



COUNCIL
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Attn: Chief Executive Officer Ian Bodill

Shire of Broome
PO Box 44
BROOME WA 6725

Dear Ian,

Coastal Park Annual Grant 2006-2007

I would like to thank the Shire of Broome for their progressive and inclusive approach to the joint management of Minyirr Park coastal reserve. Part funding four positions under the Coastal Park Management Plan to manage a coastal reserve that provides ongoing opportunities for tourism, reconciliation as well as extensive social/cultural/economic/recreational/environmental benefits for the community, and in particular Aboriginal people (many who struggle with employment/education), shows a Shire Council that is progressive and 'in touch' with its constituents and surrounding coastal environs.

The four casual Minyirr Park positions however, are under increasing pressure largely due to the continued need to source, account and acquit external funding sources to top-up staff wages and fund genuinely needed projects. Moreover, the casual employment of MP staff is of growing concern (the CLPO position has experienced four staff changes over the last 12 months), as staff are not under the 2006-7 award (they have been casual employees for seven years). The desired outcome is for the four staff to become permanent part-time – receiving, on a pro rata basis, equivalent pay and conditions of a full-time employee. This would provide much needed stability to the management of the coastal reserve and ensure proper remuneration of staff for their considerable efforts to manage a high profile community initiative.

Having briefly explained the ongoing staff funding difficulties, I would like to ask Council's support for an increased Coastal Park Annual Grant for 2006-2007, to support the Shire/Rubibi partnership in jointly managing the coastal reserve into the future.

Included in this package as requested by Shire are:

1. The last three years of audited income and expenditure, presented in annual reports;
2. A budget showing how the Shire grant will be applied to meet these plans.
3. Other sources of funding including those committed and those anticipated;
4. The projects, work plans and outputs for the Minyirr Park work teams.

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The Shire grant will assist the CPMP objectives by funding two part-time on-site supervisors who manage community work-teams 21 hrs per week; a Coastal Landcare Project Officer (CLPO) and Coastal Landcare Administrative Officer (CLAO) who works 16.5 hrs per week. These staff implement the six strategies from the Shire of Broome, *Coastal Park Management Plan Broome, Western Australia – April 1999*, (see page 35) enabling joint management and community involvement, coordination, education and interpretation, research, policy development, as well as provide an eyes-on-the-ground positive enforcement presence in the Park. These and other numerous tasks are required to manage a high profile community initiative.

The Shire funds will be acquitted as agreed; by providing Council with a six monthly Progress Report (see January 06) and financial statements in the Annual Report - when audited information is available.

We agree there is a need for Shire to revise the *Zones of Opportunity* from the Coastal Park Management Plan developed in 1998. Minyirr Park staff are keen to work with Shire staff in reviewing the Plan and identifying works required in future years. As Shire staff will confirm (Jason Lyon and Allen Ralph), this is a major task for both Shire and Rubibi. Minyirr staff have also identified a need for an operational plan with measurable objectives and targets. This would develop clear prioritised plans, and serve to make work plans and monitoring more effective. Currently there are seven work plans with outcomes and outputs for specific projects and grants. This is the information we are submitting for Council in the interim. Due to the scale of operational planning needed, our intention is to seek Lotterywest funds to undertake the planning in 2007.

We seek Council's approval to grant **\$102,184** for the implementation of the Coastal Park Management Plan, in 2006-2007. This will cover the existing personnel costs.

While Rubibi through the Minyirr Park project will continue our commitment to seek and secure capital, materials, labour and operational expenses, currently valued at over **\$358,571 per year**, to enable the continuation of the Minyirr Park project at the current level. We will also continue to coordinate and manage a large and diverse community and volunteer work force who contribute 8,549 hrs equating to a labour value of \$170,986 (YTD), and make welcome over 400 official visitors a year.

As you can see from sections 3 and 4, Minyirr staff spend an unduly amount of time securing and acquitting grants (currently 13 grants/programs for \$259,798) to provide necessary resources for the work teams and volunteers to care of country, and to ensure the facilities and opportunities for the use and benefit of both residents and tourists.

