



AGENDA ATTACHMENTS

Finance, Policy, Operations and Legislation Committee

Wednesday, 14 August 2019, 6.00 pm

**FPOL1908-1 SOUTHERN METROPOLITAN REGIONAL COUNCIL
WITHDRAWAL ARRANGEMENTS FOR PROJECT PARTICIPANT
(CITY OF COCKBURN)**

ATTACHMENT 1

*Western Australian Treasury Corporation
Level 12, St Georges Square
225 St Georges Terrace
Perth WA 6000*

And

*Southern Metropolitan Regional Council
9 Aldous Place
Booragoon WA 6154*

Dear Sirs

City of Cockburn withdrawal from Southern Metropolitan Regional Council

The [City of /Town of] has passed a resolution (Certified copy of resolution attached) giving its consent to the City of Cockburn withdrawing from its obligations under the \$2 Million Secured Lending Facility Agreement (known as the Office Project Loan) (hereinafter referred to as "the Loan Agreement") with the Western Australian Treasury Corporation (WATC) with effect from 30 June 2019.

Accordingly the [City of /Town of] hereby requests that Southern Metropolitan Regional Council (SMRC) deliver a revised Exhibit B Certificate to WATC as required under the provisions of the Loan Agreement to notify WATC of the new percentages of the SMRC debt being apportioned to the remaining participants following the withdrawal of City of Cockburn from the SMRC effective 30 June 2019.

Yours Sincerely

Signed on behalf of the [City of /Town of]

Name: _____

Title: _____

Date: _____

**FPOL1908-2 REPEAL OF LOCAL LAW - LIBRARY ADVISORY COMMITTEE
ATTACHMENT 1**

2404

GOVERNMENT GAZETTE, WA

18 May 2001

LOCAL GOVERNMENT

LG301*

LOCAL GOVERNMENT ACT 1995

CITY OF FREMANTLE

LIBRARY ADVISORY COMMITTEE LOCAL LAW

Gazetted 02.03.1956 Folio 633

(amended 15.07.1959 F1869; 28.11.1968 F3464; 29.11.1985 F4485)

Pursuant to its powers under the *Local Government Act 1995* the City of Fremantle resolved on the 19 March 2001 to make the following Local Law.

Interpretation

1. In this local law—

“Chief Executive Officer” means the Chief Executive Officer of the City of Fremantle.

“Council” means the Council of the City of Fremantle.

“Library” means the library conducted by the City of Fremantle.

Advisory Committee

2. (a) At its first meeting after the first Saturday in May each year, the Council shall appoint an Advisory Committee for the purpose of advising the Council regarding the management and control of the Library.

(b) The Advisory Committee shall be known as the Library Advisory Committee.

(c) The Library Advisory Committee shall comprise—

(i) The Mayor of the City of Fremantle and one Councillor of each Ward of the City of Fremantle.

(ii) One Council member of the Town of East Fremantle as appointed by the Council of the Town of East Fremantle.

(iii) A maximum of four (4) members of the library not being a Councillor of the City of Fremantle at the time of appointment or a representative of the Town of East Fremantle.

(d) A general meeting of library members may be called each year between 1 November and 30 November at which names of library members may be submitted for appointment to the Committee.

(e) The Council may appoint to the Committee, for a period of up to 2 years, persons referred to in Clause 2(c)(iii) with a maximum of two of these persons retiring every 2 years.

3. The following provisions shall apply to the meetings and business of the Library Advisory Committee—

(a) The Chairperson shall be elected at the first meeting of the Committee after the first Saturday in May each year.

(b) If the Chairperson is absent at any meeting, an acting chairperson shall be appointed for that meeting by, and from the numbers, of those members of the Library Advisory Committee then present.

(c) Six members of the Committee shall constitute a quorum.

(d) The Committee shall meet quarterly and shall from time to time fix its own place, day and hour of meeting.

(e) In addition to quarterly meetings the Chief Executive Officer shall call a meeting of the Committee when requested so to do by the Chairperson or any two members of the Committee.

(f) Except where this local law provides otherwise the Council policy on conduct of meetings shall apply at meetings of this Committee.

4. The reports and recommendations of the Committee shall be presented to the next ordinary meeting of each of the Fremantle and East Fremantle Councils.

Repeal

5. The Local law relating to the Library made by the City of Fremantle as published in the *Government Gazette* of 29 November, 1985 is hereby repealed.

Dated the 9th day of May 2001.

The Common Seal of the City of Fremantle was affixed in the presence of—

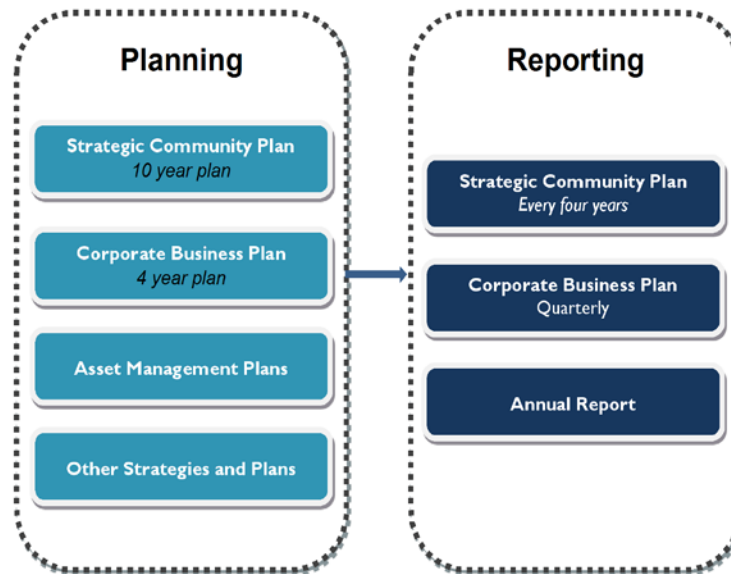
PETER TAGLIAFERRI, Mayor.
RAY GLICKMAN, Chief Executive Officer.

**FPOL1908-3 CORPORATE BUSINESS PLAN - PROGRESS REPORT 2018/19
ATTACHMENT 1**



Integrated Planning and Reporting Framework

The Corporate Business Plan and Corporate Business Plan Quarterly Progress Report form part of the Integrated Planning and Reporting Framework. The relationship between the City's strategic and operational documents and the Corporate Business Plan Quarterly Report is shown in the diagram below.



Corporate Performance Indicators

The Corporate Performance Indicators provide a snapshot into the health of our organisation. In addition to these indicators, the Project Delivery Report will provide a progress update on the Corporate Business Plan. The progress report is based around the seven strategic focus areas of the Strategic Community Plan 2015-25.

This report is for the 2018/19 financial year.

The financials are correct as at 31 July 2019 and are subject to change and final audit. Please refer to the Audited Financial Statements for year ending 30 June 2019 for final end of year position and the results of the financial and asset ratios once published.

Corporate Performance Indicators			
Performance Indicators	Target	Result	Reporting Frequency
Customer Service Satisfaction	90%	94%	Annual
Financial ratios	Ratios	-	Annual
Asset ratios	Ratios	-	Annual
Budget Compliance	+/- 10%		Annual
<i>Project Delivery Progress</i>	<i>Progress update</i>	<i>See information below</i>	<i>Quarterly</i>

Capital Works and Project Program Delivery

Economic Development

Diversify and strengthen Fremantle' economic capacity.

Outcome 1	More people live in, work in and visit Fremantle.
Outcome 2	Fremantle welcomes investment and is an attractive destination for high quality development.
Outcome 3	A shared vision with the business community that clearly differentiates Fremantle's economic offer.
Outcome 4	Fremantle is recognised as Perth's second city.

Economic development highlights

The City continues to deliver on the current Economic Development Strategy with the release of the Destination Marketing Strategic Plan and the 'This is Fremantle' destination brand representing major milestones for 2018/19. A series of significant marketing initiatives including the development of the new brand and associated campaigns were delivered, with the intent being to grow visitation to Fremantle. Initial results are currently being collated given some campaigns are still live.

Investment in Fremantle continues as building approvals reached a record high with \$313 million worth of residential and commercial property developments approved for construction during 2017/18. The growth in Fremantle defies the Western Australian trend which has seen building approvals fall by 9.2 % over the past year according to the [WA Treasury](#). Of the current \$1.3 billion development pipeline, \$600 million is either built or under construction including the Kings Square Renewal project which started late 2016.

Some of the new development approvals issued throughout 2018/19:-

- Hotel development at 28 Cantonment Street (Woolstores)
- Refurbishment, additions and adaptive Reuse of 135 High Street Mall (Mannings Building)
- Change of use to tavern at 178 Marine Terrace (Sealanes Building)
- 36 x grouped dwelling development at Lot 1819 Montreal Street (LandCorp Development)
- Adaptive reuse for a tavern of 92 South Terrace (the Old Synagogue)
- Upper floor additions and alterations to 82-84 Stirling Highway (The Black Truffle in North Fremantle)
- New tavern and distillery at 1 Pakenham Street
- New tavern at 3 Pakenham
- New tavern/market development at 1 James Street (The Sunshine Harvester)
- 3 storey mixed use development at 38 Holdsworth Street

- 3 storey multiple dwelling additions at 85-87 High Street

Major progress has been achieved in the delivery of the Kings Square project with the Sirona development nearing completion and several state government departments preparing to relocate to the site. Demolition of the City's old administration building was completed and construction of the new building has commenced. The City has been identifying potential new tenants for the precinct and has been working with existing businesses to support them during the construction phase. Design work for the public realm has progressed with tenders let for the construction of phase 1 works and a grant application lodged with Lotterywest for the new playground.

Infill development continues to supplement the City's housing supply and to boost its population, with the Heart of Beaconsfield project progressing through a feasibility investigation phase. Lodgment of a Local Structure Plan for the Davis Park precinct has also represented a milestone in the coordinated redevelopment of this area.

Key:

- ★ on track ✗ action required ✓ complete ⓪ not started
 ● cancelled ➡ deferred ○ new project >> carry forward to next financial year

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Fees-Compensation Fremantle Football Club P11600	✓	504,500	504,500	Second of three payments.
Plan-Kings Square change management P11655	★	120,000	120,568	Culture change program on track for the move in 2020 to the new civic building.
Plan-Cruise destination welcome initiative P11811	✓	30,000	31,506	Tourism WA provided the City a grant for \$25,000. The visitor centre booked buses for 17 international ships and transferred 12,000 passengers into Fremantle and back to the passenger terminal.
Demolish-Council admin building P11639	✓	2,109,582	2,109,582	
Construct-Civic building and library P10297	>>	44,185,456	3,960,395	Multi-year project funded from loan and reserve funds. Construction to continue into 2019/20 financial year.
Design and construct-Kings Square Public Realm P10293/P10294	>>	92,949	51,673	Surveying and specialist consultants for detailed design of Kings Square.
Design and construct-Kings Square Public Realm Newman P10295	>>	2,114,545	124,575	Documentation and tender completed.
Install-Kings Square trees P11599	>>	120,000	111,574	Successfully moved all mature Plane trees.
Design-Kings square play space P11680	>>	50,000	55,800	Consultant fees for detailed design.
Plan-Fremantle Oval Precinct P10300	✓	20,171	13,600	Initial feasibility work completed.
Plan-Knutsford Street Depot site P10421	>>	7,000	0	Project carried forward into 2019/20 to be timed with other projects in the vicinity.
Fees-Kings Square leasing P11674	>>	100,000	55,800	Fees for engagement of leasing agents for Kings Square tenancies, expecting to have the building tenanted by the end of 2019/20 financial year.
Purchase-Time lapse photography P11641	★	12,000	4,550	
Plan-Station Forecourt P10292	>>	25,000	0	Funds carried forward for transport study.

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Contribution-Fremantle Foundation P10780	✓	40,000	40,000	Memorandum of Understanding in place for the provision of financial support for the Fremantle community, reducing the ongoing need for external (and outside of Fremantle) funding to have a thriving Fremantle Foundation.
Plan-Heart of Beaconsfield P11800	>>	75,000	28,976	Bruce Lee Oval/Lefroy Quarry site feasibility will be completed by the end of 2019 and the masterplan will be finalised in 2019/20.

Environmental responsibility

Develop environmentally sustainable solutions for the benefit of current and future generations.

Outcome 1	All City controlled buildings, activities and public places will be more energy efficient and energy will increasingly be delivered by renewable energy.
Outcome 2	The City will reduce waste, reusing where possible, and ultimately sending zero waste to landfill.
Outcome 3	The City will reduce and optimize water usage in its buildings, facilities and public open space.
Outcome 4	Better quality natural habitat with space for endemic biodiversity.
Outcome 5	The City Will have walkable access to green spaces for recreation.
Outcome 6	Prepare for adapt to the impact of climate change.

Environmental responsibility highlights

Delivery of the One Planet Strategy continues to provide a key vehicle for pursuit of a more sustainable city. Key achievements in this area have been:

- The successful trialing and commitment to roll out of the FOGO (food organics-green organics) waste management scheme. This should see a major reduction in waste going to landfill.
- Approval of the proposed solar farm on the disused Hollis Park site in South Fremantle.
- Participation in world-first initiatives into use of renewable energy in the Knutsford precinct.
- Commission of a more detailed study into coastal adaption options for Port Beach.
- Further roll out of the Urban Forest Plan with the planting of an additional 750 trees in Council reserves.
- Continuation of the revegetation program with 10,916 plants planted in nine coastal and bushland reserves.
- The introduction of a ban on the release of balloons in public spaces via changes to the City's local laws.

Key:

- ★ on track X action required ✓ complete ⓪ not started
 ● cancelled ➡ deferred ○ new project >> carry forward to next financial year

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Program–Solar Panels P11806	➡	12,000	392	Project postponed whilst top up grant funding was obtained.
Purchase-Fogo bins P10273	>>	920,000	242,035	Department of Communities to invoice for work undertaken to date. Balance to be carried forward for completion in 2019/20.
Program-Container deposit scheme P11802	⓪	10,000	0	External funding was not realised until late in the year.
Plan–Northbank Foreshore stabilisation P11782	✓	7,367	3,943	Preferred stabilisation option endorsed by Council in April 2019.
Design and construct–Booyeembara Park P10412	>>	65,000	3,548	Playground works are out to tender and will be awarded in June. Construction expected in July.
Plan–Port Beach Coastal Adaptation Asset Management P11779	>>	100,000	88,376	The condition of existing costal protection infrastructure has been assessed and concept options for an erosion adaptation response are being developed.
Contribution–Perth NRM Coastal Program P11044	✓	5,000	5,000	
Program-Pocket parks P10369	✓	6,800	6,745	
Program–Coastal monitoring P11708	>>	53,000	21,101	Multi-year project. Site investigations are complete with project completion scheduled for October 2019.
Plan-Depot contamination investigation P11748	>>	110,000	18,900	Investigations into the City's Knutsford Street depot site for potential contamination to develop a remediation action plan are continuing. This will be used for potential development of the site as mixed use residential in accordance with the Knutsford Street East Local Structure Plan.

Transport and connectivity

Enhance the connectivity between all areas of Fremantle, the city centre and other strategic economic hubs and population centres.

Outcome 1	Fremantle is recognised as a pedestrian and cycle friendly city.
Outcome 2	Public transport is a preferred method of transport.
Outcome 3	An economically efficient, environmentally and socially sustainable freight network.
Outcome 4	A city that provides a range of parking options that support community and visitor needs, in balance with other land use and transport requirements.

Transport and connectivity highlights

The City completed a review of its Bike Plan and prepared a new plan for the coordinated improvement of infrastructure and promotion of cycling over the next 5 years. Cordon counts undertaken as part of this demonstrated a small but distinct increase in cycling within the city, and a marked increase in the CBD. Following 2 rounds of community consultations and support from Council, the City completed construction works in 2018/19 to make pedestrian, cycle and vehicle improvements to Hampton Road / Scott Street and also Hampton Road / Lloyd Street intersections. Further design improvements identified for the Queen Victoria Street / Parry Street gateway, along Hampton Road and within the Knutsford Precinct.

Completion of Node 1 of the South Terrace streetscape improvement scheme has seen improvements to the pedestrian and cycling amenity of the mixed use strip south of the CBD as part of broader infrastructure renewal works.

The City continued to participate in the Westport planning review of port facilities and to advocate for a sustainable port and transport options.

An EOI for introduction of a car share scheme was unsuccessful, but provided sufficiently positive feedback to suggest that a scheme may be viable within the next few years.

Improvements to the City's parking management, signage and ticketing were delivered including the rollout of the new PayStay parking application. The app enables customers to pay for parking via mobile phone app.

Key:

- ★ on track ✖ action required ✓ complete ⚠ not started
 ● cancelled ➡ deferred ○ new project >> carry forward to next financial year

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Design and Construct–Queen Victoria St/Adelaide Street P11677	>>	40,000	3,080	Initial concept design work complete. Carry forward to finalise detailed design in 2019/20 for budget request to deliver in 2020/21.
Design–Queen Victoria St/Adelaide St/Parry St intersection P10127	>>	11,040	1,200	Project 11677 and Project 10127 have both been combined and carried forward into 2019/20.
Design and construct-Hampton Road crossing P11664	✓	83,948	113,718	
Plan–Fremantle Bike Plan P10126	✓	15,000	8,305	Draft bike plan complete, outcomes of consultation and final adoption to be submitted to council in the first quarter 2019/20.
Program-Road Safety P10291	>>	30,000	6,673	The works to be completed next financial year are for areas of the project that are reliant on Main Roads WA (MRWA) installing line marking before the City can carry out further works. Post traffic calming monitoring will be completed to measure the level of success of the schemes.
Design and construct - Fremantle Taxi Rank P10523	●	0	0	Establishing new taxi rank withdrawn due to disruption to taxi industry.
Plan-Car share scheme P11789	●	10,000	0	Expressions of Interest were called and no suitable proposals were received.
Purchase-Software parking application P11794	>>	105,000	69,147	Project commencement was delayed and will now be completed in 2019/20.
Program-Parking signs P10949	✓	45,000	43,128	
Install-Electronic parking signs P11793	>>	165,000	0	Project behind schedule due to delay in rollout of parking app and available resources. Project to be completed in 2019/20.

Character, culture and heritage

Sustain and grow arts and culture and preserve the importance of our social capital, built heritage and history.

Outcome 1	Fremantle provides a social environment that supports arts and culture.
Outcome 2	Fremantle celebrates its history and heritage through active renewal.
Outcome 3	Fremantle is recognised locally, nationally and internally for its festivals and street life.

Character, culture and heritage highlights

The City has delivered a number of objectives in support of the preservation of culture, heritage and history for the City of Fremantle:-

- Delivery of the Gwenyth Ewens Art Award, encouraging awareness and artistic interpretation of Fremantle's built heritage in local schools.
- Provision of local history collections, services and engagement through the Fremantle Library.
- Fremantle Council recently endorsed the concept of establishing an Indigenous Cultural Centre of state and local significance in Fremantle.
- Walyalup Reconciliation Action Plan adopted by Council on the 26 June 2019

A successful Fremantle Festival 2018 with the inclusion of Karla-k Koorling, Come to the Fire was a layered response to the significance of fire, a fond farewell to Fremantle Festival spring, and a nod to an exciting new chapter as we move the Festival to winter. Audience shared stories of rare moments of connection and exchange at the fires.

The Revealed Program held at Fremantle Arts Centre was a highly successful series of events and programming. The Revealed 2019 Program was carefully tailored to address the needs of Western Australian Aboriginal Art Centres and independent emerging artists across the state.

Revealed is an annual State Government program and Fremantle Arts Centre as the successful tenderer receives funding to deliver this event.

Key:

- ★ on track
- ✗ action required
- ✓ complete
- ⊘ not started
- ⊙ cancelled
- ➡ deferred
- new project
- >> carry forward to next financial year

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Purchase artworks in accordance with Victor Felstead bequest P10545	Choose an item.	7,000	0	Annual disbursement from Felstead Estate which accrues to purchase artworks as per the conditions of the Estate. The balance of the accrued fund is \$8,514.00.
Program-In Cahoots art exhibition P10848	>>	145,260	6,386	Carry forward of federal government grant to tour 2017 Art Centre Exhibition 'In Cahoots' to 7 regional WA, VIC, NSW and QLD galleries, October 2019 to December 2021.
FAC Revealed P11728 and P11727	>>	263,884	296,676	Arts Centre is successful tenderer to deliver State Governments annual Revealed program. Unspent grant funds to be carried forward to spend on Revealed, July to November 2019.
Program-Permanent public artworks P10055	➡	0	0	Funds redirected to High Tide project.
Restoration-Naval Store Cantonment P10325	>>	506,002	505,189	The completion of the \$0.5m building improvements to the Naval Store has successfully transformed the building to a 9B classification allowing it to be activated as an assembly building or workshop. In addition to providing public toilet facilities for the neighbouring park.
Design and construct-Cantonment Hill P10329	>>	124,841	102,117	Lotterywest grant funded project, Cantonment Hill track installed in 2018/19. Aboriginal interpretive signage to be installed in 2019/20..

Places for People

Create great spaces for people through innovative urban and suburban design.

