is as compact as possible (preferably soft bags, as they pack more easily)
- a good supply of personal toiletries and medication (include insect repellent and sunscreen) to last the duration of the three camping days **\*\*TIP: Mosquitoes are active from dusk to dawn so a good mosquito repellent is necessary. Try a test patch of your repellent before you arrive to avoid allergies and skin reactions.**
- wipes/wet ones or hand sanitiser
- clothes that you would normally pack for a camping trip - include long loose pants & long sleeved top for evening when the mosquitoes are out! - during the day shorts and t-shirts are fine
- shoes with a reasonable grip - for bush walks
- hat and rain poncho
- swimwear and beach towel - there are some great swimming spots along the way
- sleeping sheet (swag liner) and/or light sleeping bag - at the end of the wet season it is still warm and humid so usually a sheet will suffice
- a small pillow (if you can squeeze it into your bag) - alternatively, something comfortable to lay your head on
- camera
- music - CDs (some 4WDs may have inbuilt CD players, although these are not recommended to be used on corrugated dirt tracks), an iPod or mp3 (with car adaptor if you have one)
- a sense of adventure and a good sense of humour!

Please be aware that space will be limited for the trip with the secondees - the gear and supplies for 4-5 people have to fit into **one 4WD**.

### **FOR SECONDMENT**

Your placement will be either in Broome or one of our remote locations like Beagle Bay. Your needs will be dependent on whether you are based in Broome or one of the outer locations for your secondment - please see *Kimberley Communities and Location Profiles* for more details on the facilities available at each location.

Other than your clothes and gear you will need for the camping trip, you may need the following:

- your personal toiletries and medication for the duration of the 4 week secondment
- wipes/wet ones or hand sanitiser
- shoes for work - see below
- small umbrella or rain poncho

#### **DRESS FOR BROOME (ALSO SEE PROTOCOLS ABOVE):**

- Women: ¾ pants or skirts with office appropriate shirts / tops – appropriate casual shoes (no rubber thongs). You may also want to pack a pair of long trousers or a long skirt to wear into indigenous communities.
- Men: Shorts and shirts or polo t-shirts with appropriate casual shoes (must be enclosed).

#### **DRESS FOR REMOTE LOCATIONS (ALSO SEE PROTOCOLS ABOVE):**

Dress for your environment, usually neat shorts or jeans and shirts or t-shirts. Your Secondment project co-ordinator will be able to give you more detailed information of what is expected based on your job and location.

#### **AIR-CONDITIONING**

Whilst the temperature and humidity is high in Broome during the wet season it can get quite cold while you are sitting in your induction courses and if you are based in an office, so a light cardigan, long sleeved top or wrap might be handy to pack to keep the chill off.

## **What expenses will I incur?**

You will need to discuss with your regular employer what expenses they will cover for you whilst away.

### **AIR TRAVEL**

Full travel costs (economy class) are covered by your employer. Any secondee wishing to travel to or from Broome at any time other than the flight specified, will need to meet any additional travel costs and/or accommodation expenses incurred.

### **ROAD TRAVEL (TO AND FROM COMMUNITIES)**

Vehicles, suitable for each destination, will be provided to each group. All vehicle costs, including fuel and necessary repairs, will be paid by secondees with reimbursement at the conclusion of your secondment by your regular employer. Secondees will be responsible for ensuring that the rules and regulations of the hire company are observed. This includes not traveling outside towns between sunset and sunrise. Also, if you are 25 years old or younger, you are prohibited from driving hired 4WD vehicles, so please let Chris know if you fall within this age range.

### **ACCOMMODATION**

Accommodation costs will be covered in Broome and at the various sites. Any additional costs incurred (mini bar, meals, phones etc.) will be for the secondees own care.

### **MEALS AND INCIDENTAL EXPENSES DURING SECONDMENT**

You will need to discuss with your regular employer how they wish cover your daily meal allowance expenses.