We also seek Shire's commitment to working with us to undertake or secure resources to revise, the Zones of Opportunity, for implementation in July 2007.

We look forward to a favorable response to the resource needs for a workable partnership with the Shire and Rubibi to jointly manage the coastal park.

Yours sincerely,



Kandy Curran
Coastal Landcare Project Officer
22 May, 2006

cc. Coastal Park Management Committee

2. Budget showing how the Shire grant will be applied to meet the Coastal Park plans

The intention for expending the Shire grant on human resources is the same as in preceding years. It will enable the part payment of core personnel to manage and supervise the Minyirr Park community project. The budget for staff costs is set out below.

In 2006-2007 under the award, regular part-time employees must now receive, on a pro rata basis, equivalent pay and conditions to those of a full-time employee. It is not possible to maintain these positions/employees on casual arrangements, as has been the case for seven years.

This long overdue change takes the personnel costs from \$85,248 for 48 weeks in 05-06, to \$102,084 for 52 weeks, an increase of \$16,836 pa.

Minyirr Park personnel expenses 2006-07

Position	Award Level	New rate	Hrs per week	Base salary	Super	Pro rata D/A	leave loading	Pro rata A/F	Pro Rata A/C	TOTAL
Supervisor on-site	40000	21	21.00	22,400	2,016	2884	377	682.08	602	2830
Supervisor on-site	40000	21	21.00	22,400	2,016	2884	377	682.08	602	2830
CLPO	40000	21	16.50	17,600	1,584	2884	296	682.08	602	2300
Admin Officer	38508	20	16.50	16,944	1,525	2884	285	682.08	602	2230
									Total	10200

CLPO=Coastal Landcare Project Officer

In 05-06 the Shire of Broome \$55,000 grant contributed to approx 65% of wage costs. For the next financial year we are seeking Shire support for full wage costs, to continue with Minyirr Park's current projects and further implement the Coastal Park Management Plan.

3. Other sources of funding including those committed and those anticipated

* Anticipated or submitted ** Based on 05-06 budget ^ Carried forward from PFY

Please note we have identified the grants in which we have been able to supplement Shire funds for coordination, supervision and administration. None of these grants are recurrent or guaranteed.

Grant or Project	Total Grant Amount	Purpose for Grant	Acquittal Due Date	General
Common. Dept Environment and Heritage "Community Water Grant"	50,000 inc gst	For composting toilets On-ground items 43,750 6,250 for coordination	2007-2008	
*Envirofund	49,763	Weed control and rehabilitation project Minyirr Park Vine thicket area 7,500 for coordination 24,500 contractors	Pending	Training in chemical handling
*Coastwest #24034	39,146^	Materials and tools for on-site works e.g., timber, paths, bollards, shelters paint etc	July 2006	Will apply in next round for 2007 for \$40,000 approx
DEWSBR *Work for the Dole	34,660 **	Part funds 1 supervisor for supervision of participants 17,600 and part admin officer, 5,000. Contributes to operational and participant costs e.g. insurances, vehicle running, and base camp supplies, as well as cultural training.	Sept 06	Re: apply every 6 months. \$ depends on Kimberley allocation and numbers of unemployed sent to us etc. For example, last round we received 22,675 for 10 places.
*Kullarri Regional CDEP	24,440 **	On-costs for CDEP project i.e. Base camp supplies e.g. first aid. Participant expenses e.g. uniforms, goggles. Services, stationery, materials and operational expenses e.g. phone, fuel, advertising, vehicle R&M.	EFY	Significant changes anticipated for 06-07, ramifications unknown