Outcome 1	Fremantle provides more affordable living opportunities.
Outcome 2	Fremantle has high quality urban and suburban environments for everyone to enjoy.
Outcome 3	Activate urban spaces through increased numbers of people within Fremantle.
Outcome 4	Fishing Boat Harbour precinct redevelopment – expanding a much loved visitor precinct.

Places for people highlights

Gazettal of the Freo Alternative small housing provisions occurred, establishing these within the planning scheme and enabling development which accords within this initiative to commence.

Place-based improvements continued to be pursued through improvements to South Terrace, Hilton Town Centre, Cantonment Hill and most notably within Kings Square. Planning for new projects progressed in conjunction with the state government around Victoria Quay, Fremantle Oval and, most recently, around the northern gateway following the announcement of planned replacement of the old Fremantle Traffic Bridge.

The City consulted with Department of Transport on planned renewal works within the Fishing Boat Harbour and has promoted the extension of Norfolk Street in discussions with them.

Review of the West End policy has progressed, with a draft document nearing completion.

Key:

- ★ on track
- ✘ action required
- ✓ complete
- ⊘ not started
- ⊙ cancelled
- ➡ deferred
- new project
- >> carry forward to next financial year

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Plan-West End Planning Policy P11609	>>	2,000	0	Draft planning policy complete and will be presented to council by December 2019.

Health and Happiness

Creating an environment where it is easy for people to lead safe, happy and healthy lives.

Outcome 1	Fremantle is welcoming, safe and caring community.
Outcome 2	A city that celebrates and actively supports diversity.
Outcome 3	A healthy and active environment for the community to enjoy.

Health and happiness highlights

The City successfully completed both a new Age Friendly City Plan and preparation of its inaugural Walyallup Reconciliation Action Plan (WRAP). Both documents provide clear pathways to continuing to embrace a diverse and inclusive community and, in the case of the WRAP, promoting Aboriginal reconciliation and advancing the values of inclusiveness. Recognising the painful truth of our past and walk hand in hand towards peace and healing.

The Youth Network was reestablished and presented to Council on its priorities, focusing strongly on concern over climate change. The ARISE Project supporting youth at risk has now been completed.

Investigation into the establishment of an indigenous centre progressed with advocacy to the state government commencing on the preferred location and concept.

Following successful let of tenders, construction of the new Fremantle Park sports and community building is well progressed for completion in 2019/20.

The CCTV program of the City has been very successful with the City receiving a grant from the federal government as part of the Safer Communities Grant funding project. The City's new mobile CCTV trailer has been deployed recently to North Fremantle and assisted Police in identifying a suspect for numerous offences. 4 CCTV cameras in the Esplanade have been upgraded, along with 2 cameras in Norfolk Street and Norfolk Lane. 1 new CCTV camera has been installed covering the train station cross walk. 5 automatic number plate recognition cameras were purchased. The remainder of the 19 new CCTV cameras and 3 automatic number plate recognition cameras are scheduled to be installed before the end of this calendar year.

Key:

- ★ on track **X** action required ✓ complete ⚠ not started
 ● cancelled ➡ deferred ○ new project >> carry forward to next financial year

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Plan-Arise youth project P10980	✓	37,284	39,500	Project based on at risk youth in collaboration with City of Cockburn Youth Centre and PCYC.
Plan-Reconciliation plan P11069	✓	13,310	12,126	Endorsed by Council in June 2019.
Plan-Aboriginal cultural centre P11699	✓	27,936	27,476	Visioning report complete and endorsed by Council on 17 April 2019.
Plan-Age friendly review P11807	✓	26,624	20,238	Plan was developed and endorsed by Council on 2019.
Install-CCTV P11796	>>	742,712	172,590	Grant received totaling \$928,390. Project commenced and on track for completion by November 2019.
Design and construct-Fremantle Park Sport and Community Centre P10350	>>	2,700,000	700,526	Project is expected to be completed by December 2019.

Capability

Provide strong leadership through good governance, effective communication and excellence in delivery.

Outcome 1	A transparent and responsive organisation.
Outcome 2	Effective leadership.
Outcome 3	A sustainable organisation with the capacity to deliver and respond to customer needs.
Outcome 4	A strong and collaborative regional leader.
Outcome 5	A city that maintains its assets to meet the needs of its community.

Capability highlights

Preparation for the move to Kings Square and associated technological and cultural change improvements continued to provide a central focus for the organisation internally. The move towards a more efficient, paper-reduced operation was advanced through further IT improvements and the commission of a new document management system. A trial of more collaborative workspaces was successfully achieved in both the main administration and depot building.

Ongoing delivery of asset renewal works have continued with improvements to the asset management plans and project prioritisation and delivery processes also rolled out.

Rolling conduct of customer experience reviews across business units have been introduced and have resulted in a series of targeted improvements with immediate benefits.

A series of play space and building improvements were delivered including:

- New and upgraded playground and recreation spaces were installed at Grigg Park playground and basketball court, Esplanade Park Youth Plaza Parkour area and Booyeembara Park (construction commenced July 2019).
- Fremantle Park is a multi-year project and was designed and procured in 2018/19 with completion expected in 2019/20.
- Works to Gil Fraser buildings and new solar panels for clubs were postponed whilst top up grant funding was obtained to allow beneficial expansion of the works. Although this introduced delays in final project delivery, the outcome for the clubs was significantly improved.
- The completion of the \$0.5m building improvements to the Naval Store has successfully transformed the building to a 9B classification allowing it to be activated as an assembly building or workshop. In addition to providing public toilet facilities for neighbouring parks.

Key:

- ★ on track X action required ✓ complete ⓪ not started
 ● cancelled ➡ deferred ○ new project >> carry forward to next financial year

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Program-IT equipment P10038	➡	25,000	8,928	Deferred buying non critical IT equipment prior to technical fit out confirmation of new administration building.
Program-Network infrastructure P10498	>>	50,000	0	Project carried forward into 2019/20 due to newer model being released.
Contribution-South West Partner P11672	✓	15,000	15,000	Imagined Futures is delivered through a collaborative impact model across the City of Fremantle, City of Melville and City of Cockburn, eg. Davis Park.
Relocation-Kings Square network and communications P11042	●	0	0	Adopted budget \$48,700, moved into a combined Kings Square budget.
Program-Telecommunications equipment P10037	➡	30,000	0	
Plan-Document Management P10507	●	0	0	Funds redirected to Purchase-Document Management System P11818.
Purchase-Document Management System P11818	>>	160,000	59,602	Project committed with balance to be paid in 2019/20.
Design-Corporate website P10994	>>	50,000	20,800	Project plan developed and phase 1 (governance, training, site structure plan) implemented.
Plan-Kings Square Communications P11736	>>	30,000	18,932	Site hoarding design complete and scheduled to be implemented in 2019/20. Communication activities will remain ongoing.
Purchase-Software Rostering and costing system P10003	>>	55,000	0	Project will be completed in 2019/20, currently out for tender.
Install-Kings Square Network infrastructure Queensgate P11077	>>	39,378	0	Balance of project waiting on public realm and internal office fit out design to be completed.

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Purchase–TechOne CI Anywhere P10195	⦿	0	0	Adopted budget \$30,000, revised to \$0, due to IT systems project review.
Purchase–Software Techone mobile licenses P10271	⦿	0	0	Adopted budget \$14,000, revised to \$0, due to IT systems project review.
Purchase–Body cameras P11797	✓	15,000	8,145	
Introduce an automated Accounts Payable solution P10847	✓	71,250	71,429	System upgraded for live implementation in 2019/20.
Manage–Customer Service Measurement P11774	✓	30,000	16,760	425 phone surveys were completed for 2018/19 with customer satisfaction with customer service at 94%
Plan–Fremantle Golf Course P11799	✓	25,000	26,413	
Program–Footpath Replacement P10024	✓	149,789	144,779	
Program–Minor Plant P10658	✓	20,000	19,825	
Install–Evan Davies lift P10242	»	54,000	22,068	Project scheduled to be completed in July 2019.
Install–Roundhouse signage P11804	»	20,000	0	The interpretive signage project will go ahead subject to Lotterywest funding being received in 2019/20.
Design and construct–South Beach toilet electrical P10489	✓	65,000	17,621	
Restoration–Town Hall internal P10964	»	250,000	125,676	Initial design work has been completed. The remainder of the budget has been carried forward to design and install fire systems that will allow the old limestone wall to be exposed between the new and old buildings.
Design and construct–South Tce Node 1 P11649	✓	181,699	201,186	South Terrace streetscape upgrade at Little Lefroy Road and Sydney Street complete.
Install–Stevens Reserve drinking fountain P11738	✓	8,436	10,949	
Design and construct–Stevens Reserve cricket nets P10882	✓	111,700	111,700	
Disposal–Car Park 13 P10467	✓	(6,650,000)	(6,650,000)	Settled in December 2018.
Disposal–12 Holdsworth St P11051	»	(1,300,000)	0	Sale is subject to a development application.
Disposal–12 Josephson St P11633	»	(1,301,850)	0	Sale has not been successful to date.

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Disposal-2 Jones St P11049	⦿	(7,800,000)	0	Further investigations into the best disposal options.
Disposal-Victoria Hall P11795	➡	(2,000,000)	0	Victoria Hall has been taken off the market as per council resolution.
Disposal-Tapper Street Mews P11817	✓	(400,000)	(400,000)	Settled in October 2018.
Disposal-Knutsford Street Depot P11803	⦿	0	0	The City has taken this property off the market to undertake further investigations.
Disposal-9 Quarry Street P11052	»	(2,250,000)	0	Subject to planning considerations being finalised.
Disposal-7 Quarry Street P10458	»	(2,750,000)	0	Subject to planning considerations being finalised.
Demolish-7 Quarry Street P10920	✓	(94,650)	94,500	
Demolish-Mens Shed P11058	✓	45,826	45,826	
Demolish-26 Montreal Street P11821	»	70,000	0	Works anticipated in the first quarterly 2019/20. Awaiting approval to proceed with High Street Main Roads project.
Program-Play space P10388	✓	66,188	64,404	
Program-Road and Carpark lighting P10832	✓	75,002	77,494	New street lights provided on Plane Tree Grove and also Marine Terrace (for the two zebra crossings near Collie Street and Essex Street).
Program-Drainage P10965	✓	99,442	98,892	Drainage works to South Terrace at Little Lefroy Road and Sydney Street complete.
Design and construct-Black Spot Stirling Highway crossing P11718	»	50,000	0	Delivery of signal crossing on Stirling Highway (at North Fremantle Railway Station) is a co-funded project with Main Roads WA (MRWA). MRWA requested this project be carried forward.
Design and construct-Black Spot Beach and James Street P11719	✓	27,656	32,212	New turning pocket and improved pedestrian crossing facilities complete.
Design and construct-McCabe St P11006	»	129,058	113,314	Speed plateau and associated drainage works to McCabe Street at Tasker Place completed in accordance with FPOL1902-5 (February 2019 OCM). Final component of this project is to improve sight lines through removal/relocation/tidy-up of grass trees on corner of

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
				Tasker Place. Advice from arborist is to wait until winter to carry out these works.
Design and construct–North Fremantle Post Office carpark P11783	✓	77,915	96,776	Works included a new across parking bay and the city utilised a recycled glass asphalt during the works.
Resurface MRRG–McCombe Avenue P10818	✓	192,835	188,204	
Resurface MRRG–Hampton/Rockingham South P10819	✓	116,598	22,346	A budget amendment was completed to include income from MRRG and the City of Cockburn as well as the municipal contribution to resurface Hampton/Rockingham Road – South Lanes. The actuals are significantly less as the actuals only represent the COF component.
Resurface MRRG–Hampton/Rockingham North P10820	✓	41,600	9,337	This project is similar to that above. The actuals are correct and are reflective of the works completed within the City of Fremantle, however the budget is for the entire project and the contribution from the City of Cockburn has not been accounted for.
Install–Lefroy Road tip fence P10954	✓	20,000	18,853	
Resurface–MRRG–Hampton Road P11420	✓	54,900	44,464	
Resurface–MRRG–Marine Terrace P11421	✓	195,900	127,361	
Resurface–MRRG–South Tce/Parry St Intersection P11422	✓	38,200	42,023	
Resurface MRRG–High Street P11749	✓	46,347	42,633	
Resurface–R2R–John Street P11752	✓	24,510	43,401	An overspend on John Street occurred due to damage being done to City assets during the initial resurfacing. Areas of asphaltting also required relaying. These activities incurred additional traffic management and labour costs which was not originally budgeted.
Resurface–R2R–McKenzie Road P11750	✓	65,095	30,117	It was noted during the delivery of the R2R program that there had been a significant overspend on John Street and Watkins. A scope adjustment to reduce the estimated spend on McKenzie Road so that there would not be a significant overspend on the R2R program. This underspend on McKenzie offsets the overspend on John St and Watkins.

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Resurface–R2R–Moran Court P11751	✓	53,200	51,892	
Resurface–R2R–Watkins Street P11753	✓	35,700	48,135	
Resurface–R2R–Livingstone Street P11754	✓	32,000	29,002	
Resurface–HVSPP–Peel Road P11757	⊙	0	0	Council resolution to cancel project due to grant funding not being received.
Program–Bus Shelters P10968	✓	40,000	51,906	
Install–Curtin College Bus Shelter P10969	✓	21,000	16,500	
Install–Fremantle High School Bus Shelter P10970	✓	21,000	16,651	
Design and construct–Marine Terrace Crossing P11759	✓	15,000	9,610	Marine terrace zebra crossings completed near to Collie Street and also Essex Street. Awaiting lines and signs to be installed by MRWA.
Disposal–Vehicles P11801	✓	(150,000)	(\$39,969)	Complete. Six operational light vehicles disposed of..
Resurface–R2R–Collick Street P11809	✓	171,657	96,115	
Resurface–R2R–Sainsbury Road P11810	✓	3,524	2,872	
Design and construct–South Terrace node 2 P11815	✓	100,000	81,302	Drainage works to South Terrace streetscape upgrade at Jenkin Street complete. Surplus carried forward to be used in footpath renewal for South Terrace node 2.
Design and construct–Hampton Road and Lloyd St Intersection P11824	✓	94,136	94,421	Pedestrian and vehicle improvements to Hampton Rd and Lloyd Street completed in accordance with FPOL1902-4 in February 2019 OCM.
Install–Gil Fraser Oval Shed P10212	>>	55,455	24,200	Additional funding sought for the additional works requested including a new bitumen driveway and kerbing on the access way off the entry at Johannes Street .
Install–Leisure Centre disinfectant system P11666	>>	66,000	0	Works to be completed in Leisure centre shut down commencing in July 2019.
Purchase–Recycle yard bailer P11786	✓	32,784	31,136	
Refurbish–Stevens Reserve pavilion P10233	✓	22,408	22,858	

Approved Projects	Status	Budget (\$)	Actual (\$)	Comment
Program–Council building upgrades P11798	⦿	0	0	Due to the project scope is constrained by budget allocated; this project will not be continued.
Install–Kings Square temporary toilets P11788	✓	31,000	29,273	
Waste–Fleet Management System P11825	»	90,000		Project presently being procured, installation and commissioning anticipated July 2019.
Design and construct–Bathers Beach boardwalk P11017	➡	30,000	0	
Design and construct–Monument Hill footpath P11079	✓	56,778	56,778	Installation of equitable access to the Periscope Submariners Memorial completed.
Install–Beach Street irrigation P11780	✓	50,500	47,651	
Construct–Paths Fencing and Signage Samson Memorial P11822	»	50,000	56,992	Installation of fencing and paths complete,
Plan–Samson Memorial Park management plan P11707	✓	15,000	7,130	
Program–Office furniture P10629	✓	25,000	19,347	Depot office refurbished to accommodate activity based working.
Program–Predictive maintenance electrical P10534	✓	3,380	3,277	
Install–Esplanade Park Youth Parkour P11781	✓	110,000	110,438	Installation of fencing, signage and landscape works to the Parkour area complete.
Install–Grigg Park basketball P11805	✓	5,000	5,000	
Program–Playspace P10071	✓	75,000	72,582	Grigg Park playground upgrade completed.

Key: ☆ on track X action required ✓ complete ⦿ not started ● cancelled ↗ deferred ○ new project » carry forward to next financial year

Base Operating

	2018-19 Budget (\$)	2018-19 Actual (\$)
Mayor and Councillor Leadership	821,310	686,929
Chief Executive Leadership	464,712	492,781
Governance	524,667	542,869
City Business Leadership	722,444	978,519
Financial Services	(44,766,840)	(45,660,990)
Economic Development and Marketing	(7,990,641)	(8,343,782)
Field Services	1,623,798	1,299,802
Information Technology	4,469,779	4,313,539
Community Development Leadership	301,329	532,363
Arts and Culture	2,210,871	2,041,854
Community Development	3,623,276	3,414,913
Service and Information	1,564,731	1,508,955
Communications and Media	1,827,718	1,889,943
Strategic Planning and Projects Leadership	153,820	278,770
Development Approvals	492,920	492,362
Strategic Planning	1,194,770	1,089,819
City Design and Projects	470,007	387,086
Infrastructure and Project Leadership	951,844	1,247,089
Asset Management	952,697	928,335
Infrastructure Engineering	5,844,355	5,153,783
Facilities and Environment	10,235,791	10,196,894
Parks and Landscapes	7,502,367	7,418,094
People and Culture Leadership	1,202,397	1,020,789

The above amounts are correct as at 31 July 19 and are subject to change and final audit. Please refer to the Audited Financial Statements (full) for year ending 30 June 19 for final end of year position once published.

**FPOL1908-4 CORPORATE BUSINESS PLAN - PROJECT PLAN 2019/20
ATTACHMENT 1**

Corporate Business Plan

Project Plan Report

2019/20

August 2019

Integrated Planning and Reporting Framework

The Corporate Business Plan and Corporate Business Plan Progress Report form part of the Integrated Planning and Reporting Framework. The relationship between the City's strategic and operational documents and the Corporate Business Plan Quarterly Report is show in the diagram below.

The 2019/20 Project Plan is based around the seven strategic focus areas of the Strategic Community Plan 2015-25 and provides the planned capital and operating projects scheduled to be undertaken in 2019/20. The report presents indicative start and end dates and the adopted budget of projects and is arranged by quarter with no specific dates.



Economic Development

Diversify and strengthen Fremantle' economic capacity.

Outcome 1	More people live in, work in and visit Fremantle.
Outcome 2	Fremantle welcomes investment and is an attractive destination for high quality development.
Outcome 3	A shared vision with the business community for a thriving and diverse local economy which embraces new trends and innovation whilst building on Fremantle's points of difference and strengths in education, health and tourism.
Outcome 4	Fremantle is recognised as WA's premier port gateway and Perth's second city.

Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-Mar	April-June
Economic Development						
Design and construct-Public Realm (<i>carry forward</i>)	P-10294	30,751				
Construct Civic and Library Building (<i>carry forward</i>)	P-10297	40,154,700				
Public Realm-Newman Court construction (<i>carry forward</i>)	P-10295	2,000,000				
Design and construct-Kings Square Commercial tenancy	P-11829	200,000				
Fees-Kings Square leasing (<i>carry forward</i>)	P-11674	44,200				
AV equipment and installation-Kings Square	P-10898	500,000				
Fit out – Civic Building-Kings Square	P-11682	1,129,323				
Purchase-Time-lapse photography	P-11641	13,000				
Design and construct-Signal Station	P-11836	50,000				
Fees-Compensation Fremantle Football Club	P-11600	505,000				
Contribution-Fremantle Foundation	P-10780	40,000				
Plan-Station Forecourt (<i>carry forward</i>)	P-10292	16,000				
Plan-Knutsford Street Depot (<i>carry forward</i>)	P-10421	7,000				

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Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-Mar	April-June
Plan-Heart of Beaconsfield (carry forward)	P-11800	43,000				
Plan-Fremantle oval precinct	P-10300	50,000				

Note: Lighter shading indicates planning phase for long term projects

****Projects are quarantined and require council approval before commencing**

Environmental responsibility

Develop environmentally sustainable solutions modelled on the principles of the One Planet Fremantle Strategy for the benefit of current and future generations.

Outcome 1	All City controlled buildings, activities and public places will be more energy and water efficient and energy will increasingly be delivered by renewable technology.
Outcome 2	The City, working with the community, will reduce waste (ultimately to zero) and reuse wherever possible.
Outcome 3	Better quality natural habitat with space for endemic biodiversity.
Outcome 4	Embedded consideration of environmental (as well as social and economic) sustainability in decision-making.

Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-Mar	April-June
Environmental Responsibility						
Program-Solar panels - Community buildings	P-11806	36,507				
Program-Solar panels - City buildings	P-11873	65,000				
Design and construct-Port Beach Carpark Protection**	P-11840	255,000		Quarantined		
Design and construct-EV Chargepoint	P-10284	20,000				
Design and construct-Port Beach Coastal Adaptation	P-11823	100,000				
Plan-Port Beach Coastal Adaptation Assets Management (carry forward)	P-11779	2,000				
Purchase-FOGO Bins (carry forward)	P-10273	983,726				
Plan-FOGO Communications	P-10397	20,000				
Plan-Coastal Monitoring (carry forward)	P-11708	48,192				
Design and construct-Booyeembara Park (carry forward)	P-10412	65,000				

Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-Mar	April-June
Construct-Paths fencing and signage Samson Memorial <i>(carry forward)</i>	P-11822	7,870				
Waste-Fleet management system <i>(carry forward)</i>	P-11825	81,000				
Plan-Depot contamination investigation <i>(carry forward)</i>	P-11748	145,324				
Design and Construct-Davies Street Pocket Park	P-11871	15,000				

Note:

Lighter shading indicates planning phase for longer term projects

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Transport and connectivity

Enhance the connectivity between all areas of Fremantle, the city centre and other strategic economic hubs and population centres.