- Some secondees submit claims as they would for work-related travel
- Some secondees pay for themselves
- Some secondees receive a standard per diem allowance \*

\* For example: *an allowance of \$35 per day per secondee to cover meals and other expenses may be made available by your regular employer. Some meals will be booked and paid for by Jawun and we will recover the cost of these from your organisation.*

### **SALARY**

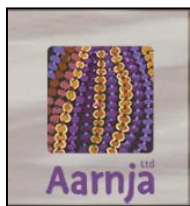
All secondees are generally on normal pay for the duration of the secondment. The salary costs for secondees will continue to be met by their own organisation.





# Introduction to West Kimberley Indigenous Organisations

## AARNJA



Aarnja is a Kimberley Aboriginal membership organisation with representation across the region. Aarnja's vision is for empowered Kimberley Aboriginal people, communities and organisations to have a strong Kimberley Aboriginal identity and share in all of the social and economic opportunities of modern society. Indigenous leaders from eight regions across Australia are working together with government and corporate Australia to reform how Indigenous policies and programs are designed and delivered. Aarnja is the organisation working across the West and Central Kimberley on Empowered Communities – the backbone organisation. Wunan is the backbone organisation for the East Kimberley. Empowered Communities is a reform proposal that aims to empower communities by empowering people.

## KIMBERLEY LAND COUNCIL



The Kimberley Land Council was formed in 1978 by Kimberley Aboriginal people as a political land rights organisation. Today, they have grown to become the peak Indigenous body in the Kimberley region working with Aboriginal people to secure native title recognition, conduct conservation and land management activities and develop cultural business enterprises. The Kimberley Land Council was set-up for the benefit of all Kimberley Aboriginal people and works with about 25 native title groups to get native title recognition, conduct conservation and land management activities, create cultural business enterprises and improve socioeconomic

circumstances

## KRED ENTERPRISES



KRED Enterprises aims to take advantage of the enormous opportunities unfolding in the Kimberley and by doing so, secure long-term economic independence for their people. They operate two wholly owned subsidiary companies. EHSIS (Environmental Heritage Social Impact Services) provides staff and logistics to carry out heritage surveys, cultural heritage monitoring and cultural awareness training. They also operate KRED Legal, Australia's first legal company owned by native title groups, which focuses on commercial agreements, native title law, litigation and governance work. Additionally, KRED Enterprises has established the

Kimberley Agriculture and Pastoral Company, a management concept involving three stations in the region that aims to increase station productivity and boost remote Indigenous employment. KRED Enterprises supports Traditional Owners to make informed decisions about what happens on their country and ensures any development is designed and operated to meet the highest cultural and environmental standards.

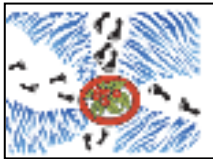


## MARNINWARNTIKURA FITZROY WOMEN'S RESOURCE CENTRE (MWRC)

Marninwarntikura is a Walmajarri word. 'Marnin' means 'women', 'Wanti' means 'big mobs of women' and 'Kura' means 'belonging to'. When said together, it means that women who belong to this region, these countries and each other, have come together. Local Indigenous women took leadership to improve the well-being of women and their families by establishing the

original Marninwarntikura Women's Group in 1991. Shortly after, the shelter opened in 1995 and the Women's Resource Centre opened in 2003. The vision of the women who established the Women's Group all those years ago continues to inspire the current Board and staff of Marninwarntikura. The recognition of the rights of Indigenous peoples to the full enjoyment of all human rights as outlined in the United Nations Declaration on the Rights of Indigenous Peoples underpins all of the work that they do.

### **NIRRUMBUK ABORIGINAL CORPORATION (NAC)**



Nirrumbuk Aboriginal Corporation is a Broome based Aboriginal community controlled and managed organisation driven by an Aboriginal membership, derived predominantly from the Dampier Peninsular Region, North of Broome. The organisation’s primary objectives are to build the capacity of the Aboriginal community and individuals of the region. NAC is registered as an Australian Public Benevolent Institution and a not for profit organisation.