Grant or Project	Total Grant Amount	Purpose for Grant	Acquittal Due Date	General
Landcare Uncle Toby's	22,000^ gst inclusive	<ul style="list-style-type: none"> -Promote Community Involvement in project e.g. Weed Buster days -Site Plans -Rehabilitation works -Coordinate volunteers 3,400 for TO's to plan 3,500 Coordinate Weed Buster days 1,800 Supervisor to oversee seed collection and audit 2,700 1,500 Admin work 	May 06	<ul style="list-style-type: none"> Site planning Volunteer expenses Seed collection and purchases Plant audit
Dept of Local Gov't "Community Facilities Grant"	14,041^ + gst	Capital funds toward ablations	Construction due	
Coastcare Rangelands NRM	11,000^ inc gst 10,000 no gst	<ul style="list-style-type: none"> To build a seedling nursery, for ongoing regenerative plantings. Publish flora information e.g. "Tree Talk" Information Book or Dune guidebook. 	2007 - 2008	<ul style="list-style-type: none"> - Establish a seedling nursery to provide indigenous plants for revegetation. -Promote the use and cultural value of indigenous plants via the publication of "Tree Talk" (a 47pg booklet identifying the important species within the park and their traditional uses for food, medicine and tools.

Grant or Project	Total Grant Amount	Purpose for Grant	Acquittal Due Date	General
*Donations	6,000 **	To seek community and sponsor donations to support the MP project To provide the MP tourism trainees with on-the-job training in cultural tourism.		Schools, universities and other educational groups, corporate groups, departmental staff, aged and disabled people, special interest groups, and walkers visit the Park and many participate in the guided coastal cultural tours
Dept Indigenous Affairs Heritage Grant	4,948 +gst	<i>Reading the Country Project</i> Pay Cultural Consultant Richard Hunter. \$588 of admin.		Work extensively with disenfranchised youth and those disengaged from education, in a hands-on project with an Indigenous cultural focus. TO's impart bush skills and knowledge in Minyirr while preserving and maintaining the coastal park. Youth take part in accredited training in construction, horticulture and cultural tourism.
Green Corps and Conservation Volunteers Australia (CVA)	In-kind labour	Rubibi places great emphasis on partnerships with other groups to achieve common community goals eg with Green Corps and Conservation Volunteers (CVA). Minyirr Park enjoys widespread community support and attracts a range of groups enjoying the natural environment and facilities provided, participating in community and special events, reconciliation activities, and volunteering their time for coastal clean-ups, weed busters, research, tree plantings etc. The presence of a Green Corps and CVA teams, working in the Park, helps community outcomes to be achieved, and the Park will be enhanced for future generations.		Green Corps team will construct a native plant nursery which will enable the Park to propagate the seed collected on-site, use the nursery as a hands-on learning tool, and help regenerate areas of the park

Grant or Project	Total Grant Amount	Purpose for Grant	Acquittal Due Date	General
KDC "Kimberley Regional Development Scheme"	3,800^ + gst	Initially for pipeline for water supply, but varied to pay part cost of ablution block		Water Corp and Shire helped establish water pipe for Park supply. KDC funds not received to date

4. The projects, work plans and outputs for the Minyirr Park work teams

Work plans are consistent with the strategies in the Shire of Broome *Coastal Park Management Plan*, and designed to address skills, abilities and resources available to the Minyirr Park work teams, and requirements of funding and programs. This will vary with factors such as work team composition, i.e. whether we have Green Corps or Conservation Volunteers Australia (CVA) volunteers, new unemployed persons from Work for the Dole or CDEP. Moreover, whether equipment or materials are available, weather conditions, priority factors such as fuel reduction for fire prevention, responding to a maintenance problem, providing talks and walks for school groups or visitors and TAFE training times -10 of the team are undertaking accredited training Certificate 2 and Cert 3 in Tourism.. Projects include

YOUTH PROJECT - READING THE COUNTRY

		Outcomes
Dept for Community Development (DCD) Gordon Activities funding Reading the Country	Young Indigenous men and women 15-25 alienated from education. The major component of this project is within Minyirr Park – a Rubibi Land and Heritage Group initiative managed with the Shire of Broome. 360 to MP Cultural consultants and Police checks for working with kids	-Re engage with traditional cultural practices -Develop life skills through practical application and mentoring by staff at Minyirr Park -Acquire skills and knowledge to further their education and employment options. -Develop environmental awareness and ownership of country. The strong indigenous content of this project will enhance and enrich the participant's knowledge and understanding of Aboriginal culture around the West Kimberley region.