Outcome 1	Fremantle is recognised as a pedestrian and cycle friendly city.
Outcome 2	Public and active transport are preferred methods of transport.
Outcome 3	An economically efficient, environmentally and socially sustainable freight network that supports continued container functions of the port.
Outcome 4	A city that provides a range of parking options that support community and visitor needs, in balance with other land use and transport requirements.

Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-March	April-June
Transport and Connectivity						
Construct-Fremantle Park carpark	P-10865	350,000				
Design and construct-Rennie Crescent carparking	P-11868	100,000				
Fremantle to Murdoch feasibility	P-11866	40,000				
Install-Electronic parking signs ** (<i>carry forward</i>)	P-11793	165,000		Quarantined		
Design and construct-Black spot Stirling Highway Crossing (<i>carry forward</i>)	P-11718	50,000				
Purchase-Software parking application (<i>carry forward</i>)	P-11794	35,853				
Program-Road and Bike Safety (<i>carry forward</i>)	P-10291	23,327				
Design and construct-Ord Street Bike Lanes (<i>budget previously P10291 Road Safety</i>)	P-11872	100,000				

Note:

Lighter shading indicates planning phase for longer term projects

**Projects are quarantined and require council approval before commencing

Character, culture and heritage

Sustain and grow arts and culture and preserve and promote the importance of our social capital, built heritage and history (both pre and post European settlement).

Outcome 1	Fremantle provides a cultural, economic and physical environment that supports arts and culture.
Outcome 2	Recognise and celebrate aboriginal heritage and culture.
Outcome 3	Fremantle is recognised locally, nationally and internally for its festivals and street life.
Outcome 4	Fremantle celebrates its history and built heritage through active renewal and adaptation.

Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-March	April-June
Character, Culture and Heritage						
Program-Artworks Victor Felstead	P-10545	7,000				
Program-Biennale Public Art	P-11830	150,000				
Restoration-Naval Stores (<i>carry forward</i>)	P-10325	10,000				
Design and construct-Cantonment Hill (<i>carry forward</i>)	P-10329	22,725				
Restoration-Town Hall internal (<i>carry forward</i>)	P-10964	120,000				
Deliver In Cahoots art exhibition (<i>carry forward</i>)	P-10848	139,765				
Program-Revealed Aboriginal Artist	P-11728 P-11729	306,445				

Note:

Lighter shading indicates planning phase for longer term projects

**Projects are quarantined and require council approval before commencing

Places for People

Create great spaces for people through innovative urban and suburban design.

- Outcome 1** Fremantle provides more diverse and affordable living opportunities.
- Outcome 2** Fremantle has high quality urban and suburban environments for everyone to enjoy.
- Outcome 3** Activate urban spaces through increased numbers of people within Fremantle.

Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-March	April-June
Places for People						
Plan-West End Planning Policy (<i>carry forward</i>)	P-11609	2,000				
Design-Booyeembara Park-Mountain bike trail	P-11867	24,000				
Support Fremantle Bridge-Preliminary planning study and engagement with MRWA	Advocacy					

Note:

Lighter shading indicates planning phase for longer term projects

****Projects are quarantined and require council approval before commencing**

Health and Happiness

Creating a physical and social environment where it is easy for people to lead safe, happy and healthy lives.

Outcome 1	Fremantle is welcoming, safe and caring place that celebrates and actively supports diversity.
Outcome 2	Partner with the community to build capacity for social inclusion and capital.
Outcome 3	Environments that promote healthier lifestyles and community enjoyment.
Outcome 4	The City will have walkable access to green spaces for recreation.

Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-March	April-June
Health and Happiness						
Design and construct-Fremantle Park Sport and Community Centre (<i>carry forward</i>)	P-10350	3,213,832				
Design and construct-Kings Square Change Facility	P-11838	150,000				
Install-Buster storage	P-11826	5,000				
Install-CCTV (<i>carry forward</i>)	P-11796	691,150				
Program-Parks-Playspace – Frank Gibson	P-11864	120,000				
Design and construct Arthur Head Lighting	P-11862	48,000				
Design and construct-Kings Square play space (<i>carry forward</i>)	P-11680	109,255				
Install-Hilton Park Lighting	P-11837	200,000				
Install-Kings Square trees (<i>carry forward</i>)	P-11865	58,426				
Contribution-Fremantle Street Doctor	P-11870	20,000				
Plan-Aboriginal Cultural Centre	P-11699	50,000				
Plan-Access and Inclusion (AIP)-Consultation and review	P-11698	20,000				

Note:

Lighter shading indicates planning phase for longer term projects

**Projects are quarantined and require council approval before commencing

Capability

An innovative, responsive, influential local government which leads the way in delivering services and projects through good governance, effective communication, responsible management and excellence in delivery.

Outcome 1	A transparent and responsive organisation working in partnership with the community.
Outcome 2	Effective leadership where people are responsible for outcomes, and are empowered, structured and resourced to act effectively and efficiently within a clear framework.
Outcome 4	An influential and collaborative through leader in local government.
Outcome 5	A city that maintains its assets and operates in a financially sustainable manner to meet the needs of its community.

Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-March	April-June
Capability						
Design and Construct-38 Henry Street Window	P-11841	130,000				
Design and Construct-Westgate Mall Courtyard	P-11842	45,000				
Design and Construct-Leisure Centre Pool Roof	P-11670	90,000				
Design and Construct-Arts Centre Retaining Wall	P-10236	60,000				
Design and Construct-Arts Centre Building compliance works	P-10227	80,000				
Design and Construct-Markets-Building Services	P-11843	40,000				
Design and Construct-Markets-Structural Services	P-11844	90,000				
Design and Construct-Markets-Building compliance	P-11845	100,000				
Program-Purchase plant and equipment	P-11846 P-11328	40,000				
Program-Fleet replacement	P-11847 P-10681 P-10673	542,250				

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Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-March	April-June
Capability						
	P-11863					
Program-Office furniture	P-10629	20,000				
Program-Network infrastructure	P-10498	50,000				
Relocation-Vocus communications	P-11636	14,400				
Purchase-Software rostering and costing system (<i>carry forward</i>)	P-10003	55,000				
Software-Licencing Pinforce	P-11720	40,000				
Disposal-12 Holdsworth Street (<i>carry forward</i>)	P-11051	(1,134,188)				
Disposal-12 Josephson Street (<i>carry forward</i>)	P-11633	(1,150,000)				
Disposal-7 Quarry Street (<i>carry forward</i>)	P-10458	(2,750,000)				
Disposal-9 Quarry Street (<i>carry forward</i>)	P-11052	(2,250,000)				
Program-Resurface MRRG		1,360,000				
Program-Resurface R2R		80,000				
Program-Parks-Cabinets	P-11858	15,000				
Program-Parks-Infrastructure	P-10077	15,000				
Program-Parks-Irrigation	P-11859	65,000				
Install-Lefroy Tip Fence	P-10954	19,000				
Plan-Kings Square Change management	P-11655	40,000				
Program-WAEC Elections	P-10118	105,000				
Purchase-Document Management System	P-11818	117,000				
Software-IT Strategy-Going Digital	P-11832	60,000				
Design-Corporate website **	P-10994	200,000			Quarantined	
Design-Corporate website (<i>carry forward</i>)	P-10994	28,509				

Approved Project	Project code	Budget (\$)	July-Sept	Oct-Dec	Jan-March	April-June
Capability						
Plan-Kings Square Communications	P-11736	53,545				
Install-Kings Square external network and communications	P-11705	250,000				
Install-Kings Square internal network and communications	P-11077	39,378				
Demolish-9-15 Quarry Street	P-11745	70,000				
Demolish-Kings Square Planter Beds	P-11839	65,000				
Demolish-26 Montreal Street (<i>carry forward</i>)	P-11821	70,000				
Gil Fraser Shed (<i>carry forward</i>)	P-10212	6,000				
Install-Leisure Centre disinfectant system (<i>carry forward</i>)	P-11666	36,000				
Install-Evan Davies lift (<i>carry forward</i>)	P-10242	30,653				
Design and construct-McCabe Street (<i>carry forward</i>)	P-11006	12,841				
Design and construct-Queen Victoria/Adelaide (<i>carry forward</i>)	P-11677	47,960				
Install-Roundhouse signage (<i>carry forward</i>)	P-11804	20,000				
Program-Audit-Playgrounds	P-10326	12,000				

Note:

Lighter shading indicates planning phase for longer term projects

**Projects are quarantined and require council approval before commencing

Amendments to the Corporate Business Plan

Project	Project reference	CBP 2019/20 \$	Budget 2019/20 \$	Comments
Design and construct Ord Street Bike Lanes	P-11872	0	100,000	Budget transferred from P-10291 Road and Bike Safety.
Road and Bike Safety	P-10291	100,000	0	Budget transferred to P11872 Design and construct Ord Street Bike Lanes.
Design Corporate Website	P-10994	200,000	0	Budget was quarantined and decision has now been made to cancel the project funding.

**FPOL1908-5 ELECTRICAL SERVICES TENDER (FCC540/19)
ATTACHMENT 1**

Confidential attachment under separate cover

**FPOL1908-6 ASPHALT SURFACING AND PROFILING TENDER (WFCC53/19)
ATTACHMENT 1**

Confidential attachment under separate cover

**FPOL1908-7 BUILDING MAINTENANCE TENDER (FCC538/19)
ATTACHMENT 1**

Confidential attachment under separate cover

**FPOL1908-8 FINES ENFORCEMENT REGISTRY (FER) WRITE-OFFS
ATTACHMENT 1**

Confidential attachments under separate cover

**FPOL1908-9 QUARTERLY CAPITAL WORKS UPDATE REPORT
ATTACHMENT 1**

Project Title	Headline Financial					Progress Status	Site Start	Site Completion	Progress as per original	Status
	Gross Project Budget (\$) (Original)	Gross Project Budget (\$) (MYR)	Total Actual Spend (\$)	Actual plus commitments (\$)	Carry Forward (\$)					
PARKS AND LANDSCAPE										
P-10071 Program-Playspace	75,000	75,000	72,582	72,582	0	Complete	18/02/2019	10/05/2019	✓	🟢🟢
P-10329 Design and construct-Cantonment Hill (CF)	50,000	124,841	102,117	102,117	22,725	Execution / Construction	8/04/2019	17/05/2019	✗	🔴🔴
P-10368 Landscape recreation reserve - pocket park for Hilton (Retention CF)	0	0	1,125	1,125	0	Complete	20/11/2017	14/12/2017	✓	🟢🟢
P-10369 Program-Pocket Parks - White Gum Valley (CF)	52,235	6,800	6,745	6,745	0	Complete	18/06/2018	29/06/2018	✓	🟢🟢
P-10388 Program-Playspace (CF)	40,000	66,188	64,404	64,404	0	Complete	1/06/2018	29/06/2018	✓	🟢🟢
P-10412 Design and construct-Booyeembara Park (CF)	65,000	65,000	3,548	19,939	61,542	Procurement	18/05/2019	30/06/2019	✗	🟡🟢
P-10882 Design and construct-Stevens Reserve cricket nets (CF)	70,000	111,700	111,700	111,700	0	Complete	23/04/2018	30/10/2018	✓	🟢🟢
P-11017 Design and construct-Bathers Beach boardwalk	30,000	0	0	0	0	Deferred	TBC	TBC		
P-11044 Contribution-Perth NRM Coastal Program	5000	5000	5,000	5,000	0	Complete	1/07/2018	30/06/2019	✓	🟢🟢
P-11079 Design and construct-Monument Hill footpath	32,000	56,778	56,778	56,778	0	Complete	11/03/2019	8/04/2019	✗	🟢🟢
P-11707 Plan-Samson Memorial Park management plan	65,000	7,130	7,130	7,130	0	Complete	4/04/2019	31/05/2019	✓	🟢🟢
P-11708 Program-Coastal monitoring	37,000	53,000	21,101	21,101	27,039	Design	16/01/2019	30/09/2019	✗	🟢🟢
P-11738 Install-Stevens Reserve drinking fountain	0	8,436	10,949	10,949	0	Complete	28/05/2018	10/09/2018	✗	🟢🔴
P-11748 Plan-Depot contamination investigation	110,000	166,150	18,900	18,900	107,021	Design	11/01/2019	28/06/2019	✓	🟢🟢
P-11779 Plan- Port Beach Coastal Adaptation Assets Management	65,000	100,000	88,376	88,376	32,071	Execution / Construction	5/12/2018	31/07/2019	✓	🟢🟢
P-11780 Install-Beach St Irrigation	36,300	50,500	47,651	47,651	0	Complete	8/01/2019	28/02/2019	✗	🟢🟢
P-11781 Install-Esplanade Park youth parkour	110,000	110,000	110,438	110,438	0	Complete	29/10/2018	23/11/2018	✓	🟢🟢
P-11782 Plan-Northbank Foreshore stabilisation (CF)	10,000	7,367	3,943	5,201	0	Complete	1/07/2018	31/05/2019	✗	🟢🟢
P-11805 Install-Grigg Park basketball	5,000	5,000	5,000	5,000	0	Complete	13/03/2019	18/03/2019	✓	🟢🟢
P-11822 Construct - Paths fencing and signage - Samson Memorial	0	57,870	56,992	56,992	7,870	Complete	29/04/2019	15/05/2019	✓	🟢🟢
Sub total	857,535	1,076,760	794,479	812,128	258,268					

Project Title	Headline Financial					Progress Status	Site Start	Site Completion	Progress as per original	Status
	Gross Project Budget (\$) (Original)	Gross Project Budget (\$) (MYR)	Total Actual Spend (\$)	Actual plus commitments (\$)	Carry Forward (\$)					
INFRASTRUCTURE ENGINEERING										
P-10024 Program - Footpath replacement (CF)	138,000	149,789	144,779	144,779	0	Complete	6/09/2018	6/09/2019	✗	🟢🟢
P-10127 Design-Queen Vic St/Adelaide Tce/Parry St (CF)	11,040	11,040	0	0	11,040	Deferred	5/01/2019	30/06/2019	✗	🟢🟢
P-10291 Program - Road Safety	30,000	30,000	6,673	12,160	23,327	Execution / Construction	22/-2/2019	30/05/2019	✗	🟢🟢
P-10658 Program-Minor plant	20,000	20,000	19,825	19,825	0	Complete	3/10/2018	27/04/2019	✓	🟢🟢
P-10818 Resurface MRRG-McCombe Ave	225,000	192,835	180,908	180,908	0	Complete	23/10/2018	26/10/2018	✗	🟢🟢
P-10819 Resurface MRRG-Hampton/Rockingham South	37,200	25,125	101,635	101,635	0	Complete	10/02/2019	15/02/2019	✓	🟢🟢
P-10820 Resurface MRRG-Hampton/Rockingham North	41,600	20,443	0	0	0	Complete	10/02/2019	15/02/2019	✓	🟢🟢
P-10832 Program-Road and carpark lighting (CF)	15,000	75,002	77,494	77,494	0	Complete	15/01/2019	21/06/2019	✓	🟢🟢
P-10954 Install-Lefroy Rd tip fence	20,000	20,000	18,853	18,853	0	Complete	10/10/2018	15/01/2019	✗	🟢🟢
P-10965 Program-Drainage (CF)	70,000	99,442	98,892	98,892	0	Complete	18/07/2018	17/08/2018	✓	🟢🟢
P-10968 Program - Bus shelters	80,000	40,000	51,906	51,907	0	Complete	18/07/2018	17/08/2018	✓	🟢🟢
P-10969 Install-Curtin College bus shelter	30,000	21,000	9,303	9,303	0	Complete	19/04/2019	30/04/2019	✗	🟢🟢
P-10970 Install-Fremantle High School Bus Shelter	30,000	21,000	16,651	16,651	0	Complete	18/03/2019	19/04/2019	✗	🟢🟢
P-11006 Design and construct-McCabe St	90,000	129,058	113,314	113,314	12,841	Execution / Construction	6/03/2019	19/04/2019	✓	🟢🟢
P-11420 Resurface MRRG-Hampton Rd	54,900	54,900	44,464	44,464	0	Complete	26/11/2018	28/11/2018	✗	🟢🟢
P-11421 Resurface MRRG-Marine Tce	195,900	195,900	116,181	151,332	0	Complete	29/08/2018	15/04/2019	✓	🟢🟢
P-11422 Resurface MRRG-South Tce/Parry St intersection	38,200	38,200	42,023	42,023	0	Complete	27/11/2018	27/11/2018	✓	🟢🟢
P-11648 Install intersection and pedestrian crossing Design and construct-South Tce Node (CF)	0	0	12,424	12,424	0	Complete	30/07/2018	30/07/2018	✓	🟢🟢
P-11649 Design and construct-South Tce Node (CF)	280,000	181,699	193,292	193,292	0	Complete	18/07/2018	15/02/2019	✗	🟢🟢
P-11664 Design and construct-Hampton Rd Crossing (CF)	178,084	83,948	111,518	111,518	0	Complete	15/04/2019	10/05/2019	✓	🟢🟢
P-11677 Design and construct-Queen Victoria St/Adelaide Tce	40,000	40,000	3,080	3,080	36,920	Design	1/02/2019	30/04/2019	✓	🟢🟢
P-11718 Design and construct-B-spot-Stirling Highway crossing	160,000	50,000	0	0	50,000	Deferred	TBC	TBC	✗	🟢🟢
P-11719 Design and construct-B Spot-Beach St and James St	20,000	34,656	30,022	30,022	0	Complete	8/10/2018	17/11/2018	✗	🟢🟢
P-11749 Resurface MRRG-High St	66,300	46,347	42,633	42,633	0	Complete	28/11/2018	6/03/2019	✗	🟢🟢
P-11750 Resurface R2R-McKenzie Rd	65,095	65,095	30,116	30,116	0	Complete	22/10/2018	25/10/2018	✗	🟢🟢
P-11751 Resurface R2R-Moran Ct	53,200	53,200	51,892	51,892	0	Complete	10/10/2018	11/10/2018	✗	🟢🟢
P-11752 Resurface R2R-John St	24,510	24,510	15,885	15,885	0	Complete	29/01/2019	28/02/2019	✗	🟢🟢
P-11753 Resurface R2R-Watkins St	35,700	35,700	484,135	48,135	0	Complete	18/10/2018	19/10/2018	✗	🟢🟢
P-11754 Resurface R2R-Livingstone St	32,000	32,000	29,002	29,002	0	Complete	10/10/2018	11/10/2018	✗	🟢🟢
P-11757 Resurface HVSP - Peel Rd	150,000	0	0	0	0	Deferred				
P-11759 Design and construct-Marine Tce Crossing	15,000	15,000	9,610	9,610	0	Complete	5/03/2019	21/06/2019	✗	🟢🟢
P-11783 Design and construct-N Fremantle Post Office carpark	50,000	77,915	96,776	96,776	0	Complete	1/10/2018	25/01/2019	✗	🟢🟢
P-11801 Disposal - Vehicles	150,000	150,000	39,969	39,969	0	Complete				🟢🟢
P-11809 Resurface R2R-Collick St (CF)	106,313	171,657	171,503	171,503	0	Complete	2/07/2018	2/08/2018	✓	🟢🟢
P-11810 Resurface R2R-Sainsbury Rd (CF)	129,000	3,524	2,872	2,872	0	Complete	6/09/2018	8/09/2018	✗	🟢🟢
P-11815 Design and construct-South Tce Node 2		100,000	76,529	91,906	23,471	Complete	29/04/2019	28/06/2019	✓	🟢🟢
P-11824 Hampton Rd and Lloyd St Intersection (CF)		94,136	94,241	94,241	0	Complete	26/04/2019	5/05/2019	✓	🟢🟢
Sub total	2,682,042	2,403,121	2,538,400	2,158,416	157,599					