### **NYAMBA BURU YAWURU**



The Yawuru people are the traditional owners of the lands and waters in and around Rubibi (the town of Broome) from Bangarangara to the yalimban (south) to Wirrinmirr (Willie Creek) to the guniyan (north), and banu (east) covering Roebuck Plains and Thangoo pastoral leases, in the Kimberley region of northern Western Australia. Native Title holders to manage the day to day business of Yawuru. They are engaged in a diverse range of projects which help provide social, cultural, environmental and financial sustainability for the future community development of Yawuru. NBY has an operational staff of more than 70 people, 65% of whom are Yawuru and work to a community membership of over 800 people. NBY has a strong commitment to the professional development of Yawuru staff members and has been utilised as a ‘launching-pad’ for a number of individuals entering the workforce and progressing to more senior roles either within the organisation or for other organisations. In this way we are lifting the professional capacity of the Yawuru community on an ongoing basis.



## Key People

**ANTHONY WATSON**



### **Chairman, Kimberley Land Council**

Anthony Watson is a Kimberley Aboriginal man deeply committed to empowering Kimberley Traditional Owners.

Anthony has strong connections to his Nyikina Mangala, Jabirr Jabirr, Yawaru and Karajarri ancestry. Anthony joined the Kimberley Land Council as an Executive Board member in 1994 and has been an advocate on Aboriginal rights and issues such as Native Title, and preservation of law and culture.

**NOLAN HUNTER**



### **Chief Executive Officer, Kimberley Land Council**

Nolan Hunter was born in Broome, and has family ties to the Hunter family and the Bardi people of the Dampier Peninsular Bardi. He has a background in strategic, operational and staff management, having been in Officer-In-Charge positions since 1988, and held the Deputy CEO position for four years.

Nolan was the Sate Manager for WA with the not-for-profit organisation; Indigenous Community Volunteers in Perth, as well as spending time with this company in Alice Springs, South Australia, and Brisbane. He was appointed Chairman of the NNTC in late 2009, and was the Executive Director of Mamabulanjin from 1995 to 1998.

Nolan also spent three years working overseas with Australian Consulate in Manchester, United Kingdom, including relief placements with Australian Embassies in Vienna, Moscow, Edinburgh and Dublin. From the early 1980's, he worked with the Commonwealth Public Service, gaining 14 years of experience with DAA, ADC, and DSS in Kimberley, Central Desert, and Northern Territory top end Aboriginal communities.

**TYRONNE GARSTONE**



### **Deputy Chief Executive Officer, Kimberley Land Council**

Born in Broome, Tyronne has spent the majority of his working life within the Indigenous sector. Tyronne worked for several years as the Chief Executive Officer for Kullarri Regional Community Development Employment Project before taking up a role as the Community Engagement Officer for Pluton Resources.

He is now settling into his current role as the Deputy CEO of the Kimberley Land Council (KLC). He has acquired strong local relationships throughout the Kimberley during his years residing and working in the region and has sat on numerous committees at all tiers of government. With a background in Indigenous training, employment solutions, social and economic development, Tyronne is keen on brokering opportunities that will deliver sustainable outcomes for the next generation`

**CHAD CREIGHTON**



### **Region Manager West Kimberley Native Title Services Unit, Kimberley Land Council and 2015 Jawun Emerging Leader**

Chad Creighton is a Bardi and Nyul Nyul man from Broome where he was born and raised. In February 2014 Chad was appointed to the position of Region Manager West Kimberley in the Native Title Services Unit at the Kimberley land Council (KLC). Prior to this he coordinated Environment and Cultural Heritage activities over the proposed James Price Point LNG Hub and was involved with the work to complete the Dampier Peninsula Plan: Land Use Planning & Land Tenure Reform document produced by the KLC in consultation with Traditional Owners.

Before working for the KLC in his current position, Chad was employed by the Art Gallery of Western Australia as Community Liaison and Project Officer to build and develop a unique visual arts project in consultation with Indigenous artists from across the Kimberley [desertriversea.com.au](http://desertriversea.com.au). He was also the Acting Associate Curator for some time and coordinator of the 2009 Western Australian Indigenous Art Awards.