GREEN CORPS - WORK PLANS

Project Activity	Project Outputs
Nursery Construction	Working nursery (capacity to 1000 seedlings) built
Seed collection	2kg
Tree planting	2000
Signage	5 signs erected
Dune Stabilisation through construction, joining and placement of recycled plastic 'tracks' along beach access paths	~30m of paths covered
Migratory Shorebird Survey – data collected over several days from Cable Beach	Comparable, usable data which will compliment the information collected by the Broome Bird Observatory for Cable Beach
Walk Trail created	4km established
Vegetation survey	Data collected for 3 vegetation types over 10 Ha at 3 different sites
Native flora Herbarium	Establish a display herbarium for general use
Basic Knowledge of native fauna rehabilitation methods	Increased knowledge of native fauna
Weed identification, survey and control	Approx 5ha surveyed and cleared of major weeds

MINYIRR PARK TEAM WORK PLANS FOR 06-07

Note this is indicative only. Not yet submitted to Rubibi or CPMC. These are in addition to the ongoing on-ground tasks like maintenance, repairs, monitoring and rehabilitation etc.

Beach Shelters

Construct beach shelters for public use at end of dune crossings x 5.

Beach shelters will provide shade for the public and be a good point for building cultural and environmental awareness of Minyirr.

Cycle Ways

Plan and construct Cycle Way - visible from Cable Beach Road (for safety reasons) with the length dependant on resources.

Youth Outcamp

Construct shelters x 4

Car park at entrance x 1 (Bays TBA)

Pathways Length (TBA)

Nursery for propagation of native plants (Up to 1,000 plant capacity)

Relocation of Sea Container for storage x 1

Construction of a bush kitchen x 1

Construct fire place x 1

Install composting toilets x 4

Pathways

Construct pathways at Six Seasons. (TBA)

Second Stage

Entrances to Minyirr & Environmental Cultural Corridor

Block off entrances (old tracks) to prevent rubbish dumping, motorbike incursions and erosion x 6.

Shelters

Construct shelters at Cable Beach, Demco, and Port Area that allow access for elderly people i.e. Bran Nue Dae to utilise x 3.

COASTWEST #23034 – WORK PLANS c/f from 2004-05

Project Activity and Outputs Completed
Shade shelters 3 at youth camp
Paved Paths - Maintain & repair 100m approx
Distance/Time markers for walk trails
Developed & made 10 x painted (yet to be installed)
Bollards - Regular maintenance & replace & paint, - install new bollards at Gantheaume Point /Riddell
Dune Crossings x 2 - planning and site inspections - repairs/replacement at De Marchi dune crossing
Slashing walk trails and base camp/visitor areas/car park
Project activity yet to be completed (2005-06)
Shade Shelters – Monitor, repair and replace existing shelters as necessary. Build at Riddell.
Paved paths monitor, repair, replace & build new as necessary
Dune Crossings construct x 1 and undertake repairs and replacements to existing crossing as needed (possible plastic lumber).
Monitoring & maintenance paths, walk trails and coastal park.
Community awareness activities including educational and promotional activities.
Water & delivery for park maintenance & new works.
Install time/distance markers.
Paint & other consumables.
Earthworks & soil delivery (Shire).
Slashing (CALM).

COMMUNITY DEVELOPMENT EMPLOYMENT PROJECT (CDEP) – WORK PLANS

Community Development Activities	Frequency	
Schools / University	On-Going	11 institutions
Youth Outcamp	Monthly	As determined by committee
Guided Walks	Seasonally	28
Aged Care	Monthly	
Implement coast care and Coastwest activities	On-Going	
Green Corps	On-Going	Plan works, cultural orientation, overseer
Volunteers	On-Going	
Conservation Volunteers Australia	On-going	Plan site works, cultural orientation, overseer
Community Weed Buster Days	Seasonally	x 3
Economic Development Activities*		
Cross Culture Training		
Venue Hire		
Cross Cultural Awareness		
Schools / Uni		
Minyirr Park Craft/ Art		
Training Activities (Type of training and Evidence of enrolment with a registered training organisation)		
Tour Guide (TAFE)	Six Months	Certificate II and Certificate IIV
Mapping	Two Weeks	
First Aid	Two Days	
Fire Training	Fire Brigade	
Occupational Health and Safety	TBA	Nirrambuk? (TBA)
General Maintenance Activities		
Walk Trail Maintenance	Daily	
Clean Visitors Area	Daily	
Clean Sea Container	Fortnightly	
Rubbish Removal	Daily	
Maintain Tools/ Equipment	Weekly	
Slashing	Seasonal	
Weed Reduction	Seasonal	
Cool Burns/Fuel reduction	Seasonal	
Monitoring	Monthly	
Maintaining shelters / Painting Huts	Daily	