Project Title	Headline Financial					Progress Status	Site Start	Site Completion	Progress as per original program	Status	
	Gross Project Budget (\$) (Original)	Gross Project Budget (\$) (MYR)	Total Actual Spend (\$)	Actual plus commitments (\$)	Carry Forward (\$)					Progress	Budget
ASSET MANAGEMENT											
P-11799 Plan-Fremantle Golf Course	25,000	25,000	26,413	26,413	0	Complete	17/07/2018	31/05/2019	✗	🟢	🟡
P-10964 Restoration-Town Hall internal	250,000	250,000	125,676	125,676	120,000	Design	20/08/2018	31/12/2019	✗	🟢	🟢
Sub total	275,000	275,000	152,089	152,089	120,000						
FACILITIES MANAGEMENT AND ENVIRONMENT											
P-10212 Install-Gil Fraser Oval shed	20,000	61,118	49,655	86,453	32,000	Procurement	20/05/2019	20/06/2019	✓	🟡	🟢
P-10233 Refurbish-Stevens Reserve pavilion	34,000	22,408	22,858	22,858	0	Complete	8/10/2018	2/11/2018	✗	🟢	🟢
P-10242 Install-Evan Davies lift (CF)	27,000	54,700	22,068	22,068	30,653	Complete	3/07/2017	12/12/2018	✗	🟢	🟡
P-10273 Purchase-FOGO bins	920,000	920,000	242,035	1,058,516	683,726	Procurement	2/09/2019	13/10/2019	✗	🟢	🟢
P-10325 Restoration-Naval Store Cantonment Hill (CF)	506,002	506,002	505,189	505,769	10,000	Complete	25/01/2019	1/05/2019	✗	🟢	🟢
P-10350 Construct-Fremantle Park Sport and Com. Centre	2,765,960	2,713,832	700,526	3,803,265	2,020,870	Execution / Construction	1/04/2019	13/12/2019	✓	🟢	🟢
P-10489 Design and construct-South Beach toilet electrical (CF)	65,000	65,000	17,621	17,621	0	Complete	6/06/2019	30/06/2019	✓	🟢	🟢
P-10534 Program-Predictive maintenance electrical (CF)	4,000	3,380	3,277	3,277	0	Complete	27/08/2018	18/12/2018	✓	🟢	🟢
P-10920 Demolish-7 Quarry St (CF)	140,980	94,650	94,650	94,650	0	Complete	12/11/2018	29/11/2018	✗	🟢	🟢
P-11058 Demolish-Men's Shed	60,000	45,826	45,826	45,826	0	Complete	19/11/2018	10/12/2018	✗	🟢	🟢
P-11666 Install-Leisure Centre disinfectant system	55,000	66,000	0	65,121	66,000	Design	1/07/2019	30/07/2019	✗	🟢	🟢
P-11786 Purchase-Recycle yard-Bailer	32,784	32,784	31,136	31,136	0	Complete	20/11/2018	20/11/2018	✗	🟢	🟢
P-11788 Install - Kings Square temp toilets (CF)	12,464	31,000	29,273	29,273	0	Complete	5/07/2018	19/07/2018	✓	🟢	🟢
P-11798 Program-Council building upgrades	20,000	0	0	0	0	Deferred					
P-11802 Program-Container deposit scheme	10,000	10,000	0	0	0	Not Started	30/11/2018	3/04/2019	✓	🟡	🟢
P-11806 Program-Solar panels	12,000	37,400	5,291	5,291	16,507	Procurement	3/06/2019	28/06/2019	✓	🟡	🟢
P-11821 Demolish - 26 Montreal Street	0	70,000	0	0	70,000	Not Started	TBC	TBC	TBC		
P-11825 Waste - Fleet Management System	0	90,000	0	0	90,000	Procurement	TBC	TBC	TBC	🟢	🟢
Sub total	4,685,190	4,824,100	1,769,405	5,791,124	3,019,756						
TOTAL	8,419,767	8,538,979	4,767,039	8,862,128	3,563,569						

**FPOL1908-10 REPEAL SUPERSEDED POLICY FOR RESPECT, RECOGNITION
AND CONCILIATION WITH ABORIGINAL PEOPLE
ATTACHMENT 1**

KOORA NI WAHDU BALANYA DANAYA

**THE CITY OF FREMANTLE POLICY FOR
RESPECT, RECOGNITION AND CONCILIATION
WITH ABORIGINAL PEOPLE**

October 2000

KOORA NI	WAHDU	BALANYA DANAYA
Nyoongar for long time listening	Yamatji for seeing and understanding	Wongutha for happily all together
(Respect)	(Recognition)	(Conciliation)

The Aboriginal language of the South West area of WA is Nyoongar. As a symbol of respect to the wider Aboriginal community, the two neighbouring languages have been included in the title of this document.

The City of Fremantle Policy for Respect, Recognition and Conciliation with Aboriginal People

Workshops and first drafts
 Brenda Hill, Aboriginal Liaison Officer
 Penny Kordyl, Community Development Officer

Final Draft
 Barbara Powell, Manager Cultural and Community Services

Cover page
 The artwork by Melanie Evans is from a reconciliation mural commissioned by The City of Fremantle and situated in Pioneer Park. See Appendix F.

Photography
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1. ACKNOWLEDGEMENTS

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Working groups facilitated by Brenda Hill, Penny Kordyl and Sakina Bindahneem

Thankyou from Barbara Powell

I would like to give my sincere thanks to the many people who freely gave their time, commitment and enthusiasm to the development of the process that has resulted in the development of this important policy document. In particular thank you to Morgan Morris and Adrian Smith, who undertook the initial consultation with our Aboriginal community that allowed us to develop Council's Statement of Commitment to Reconciliation, in the first instance. A huge thank you goes to Penny Kordyl and Brenda Hill who built on the early work and who have brought us to our present position in the journey toward reconciliation.

Thank you to the members of the Walyalup Reconciliation Group who participated in the process and to all the City of Fremantle staff and community members who firstly participated in the Reconciliation Taskforce that developed the Statement of Commitment to Reconciliation, and then became the Reference Group for the development of this policy and strategy. Thank you also to all those staff and community members who attended focus groups, who gave their time for individual interviews and who assisted in organising and attended numerous reconciliation events.

Thank you all for your time, commitment, information, expertise, insight and wisdom.

Barbara Powell
Manager Cultural and Community Services

2. FORWARD

Forward by Christina Colgate, Fremantle City Council Reconciliation Taskforce member

Perhaps the most frequently asked questions within the Fremantle community – and no doubt beyond – will be ‘Why does the City of Fremantle require a Reconciliation Policy’, and ‘What does the council hope to achieve?’ These are incredibly important questions, and ones that require answers if the City of Fremantle is to avoid creating the perception that its’ Reconciliation Policy is motivated merely by the need to appear ‘politically correct’.

The struggle between the need to formally legislate at all levels of government for an improvement in living standards and ‘equality’ for indigenous Australians, and the need to implement practical changes has been at the forefront of political debate surrounding Indigenous issues. This apparent tension has featured in discussions at the regular meetings of the City’s Reconciliation Policy Taskforce. It is important for all Australians not to regard these two needs as in opposition to each other, but rather as *necessary* to each other. Formally legislating, or in this case, the development of an innovative policy, represents a change in the way we understand our shared moral, economic and social history.

Nyoongar resistance to white domination has been an important aspect of our shared history ever since colonisation began over 200 years ago. For a long time, Aboriginal people of mixed descent were considered a ‘problem’ to be ‘dealt with’ by an overly paternalistic white government. Official institutional responses to this – at first elimination, then assimilation – has been reflected in the more general attitude of non-Indigenous Australians. As far as ‘Indigenous affairs’ have concerned non-Indigenous Australians, the debate has always been how can [white Australia] best hide or eliminate cultural difference? Attempts have been made throughout our shared history to eliminate language, skin colour and culturally specific practices.

With the emergence of a new era in the relationship between Indigenous and non-Indigenous Australians, we can hopefully ensure such racist attitudes stay firmly locked into history, not the future. The official reconciliation process between Indigenous and non-Indigenous Australians that has been in progress in Australia since 1991 now needs to focus on those places where our lives *intersect* – our relationships with one another.

An essential part of creating a genuine sense of community in Fremantle must involve recognition of the ways in which past decisions made by predominantly white institutions are still impacting on the lives of indigenous people today. While it may be simpler to grip onto the concept of a clear distinction between past and present, this is rarely a reality for anyone – Nyoongar or Wadjela. What affects our grandparents, affects our parents, which affects us, and will, if left unresolved, affect our children. At the local level, with the introduction of this Reconciliation Policy, the Fremantle community is collectively confronted with an opportunity to mend the various (ie. formal and personal) relationships that have been damaged in the past.

Staff within the City of Fremantle, members of the Walyalup Reconciliation Group, the Council for Reconciliation, the Nyoongar community within the wider Fremantle area and non-Indigenous members of the Fremantle community have collaborated on this project, which has been in progress for over 2 years. For all of those involved, it has been an opportunity to share histories, stories, experience and skills. For all of those involved, the process has also provided an invaluable opportunity to *learn* from this sharing. The process itself has been one of mending relationships, building trust and developing a shared vision. The Reconciliation Policy will address a broad range of issues, from employment, naming of public spaces, youth, recreation, advocacy and advice and community education. These are all practical issues, yet the value in formulating a policy on paper has already, and will continue, to create awareness and a new culture within the City of Fremantle, whereby Nyoongar people will be more thoroughly and appropriately consulted on issues most important to them.

The fact that a policy has been developed need not signal an end to the dialogue that has been so important between council and the wider Fremantle community on the issue of reconciliation. If the policy is doing its job, this dialogue should only become more effective. Culture is not a closed, stagnant phenomenon. The needs of Nyoongar and Wadjela people within Fremantle will continue to change and evolve. The City of Fremantle will need to work hard in order to maintain the level of trust within the community and prove that they are genuine in their attempt to mend the relationship between themselves as a local government authority, and the Nyoongar people who reside within its boundaries. They will succeed, if the Nyoongar community will continue – with all the patience, generosity of spirit and forgiveness exhibited so far – to join with the City of Fremantle in creating a new, positive shared future.

Christina Colgate
1999 Reconciliation Taskforce Member

3. POLICY STATEMENTS

Respect, Recognition and Conciliation with Aboriginal People

CULTURE

The Fremantle City Council respects and values Fremantle's Aboriginal and Nyoongar origins, culture and contributions. The Council will respect Aboriginal values, protocols and ways of seeing the world by positively promoting Aboriginal heritage and by making it a visible and integral part of our community.

EDUCATION

The Fremantle City Council acknowledges that through colonisation and dispossession many Aboriginal people have lost their traditional ways of living and passing on knowledge and have learned, in a short time, a very different culture and a new language. In the same time, Europeans have learned very little of Aboriginal knowledge, culture and language.

The Fremantle City Council will:

- support Aboriginal people in sharing their knowledge with each other in order to preserve and strengthen their culture, identity and community.
- support initiatives that are aimed at assisting Aboriginal people to succeed in main stream education.
- provide Aboriginal cultural training and information for City of Fremantle staff, councillors and the wider community.
- acknowledge the contribution that Aboriginal people can and could make to the wider community.

EMPLOYMENT

The Fremantle City Council will seek opportunities to employ Aboriginal people within it's own organisation and will advocate for and encourage Aboriginal people to be employed in the Fremantle business community. Real outcomes from this policy mean short term and long term employment opportunities for Aboriginal people.

FAMILIES

Fremantle City Council is committed to strengthening Aboriginal culture by recognising the importance of family kinship networks. Fremantle City Council respects and values what Aboriginal families can and could contribute to Fremantle. Fremantle City Council will actively encourage the empowerment of Aboriginal families by providing more support in the areas of parenting, health, housing, education and employment.

HEALTH

Fremantle City Council acknowledges that Aboriginal people's health is adversely affected by many factors such as disadvantage in employment, education and housing. Fremantle City Council also acknowledges that these issues are the results of events that happened in the past. Fremantle City Council will support the Aboriginal community in addressing health issues by encouraging the establishment of Derbarl Yerrigan Aboriginal Medical Service in the Fremantle area.

HOUSING

Fremantle City Council acknowledges that the housing situation is extremely difficult and urgent for Aboriginal people. Fremantle City Council will support changes in this area through addressing social justice issues, housing for Aboriginal people and homelessness.

LAND, CUSTODIANSHIP AND NATIVE TITLE

The Fremantle City Council recognises that the Nyoongar people are the original owners of the Fremantle area. It acknowledges and respects native title and the relationship that Aboriginal people have with their land and the water. It acknowledges the severe impact of dislocation and dispossession suffered by Aboriginal people. The Fremantle City Council will:

- Develop a protocol agreement with Aboriginal stakeholders for consultation regarding land and water planning, management and use.
- Understand and use correct protocol that acknowledges Nyoongars as the first people of Fremantle.

SENIORS / ELDERS

The Fremantle City Council respects the values, experiences and knowledge of Aboriginal seniors and recognises that Aboriginal people have the right to have the same level of service as non-Aboriginal people. Fremantle City Council will advocate for and encourage the employment of Aboriginal health workers and home carers in the Fremantle area.

TOURISM

Fremantle City Council recognises the potential benefits for the Aboriginal community and the whole of Fremantle in the development of holistic tourism products that include Aboriginal and environmental heritage considerations. It will actively support the development of Aboriginal cultural tourism.

YOUTH

The Fremantle City Council is committed to awakening the spirit in Aboriginal youth. It will do this by positively promoting them, acknowledging their unique place in history and encouraging them to develop their potential.

4. INTRODUCTION

This Reconciliation Policy and Strategy aims to provide a framework, a set of guiding principles and actions to assist the City of Fremantle to tangibly recognise and acknowledge that the Aboriginal people were the first people of this land, and that this country is the country of the Nyoongar people. It aims to provide practical strategies to acknowledge the history and culture of Aboriginal people, it attempts to make reparation for past injustices and it seeks to find a way forward. It will enable the City to build on reconciliation initiatives that have occurred over the past decade, it will enable a celebration of Aboriginal culture to occur, it will assist in providing Aboriginal people opportunities for economic development and assist in addressing some of the severe social disadvantage facing them.

In developing this policy and strategy, the City of Fremantle acknowledges that the process of reconciliation is beyond the scope of any one institution such as local government. However, the values, principles, practices and procedures of local government can influence its local community in a profound and permanent way. The interpretation, protection, management and development of our heritage and natural and social environment are all areas where local government can have an impact, and this policy and strategy attempts to do that.

Despite the importance of Fremantle to Aboriginal people, there is very little recorded or tangible evidence of Fremantle's significance to them - it's importance to them as a meeting place, the importance of the river and the wetlands and their spiritual connection to the land. Aboriginal history and experience prior to European colonisation, post colonisation, as well as contemporary history needs to be told and entered on the public record.

According to the 1996 census, 1.3% of Fremantle's population is of Aboriginal heritage, a small percentage of our population - yet when one considers other social indicators such as school retention rates, child mortality rates, youth and adult unemployment rates, literacy levels, imprisonment rates to name just a few, Aboriginal people have a disproportionate over-representation. They are the single most disadvantaged group in Australian society and local government is certainly not the only player attempting to redress this disadvantage. However, it is important that there is a co-ordinated local approach to developing local strategies and solutions.

This document primarily focuses on the actions that the City of Fremantle can take. However, it is implicit that where appropriate the City will enlist the co-operation and assistance of partners to ensure the very best results for Fremantle and its Indigenous and non Indigenous residents.

The work with the Indigenous community that has occurred over the past two years has resulted in a policy that provides a holistic, community

directed, achievable process that will work towards acknowledging and recognising our Aboriginal history and work towards making reparation for past wrongs. It will thereby strengthen the community as a whole, enabling the positive aspects of our shared history to be expressed and to bring benefits to the whole of Fremantle.

5. POLICY BACKGROUND

In mid 1998, the Fremantle City Council resolved that:

- ◆ Council not become a party to the Federal Court proceedings on the Native Title Claims 94/10, 95/81 and 95/86.
- ◆ Council notify the State Government as the owner of the land under claim accordingly and notify that the City of Fremantle wishes to maintain the community uses of the land under claim.
- ◆ Council would develop a Reconciliation Policy that includes a framework for allowing relevant Indigenous groups an advisory role in the management of vested lands that are subject to Native Title claims. The Policy and above mentioned framework should identify places in the City of Fremantle where tangible recognition of the prior ownership of the Fremantle area by Aboriginal people can take place.

While the Council had been involved in reconciliation initiatives and celebration of Aboriginal culture over the past decade, this was the beginning of the formal process of reconciliation and the first step in the development of the policy document. A partnership was formed with the community based Fremantle Reconciliation Group and a staff/community Reconciliation Taskforce was formed. The Aboriginal representatives on this Taskforce stressed the importance of developing a 'Statement of Commitment to Reconciliation' before developing a comprehensive Reconciliation Policy.

In order to determine the hopes, aspirations, feelings and issues of importance to local Aboriginal people Adrian Smith and Morgan Morris were employed to consult with the Fremantle Indigenous community. The purpose of the consultation was to firstly gather support for the Statement of Commitment to Reconciliation and secondly to ascertain whether or not the Indigenous community wanted to become involved in the writing of a "Reconciliation Policy". This research was conducted through door knocking as it was thought to be important to speak personally with as many Aboriginal people as possible.

The research concluded that the Indigenous community agreed with a Statement of Commitment to Reconciliation providing it had real outcomes.

The Statement of Commitment was adopted by Council in May, 1999. (see appendix D)

As part of the research, the Indigenous community was also asked to suggest who they thought should become involved in the development of a Reconciliation Policy, and who could speak for them. Interested people from this list then met to discuss the formation of the Reconciliation Reference Group.

The Aboriginal Reconciliation Reference Group met throughout 1999 and has worked on a number of issues including guiding the development of the Reconciliation Policy.

In September 1999, the Fremantle City Council employed an Aboriginal Liaison Officer, Brenda Hill, to assist the Reference Group with the policy development.

Using the issues identified by Morgan Morris and Adrian Smith earlier in the year as a basis to continue dialogue, Brenda consulted with numerous Indigenous organisations, agencies, groups and individuals to confirm and identify further issues concerning the Indigenous community in and around Fremantle.

The research from the focus groups and the work of Adrian and Morgan provided the Fremantle City Council with the following major issues:

CULTURE
EMPLOYMENT
EDUCATION
FAMILIES
HEALTH
HOUSING
LAND, CUSTODIANSHIP AND NATIVE TITLE
SENIORS/ELDERS
TOURISM
YOUTH

In January 2000, working groups were established on the above issues. Members of the Reconciliation Reference Group, the community, relevant agencies and council staff worked together to develop a policy statement, objectives and strategies for each area of concern. This made up the first draft of the policy, which was then sent out to approximately 100 people with an invitation to give feedback. The overall response from the community was positive and some valuable feedback was received. The first draft was amended to incorporate that feedback and tabled at Council's Strategic Planning Committee in June, 2000 for further community consultation.

Since tabling of the document formal presentations on the document were given to:

The ATSIC Regional Council
Staff, Aboriginal Reference Group and policy working party participants (attendance about 50)
Councillors, local MP's, representatives from other local government authorities, WAMA and other government and community agencies (attendance about 60)

WAMA organised a meeting of local government representatives and the native title claimants, the opportunity was used to present and discuss the document with the formal claimants.

Sections of the policy and comment sheet were available on the web - www.fremantle.wa.gov.au

Copies of the policy and comment sheets were available from all City of Fremantle centres:

Fre - Info
Service and Information Desk
The Meeting Place Community Centre
Samson Recreation Centre
Stan Reilly Centre
Quarry St Child Care Centre
Fred Notley Child Care Centre
Fremantle Community Youth Service
Community Legal and Advocacy Centre
Warrawee
Fremantle Arts Centre

The policy and strategy was referred to Precincts

A notice of the policy and it's availability for public comment was placed in the public notices in the Herald

A flyer with the above information was included with the rate notices.

The local press ran several articles on the policy.

In total approximately 200 copies of the draft policy were distributed.

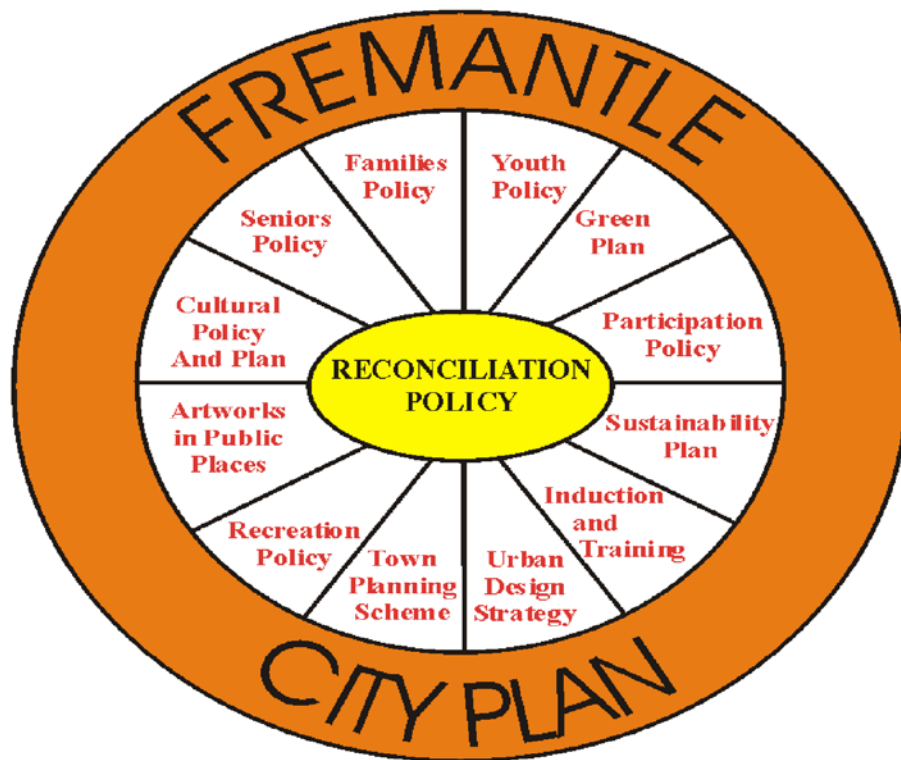
All feedback received during this period of public consultation from members of the community and via the various forums organised was extremely positive, urging council to adopt the policy and implement the strategy immediately. The feedback has been incorporated into this final draft of the document and it was adopted unanimously by Council on 23rd October 2000.