**PETER YU**



**Chief Executive Officer, Nyamba Buru Yawuru**

Peter Yu is a Yawuru Man from Broome in the Kimberley region in North West Australia. With over 35 years' experience in Indigenous development and advocacy in the Kimberley and at the state, national and international level.

Peter has been an advocate for the social, cultural and economic advancement and well-being of Kimberley and other Aboriginal communities for his entire career. Over this period he has been instrumental in the development of many community based regional organisations.

He was Executive Director of the Kimberley Land Council during the 1990s and had a national leadership role negotiating the Australian nation's response to the High Court's 1992 Mabo decision. He was a key negotiator on behalf of the Yawuru Native Title Holders with the Western Australian State Government and Shire of Broome over the landmark 2010 Yawuru native title agreement and is the current Chief Executive Officer of the Yawuru Corporate Group.

Peter is a Board Member of the North Australian Indigenous Land and Sea Managers Alliance Ltd (NAISMA Ltd), deputy Chair of the AFL Aboriginal Advisory Committee, Deputy Chair of Broome Future Ltd, and a Trustee of the Princes Charities Australia (PCA).

**JOE GRANDE**



**Chief Executive Officer, Nirrumbuk Aboriginal Corporation**

Joe Grande is currently the Chief Executive Officer of Nirrumbuk Aboriginal Corporation and has over twenty years of experience in Community Development with Indigenous communities and corporations in the West Kimberley Region of WA. As a qualified accountant Joe believes in sound Financial Management and Corporate Governance as the basis for quality decision making and progressing the objectives of the organisation

Joe is passionate about working with Indigenous Australians in delivering real outcomes including long term sustainable employment and improved personal well-being.

Joe is a current Director of Kimberley Employment Services Pty Ltd; Kullarri Building Pty Ltd; Broome Electrical Services Limited; NUDJ Plumbing Services Pty Ltd; Nirrumbuk Environmental Health and Services Pty Ltd; Djaringo Pty Ltd and also a Director of the Indigenous Plumbing and Sanitation Foundation Ltd.

**MARTY SIBOSADO**



**Empowered Communities Leader, Aarnja Limited**

Marty Sibosado is an Indigenous man and a registered Native Title holder who practises social enterprise and community development, as opposed to for profit enterprise.

Marty's experience and operations are all based in the West Kimberley and Pilbara of Western Australia, predominantly with not for profit corporations, where he has operated for over 30 years.

Marty's specialties are: advocacy, entrepreneur, business development, governance and Indigenous affairs.

**JANINE DUREAU**



**Chief Executive Officer, Aarnja Limited**

Janine is a Nyikina woman, born and bred in Derby, West Kimberley. Janine has a strong track record in working with Aboriginal people in the West Kimberley as well as working within Government and the community sector.

Janine is dedicated and passionate to empowering and building the capacity of Aboriginal people, families and communities to improve their quality of life by creating sustainable and viable communities and assisting to aspire to achieve their goals.

Janine is experienced in identifying gaps within current service delivery, developing and implementing strategic plans; she has experience in Indigenous employment strategies and new initiatives in the Kimberley Region.

Along with her extensive experience operating in social services, Janine has a strong and extensive connection to Aboriginal people in the Kimberley.

Janine has and continues to mentor young Aboriginal people to attain higher education and employment; many of these have gone onto leadership roles at a Regional level.

**MARY O'REERI**



**Emerging Leader and Indigenous Engagement Officer, Beagle Bay and 2013 Jawun Emerging Leader**

Mary O'Reeri is a Nyul Nyul woman who fights hard for her community and culture. She is an Emerging Leader and is currently working in the Local Operations Centre in Beagle Bay as an Indigenous Engagement Officer.

In 2010 Mary was selected as a delegate to represent Australia at the Commission on the Status of Women in New York. She has Social Diploma in Community Teaching and Bachelor of Education.

