



# Workshop Summary

26<sup>th</sup> – 27<sup>th</sup> June 2023

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# Our Commitments

**Engage** with an open mind, respect each other, and embrace different cultures.

**We act** with shared responsibilities and are results driven.

**Listen** to each other and seek to understand.

**Co-design,** collaborate, and work together to deliver success.

**Learn** from our past, but focus on the future.

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# RIC Vision & Mission

## Vision

We think forward **into the future** and ask what we hope for our children's children and their grandchildren. We want to put in place now, things for the future. We want a future to be one in which **Ngarda Marlpa Ngarli of the Pilbara** are recognised, respected and **equally strong**. We want this for them, so **Ngarda Marlpa Ngarli of the Pilbara** carry on our tradition through Land and Custom.

## 2021 3-5 Year Vision

We will improve the foundational needs of **Ngarda Marlpa Ngarli of the Pilbara** by breaking down **employment barriers**, increasing **business development** opportunities and supporting **on-country initiatives**.

## Mission

**Working together** on the foundations of needs of the **Ngarda Marlpa Ngarli of the Pilbara** that have opted into the RFD to implement **equitable access** to employment, training, business development and contracting opportunities as well as monitoring the other 5 Regional Standards to ensure benefits flow back to communities

# Executive Summary

## Meeting Objectives

## Summarised Updates

...The RIC discussed the current state of the RFD...

Rio Tinto shared the animation video so new, and existing RIC Members, understood the context of the RFD.

Rio Tinto shared the feedback it had heard from Opt-in Groups

...The RIC discussed the future state of the RFD...

The RIC talked through the journey and the timeline of what the Opt-in Groups have been able to achieve.

The RIC acknowledged that Opt-in Groups are at different stages in their journeys and it is difficult to get alignment at present

...Update on ATAL project...

Rio Tinto presented an update on the project. Positive feedback was received from the RIC on the ATAL program and progress including the launch of the Expression of Interest Phase.

...Update on TO Business Hub project...

Rio Tinto presented an update on how it had progressed against the implementation of phase one of the pilot project for Q3 2023

...Parking Lot...

Opt-In Groups initiated a conversation around *the Voice*, keen to hear what other groups are doing. Some groups are doing educational programs for their members. Suggestion by Opt-In Groups that they share in future sessions how they are going with *ACH Act* transition.

# Who Attended?

The following representatives attended

## RIC Representatives

Delvene Hicks (Banjima)  
Albert Pianta (Ngarlawangga)  
Anthony Hubert (Ngarlawangga)  
Dianne Walker (Ngarluma)  
Janelle Mowarin (Ngarluma)  
Halloway Smirke (Yinhawangka)  
Paulo De Ponte (RTIO)  
Grant O'Donoghue (RTIO)

## PBC Representatives

Ed Armstrong (Banjima)  
Deepak Negi (Ngarlawangga)  
Emil Moul (Ngarluma)  
Kupa Teao (Yinhawangka)  
Tracey Foster (Yinhawangka)  
Gary Dean (PKKP)  
Nisha Keetels (PKKP)

## RTIO Representatives

Cecile Thaxter (day 1 only)  
Paulo De Ponte  
Grant O'Donoghue  
Leigh Cover  
Aine Healy Carter (day 2 only)  
Jillian Harris (day 2 only)

## Apologies

Cate Ballantyne (Niyiyaparli)  
Keith Hall (Niyiyaparli)  
Adrian Papertalk (PKKP)  
Josh Bennett (RTIO)

## Facilitator

Daniela Tonon (Daniela Tonon Legal)

## Rotating Meeting Chair

Halloway Smirke (Yinhawangka)

# What We Heard You Say

Reflections from the meeting

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Good to see ATAL back

Would be good for Opt-in Groups to reach out to others to encourage them to attend

More collaboration and information sharing time would be beneficial

Building networks with other groups is a positive

Potential for greater information sharing across groups

It is a positive that we (TO Groups) all want to stay opted in

We need to do things we all want to do as a RIC

Our (TO Groups) responsibility to ensure good representation

Good and co-operative meeting

Value in getting everyone together and the RIC being reinforced

Community is the most important aspect

Co-commitments are important from each group

The RIC Commitments are valuable and being used as a base for ways of working together

Sharing between Groups is the magic. Opportunity for Groups to present to RIC, not just Rio Tinto