Implementation of the policy will be either through Council's own services or through Council taking an advocacy role with other organisations. Implementation will be guided by the Aboriginal Reference Group.

6. POLICY CONTEXT IN THE FREMANTLE CITY PLAN

At an operational level the Policy for Respect, Recognition and Conciliation with Aboriginal People is one component of an interlocking set of strategic plans aiming to achieve the objectives of the Fremantle City Plan, the overarching strategic document for Fremantle.

The following diagram represents the plans that have either been recently completed or are in the process of being developed. This diagram can be adjusted to reflect the particular plan in question, by that plan being placed in the centre of the wheel.



Fremantle City Plan

The 2000 - 2005 edition of The City Plan has now been adopted. The City Plan review process incorporated the considerable amount of community opinion collected as part of the consultation process for the development of Town Planning Scheme No. 3 as well as community consultation undertaken to develop various other strategic documents over the past few years. The key themes outlined in the City Plan and the aspirations Council has for the City and the Council are summarised here:

THE VISION FOR FREMANTLE

'In the year 2005 Fremantle is a port city and regional centre, recognised for its blend of people and places, business and pleasure, conservation and innovation.'

Council's aspirations for the city are that Fremantle:

Will Be A Great People Place – Our Society.

Diversity Of Culture And Lifestyle
Caring And Accepting Community
Participation And Knowledge
Artistic, Cultural, Sports And Recreation Opportunities
Safe Community
Healthy Community
Welcome Visitors

Will Have A Vibrant Economy – Our Economy.

Economic Development
Heritage Focus
Tourism

Will Be A Beautiful Accessible Place – Our Environment.

Fremantle City Centre
Local Centres
Public Open Space
Environmental Management
Facilities And Infrastructure
Sustainable Transport
Connections To Water
Built Environment
Mix Of Housing Types

Its aspirations for Council are that it will be:

Focused On Our Community

Understanding Our Community's Needs
Participation In Decision Making
Easy Access To Services And Information
Service Delivery
Leadership In The Community

Efficient And Effective Local Government

Financial Management

Continuous Improvement And Value For Money

Working With Others

Governance

Environment

Technology

Measurement

Attracting And Retaining Staff

A Desirable Place To Work

Developing Our People

Flexible Work Practices

Staff Involvement

Recognition

Work Environment

A Sense Of Belonging

Health And Well Being Of Our People

In acknowledging, preserving and developing our shared history by addressing the respect, recognition and conciliation objectives and strategies in this policy the Fremantle City Council, together with our community will contribute significantly to the attainment of the 'The Vision for Fremantle' from our Indigenous people's perspective.

(For the full 'Vision for Fremantle' see Appendix E)

7. RESPECT, RECOGNITION AND CONCILIATION ISSUES, OBJECTIVES AND STRATEGIES

The following are the issues, policy statements, objectives and strategies developed by the Reference Group working parties for the various areas that have been identified as being of major significance:

- 7.1 CULTURE
- 7.2 EMPLOYMENT
- 7.3 EDUCATION
- 7.4 FAMILIES
- 7.5 HEALTH
- 7.6 HOUSING
- 7.7 LAND, CUSTODIANSHIP AND NATIVE TITLE
- 7.8 SENIORS/ELDERS
- 7.9 TOURISM
- 7.10 YOUTH

The implementation of these strategies will be largely dependent on the ongoing funding, by Council, of an Aboriginal Liaison/Project Officer. The majority of the strategies can be implemented within existing resources or do not require additional resources, but rather awareness raising and an attitudinal shift. "No budget required" means additional resources are not required. Where budget allocations have been indicated, it is implicit that these budget allocations will be subject to Council's annual budget approval process.

7.1 CULTURE

ISSUES:

- There are few recognisable symbols of Aboriginal heritage, culture or language around Fremantle. Our Aboriginal heritage remains largely invisible.
- There are six galleries/ shops selling Aboriginal cultural products in Fremantle. Five of them are not owned by Aboriginal people, do not sell local Aboriginal people's work and don't employ Aboriginal people in their shops. Julie Weeks, an Aboriginal artist, has recently set up a gallery for her own work.
- There has been talk of an Aboriginal Cultural Centre in Fremantle for a long time. The Birrukmarri Gallery was one attempt to establish such a centre. It closed in the early 90's and nothing has eventuated since then. There continues to be plenty of interest in an Aboriginal cultural centre for

Fremantle but there is no facility, no place to set up and no one cohesive group to run it.

- There are very few places in Fremantle where Aboriginal people feel comfortable. There is no place for an Aboriginal person to sit and have lunch without feeling uncomfortable and feeling that they do not have the right to be there.
- Nyoongah language is verbal not written and different kinship groups spell words differently.
- Local Government boundaries are not relevant to Aboriginal culture.
- Aboriginal people across Australia share some common issues that are a legacy of colonisation. However there were distinct sets of colonisation circumstances that affected Aboriginal people, and each set has produced its own particular wounds to heal. The stolen generation, those who lived on missions, those who applied for Australian citizenship and those who lived on reserves have all suffered particular sets of consequences.

CULTURE POLICY STATEMENT:

The Fremantle City Council respects and values Fremantle's Aboriginal and Nyoongar origins, culture and contributions. The Council will respect Aboriginal values, protocols and ways of seeing the world by positively promoting Aboriginal heritage and by making it a visible and integral part of our community.

OBJECTIVE AND STRATEGIES:

CULTURE

7.1.1. To respect Aboriginal culture and make Aboriginal heritage a visible part of our community, visibly refuting "terra-nullius".

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Positively promote Aboriginal and specifically Nyoongar culture and history, including it in public artwork, community art, cultural events, the planned performing arts centre and other public buildings, recreation events, corporate events, signage and naming of streets and parks.	Aboriginal Liaison Officer, Cultural and Community Services, Corporate Events, Strategic Planning Unit Parks	\$40,000	00/01
			\$54,000 salary + \$16,000 project	01/02 02/03
b)	Identify places of significance in Fremantle and reinterpret the history of the site from a Nyoongar perspective.	Aboriginal Liaison Officer		

c)	Work with the Aboriginal community to establish correct Aboriginal protocols.	Cultural and Community Services, Aboriginal Reference Group	No budget required	00/01
d)	Observe correct protocols.	Corporate Events, All Council	No budget required	On going
e)	Fly the Aboriginal flag from the council building (room for 4 th flag pole on top of council building)	Corporate Events	No budget required	On going
f)	Encourage the use of Aboriginal names and language for events and places. Investigate the possibility of using symbols to depict the name of the event or place	Aboriginal Liaison Officer	No budget required	On going
g)	Promote and encourage Aboriginal role models who have achieved what they have wanted in life.	Aboriginal Liaison Officer, Cultural and Community Services	No budget required	On going
h)	Provide opportunities for regular cultural and community events - organised by Aboriginal people	Cultural and Community Services	No budget required	On going
i)	Encourage networking between Aboriginal cultural organisations when organising events in Fremantle.	Community Development unit	No budget required	On going
j)	Include Aboriginal recreation and sporting heroes in the Fremantle Wall of Fame and sports heritage museum	Recreation Officer	No budget required	On going
k)	Develop a procedure to be followed to protect artifacts and remains during excavations	Aboriginal Liaison Officer	No budget required	00/01

l)	Consider using symbols as well as/ or instead of Aboriginal words on signage	Strategic Planning Unit, Assets and Infrastructure Cultural and Community Services	No budget required	On going
m)	Publicly acknowledge Aboriginal prior ownership and the consequences of non Indigenous settlement at appropriate corporate events and occasions.	Corporate Events, Cultural and Community Services	No budget required	On going
n)	Provide training for council staff on Aboriginal property rights and copy right laws.	Community Development Unit, Human Resources	No budget required	On going
o)	Promote the process of reconciliation with appropriately worded signage throughout the City.	Aboriginal Liaison Officer	No budget required	On going
p)	Develop an Aboriginal theme for the Fremantle Festival one year with a greater involvement of Aboriginal people in managing the Festival.	Festival	No budget required	04/05

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7.1.2 To establish an Aboriginal cultural centre in Fremantle

The Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	<p>Advocate for the establishment of an Aboriginal cultural centre in Fremantle. A broad range of ideas for a cultural centre have been put forward. The Fremantle City Council and the Aboriginal community and Aboriginal funding organisations will work together to look at needs and determine how they can best be met. Some of the ideas that have been put forward are for a:</p> <ul style="list-style-type: none"> • cultural / art centre • community centre / meeting place • health centre • tourism centre • public face to be proud of • resource and information centre • to include business conferences, café, childcare and recreation area • like the Italian Club <p>Some of these needs may be combined in a single location or may be better suited to be spread to a number of localities throughout the community.</p>	Cultural and Community Services, Aboriginal Reference Group, Walyalup Reconc. Grp, Aboriginal funding bodies	External funding	01/02

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b)	Research cultural centres in Australia for good models. eg the Queensland Tjapukai Centre	Aboriginal Liaison Officer	No budget required	00/01
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7.1.3 To acknowledge that Aboriginal cultural boundaries, dreaming trails and kinship groups are broader than local government boundaries.

Fremantle City Council will

	Strategy	Action by	Budget	Year
a)	Initiate a local reconciliation liaison group in the South West Metropolitan region.	Aboriginal Liaison Officer, Abor Ref Grp, Walyalup Grp	No Budget required	00/01
b)	Display maps showing Aboriginal boundaries and language groups, including the different local dialects.	Customer Service Centre / Library	No budget required	00/01
c)	Research language related symbolic boundaries which moved with the seasons eg significance of wetlands	Aboriginal Liaison Officer	No budget required	00/01

7.2 EDUCATION

ISSUES:

Early Childhood Education Issues

- A high proportion of Aboriginal children are not learning to read in primary school and this leads to a high drop-out rate in high school, and consequently greater unemployment. Only 32.6% of Aboriginal children reach the literacy benchmarks set for Year 3 in primary schools compared to 78.6% of non Indigenous children. (Ministry of Education, 1999).
- Aboriginal children have a vast store of cultural knowledge and a clear understanding of their complex kinship systems prior to mainstream schooling. This obviously gives them their sense of identity, who they are, where they fit and how they learn, and how and why they look out for and care for each other. Mainstream schooling suddenly shifts learning method from open learning to closed rote learning, which is very stifling to Aboriginal children. The education system fails to address Aboriginal children's learning needs so that they can learn to read and succeed at school.
- Aboriginal cultural information has been made available to schools through the education department but is not compulsory and is not included in most school curricula, although some of the Catholic schools have a good model for including Aboriginal material.
- Aboriginal cultural values are not recognised and supported in mainstream education

eg : Staying home after a death to be with family,
having more than one 'Mum' or 'Dad',
lots of grannies,
many brothers and sisters.

Family and kinship values, the important social responsibilities that go with them and the effect these responsibilities have on attendance at school are not allowed for and supported in mainstream education.

Youth Education Issues

See issues for youth education under 7.10.

Adult Education Issues

- Although there are many issues in Aboriginal adult education, the focus group did not address those as it felt they were not relevant to council as a non provider of general education.
- Many Aboriginal people feel that their history, stories and language are being lost. Some Aboriginal elders would value the opportunity to tell their stories to their families. Many adults feel they have not had the opportunity to learn from their elders. The Aboriginal community has an urgent need to exchange knowledge and histories and learn from each other, as much of their history is unrecorded.
- Aboriginal cultural tourism and an Aboriginal cultural centre / meeting place would provide opportunities for education, training and employment and cultural exchange.

Non Indigenous Community Education Issues

- There is a lack of knowledge and understanding in the non Indigenous community of Aboriginal history, culture and language.

EDUCATION POLICY STATEMENT:

The Fremantle City Council acknowledges that through colonisation and dispossession many Aboriginal people have lost their traditional ways of living and passing on knowledge and have learned, in a short time, a very different culture and a new language. In the same time, Europeans have learned very little of Aboriginal knowledge, culture and language.

The Fremantle City Council will

- support Aboriginal people in sharing their knowledge with each other in order to preserve and strengthen their culture, identity and community
 - support initiatives that are aimed at assisting Aboriginal people to succeed in main stream education
 - provide Aboriginal cultural training and information for City of Fremantle staff, councillors and the wider community
 - acknowledge the contribution that Aboriginal people can and could make to the wider community
-

OBJECTIVES AND STRATEGIES

EDUCATION

7.2.1 To assist the Aboriginal community to strengthen their culture and their community through the sharing of information, culture, language, knowledge and support.

The Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Advocate for the setting up of an Aboriginal 'meeting place', possibly along similar lines to The Meeting Place Community Centre so the Aboriginal community can share skills and cultural knowledge with each other and support each other in community endeavours. The Aboriginal working group suggested that such a centre would need to have a structure that balances family input and an in-built review system that allows the whole Aboriginal community to monitor whether it is achieving what the centre is set up to do. The Aboriginal community would like to redefine how an Aboriginal organisation operates using the knowledge that Aboriginal people now have, combined with their original spiritual values. The program could include Aboriginal healing and spiritual healing. It could also create links with other Aboriginal organisations.	Community Development Unit, Aboriginal Reference Group, Walyalup Recon Grp	External funding	01/02
b)	Support Aboriginal community development initiatives.	Aboriginal Liaison Officer, Community Development Unit	No budget required	On going

c)	Advocate for and support cultural sharing between various Aboriginal groups and individuals. This could be through outings, camps, conferences and other events where Aboriginal people can get together and where elders can share their history.	Cultural and Community Services, Library	External funding	On going
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7.2.2 To encourage Aboriginal people to become familiar with council political processes

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Include an Aboriginal / Reconciliation office bearer position in each precinct committee.	Precinct Co-ordinator Precinct Convenors	No budget required	On going
b)	Develop a mentor system to introduce interested Aboriginal people to council meeting processes and procedures.	Aboriginal Liaison Officer, Interested Councillors or community members	No budget required	On going
c)	Provide training on Council processes and elections. This could occur through the Meeting Place or be provided to the Aboriginal Reference group or other Aboriginal groups as appropriate.	Meeting Place	No budget required	On going
d)	Encourage Aboriginal people to stand for council elections. (Also investigate the possibility of an ATSIC representative being part of Council process).	Aboriginal Liaison Officer	No budget required	On going

7.2.3 To provide ongoing Aboriginal cultural awareness training in council and in the business community

The Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Ensure that Fremantle businesses that are involved in tourism have access to accurate Aboriginal history and information so they can include accurate Aboriginal heritage information in their tourism activity.	Library, Abor Ref Grp, Walyalup Grp	No budget required	On going

See strategies for cultural training for council staff in Employment 7.3.2

7.2.4 To facilitate cultural awareness within the wider community

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Provide education opportunities in the community about Indigenous culture / language / history - traditional and contemporary.	Cultural and Community Services, Library, Abor Ref Grp, Walyalup Grp	No budget required	On going

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b)	Continue to provide opportunities for cross cultural exchange and bridging activities through the Meeting Place community education program and The Meeting All Over the Place program. Investigate the possibility of The Meeting Place employing an Aboriginal worker to extend their program of cultural interaction. Note: Transport to the Meeting Place can be difficult for people without cars. Could use courtesy bus.	Meeting Place / Meeting All over the Place	No budget required External funding	On going 01/02
c)	Provide the opportunity for ongoing cross-cultural training and communication by employing Aboriginal people eg: The Aboriginal Liaison Officers position communicates with the general public and council staff.	Cultural and Community Services, Human Resources, Parks, City Works	No budget required	On going
d)	Investigate the possibility of forming an Aboriginal Unit of existing Aboriginal staff to provide training, advice and cultural awareness for councillors, staff and residents.	Human Resources, Community Development Unit, Aboriginal funding organisations	No budget required	01/02
e)	Investigate funding, through Safer WA, for Aboriginal support programs	Cultural and Community Services	External funding	00/01

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7.2.6 To encourage the inclusion of Aboriginal cultural material in mainstream education.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Lobby the Ministry of Education to provide a support worker to work with Aboriginal families in order to include the families in their children's education and the school's programme. (Note: programme currently being conducted by the South Metro Migrant Resource Centre and Job Futures in Fremantle for parent involvement in schools).	Aboriginal Liaison Officer, Community Development Unit	No budget required External sources	01/02
b)	Work with other local authorities in the south west metro region to lobby the Ministry of Education for <ul style="list-style-type: none"> the inclusion of the Aboriginal material that has already been developed into the mainstream curriculum. the inclusion of Aboriginal languages into the mainstream curriculum (similar to Hamilton Hill). an increase in the number of Aboriginal workers in schools eg there is only one Aboriginal worker at Hamilton Hill. 	Aboriginal Liaison Officer, Walyalup Grp , Abor Ref Grp	No budget required	01/02

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7.2.7 To work with younger children to raise their self-esteem and pride in their culture before they become youth.

The Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Include an Aboriginal young person under 13 yrs citizen award in the existing award programme.	Corporate Events, Aboriginal Liaison Officer	No budget required	00/01
b)	Work with the Ministry of Education Aboriginal support officers to develop programs to recognise young people under 18.	Aboriginal Liaison Officer	No budget required	01/02
c)	Display Aboriginal children's art work in the Library	Library	No budget required	00/01
d)	Work with primary aged children to develop further strategies.	Aboriginal Liaison Officer, Children's Library, Community Development Unit	No budget required	01/02
e)	Advocate for a mentor system to support Aboriginal parents and children	Aboriginal Liaison Officer	No budget required	02/03

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7.3 EMPLOYMENT

ISSUES:

General Issues

“The Royal Commission into Aboriginal Deaths in Custody found that the major underlying contributing factors to Indigenous Australians’ disadvantage were the legacy of history and dispossession of Aboriginal peoples, particularly from access to economic, social and political power. *Aboriginal labour made a widely undervalued contribution to the marine, agricultural and pastoral sectors of the Australian economy before the advent of farm mechanisms and the achievement of equal wages. When the rural economy largely squeezed out its Indigenous workers after the 1960’s, with no compensation paid for dispossession, nor land and resource settlements in place, Aboriginal peoples became much more economically marginal.*” (P. 39 Addressing the Key Issues for Reconciliation, Council for Aboriginal Reconciliation 1993).

- Employment is the major factor determining the level of economic security enjoyed by most Australians. Aboriginal people have the highest rate of unemployment, currently, 38%, more than 3 times higher than non Indigenous Australians.
- The 1905 and the 1937 Acts severely damaged Aboriginal people. They made the integration of Aboriginal people into the European culture and their prospects for employment very difficult and put Aboriginal people, already suffering the loss of their culture and livelihood, at a greater disadvantage.
- Continuing economic disadvantage has repercussions throughout the Aboriginal community and contributes to an ongoing cycle of poverty. Aboriginal people who have achieved some economic stability can be stretched beyond their means as they try to support their relatives in need, and can find themselves without money for bills which may result in loss of their own economic stability and even accommodation.

Fremantle Business Community Issues

There is not a single Aboriginal face to be seen working in Fremantle businesses and shops even though Fremantle is a significant area for

Aboriginal people and there are a number of shops and galleries selling Aboriginal cultural products.

Racism / Cultural Difference Issues

- An underlying issue in employment statistics is racism and it must be addressed. The racism that Aboriginal people experience on a day to day basis is extensive and damaging.
- The current 'Job Network' system for seeking employment is confusing and complicated and can involve a lot of travel.
- Lack of recognition of cultural difference and values, lack of cultural awareness in employers, lack of flexibility in workplaces, lack of work experience opportunities all contribute to racial stereo typing and low employment of Aboriginal people.
- When one Aboriginal worker is employed in a large organisation, they are expected to deal with everything relating to Aboriginal people and they can quickly become overloaded.
- Racism exists in applicant selection because it is culturally difficult for Aboriginal people to claim "I can do....." . It can be 'shameful' to make personal claims about ability or achievements.
- More employment opportunities in cultural tourism would encourage Aboriginal people to access training.
- Negative stereotypes exist in the business community regarding employment of Aboriginal people eg family will come and visit, they will go 'walk-about' or they do not present themselves appropriately.

Within Council:

- Aboriginal people made up .9% of Fremantle City Council full time employees in 1998 / 99 (EEO 1998/9 report).
- Low numbers of Aboriginal applicants for positions (within Council)

Youth

Employment issues for youth are detailed under youth 7.9

ABORIGINAL EMPLOYMENT POLICY STATEMENT:

The Fremantle City Council will seek opportunities to employ Aboriginal people within it's own organisation and will advocate for and encourage Aboriginal people to be employed in the Fremantle business community. Real outcomes from this policy mean short term and long term employment opportunities for Aboriginal people.

OBJECTIVE AND STRATEGIES:

EMPLOYMENT

7.3.1 To set and achieve a three-year target to increase Aboriginal employment in Council from .9% in 1998/99 to 4% in 2002/3 and to recruit Aboriginal people into higher level positions.