Mary is a strong advocate for suicide prevention and held the inaugural Blank Page summit in her remote community at Billard in the North West Kimberley. Her goal was to stop the epidemic of suicide by Indigenous people, through inviting individuals with the will and capacity to effect fundamental and lasting change. The results were immediate and tangible as people focused on creating 'suicide proof' communities in the wake of the summit.



# Broome

## Location

Often referred to as the southern gateway to the Kimberley, Broome is a pearling and tourist town on Australia's far northwest coast, located approximately 2,200 kilometres north of Perth.

## Population and history

The Yawuru people are the Traditional Owners and Custodians of the country in which Broome is situated, covering vast areas from Wirkinmirre (WillieCreek) in the north, south through Minyirr (Broome) and east past Mangalagun (Crab Creek) and south to Warrawan (Barn Hill).

Broome township was established in 1886 as a port named after Sir Frederick Broome, the Governor of Western Australia. And in 1889, an undersea telegraph cable was laid from Broome to Singapore and then to England.

However, Broome's past is firmly rooted in the pearling trade with the first pearling camps established on Roebuck Bay in the 1860s. Broome soon became a rugged, mosquito-ridden boomtown, in the middle of nowhere. By 1900 more than 400 pearl luggers, worked the pearl beds off Broome. Mother-of-pearl was the mainstay although, of course, finding real pearls was a bonus. By the 1920s, the Japanese controlled the diving in the area but by this time the pearl beds were almost depleted. Pearling came to a halt when World War II broke out and the Japanese divers were interned. Broome was bombed and all but abandoned. However, the industry was revitalised in the early 1950's with the marketing of cultured pearls as jewellery.

Nowadays tourism has become the mainstay of Broome's economy with the town's population of around 15,000 trebling during the tourist season.

## Facilities

Banking: most major banks with ATM facilities  
Medical Services: private doctors and public hospital  
Shopping: 2 shopping centres with Coles, Woolworths, Liquorland, Target, Best & Less etc  
Leisure: 2 movie theatres, hotels, cafes, restaurants, bars, nightclubs and plenty of tourist activities  
Sporting activities: Gym & recreation centre with swimming pool, squash courts, aqua aerobics, team sports

## Getting to Broome and around the Kimberley

There are daily flights between Kununurra and Broome via Airnorth. Distances by road between Broome and other Kimberley townships are:

Town	Distance Km's	Food & Fuel available
Kununurra	1032	Yes - limited hours
Halls Creek	680	Yes - limited hours
Fitzroy Crossing	391	Yes - limited hours

## Climate / Environment.

Broome has a tropical climate with two seasons: a dry season and a wet season. The dry season is from April through November with nearly every day clear and maximum temperatures around 30°C. The wet season extends from December through March, with maximum temperatures of around 35°C, rather erratic tropical downpours and high humidity. Broome is susceptible to tropical cyclones and equally unpredictable summer thunderstorms. The following table outlines temperature and rainfall averages throughout the year:

Average temperatures for East Kimberley												
Month	J	F	M	A	M	J	J	A	S	O	N	D
Av High (°C)	33	33	34	34	32	29	29	30	32	33	34	34
Av Low (°C)	26	26	25	23	18	15	14	15	18	22	25	26
Rain (mm)	179	179	103	26	26	17.5	7.2	1.7	1.4	1.4	8.9	56

## Accommodation

Broome's population peaks during the tourist season (the 'dry'), so accommodation can be in short supply at times. Therefore some flexibility is required of you. Secondees will *usually* be sharing a self-contained apartment or bungalow.

# Road Travel

## PREPARATION

The training that we provide is an off-road driving course from an authorised and very experienced off-road instructor. It includes both theoretical and practical elements. This instruction equips you for safe driving on unsealed main roads, it is not intended to equip you for bush bashing and bush track driving. **This is expressly forbidden.** You may if you wish, undertake additional off-road driver training in your own time and at your own expense, prior to coming to the Kimberley.