LANDCARE UNCLE TOBY'S GRANT - WORKPLAN

Major Activities	When needed, ideal date
*Rehabilitation of pindan woodland & weed reduction around the degraded "old stables" and monsoonal vine thicket remnant areas within Minyirr.	March – April
* Site planning to identify priority locations for indigenous shade trees, bush shelters, pedestrian access points, walk trails & revegetation plan	Feb – March
* Audit of remnant vegetation	As per Green Corps dates
* Seed collection (seasonal)	As per site work needs
* Seed purchase & re-seeding	Ongoing as needed
* Community "Weed Buster" days promote/coordinate	Oct – Dec (at start of wet season)
*Volunteer expenses travel, basic supplies, supervision & first aid	Wet season Oct - April community involvement
* Administration & bookkeeping	Duration of project
* Sponsor signage	On going
	March – Apr

COASTCARE NRM RANGELANDS - WORKPLAN

Output Description	Standard Output Code (from list at Attachment A)	Output Unit of Measure #1	Quantity of Measure #1	Output Unit of Measure #2 (if applicable)	Quantity of Measure #2
Fencing /bollards to protect fore dune in 4 locations totalling 0.2 ha	58	Area (ha)	0.2 ha	No. sites	4 sites
Revegetation with indigenous vegetation	29	Area (ha)	6 ha		

Output description:	Output Type:	Standard Output:	Unit of Measure: Area (ha)	Comments:
Build a seedling nursery	On- ground	Capacity	Up to 1,000 seedlings	Completion 2007- 2008
Revegetation of key degraded areas within Minyirr Park.	On- ground	Revegetation with native vegetation	1ha planted with coastal native species	This project will be ongoing in terms of revegetation projects
Print educational materials on the indigenous plant species in the Park	Community education	Booklet	2 booklets	"Tree Talk" or guidebook by UWA/Dr Stewart Evans "Interpretative Dune Walk"

WORK FOR THE DOLE – PLANNED ACTIVITIES

The development, construction and maintenance of shade shelters, basic visitor recreation facilities, eg walk trails, dune crossings, and youth camp areas.

In 2006 the participants will learn skills in seed collection and propagation of native species within the park for regenerating degraded areas. We will have the expertise of a TAFE lecturer on hand to help with the establishment of a native plant nursery. Participants can be involved in the construction of the plant nursery and the further establishment of the youth camp area, including construction of ablution facilities pending funding.

Planning and preparation for events including Shinju Festival, Weed Buster Days, Reconciliation Walks, as well as guided tours, cultural orientation, learning bush skills and gaining practical knowledge of the nutritive and medicinal uses of bush tucker, use of natural materials eg spinifex for shelter roofing. Moreover, guiding and directing visitors to the Park and learning to interpret the six seasons.

Participants work in a collaborative group, where team building and sound interpersonal skills are encouraged and supported. This generates group ownership of activities undertaken in the Park and helps participants to develop both employment and practical living skills.

Depending on participant interests tasks may vary, but range from construction of shelters at Youth Camp, interpretative art and painting, carving fallen timber into saleable goods, record keeping and on-site monitoring, indigenous seed collection, rehabilitation of natural bush and coastal dunes, eg weeding, reseeded, construction and installation of sand steps and maintenance of walk trails for example.

Training activities include cultural orientation (mandatory), introduction to eco-cultural tourism, Senior First Aid, Safe Use of Tools and Occupational Health and Safety.