The City of Fremantle will:

	Strategy	Action	Budget	Year
a)	Develop an Aboriginal employment strategy that will: <ul style="list-style-type: none"> • encourage applications from Aboriginal people for council positions. • develop mentors for application preparation. • ensure application forms for positions have standardised instructions for setting out the application. • identify an applicants skills when assessing selection criteria. • support Aboriginal people in their positions with a mentoring program. • where possible recruit Aboriginal people into higher level positions. • encourage managers to be mentors to Aboriginal employees - to learn from, care for and teach. • provide on the job training and multi skilling for Aboriginal employees. • encourage job sharing to give more people jobs and experience. • provide interesting and valued work. 	Human Resources, All council working party	No budget required	01/02

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b)	Employ Aboriginal people to organise Aboriginal celebrations held in Fremantle. Eg Australia Day, NAIDOC Week and other Aboriginal cultural events.	Corporate events, Cultural and Community Services	No budget required	On going
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7.3.2 To conduct an ongoing education process for Fremantle City Council staff that will aim to address covert racism and inertia re employment of aboriginal people.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Investigate ways for the Council to value Aboriginal people's skills and knowledge, to recognise that there are different forms of knowledge and to recognise different and non academic skills.	Aboriginal Liaison Officer, Aboriginal Reference Group, Human Resources	No budget required	On going
b)	Include Aboriginal cultural awareness training for all new employees as part of the Council induction process.	Human Resources	\$5,000	On going
c)	Include Aboriginal history in the Council induction handbook.	Human Resources	No budget required	On going
d)	Provide Aboriginal cultural awareness training for the whole of Council in a similar way that Equal Employment Opportunity or Disability Access Training is conducted and provide ongoing training at regular intervals to increase the depth of understanding. Change will only happen as people get to know other cultures through exposure to them.	Human Resources	Within corporate training budget	On going

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e)	Aim to employ one Aboriginal person per department or business unit as this would provide ongoing cultural training for that department.	Whole of council	No budget required	On going
f)	Provide cross cultural training and an Aboriginal Reference group for councillors to access. This may help the employment of Aboriginal people in the wider business community.	Human Resources, Aboriginal liaison officer	No budget required	On going

7.3.3 To encourage Fremantle businesses to appreciate the value of employing Aboriginal people and to break down stereotyping

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	When negotiating external contracts - stipulate, where possible, the employment of local Aboriginal people as a condition of the contract.	Council, Finance Department	No budget required	On going
b)	Host, in conjunction with The South West Group and the Department of Employment, Education and Training, an information day for Chamber of Commerce and local businesses about employment of Aboriginal people.	Aboriginal Liaison Officer, Human Resources	\$1,000	On going
c)	Establish a working party that will work with Fremantle businesses to look at why Aboriginal people are not employed in Fremantle and look for ways in which businesses can be supported to employ Aboriginal people. eg work experience mediators.	Mgr Cult and Comm Sves, Strategic Planning Unit	No budget required	On going

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d)	Advocate for Job Network to be streamlined and for them to establish a database for Aboriginal people as to what employment is available in the Fremantle area.	Manager of Cultural and Community Services	No budget required	00/01
e)	Work with the Department of Employment, Training and Small Business to help establish Aboriginal endeavours in Fremantle.	Community Development Unit, Strategic Planning Unit	No budget required	00/01
f)	Work with South West Group to ensure links are established between TAFE, High Schools, Aboriginal elders and Aboriginal organisations.	Community Development Unit, Aboriginal Reference Group	No budget required	00/01
g)	Work with The South West Group to promote the Aboriginal Employment Strategy.	Manager of Cultural and Community Services, Human Resources, Manager Strategic Planning Group	No budget required	00/01

Also see 7.1 Culture and 7.9 Tourism for other objectives and strategies which would encourage businesses to employ Aboriginal people.

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7.4 FAMILIES

ISSUES:

General Issues

- Aboriginal families are extended families with extended intergenerational responsibilities. Disadvantage in employment and education, health and housing can place great burdens on Aboriginal families as they support each other when in need. This can also be used as an excuse by the non Indigenous community to avoid providing adequate social support to Aboriginal families.
- As a consequence of the stolen generation, some Aboriginal people do not have extended families that can support them as their family system has been destroyed or scattered.

Parenting Issues

- Parenting roles in Aboriginal families are not restricted to the modern nuclear family. The nurturing and caring responsibilities are shared throughout the extended family giving the child a sense of belonging and emotional security.
- Teenage parenting.

Health Issues

- Aboriginal families are faced with many health issues. One of the major concerns for the Aboriginal community is the extent of alcohol and substance abuse. Many Aboriginal families are faced with this problem everyday, whether it be someone from the immediate family or a member of the extended family. This impacts on young Aboriginal people and causes difficulties and has repercussions for them.
- Some families are affected by violence and abuse.

Housing

- There are many Aboriginal families that find themselves with no home for a range of reasons. For example, when the family needs to financially support another family member, for whatever reason, the household bills and rent are overlooked, simply because it is more important to help those in trouble. Once this happens the family has a hard time 'catching up' with outstanding bills, this leads to utilities being disconnected and often the family being evicted from their home. This then leads to overcrowding in

other homes and complaints from neighbours which can lead to another eviction. (see Housing 7.5)

Homelessness

- Many Aboriginal people are homeless. There are Aboriginal people living on the streets, out of cars, or moving from relative to relative. In particular, it is the homeless families with children that are most severely affected and are urgently in need of housing assistance. Some of these families cannot obtain assistance from public housing due to outstanding debts (often rent arrears to The Ministry of Housing). Private housing is extremely difficult to access because Aboriginal people still experience racism in the private rental market.

FAMILIES POLICY STATEMENT:

Fremantle City Council is committed to strengthening Aboriginal culture by recognising the importance of family kinship networks. Fremantle City Council respects and values what Aboriginal families can and could contribute to Fremantle. Fremantle City Council will actively encourage the empowerment of Aboriginal families by providing more support in the areas of parenting, health, housing, education and employment.

OBJECTIVE S AND STRATEGIES

FAMILIES

7.4.1 To encourage Aboriginal families to feel comfortable to access services available to them within the City of Fremantle

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Advocate for funding to provide culturally appropriate programmes for Aboriginal families.	Cultural and Community Services	External funding	On going
b)	Keep the Aboriginal community informed of relevant information that affects community development and planning issues.	All Council departments	No budget required	On going
c)	Involve the Aboriginal community in public art and community art projects to increase their involvement in and sense of ownership of Fremantle.	Community Development Unit, Strategic Planning Unit, Parks	No budget required	On going

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7.4.2 To support families to enable them to support themselves in and out of the home.

Fremantle City Council will:

a)	Facilitate the development of an Aboriginal meeting place through which families can support each other. (see Education 7.2.1 (a)).	Community Development Unit, Aboriginal Reference Group, Walyalup Grp	External funding	01/02
b)	Provide more parenting and relationship support to young mothers and fathers.	Youth Services, Warrawee, Meeting Place, Children's Services	No budget required	On going
c)	Encourage Aboriginal people to establish a family day care scheme.	Children's Services	No budget required	01/02
d)	Investigate the provision of a day care service that is culturally appropriate to Aboriginal children using trained Aboriginal childcare workers.	Children's Services	No budget required	00/01
e)	Work with Family and Children's Services to encourage parents (male and female) to access the Parenting Line and children to access the Kids Help Line.	Cultural and Community Services	No budget required	00/01
f)	Encourage Aboriginal men to actively seek support whether it be emotional or financial.	Cultural and Community Services	No budget required	On going

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7.4.3 To provide support and assistance for homeless families

Fremantle City Council will:

a)	Work with Family and Children's Services to support the homeless and continue to seek funding for the 'People in the Parks' support project.	Manager of Cultural and Community Services	No budget required External sources	00/01 /02
b)	Support the St. Patrick's Care Centre project that aims to address the needs of the "People in the Parks". Advocate that St. Pats recruit an Aboriginal specific worker to assist the Aboriginal community.	Manager of Cultural and Community Services	No budget required External sources	00/01 /02

See Housing 7.6.3 for objectives and strategies for housing for homeless people.

7.5 HEALTH

ISSUES:

“Probably the most damning indicator of the disadvantage suffered by Indigenous Australians is the high rate of illness and short life expectancy.

The gap between the number of Aboriginal and Torres Strait Islanders who live and the number who should be alive is just one measure of the inequality that Indigenous people endure. The gap between the numbers living a healthy, socially functional life and those living a life of pain, humiliation and dysfunction is another measure. They are both measures of a loss of elementary human rights.

The state of Indigenous health in Australia is an abuse of human rights. A decent standard of health and life expectancy for other Australians is not asking for a favour. It is a right.” (Mr Puggy Hunter, Chairman, National Aboriginal Community Centre Health Organisation)

- Aboriginal life expectancy is much lower than that for non-Aboriginal people. Aboriginal men’s life expectancy is 20 years less than non Aboriginal Australian men and Aboriginal women’s life expectancy is 15 years less than non Aboriginal Australian women.
- Hospitals are not culturally appropriate, especially for the visiting Aboriginals from country areas who require health care.
- Many Aboriginal people do not have appropriate accommodation for healthy living conditions.
- More health, sexual health and immunisation promotion, education and information is needed.
- There are a lack of appropriate health services with staff sensitive to, and trained to meet, the needs of Aboriginal people.
- Aboriginal men need encouragement to seek medical attention and advice.
- Many Aboriginal people would be more comfortable seeking advice from a service that is culturally appropriate and sensitive to Aboriginal needs.
- Alcohol, drug and solvent abuse is a major problem that cannot be dealt with in isolation from the disadvantage that Aboriginal people suffer.

HEALTH POLICY STATEMENT:

Fremantle City Council acknowledges that Aboriginal people's health is adversely affected by many factors such as disadvantage in employment, education and housing. Fremantle City Council also acknowledges that these issues are the results of events that happened in the past. Fremantle City Council will support the Aboriginal community in addressing health issues by supporting the establishment of Derbarl Yerrigan Aboriginal Medical Service in the Fremantle area.

OBJECTIVES AND STRATEGIES

HEALTH

7.5.1 To support the provision of an adequate range of services to meet the health needs of the Aboriginal community.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Actively support the Derbarl Yerrigan Health Service in finding an appropriate location in or around Fremantle. See note at end of this table on the Derbarl Yerrigan Service.	Manager Cultural and Community Services, Commercial Enterprises, Strategic Planning Unit	No budget required Subsidy for accomm perhaps	00/01
b)	Develop an ongoing supportive relationship with Derbarl Yerrigan if they establish in the Fremantle area and support the holistic and community approach that Derbarl Yerrigan advocate.	Cultural and Community Services	No budget required	00/01
c)	Work with Derbarl Yerrigan and the Office of Aboriginal Health to: i) encourage Fremantle hospital and other relevant health services to promote health in all areas, from alcohol and substance abuse to regular exercise. ii) encourage service providers to access cross cultural training.	Environmen- tal Health, Cultural and Community Services	No budget required	01/02

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d)	Promote Council's immunisation program to the Aboriginal community.	Environmen- tal Health	No budget required	On going
e)	Work with Aboriginal Community Policing to establish a Nyoongah Patrol to take young people home should they get into trouble.	Manager Cultural and Community Services	External funding	00/01

Note:

The Derbarl Yerrigan Health Service can provide:

- Home care - frail, aged and younger disabled.
- Coordinated Care
- Family Futures
- Dental
- Podiatry
- Optician
- Stolen Generation Counsellors
- Mental Health Support
- Women's Health
- Diabetic Educators
- Heart Health
- Health Promotions
- Ear Health.(0-5yrs)
- Welfare Services
- Sexual Health

Derbarl Yerrigan also offers a transport service for clients to enable them to access their service.

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Derbarl Yerrigan services are currently operating out of Perth, Midland and a Mirrabooka service is planned to commence operating in May 2000.

(Refer also to recreation strategies which are also preventative health measures)

7.5.3 To provide personal and family support for a healthy community.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Provide shelter for victims of family violence, child abuse and neglect victims.	Warrawee Youth Service	External funding, No budget required	00/01
b)	Address issues of homelessness See Housing 7.6.			
c)	Encourage an increase in the number of Aboriginal employees in health services	Manager Cultural and Community Services	No budget required	On going

7.6 HOUSING

ISSUES:

The Aboriginal community raised many issues surrounding public housing.

- Condition of houses is poor, if any maintenance work needs to be done, it is the fault of the occupier. This is the case even if the house needed work before the occupier moved in.
- The waiting list for a public housing home in the Fremantle area is approximately six years.
- The waiting time for a transitional public housing home in a crisis situation is up to 12 months.
- If tenants in public housing have a rent debt and their house requires maintenance, their rent arrears must be cleared prior to any maintenance work being carried out. People with low incomes are sometimes forced to live in sub standard housing for this reason.
- Eviction notices are given for overcrowding.
- Public housing inspectors liaise with complaining neighbours, rather than the tenant who is the subject of the complaint, so issues cannot be dealt with.
- If tenants are going away for an extended period of time, written notice must be given otherwise the tenant could be evicted.
- Many Aboriginal families are housed in areas where there are no resources and have to travel long distances to the shops. Many of these families do not have transport and public transport is not always convenient. eg to get to Fremantle from Beeliar on public transport people need to travel to Booragoon first.
- Some Aboriginal families like to reside close to their extended families but public housing tends to separate Aboriginal families as much as possible.
- In some cases, Aboriginal families are housed too close together, putting different blood lines together inappropriately.
- There is no transitional housing available while on the waiting list or paying rent arrears / maintenance debts off.

- See appendix A - letter from Marie Thorne on housing issues in Fremantle.

HOUSING POLICY STATEMENT:

Fremantle City Council acknowledges the housing situation is extremely difficult and urgent for Aboriginal people. Fremantle City Council will support changes in this area through addressing social justice issues, housing for Aboriginal people and homelessness.

OBJECTIVES AND STRATEGIES

HOUSING

7.6.1 To address the social justice issues faced by Aboriginal people in gaining access to public housing.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Facilitate the establishment of a community based Social Justice / Housing Lobby Group to support and advocate for the resolution of Aboriginal housing issues.	Aboriginal Reference Group, Cultural and Community Services, Walyalup Reconciliation Group	No budget required	00/01

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b)	Work with the above advocacy group to: <ul style="list-style-type: none"> Lobby the public housing sector (Ministry of Housing and Manguri Aboriginal Corporation) to examine their policy of debt repayment for rent arrears. People need to be housed regardless of debt owed to the Ministry of Housing. Arrangements for debt to be repaid can be made while still housing the family. Advocate for public housing officers to visit with the tenant rather than, or as well as, the complainant. Support Shelter WA in its work to address social justice issues regarding Indigenous housing Address social justice issues with the Ministry of Housing and Manguri Aboriginal corporation 	<p>Warrawee, Youth Services, Community Legal and Advocacy Centre</p> <p>As above</p> <p>Cultural and Community Services</p> <p>Cultural and Community Services</p>	<p>No budget required</p> <p>No budget required</p> <p>No budget required</p> <p>No budget required</p>	<p>00/01</p> <p>00/01</p> <p>00/01</p> <p>00/01</p>
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7.6.2 To facilitate and advocate a broad range of appropriate housing for Aboriginal people in Fremantle.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Conduct an audit of council owned land and investigate the possibility of providing land for Aboriginal specific housing.	Strategic Planning Unit, Land Administ - ration	No budget required	00/01

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b)	Research successful Aboriginal housing projects and work with the Aboriginal community to develop appropriate Aboriginal housing models. (UWA is interested in working on this project).	Strategic Planning Unit, UWA, Aboriginal Reference Group, Walyalup Grp	No budget required	00/01
c)	Lobby ATSIC to financially support Aboriginal housing in Fremantle.	Strategic Planning Unit, Community Development Unit	External funding, No budget required	00/01

7.6.3 To address shelter and safety issues for homeless people.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Investigate and lobby for the provision of a half-way house or other suitable short term emergency accommodation for families and individuals who are living on the streets or have been evicted.	Manager of Cultural and Community Services	External funding	On going
b)	Investigate and lobby for the provision of a sobering up house for those that require it so they are not thrown in a cell for the night.	Manager of Cultural and Community Services	External funding	On going
c)	Investigate and lobby for the provision of appropriate accommodation, possibly a village concept, as transition housing for people on the Ministry of Housing waiting list.	Manager of Cultural and Community Services	External funding	On going

7.7 LAND AND CUSTODIANSHIP AND NATIVE TITLE

ISSUES:

Aboriginal relationship to land and sea

Aboriginal people have a deep spiritual and custodial relationship to the land and sea that does not have an equivalent in western culture. It is the source of their life, their spirituality and their culture. "All Aboriginal societies recognise a very different principal of land ownership from that enshrined in British common law. Aboriginal people do not 'own the land, the land 'owns' them. There is a mutual belonging that means that the land cannot be alienated from its rightful guardians and custodians, who are also its children. A person's own country forms the basis of his or her being and identity." (P.225 Working With Native Title, 1999,ALGA, NNTT, ATSIC)

- The dispossession and displacement of the Nyoongar people left only between 600 to 1,500 Nyoongar people in the South West by the 1900's. This loss of life, loss of land and traditional way of life; loss of means to a livelihood; the dispersion of their families; and loss of access to their land upon which their health, culture, spirituality and well being depend, devastated Aboriginal people.
- From an Aboriginal perspective, recognition of the Aboriginal relationship to land and sea would contribute considerably to reconciliation.
- Rivers and wetlands are important to Aboriginal people and Fremantle is a significant area to them. The *Swan River* also known as the *Beeliar River* or *Derbarl Yerrigan* is an important resource to Aboriginal people who would like proper access to the river for economic, spiritual and recreational purposes.

Consultation

- The Aboriginal community stated that they have rarely been consulted over land and water issues in this area by the Fremantle Council, the Port Authority, the Ministry of Housing or any other government department or instrumentality. The Port Authority has recently had a meeting with one member of the Aboriginal community re the Port Development Plan and this is the first time since 1972 that any communication has occurred. There was also no consultation about the development of the North Fremantle foreshore which is subject to flooding.

- The development of a consultation/participation policy is an urgent matter with issues of who to consult, about what and when all to be clearly laid out in an agreement. Participation in decision making is a recognition issue and should include:
 - Native title claimants
 - Aboriginal leaders
 - Those with a historical relationship to the Fremantle area
 - Those with a traditional relationship to Fremantle area
 - Local Aboriginal community

Cultural Property and Tokenism Issues

- Consultation can be a delicate issue with a balance being sought by Aboriginal people to maintain their culture for themselves and also wanting to use their cultural heritage if need be to protect areas of significance.
- Multiculturalism and Aboriginal culture can be celebrated but economic opportunities and improvement of quality of life for Aboriginal people need to be real outcomes of those celebrations.
- Culture is living and changing and contemporary Aboriginal culture also needs to be recognised.

Native Title and Land and Water Issues

“Dealing with native title matters is a necessary consideration in effectively carrying out Local Government’s functions and responsibilities. The processes involved in native title rights and interests are generally similar to those involved in other land management processes, such as environmental and heritage protection. As with other land management and planning processes, working with native title requires notifying and consulting with the correct interest holders” (P.235 Working With Native Title, 1999, ALGA, NNTT, ATSIC)

- Fremantle City Council has agreed not to oppose native title claims. See Appendix F.
- There is a lack of knowledge within council, the Aboriginal community and the general community re: native title rights.
- Some Aboriginal people believe that native title has divided the Aboriginal community.

***LAND, CUSTODIANSHIP AND NATIVE TITLE POLICY
STATEMENT:***

The Fremantle City Council recognises that the Nyoongar people are the original owners of the Fremantle area. It acknowledges and respects native title and the relationship that Aboriginal people have with their land and the water. It acknowledges the severe impact of dislocation and dispossession suffered by Aboriginal people. The Fremantle City Council will:

- Develop a protocol agreement with Aboriginal stakeholders for consultation regarding land and water planning, management and use.
 - Understand and use correct protocol that acknowledges Nyoongars as the first people of Fremantle.
-

OBJECTIVES AND STRATEGIES

LAND AND CUSTODIANSHIP AND NATIVE TITLE

7.7.1 To develop an agreement between Fremantle City Council and Aboriginal stakeholders that will acknowledge Aboriginal people as the first Australians, will take into account recognition and respect for each other's rights and responsibilities, land and water access, land use planning and management, heritage protection and consultation. This agreement will help create community harmony and protect against future court actions

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Set up a working party immediately to develop the above recognition protocol and consultation agreement. (see example of a successful agreement between Broome Council and the Rubibi people included in appendix B) The agreement should include and not be limited to all matters relating to land and water planning, use and management including land and water conservation, conservation of remnant bushland and bush regeneration, care of beaches and foreshore areas, management of public open space, etc	Community Development Unit, Land working party, Strategic Planning Unit,	No budget required	Ongoing

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b)	With the above working party develop a participation procedure and clarify the issues of who to consult, about what and when. In so doing involve the following groups of people : <ul style="list-style-type: none"> • Native title claimants. • Those with a historical relationship to the Fremantle area. • Those with a traditional relationship to the Fremantle area. • Aboriginal leaders. • Local Aboriginal community. This procedure should be automatically triggered in the development assessments process.	Strategic Planning Unit, Community Development Unit, Land working party Development Assessments	No budget required	Ongoing
c)	Investigate funding from the federal government to assist with the development of the above agreement.	Community Development Unit	External funding	00/01
d)	Include Nyoongar consultation protocols in the Fremantle City Council's Participation Policy and in the formation of future policies.	Management Group, Mgr Cult and Comm Sves	No budget required	00/01
e)	Develop a procedure by which the recommendations received from the Aboriginal community during the consultation process are taken into consideration.	Management group, Strategic Planning Group, Development Assessments Unit	No budget required	00/01
f)	Conduct an audit of council land and titles in order to determine the status of the land.	Land Administration	No budget required	00/01
g)	Develop a map of Sacred Sites / Sacred, Sacred sites / Secret Sacred Sites and Significant Sites.	Native Title Claimants, Aboriginal Reference Group, Walyalup Grp	\$5000	01/02

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h)	Conduct an audit to identify areas of significance where consultation will be needed.	Strategic Planning Group, Native Title Claimants, Aboriginal Reference Group	\$5,000	01/ 02
i)	Provide an information session for Council and the Aboriginal community about Native Title and developing agreements (Australian Local Government Association can provide this).	Community Development Unit	\$1000	On going

7.7.2 To investigate the possibility of providing land / buildings in the Fremantle area for use by Aboriginal people. Requests have been for accommodation / cultural centre / situating the Aboriginal Health service - Derbarl Yerrigan / hostel / Aboriginal housing co operative/ meeting place

The Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Investigate the possibility of providing land owned by Fremantle City Council for any of the above purposes.	Community Development Unit, Strategic Planning Unit, Land Administration	No budget required	00/ 01
b)	Advocate for the Aboriginal community and protection of Aboriginal cultural heritage if an important site is on privately owned land.	Aboriginal Reference Group	No budget required	00/ 01

7.7.3 Make history of Aboriginal prior ownership visible through public art, recognition and cultural tourism. The symbolism of visibly acknowledging Aboriginal people as the original people of Australia is very important. See strategies for 7.1 Culture and 7.9 Tourism

7.8 SENIORS / ELDERS

ISSUES:

Health

- Aboriginal people have a lower life expectancy than non-Aboriginal people, with a 20 – 25 years difference. Many Aboriginal male seniors do not access health services and this could relate directly to the high mortality rate of Aboriginal men.