Anyone under 25 years of age or not licensed to drive a manual car will be precluded from driving a 4WD vehicle. If you are licensed but not confident driving a manual car, you should obtain whatever instruction is necessary to gain competence, prior to your arrival. An assessment of each driver's capability will be made and, if the Local Contact or the Trip Leader deems it unsafe for a particular driver to operate the vehicles on dirt roads, he or she will be precluded from driving, (particularly if the driving makes other passengers ill at ease).

4WD vehicles are manual Land Cruisers or equivalent. All 4WD vehicles will be fitted with a UHF radio, first aid kit, maps, tyre changing instructions, emergency contact lists. **Unless otherwise advised, all 4WD vehicles are Diesel. Do not put petrol in a diesel motor.** If you do, you will be expected to pay for any repairs.

## CONDITIONS

Some of the roads in the West Kimberley are unsealed and in many cases, very rough. Conditions vary dramatically depending on the weather conditions and what maintenance has been recently carried out on the roads. Wet weather will alter conditions dramatically and can quickly render many roads impassable due to flooded rivers and creeks or extensive boggy sections. If in doubt, you should always seek local advice **before** attempting any road travel.

As a general rule, you should always ensure that you have sufficient fuel for several hundred kilometres especially if travelling outside of petrol station trading hours. Additional water and at least one spare tyre should always be carried. Also you should be able to change the wheel of your vehicle.

Your vehicle should be equipped with two-way radio. You should ensure batteries for this are kept charged. In the event of a blow-out or flat tyre, you must get the tyre repaired at the first possible chance, even if this means delaying your travel or missing meetings. If you have a second spare tyre or are travelling with another identical vehicle, you may travel on to your destination before repairing the damaged tyre.

You will receive advice on prevailing conditions prior to commencement of travel and in most cases, you will accompany a group. Approached sensibly, driving in the West Kimberley will be quite safe. However, very poor road surfaces, extreme dust, animals, mud and flooding, can make it a little difficult at times. This will be discussed more fully during the induction. However, you will always need to follow the basic guidelines outlined above.

## SUMMARY

Travelling in the West Kimberley is challenging and potentially dangerous. The roads are very dusty and corrugated and any reasonable rain can change conditions dramatically. **It is essential that drivers take all care and ensure that they do not exceed their own capabilities in these conditions.**

Secondees will generally be first exposed to driving in the West Kimberley as part of a convoy, after receiving off-road driving training. In addition to this you will be provided with some tips and guidance by your Local Contact and/or Trip Leader. These steps are made in order to create as safe an environment as possible to undertake travel on the Kimberley roads.

**By accepting a position on this program, you acknowledge that you will be travelling on unfamiliar roads under conditions which can be quite hazardous. We will expect 100% compliance with instructions given during 4WD training and on the trip. If you are concerned about your ability to drive in these conditions, you should discuss the matter with your Local Contact or the Trip Leader. During the trip if you have any concerns regarding safety, you should immediately notify Chris, by radio/phone or in person.**

# Vehicle Hire

## AVAILABILITY OF VEHICLES

4WD vehicles are manual Land Cruisers or equivalent. We insist that you **don't take vehicles off major roads without the express permission of the Regional Director**. If you are intending to travel anywhere off major roads, you will need clearance from the Regional Director first. Hired 4WD vehicles can be driven only by people over 25 years of age.

Secondees living in Broome will be provided with a hired sedan for the four weeks of their stay. This will be shared between three to four other secondees. During work time you should negotiate with your secondment organisation regarding access to vehicles, including using 4WD vehicles after hours. In remote locations, 4WD hire will be arranged and again shared between up to three secondees.

All cars and 4WDs hired will be rented from Budget offices in:

- Broome - pickup / drop off at Broome airport - ph: 08 9193 5355

## VEHICLE RETURN

At the conclusion of the induction and then secondment, you will be responsible for returning hire vehicles in the following condition:

- **Clean** - excess dirt and mud needs to be removed. You will be directed to a car wash with high pressure cleaning gear. All mats should be shaken out and all personal belongings and rubbish removed.
- **Full of fuel** - both tanks, (main and sub).
- **In one piece** - we ask that all secondees take very good care of the hire vehicles and **report any damage to the Jawun Regional Director immediately**.