Social

- To respect Aboriginal seniors Aboriginal culture, heritage, beliefs and practices must be respected. Aboriginal seniors have the knowledge and experience to enrich our lives with a culture that is diverse and dynamic.
- Aboriginal seniors have lived lives that have spanned two cultures. Trying to 'educate' these seniors into white ways is disrespectful to the experience these people have had, therefore, seniors need support and welfare assistance rather than education.
- Many Aboriginal seniors are raising their grandchildren, they put the children first. For some the pain of being taken away themselves is still very fresh in their minds and to prevent the removal of children from their families the grandparents choose to raise them.
- Transport is not always readily accessible. Many seniors are alone or looking after small children therefore security is a big concern.

Cultural

- Aboriginal people want their own services for seniors staffed by Aboriginal people.
- Specific accommodation for Aboriginal people is needed so they are not isolated from their own language and culture. Something like an Aboriginal retirement village would be appropriate.
- Aboriginal seniors feel that Aboriginal young people are not listening to them or giving them respect. They would like to be able to influence their young people and teach them about their history.
- Derbarl Yerrigan Health Service has only 15 community care packages.

ABORIGINAL SENIORS POLICY STATEMENT:

The Fremantle City Council respects the values, experiences and knowledge of Aboriginal seniors and recognises that Aboriginal people have the right to have the same level of service as non-Aboriginal people. Fremantle City Council will advocate for and encourage the employment of Aboriginal health workers and home carers in the Fremantle area.

OBJECTIVES AND STRATEGIES:

SENIORS/ELDERS

7.8.1 To support health services in providing care for seniors.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Assist Derbarl Yerrigan Health Service to locate appropriate premises to establish a Fremantle service (see Health 7.5.1 (a))	Community Development Unit Commercial Enterprises	No budget required	00/01
b)	Approach appropriate Government agencies to provide the community with an Aboriginal home care support service.	Manager Cultural and Community Services	External funding	On going
c)	Encourage other support agencies to provide on the job training for Aboriginal people.	Cultural and Community Services	No budget required	On going

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7.8.2 To recruit an Aboriginal specific worker to advocate for and assist Aboriginal people in accessing government services and entitlements.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Investigate funding to enable the Community and Legal Advocacy Centre to employ and train an Aboriginal welfare worker to advocate for and assist Aboriginal people access government services and entitlements.	Manager Cultural and Community Services	External funding	On going

7.8.3 To support seniors in their childcare role eg playgroups and camps for seniors.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Investigate possibilities to enable Buster The Fun Bus to provide a playgroup for Aboriginal senior caregivers and children and to employ and train an Aboriginal playgroup leader	Cultural and Community Services	No budget required	00/01
b)	Provide more recreation activities for seniors eg camps, outings for seniors.	Cultural and Community Services	No budget required	00/01

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7.9 TOURISM

ISSUES:

- Cultural tourism is taking off and the time seems to be right for tourism products to be developed that are specific to this area. Interpretation of and education about history, culture and the environment can be incorporated into a range of tourism products eg 1hr, 2 hr tours, day trips and artifacts.
- There is potential for Fremantle to develop successful Aboriginal cultural tourism products with links to:
 - Rottnest Island (Wadjemup).
 - Bathers Beach (Manjaree).
 - The Swan river (Derbarl Yerrigan).
 - The first place Nyoongars saw white people.
 - The first native school.
 - Historic meeting place for Nyoongars.
 - The abattoirs, the prison and the port.
- Overseas visitors and non-Indigenous Australians will have a different approach to cultural awareness. Different products can be developed for both groups.
- The Department of Conservation and Land Management has developed some successful Aboriginal cultural tours and the Fremantle Beaconsfield Campus of TAFE has started a training course for Aboriginal people on Aboriginal Cultural Tourism.
- Some of the tourism opportunities are just outside Fremantle eg; Bibra Lake so working across local government boundaries is important, as dreaming trails etc are not confined to boundaries.
- The impact of cultural tourism on Aboriginal families can be both positive and negative. This would need to be carefully considered and a balance reached that ensures self determination.
- Seeing our country and history through Aboriginal eyes can become a spiritual journey.
- The WA Tourism Commission is not interested in promoting tours that are not regularly offered and can be booked a year ahead for overseas tourists. A Fremantle web site could assist the development of a local tourism product.

- The Aboriginal community are willing to share culture, values and ways, but throughout the consultation process have made it very clear that they do not want to be exploited.

TOURISM POLICY STATEMENT:

Fremantle City Council recognises the potential benefits for the Aboriginal community and the whole of Fremantle in the development of holistic tourism products that include Aboriginal and environmental heritage considerations. It will actively support the development of Aboriginal cultural tourism.

OBJECTIVES AND STRATEGIES

TOURISM

7.9.1 Develop sustainable Nyoongar and Aboriginal cultural tourism businesses which could employ Aboriginal people on a full time basis, and develop a specific cultural presence and connection with history and land and water.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	In conjunction with other organisations, identify Aboriginal cultural tourism resources, places and training	Community Development Unit, Strategic Planning Unit	No budget required	01/02
b)	Work with other local authorities and organisations and initiate a forum to advocate for Aboriginal cultural tourism.	Community Development Unit Strategic Planning Unit	No budget required	01/02
c)	Support the development of an Aboriginal tourism web site.	Meeting Place and IT	?	0102
d)	Work with WA Department of Training - Aboriginal Services Bureau to support employment and training for Aboriginal people in cultural tourism.	Community Development Unit	No budget required	01/02/03
e)	Support community initiated Aboriginal cultural ventures.	Community Development Unit	No budget required	On going
f)	Provide tourism / cultural events that are particular to Aboriginal people eg - the Perth Cup was originally a footrace and Yagan won the race.	Fremantle Festival Recreation Expo	No budget required	On going

7.10 YOUTH

ISSUES:

- There is a very high dropout rate for Indigenous youth in high schools. In 1999, the retention rate for Aboriginal youth from Year 8 to Year 12 was 19% and for non-Indigenous youth it was 62% (Ministry Of Education). (See Education 7.2 for cultural and literacy issues in primary school that contribute to the low high school retention rates.)
- There is a lack of suitable housing for young Aboriginal people / families. There is no crisis accommodation for young Aboriginal people in Fremantle area.
- Racism occurs across all age ranges, youth is no exception.
- Some Aboriginal youth are angry, claiming they have no identity or culture and don't 'fit in' anywhere.
- There is very high concern in the Aboriginal community about their youth. Some people are calling them the lost generation.
- Very high Aboriginal youth unemployment
- Aboriginal youth may feel shame working with non-Aboriginal people, therefore they require support, not only from those providing the employment / training but from their peers and family. A solution to the sense of feeling shame could be providing a mentor to the trainee, to encourage them and stay focused.

YOUTH POLICY STATEMENT:

The Fremantle City Council is committed to awakening the spirit in Aboriginal youth. It will do this by positively promoting them, acknowledging their unique place in history and encouraging them to develop their potential.

OBJECTIVES AND STRATEGIES:

YOUTH

7.10.1 To secure employment for young Aboriginal people.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Provide work experience opportunities, use a mentor where appropriate to support the young person and provide a resume after the work experience.	Human Resources All	No budget required	Ongoing
b)	Look for opportunities to develop Traineeships / Cadetships as these provide real opportunities and give youth something to aim for.	Human Resources, All	\$5,000 per trainee	Ongoing

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c)	<p>In conjunction with other agencies establish a working party to develop employment opportunities for Aboriginal young people by:</p> <ul style="list-style-type: none"> Seeking advice from Winjan Aboriginal Corporation, Mandurah on appropriate employment strategies Meeting with the Fremantle business community to develop strategies and identify support retailers would require. Advocating to Emtec Employment Agency (for people with disabilities) to also assist Aboriginal job seekers or develop a model for Aboriginal job seekers. (This group has a good model for support for the employer and employee.) Advocating to the Department of Conservation and Land Management and other agencies to provide training for Aboriginal youth in the areas of culture and tourism. <p>See 7.3.3 for employment strategies not specific to youth.</p>	Human Resources, Cultural and Community Services, Youth Services, CDEP, Aboriginal Group Training, South west Group,	No budget required	01/02
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7.10.2 To promote the positive aspects of Aboriginal culture, encouraging young Aboriginal people to have high self esteem and be able to mix with the non-Indigenous culture with pride.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Organise youth events that can be accessed by all cultures.	Cultural and Community Services	No budget required	On going
b)	Encourage Indigenous and non-indigenous youth to participate in NAIDOC week celebrations.	Cultural and Community Services	No budget required	Yearly
c)	<ul style="list-style-type: none"> Run cross-cultural camps with young people which aim to break down the fear that young Aboriginal people have of not being okay in mainstream society. Advocate to the Burdiya group to conduct cultural camps for young people and also intergenerational camps so the young can learn from the stories of the elders. 	Cultural and Community Services	External funding No budget required	On going
d)	Advocate to appropriate people/agencies to organise workshops for youth to access music and dance lessons, mainstream lessons are too expensive.	Cultural and Community Services	No budget required	On going

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(e)	Involve youth in organising specific events for youth, targeting all youth but based on Aboriginal culture.	Cultural and Community Services	No budget required	On going
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7.10.3 To encourage the community to understand and support young Aboriginal people so the young people feel valued, respected and supported by the community in which they live.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Provide a public space for Aboriginal people/youth to use and to identify with, testing their own space, creating their own rules and building ownership.	Parks, Community Development Unit, Urban Design	Unknown at this time	01/02
b)	Work closely with Community Policing to encourage positive feelings towards young Aboriginal people in Fremantle	Cultural and Community Services	No budget required	00/01
c)	Identify key Aboriginal people that are willing to become role models for youth.	Aboriginal Reference Group, Walyalup Grp	No budget required	00/01
d)	Encourage the Youth Representative on The Round Table at ATSIC - to liaise with grass roots youth.	Cultural and Community Services	No budget required	00/01
e)	Provide recreation and sporting events for youth, eg at the Esplanade / South Fremantle oval	Cultural and Community Services	No budget required	On going

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7.10.4 To develop, promote and conduct specific programmes to encourage Aboriginal youth to become more aware of health issues through recreation.

Fremantle City Council will:

	Strategy	Action	Budget	Year
a)	Provide youth events for 12 – 18 yrs.	Cultural and Community Services	Include above External funding	On going
b)	Provide clinics in different sports eg golf, tennis, volleyball, fishing etc.	Cultural and Community Services	Include above External funding	On going
c)	Encourage recreation centres to conduct 3 on 3 basketball competitions.	Cultural and Community Services	No budget required	On going
d)	Work with Healthway and Derbarl Yerrigan to promote health and sport for Aboriginal young people in the Fremantle area.	Cultural and Community Services	No budget required External funding	On going

8. USE OF TERMS

Reconciliation

“Reconciliation is built upon the need to recognise the essential dignity of every person, the need to build a national commitment towards recognition of the just and equitable positions that the Indigenous people of this country aspire to in the political, economic, cultural and civil domains.” Pat Dodson, 1993.

Racism

Making the race of other people a factor in attitudes or actions concerning them. Racism implies a belief in the superiority of one’s own race.

Culture

Culture is the way we make sense of ourselves and our relationships to others. It is the repertoire of collective habits of thinking and acting that give particular meaning to existence for groups or whole societies. The culture of a community is its memory – its subjective, internalised history.

Culture includes education, religion and beliefs, urban design, communication (language, radio, TV), heritage, entertainment, leisure, tourism, sports and the arts.

Native title

“Native title is not a grant or a ‘political gift of government’. It is not created by governments or by the courts. Native title has always existed in Australia and is the term used by the common law to recognise Indigenous peoples’ pre-existing and continuous connection with land or waters.”(p.233 Working With Native Title)

Nyoongar

The name given to the groups of Aboriginal people belonging to the South-West area.

9. ROLES OF THE CITY OF FREMANTLE IN ABORIGINAL AFFAIRS

It is important that the various roles for the Fremantle City Council are identified as clearly as possible, both for the purpose of strategic planning for the City and in order to ensure that the City is in a position to maximise the partnerships that are possible, both within the community and with other spheres of Government. At any one time these roles may fluctuate and change so that there is a greater or lesser emphasis on one particular area.

Policy and Planning

This role involves the Fremantle City Council in identifying and responding to the needs of the community and providing a framework for setting priorities for implementing strategies to address the needs. Policy and planning provides a transparent process to enable the community to understand the Fremantle City Council's decision making and action.

Advocacy

Advocacy involves providing an arena in which the concerns of individuals and communities are able to be expressed and brought to the attention of decision makers, so that negotiation for resources or recognition can be undertaken on their behalf.

Leadership & Co-ordination

At times the Fremantle City Council will provide active leadership in order to facilitate strategic development that benefits the Fremantle community. Co-ordination involves providing links between organisations to ensure services are not duplicated, that shortfalls in service delivery are addressed and that there is sharing of information and resources. Co-ordination also aims for collaboration between organisations and the development of joint projects and partnerships.

Support

This role involves assisting organisations to become established, flourish and, where appropriate, access the resources of Local Government. This is a role which, when approached in a proactive way, will lead to a strong relationship between the Fremantle City Council and the community.

Service Provision

This role involves the Fremantle City Council providing specific services, programmes, facilities or infrastructure. Services may be provided entirely from the Fremantle City Council's resources or jointly with private and government agencies.

10. IMPLEMENTATION

In order to ensure the Reconciliation Policy and Plan correctly reflects the wishes and feelings of Aboriginal people in our community, a Reference Group of Aboriginal people was established and an attempt was made to include as many elders as possible in this group. It is recommended that this Reference Group continue in order to provide a mechanism to oversee the adoption of the Reconciliation Policy and implementation of the Reconciliation Plan.

While the Reference Group is not a formal committee of the City of Fremantle as is an Advisory Committee established under the Local Government Act, it is the most appropriate mechanism available to ensure that as many Aboriginal people as possible can be involved in the process at what ever point is relevant and important to them.

The Reference Group meets regularly and minutes of the meetings can be submitted to Council for information.

Currently the responsibilities of the Reference Group are to develop the Reconciliation Policy and Plan, however, they could be extended:-

- ◆ To advise Council on matters relating to Aboriginal affairs in the City of Fremantle and in the south west metropolitan region when appropriate.
- ◆ To advise and support staff regarding the implementation of the plan.
- ◆ To assist new Elected Members to become aware of the plan.
- ◆ To review annually reports from City of Fremantle officers on the progress of implementation.
- ◆ To report annually on the achievements of the plan by informing the community in an appropriate manner.

Recommendations

- ◆ The Reconciliation Reference Group continue to meet on a regular basis.
- ◆ A summary of the Reconciliation Plan be made available for distribution to all residents of the City of Fremantle.
- ◆ The following strategies be considered as priorities:-

PRIORITY STRATEGIES

7.1.1. To respect Aboriginal culture and make Aboriginal heritage a visible part of our community, visibly refuting “terra-nullius”.

7.1.2 To facilitate the establishment of an Aboriginal cultural centre in Fremantle.

7.2.5 To support early childhood education by increasing access to reading materials, day care and support services.

7.3.1 To achieve a three-year target to increase Aboriginal employment in Council from .9% in 1998/99 to 4% in 2002/3 and to recruit Aboriginal people in to higher level jobs.

7.3.2 To conduct an ongoing education process for Fremantle City Council that will aim to address covert racism and inertia re employment.

7.3.3 To encourage Fremantle businesses to appreciate the value of employing Aboriginal people and to break down stereotyping.

7.5.1 To support the provision of an adequate range of services to meet the health needs of the Aboriginal community.

7.6.2 To facilitate and advocate for a broad range of appropriate housing for Aboriginal people in Fremantle.

7.6.3 To address shelter and safety issues for homeless people.

7.7.1 To develop an agreement between Fremantle City Council and Aboriginal stakeholders that will acknowledge Aboriginal people as the first Australians, will take into account recognition and respect for each other’s rights and responsibilities, land and water access, land use planning, heritage protection and consultation. This agreement will help create community harmony and protect against future court actions.

7.7.2 To investigate the possibility of providing land / buildings in the Fremantle area for use by Aboriginal people. Requests have been for accommodation / cultural centre / situating the Aboriginal Health service - Derbarl Yerrigan / hostel / Aboriginal housing co operative.

7.8.2 To recruit Aboriginal specific worker to assist the Aboriginal community at Community Legal and Advocacy Centre.

7.10.2 To promote the positives of Aboriginal culture, encouraging young Aboriginal people to have high self esteem and be able to mix in with the non-Indigenous culture without feelings of shame.

11. EVALUATION

Critical Success Factors

The Reconciliation Plan will be reviewed annually and a report submitted to the Reconciliation Reference Group and the Service Delivery, Review and Corporate Performance Committee of Council. The following critical success factors and performance indicators will be applied to the plan as a whole.

Acceptance of the policy statements by the community

Performance indicator:

- Feedback from elected members, members of the Aboriginal community, precinct committees, Aboriginal organisations and agencies, staff and individual community members.

Effective implementation of the plan

Performance indicator:

- Percentage of the strategies implemented within the time frame identified

90% = excellent

80% = good

60% = satisfactory

50% = poor

The formation of partnerships to assist in the implementation of the plan

Performance indicator:

- Number of new services and opportunities for Aboriginal people resulting from partnerships formed.

Improved profile of Aboriginal history and culture in Fremantle

Performance indicators:

- Number of visible initiatives undertaken by Fremantle organisations and agencies.

Improved employment opportunities for Aboriginal people in the local economy

Performance indicator:

- Delivery of regular information regarding numbers of Aboriginal people employed in the local economy

Greater integration and co-operation between the various departments within the City of Fremantle in responding to the needs of Aboriginal people

Performance indicator:

- Number of new opportunities which arise to further the interests of Aboriginal people.

Increased resources available to Aboriginal agencies for social development, economic development and cultural development in Fremantle

Performance indicators

- Increase in the allocation of resources by the City of Fremantle, other spheres of government and the community to the social, economic and cultural development of Aboriginal people.

Appendices

Appendix A Letter from Marie Thorne, local Aboriginal Elder, to the policy development group re housing issues in Fremantle, 20/ 1/ 00

I would like to bring to the attention of the Reconciliation Task Force of the Fremantle City Council, the plight of our young and old aboriginal peoples need for housing. With respect for the young people I would like to ask the Councils Task Force to help people who have an application in for accommodation at both the Youth Centre in Quarry Street and Ministry of Housing in Queen Street Fremantle. These people have to wait their turn for a house or flat to come up, most times the waiting time is three years for the young and five to six years or more for adults.

Where do these people go from there but to live with their families or friends or a stressful path, where they give in and think they are not good enough, not good enough for society, turn to substance and alcohol. While all the time there is help right under their nose, like all the vacant houses the Ministry of Housing has got out there just waiting for someone to smash the window or smash up. To people who need a home these are like mansions and that means my people also, as we have got nothing in Fremantle. The young people have to wait on the Ministry of Housing to give the Youth Centre flats to help them and that's only a very few. It would be nice if the Ministry of Housing would let those houses be used for emergency homes for the young mothers with babes and there are a few of them.

The Youth Centre, when they are approached, say they can't do anything for these young people even the ones with young babies. They have to wait for flats, that applies to the adults on the waiting list. They have got to wait and live around where-ever they can find a place to sleep while there are a lot of houses not being used and they belong to the Ministry of Housing, the people who could help put a roof over these peoples head.

I just hope that these people in this situation and my people can be seen as an emergency by the Fremantle Council, the Ministry of Housing and the Youth Centre. It would be appreciated if these organisations can work together to help my people as well.

There can be another option that will save the Aboriginal people in and around Fremantle. That is a reserve with toilets, showers and a laundry block with shacks to enable accommodation while waiting their turn to be housed by the Ministry of Housing. Rent would be paid for water and electricity and Aboriginal security guards with police aids to see that everything is all right, drug and alcohol free. In a few country towns they have got reserves turned

into villages, why not in Fremantle. It would save a lot of housing problems for Aboriginal people plus give them back independence and respect for themselves.

Aboriginal People say don't go back to reserve life but if it's a reserve with facilities and shacks layed and built on them it will be worthwhile. On our reserves in the past there was nothing, no facilities, no water, no shacks or cottages. We had to cut our own grass but it was our home.

A reserve would provide homes for the homeless Aboriginals while awaiting the long wait for a house from Ministry of Housing, plus a home while paying back debts to Ministry of Housing. Toilets, showers, laundry, water is the thing that is most important to everyone. Shacks or cottages, tents or shipping containers for Aboriginal homes.

If these people or organisations such as the Ministry of Housing, Youth Centre, Fremantle Council and whoever is in a position to help people who need a roof over their heads, link up to help people who's needs are an emergency.

My Vision

Marie Thorne

Appendix B The Agreement between the Rubibi Aboriginal Working Group and the Shire of Broome

Appendix B

The Agreement between the Rubibi Aboriginal Working Group and the Shire of Broome



Interim Agreement



THIS INTERIM AGREEMENT is made this 1st day of May, 1996 between the RUBIBI WORKING GROUP representing the native title applicants in the Broome area and THE SHIRE OF BROOME.

- 1. The Shire of Broome acknowledges that the Aboriginal people are the original inhabitants of the Broome region, and that according to their continuing law, traditions and customs it remains their traditional country.*
- 2. The Aboriginal people of Broome acknowledges the colonisation of the Broome area by non-Aboriginal people and respect the continuing rights and interests of all.*
- 3. The arrival of non-Aboriginal people brought massive changes to this land and to its indigenous people. However the Shire of Broome acknowledges and respects their law, their customs and their traditions and their special relationship with the land. The Shire of Broome also acknowledges and respects the rights of the Aboriginal people to speak for their country and the duties imposed on them to look after their traditional country, in accordance with their laws, customs and traditions.*
- 4. The parties commit themselves to seek together ways in which Aboriginal interests can be advanced where decisions are to be made about their traditional country.*
- 5. The parties commit themselves to work together to ensure that this is done in a way that advances the interests of the whole community and promotes harmonious community interests.*
- 6. This interim agreement is made as an act of good faith on all sides and is not intended to affect the legal rights, powers or obligations of any of the parties.*
- 7. The RWG and the Shire commit themselves to the development of greater community understanding of Aboriginal culture in the Broome region and increasing opportunities for cultural tourism.*
- 8. The Shire commits itself in principle to supporting the economic aspirations of the Aboriginal people and recognise that their economic development will be of benefit to the economy of Broome as a whole.*
- 9. The RWG and the Shire agree to seek the support of the State Government for future co-operative arrangements involving the following elements:*
 - (1) The development of a planning strategy to be embodied in the town plan for Broome which will identify:*
 - areas of land of special cultural significance to Aboriginal people*
 - areas of land to be the subject of joint management arrangements; and*
 - areas of land subject to continuing development pressures in respect of which Aboriginal interests require specific recognition and protection.*
 - (2) The formulation of mechanisms for inclusion in the planning strategy to provide for recognition and protection of Aboriginal interests in decisions made under the town plan and for joint management.*



Interim Agreement - Page Two



- (3) Arrangements under which coastal reserves in the Broome area would be the subject of joint management arrangements with the reserves vested in Rubibi, the Shire or jointly in Rubibi, the Shire and/or the Department of Conservation and Land Management.
- (4) Joint management agreements which will include as their objects:
- the protection and enhancement of Aboriginal traditions and values in relation to the land and recognition of their status as traditional owners of the land;
 - the protection and enhancement of the coastal environment; and
 - public access to and use of coastal areas in ways that are compatible with these objects.
- (5) The use of the Clementson Street Reserve for the benefit of the Aboriginal people of Broome on terms and conditions to be discussed.
10. The parties agree to approach State and Federal agencies for assistance in the formulation of the planning strategy and its incorporation in the town plan.
11. The RWG agrees to deal with the Shire and the State with a view to reaching substantial agreements as a matter of priority. The Shire recognises that it will be necessary for RWG to consult with the wider Aboriginal community before any agreements can be finalised.

Signed For:
The Rubibi Aboriginal Land Heritage
And Development Working Group

Signed For:
The Shire of Broome

Frank Sebastian

R.J. Johnston, Shire President

Joseph E Roe

P.A. Mediend, Deputy Shire President

Frank Ozies

G.S. Powell, Shire Clerk



*Appendix C History of Fremantle City Council's Reconciliation Activities***CULTURAL AND COMMUNITY SERVICES****Fremantle Festival**

1992 - Ceremony marking the closure of Fremantle Prison, acknowledging the histories of the site, as well as Black Deaths in Custody.

1993 - Baldja Corroboree, Year of Indigenous People

The Baldja Corroboree was a joint project between the Fremantle Baldja Network and the City of Fremantle in order to celebrate Aboriginal culture during the International Year for Indigenous People.

1994 - Special Plaque for the Explorer's Monument

In 1994, the City of Fremantle agreed to the Baldja Network's request to lay an additional plaque on the monument in Esplanade Park in order to acknowledge the suffering imposed on Aboriginal people during this period.

1996 - Nyoongar Welcome and Ceremonial Opening to Fremantle Festival**1996 Swan River Map**

In 1996, the City of Fremantle lead a project aimed at producing a map to identify Nyoongar place names along the Swan River. The project was a joint effort between 12 Local Government Authorities located along the Swan River. The map was presented to the Crown Prince of the Netherlands in time for the Tri Centenary of the landing of Willem de Vlamingh in January 1997.

1997 Australia Day Celebrations

1997 saw Australia Day celebrations in Fremantle involve a reconciliation component for the first time. Australians for Reconciliation spoke at the ceremony, and Aboriginal artists performed.

Fremantle Citizen of the Year Award went to Fred Collard, Aboriginal elder and co-ordinator of Australians for Reconciliation, as well as Portuguese community activist Margherita Amato.

Sorry Day Events

In conjunction with the Fremantle Reconciliation Group, City of Fremantle hosted several Sorry Day Events. These include the Fremantle Sorry Day Ceremony and the Stolen Generations Story Circle.

1998 and 1999 Wardungi Festival

Aboriginal cultural event held as the closing event of the Fremantle Festival. The Aboriginal flag has been flown from the Round House on this day since 1993

1999/2000 Booyeembara

The Aboriginal Reference Group were involved in the Montreal St Open Space Development Project. They performed a ceremony to commence work on the site designed to invite the ancestors back to the area which had been mined for limestone. Marie Thorne, Fremantle elder, researched a name for the park and the reference group endorsed it. The park is called Booyeembara – a traditional name for the type of land formation and vegetation in the area. Booyeembara Park has been planned with extensive community consultation and contains community and geomorphological narratives. An Aboriginal narrative, expressed through planting and artworks is to be included in the park in 2000.

2000 Moorni Boorn Park

Black Stump Park in Hilton was renamed Moorni Boorn Park. A name suggested by the Aboriginal Reference Group and voted on by the Hilton community.

The Meeting Place Community Centre

The Meeting Place Community Centre has hosted 6 Reconciliation Study Groups, with the help of material from Australians for Reconciliation Study Circle Kit. Attempts were made to have Aboriginal involvement through contact with Aboriginal Access students at TAFE. Various guests attended. Some action groups resulted from these awareness-raising activities. One group supported a fund raising art auction for Clarrie Isaac's High Court costs. Another study group broadened and became the Fremantle Reconciliation Group which has been, and remains active in the Fremantle community.

CAA ran two video nights of "Bringing Them Home" at the Meeting Place. A Sorry Book was hosted at the Meeting Place. The Centre has also had guest speakers conducting information sessions during Reconciliation Week. A notice board for reconciliation events has been established.

As part of the Meeting Place term program, Aboriginal specific courses are offered to encourage Aboriginal people to identify with the Centre and to feel comfortable using it. Courses in basket making, dressmaking, Nyoongar language have been conducted. Also cross cultural awareness and tourism courses run by Aboriginal people from TAFE have been held.

Following a suggestion by Fred Collard, The Meeting Place has been aiming to be a grass roots access point for Fremantle reconciliation activities.

Youth Service

The Youth Centre has demonstrated an ongoing commitment to Aboriginal reconciliation, through its outreach, street work and accommodation programmes.

As mentioned in the introduction, Aboriginal people make up only 1.3% of the City of Fremantle's population (according to 1996 Census statistics), however approximately 35% of youth accessing the Youth Service are Aboriginal. While these statistics suggest there are a lot of Aboriginal youth who require these services, such as assistance finding accommodation, and outreach programmes, it also suggests that the Centre is succeeding in being an accessible and culturally sensitive place for Aboriginal people to seek help.

Library

In 1996, The City of Fremantle Public Library participated in a NAIDOC exhibition in co-operation with Rockingham and Fremantle TAFE. One of the painted panels from the exhibition was presented to the City of Fremantle and hangs in the foyer of the Town Hall.

The Library has 3 copies of the 'Bringing Them Home' Report of the National Inquiry into the Stolen Generations. One of these is on display in the library, with the other two copies available for loan. The library also has loan copies of the Guide to the Findings of the National Inquiry and report summaries.

The Library was also host to the Sorry Book as part of Sorry Day ceremonies. This provided a way for non-Aboriginal people to publicly express their feelings and regrets for the suffering imposed on Aboriginal people throughout Australia's history, especially the stolen generation forcefully removed from their families.

Strategic Planning - Land Use

Two parties have lodged Native Title claims. No policy on Native Title has yet been established. The City of Fremantle has withdrawn from the claims, and mediation is in progress. An item outlining Council's position on Native Title has been forwarded to the Native Title Tribunal.

Fremantle Reconciliation Group

(Non-Council run community group)

The Study Circles held at The Meeting Place were the catalysts for the formation of the Fremantle Reconciliation Group. Members consist mainly of non-Aboriginal members of the Fremantle community, although this is neither a requirement, nor the rule. The group has been running for at least 3 years now, and has been highly successful in contributing to projects such as the Co-existence Concerts, Sorry Day events, Festival floats and Story Circles.

The initial Story Circle was held on Sorry Day at 'Kulcha', attracting hundreds of people. The Story Circles achieve 2 very important aims of the group. Firstly they bridge cultural gaps between Indigenous and non-Indigenous people, and secondly, they provide a public and sensitive arena for Indigenous people to tell their history and share their stories - setting up a network and association with non-Indigenous people which is based on mutual respect and trust. This is all part of the education process for both cultures on issues of reconciliation.

The Fremantle Reconciliation group joined with the Melville Reconciliation Group and renamed themselves the Walyalup Reconciliation Group. They have an office in High St., Freo.

Council Decision

Extract from Council minutes 15th June, 1998

Recommendation:

- i) Council not become a party to the Federal Court proceedings on the Native Title Claims 94/10, 95/81 and 95/86.
- ii) Council notify the State Government as the owner of the land under claim accordingly and notify that the City of Fremantle wishes to maintain the community uses of the land under claim.
- iii) Council develop a Reconciliation policy, that includes a framework for allowing relevant Indigenous groups an advisory role in the management of vested lands that are subject to Native Title claims. The policy and above mentioned framework should identify places in the City of Fremantle where tangible recognition of the prior ownership of the Fremantle area by Aboriginal people can take place.

On 23rd October, 2000 Council unanimously adopted the final draft of The City of Fremantle Policy for Respect, Recognition and Conciliation with Aboriginal People.

Appendix D The City of Fremantle Statement of Commitment to Reconciliation

Fremantle City Council acknowledges that:

- the arrival of non-Indigenous people brought massive change to this land and its Indigenous people and resulted in the loss by the Aboriginal people of their land, their language, their economy, their children, their health and their lives and had an adverse effect on their culture, spirituality and general well being.
- that the settlement of Fremantle by non-Indigenous people has led to the dispossession and alienation of Nyoongah and other Indigenous people and to continuing social and economic disadvantage

Fremantle Council adopts from the *Australian Reconciliation Convention (1997)* a vision of reconciliation of a "united Australia which respects this land of ours, values the Aboriginal and Torres Strait Islander heritage, and provides justice and equity for all"(pp1-2).

Fremantle Council is committed to:

- recognising and respecting the Whadjuk people as the first people of this area
- supporting Nyoongah and other Aboriginal people and non Indigenous people to work together for Reconciliation for the benefit of the whole Fremantle community
- acknowledging the losses suffered by the Nyoongah and other Aboriginal people since non Indigenous settlement
- recognising that all of the above issues are best addressed by developing a Reconciliation Plan for the City of Fremantle, which raises awareness, recommends making appropriate amends and adopts actions and projects, which support reconciliation.
- Working with Indigenous people and welcoming and encouraging Aboriginal involvement in the development of a Reconciliation Policy.

Fremantle Council recognises that its level of commitment to Reconciliation will be measured by real outcomes, which benefit Nyoongah and other Aboriginal people.

Adopted May, 1999

Appendix E Our Vision for Fremantle 2000 – 2005

From page 7 and page 20 of the 5 year Fremantle City Plan 2000 - 2005

A GREAT PEOPLE PLACE	A VIBRANT ECONOMY	A BEAUTIFUL AND ACCESSIBLE PLACE
<p>Diversity of Culture and Lifestyles Fremantle is a diverse community, with a mix of age, income and cultural groups.</p> <p>Caring and Accepting Community Fremantle fosters harmony and social justice and provides opportunities for all individuals to maximise their potential and quality of life.</p> <p>Participation and Knowledge Fremantle people are able to participate in all aspects of their community and engage in lifelong learning.</p> <p>Artistic, Cultural, Sports and Recreation Opportunities Fremantle offers a range of accessible cultural, recreation and leisure experiences.</p> <p>Safe Community Fremantle is a safe place to live, work and visit, where the community is actively involved in public safety initiatives.</p> <p>Healthy Community Fremantle is a place where healthy lifestyles are promoted.</p> <p>A Sense of History Fremantle cherishes its history and cultural heritage and draws strength from its traditions.</p> <p>Welcome Visitors Fremantle provides for visitors and assists them to appreciate the city's character.</p>	<p>Economic Development Fremantle has a sustainable economic base, capitalising on its competitive advantages:</p> <ul style="list-style-type: none"> its continued strength as a port and maritime centre; its role as a regional hub for commerce, communications, education, transport, health, hospitality, cultural and community service industries; its rich heritage; its multicultural community; its thriving diverse, quality, retail sector; and its growth in the information technology and education industries. <p>Fremantle has a strong business sector, with strong partnerships which attracts investment for local economic growth.</p> <p>Economic development brings job growth within Fremantle and its catchment areas where a skilled population takes up increasing job opportunities.</p> <p>Heritage Focus Fremantle conserves its cultural and built heritage, recognising its fundamental importance to its economic future and prosperity.</p> <p>Tourism Fremantle recognises the value of tourism, without allowing it to dominate the life of the city.</p>	<p>Fremantle City Centre Fremantle city centre is an attractive, accessible, safe and stimulating place with high quality public spaces and a diverse range of street activity. It is a vibrant outdoor activity centre giving priority to pedestrians and cyclists.</p> <p>Local Centres Fremantle offers conveniently located and easily accessible local centres providing shops, service activities and community facilities complementary to the city centre.</p> <p>Public Open Space Fremantle has a network of high quality parks and reserves which are valued by the community.</p> <p>Environment Management Fremantle's natural environment is carefully managed and enhanced and the sustainable use of resources by all Fremantle people is encouraged.</p> <p>Facilities and Infrastructure Fremantle has a high standard of construction and maintenance of public facilities and infrastructure.</p> <p>Sustainable Transport Fremantle has a balanced transport system which encourages the use of public transport, bicycles and walking, while managing vehicle use. Private vehicle use in the city centre is not higher than year 2000 levels.</p> <p>Connections to Water Fremantle maintains its strong relationship with the coast and the Swan River and actively encourages use and public ownership of beach and river foreshores.</p> <p>Built Environment Fremantle has a distinctive built form with creative reuse of buildings, innovative use of small building plots and integration of heritage.</p> <p>Mix of Housing Types Fremantle has a range and choice of public and private housing forms.</p>

FOCUS ON OUR COMMUNITY	EFFICIENT AND EFFECTIVE LOCAL GOVERNMENT	A GREAT PLACE TO WORK
<p>Understanding our Community's Needs We understand the community's current and future needs and the organisation is positioned to meet them.</p> <p>Participation in Decision Making The Fremantle community participates in decisions and projects that affect them.</p> <p>Easy Access to Services and Information The community is easily able to access council's services and information electronically and in person.</p> <p>Service Delivery We are delivering services that meet the needs of the community and result in high levels of community satisfaction.</p> <p>Leadership in the Community We are recognised as providing leadership in the community in the achievement of the vision and in advocating the community's needs to others.</p>	<p>Continuous Improvement and Value for Money Continuous improvement and the delivery of value for money are demonstrated in all areas of the organisation.</p> <p>Financial Management Financial management is aligned with the achievement of the city's vision and external funding opportunities are maximised. Our financial planning and performance are transparent to the community.</p> <p>Working with Others Strong partnerships with others in the community, region and government result in improvements to Fremantle.</p> <p>Decision Making Our governance results in well considered decisions being made in timeframes acceptable to the community.</p> <p>Environment We are providing leadership to the community in minimising impact to the environment and we are a role model to others.</p> <p>Technology Improved service delivery, productivity and reduced costs result from the use of technology.</p> <p>Measurement Our progress is regularly measured and reported.</p> <p>Attracting and Retaining Staff We attract and retain committed people with the skills and attributes required to achieve our vision.</p> <p>Statutory and Legal Requirement All statutory and legal requirements are met.</p> <p>Knowledge Management Our information and records support and enable the business of council.</p>	<p>Developing Our People Our people are highly skilled to deliver services to our community and are well prepared to meet our future needs.</p> <p>Flexible Work Practices We offer flexible work practices enabling staff to have a balance between work and home while still meeting corporate objectives.</p> <p>Staff Involvement Staff are actively involved in developing and implementing new ideas to meet the community and corporate objectives.</p> <p>Recognise and Reward Performance Staff commitment and achievements are recognised and rewarded.</p> <p>Work Environment We have a work environment that results in a recognised best practice safety record.</p> <p>A Sense of Belonging Staff are committed to Fremantle and the organisation and understand how their work is helping to achieve the vision.</p> <p>Health and Wellbeing of Our People We contribute to the improved health and wellbeing of our staff.</p>

Appendix F The Reconciliation Mural by Melanie Evans

The Reconciliation mural by Melanie Evans was commissioned by The City of Fremantle in 1999 and is located at Pioneer Park. The following is her statement about the mural.

RECONCILIATION MURAL 1999

Statement by the artist:

The Artist

Hello, my name is Melanie Evans. I am an Indigenous Australian woman born in the Northern Territory and living in Fremantle. I am privileged to be able to explain visually, my view on Reconciliation. I acknowledge and thank Bibbulmun people for allowing me to create my vision, which is inspired by their country.

Fremantle

The Fremantle area is where initial contact between the colonisers and the Bibbulmun people occurred so, to me, this is an important place for the journey of healing.

The Mural

The **Wargul** (Rainbow Serpent) represents the strength, beauty and creation of the natural features of this country.

The green and blue water represents the **mampakut** (the ocean) and the **derrbil yarrigan** (the fresh water) of this country. The ocean and the freshwater each have their own stories and identity, which represents the differences between people. Each can exist in their own right as well as co-exist. This signifies that everybody born in this country is part of this land and can identify themselves by looking at the land. With this identity and belonging comes the responsibility to care for land and to acknowledge the history of this land through the Bibbulmun people.

The time line depicts life before and throughout colonisation as well as hopes for how we can sit together as equals and talk about how we can live together. The past impacts on who we are today as a society and as individuals. Acknowledgment of the past allows for proper sorry time (grieving), so that we can move forward together respecting each others' experiences and points of view.

The ancestor spirits within the Wargul represent, for me, the spirits of the old people and family who have been lost during colonisation as well as hopes for myself and other indigenous Australians to return to and find out about our

culture. This will give strength and a sense of place, so we can move forward together as Powerful Indigenous People.

The Wargul is breathing out the spirits to be reborn and join with other Australians as strong people that can rejoice (represented by the dancing figures) in our differences, as our hearts are all the same colour.

Respect And Thanks

I pay respects to the Council of Elders who I approached for approval and guidance, and who had many ideas that helped me dream and design what you see here.

I would like to thank Pat Dodson, Mandawuy Yunapingu, my family, students and teachers at Curtin Aboriginal Centre for inspiration. Special thanks also to Peter Evans, Dani McCallister from the Fremantle City Council, fellow wacky artist Simon Catford, Freo friends and community and the Bibbulmun community.