## DAMAGES

Please note that costs for damage sustained to hired vehicles (4WD or other) will be incurred by your organisation and **will be the sole responsibility of the driver of the vehicle** at the time of damage.

Due to the remote location of Broome, the number of vehicles available for hire is limited. Each time a hired vehicle is returned damaged to Budget, that vehicle is unavailable for further hire until repairs are completed. This not only causes inconvenience, but also loss of income for Budget.

**AS A COURTESY TO BUDGET and JAWUN, PLEASE DRIVE CAREFULLY AND TREAT YOUR HIRE VEHICLE WITH THE UTMOST CARE TOO.**

**(If you are responsible for causing damage to a vehicle or driving a vehicle when it is involved in an accident, your regular employer will be charged for the damages.)**



## Acronyms used in the West Kimberley

ABS	Australian Bureau of Statistics
BBFIC	Beagle Bay Futures Indigenous Corporation - WK Indigenous organisation
BOC	building organisational capacity
Burnie Beans	Rainforest seed that is gifted to all Jawun secondees
CC	Central Coast
CDEP	Community Development Employment Program
CDP	Community Development Program (employment related - formerly known as CDEP)
COAG	Council of Australian Governments
CtG	Closing the Gap
CY	Cape York
CYAAA	Cape York Aboriginal Australian Academy - organisation based in CY region
CYE	Cape York Enterprises - division of CYP based in CY
CYLC	Cape York Land Council
CYP	Cape York Partnership - organisation based in CY region
DPC	Department of Premier and Cabinet
Dungala Kaiela Oration (DKO)	Event held every year in GM region
EC	Empowered Communities
EK	East Kimberley
EL	Emerging Leaders Tour / Program
Employment Project	A significant project that Jawun ran across 2010 – 2012. Read the Employment Handbook for background info.
Exec Visits	Jawun event hosted in all regions (select group are invited to attend)
GARMA	cultural Festival that takes place in NEAL every year (usually end July - early Aug)
GGSA	Good to Great Schools Australia - organisation based in CY region
GM	Goulburn Murray
GMR	General Manager Regions
GMRR	General Manager Remote Regions
HQ or HO	Headquarters or Head Office
ICL	Indigenous Corporate Leadership
IEP	Indigenous Enterprise Partnerships (Jawun's name up until August 2010)
IKC	In Kind Contribution
IPP	Individual Performance Plan
IRO	Indigenous Regional Organisation
IS	Inner Sydney (was Redfern, now Redfern + La Perouse = Inner Syd)
Jawun	Is not an acronym - it's a Kuku Yalanji from the CY region that means the making of 'friends / family'
KB	Karyn Baylis
KLC	Kimberley Land Council
KRED	KRED Enterprises - WK Indigenous organisation
KWAC	Kununurra Waringarri Aboriginal Corporation (they call themselves Waringarri)
LALC	Local Aboriginal Land Council
LRM (SA)	Lower River Murray

MEP	Miwatj Employment Program - based in NEAL region
MG	Miriuwung and Gajerrong people, the native title holders of traditional MG country in EK region
MoU	Memorandum of Understanding
NAC	Nirrumbuk Aboriginal Corporation - WK Indigenous organisation
NBY	Nyamba Buru Yawuru - TO's of Broome in the WK region
NEAL	North East Arnhem Land (same as Arnhem Land)
NPA	Northern Peninsula Area - part of CY region
NPY	NPY Lands (newest region commencing 2014)
PBC	Prescribed Body Corporate
PMC	Prime Minister and Cabinet
RA	Regional Assistant
RAP	Reconciliation Action Plan
RC	Regional Coordinator (EC)
RD	Regional Director
RJCP	Remote Jobs and Communities Program
SA	South Australia
Theory of Change	Jawun increases the capacity of Indigenous leaders, organisations and communities. This in turn leads to lasting and measureable improvements in the lives of Indigenous people in those communities.
TO	traditional owners
WK	West Kimberley