Having people in the room who are culturally appropriate is the right thing

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# Our Agenda

Summarised version of our two-day agenda

## Day 1 Focus

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Welcome and context

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Minute Silence for Sorry Business

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RIC Vision, Mission and Commitments

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RFD & RIC Milestones

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RFD Modernisation Discussions

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TO Only Sessions

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## Day 2 Focus

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Day 1 Reflections

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RTIO Reporting – Business Development & Contracting

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RIC Priority Project: TO Business Hub - Q&A and Next Steps

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Final Reflections

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TO Only Session

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# Day 1 Summary

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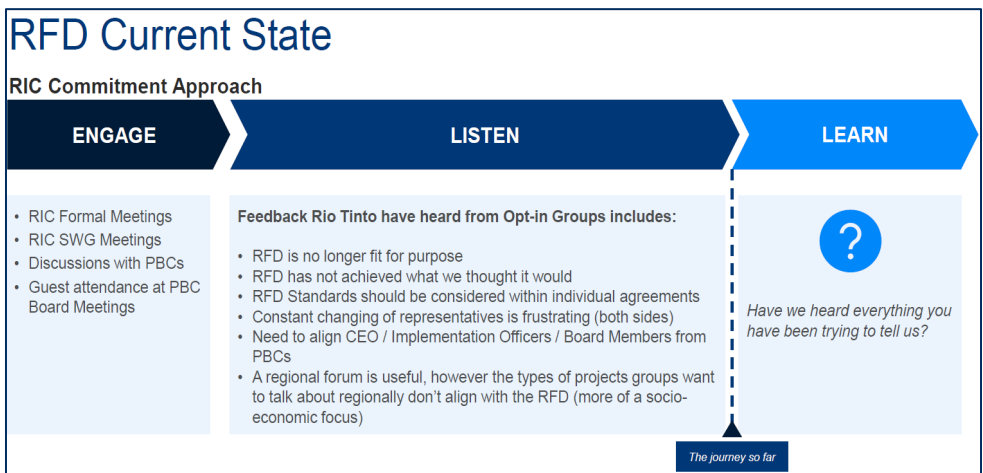
# RFD Modernisation

## Rio Tinto asked

### QUESTION 1

*Have we heard correctly?*

- We heard the position from Opt-in Groups that the **RFD is no longer fit for purpose**.
- Rio Tinto is asking if each Opt-in Group supports **a pathway** to reassess a form of **regional arrangement** following modernised Participation Agreements (PAs)? This would see relevant RFD **standards brought within the PA's**.



Pre-reads Page 30

## The RIC Members Responded

- *The RIC recognised that Opt-in Groups are at different stages, hence difficult to get alignment at this stage*
- *The RIC recognised that not all Opt-in Groups were present to discuss options and not all Opt-in Groups came with an approved internal position.*
- *The Opt-in Groups in attendance requested that Rio Tinto re-engage with all the Opt-in Groups before the next RIC Formal Meeting*

# RFD Modernisation

## Rio Tinto asked

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### QUESTION 2

*Would you like to stop some work?*

- We understand that **engagement demands** on Opt-in Groups are increasing and **adding** to the **capacity constraints**.
- Do Opt-in Group's wish to **continue the Regional Implementation Committee** while **Groups resolve** their own **Agreements**?

## Rio Tinto Position on RFD

Rio Tinto has listened to your feedback and accepts that the RFD is not meeting the expectations of Opt-In Groups. We also accept that, with the pending introduction of the Aboriginal Heritage Act in July 2023, the development of SCHMPs, and through agreement modernisation, the RFD standards will not remain fit for purpose into the future.

We have previously discussed options to progress modernisation of the RFD at the same time as the broader modernisation program in order to determine an aligned, co-designed position on a desired future state.

Following our discussions, we recognise that many of the existing RFD standards are likely to be incorporated into modernised Participation Agreements.

**Recommendation:** A proposed pathway is to retain the RFD in its current form until the Participation Agreements of all Opt-in Groups have been modernised. At this point, the parties can jointly assess whether to terminate the existing RFD and replace it with a revised regional arrangement.

*Pre-reads Page 31*

## The RIC Members Responded

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- *All Opt-in Groups in attendance agreed there is value in maintaining a Regional Forum*
- *No Opt-in Groups that are in attendance are looking to opt-out at this stage*
- *It is important for the right decision makers to be in the room (CEO and Board Member(s) / Chair)*
- *The RIC sessions could be shorter and focused on decisions*

# RFD Modernisation

## Rio Tinto asked

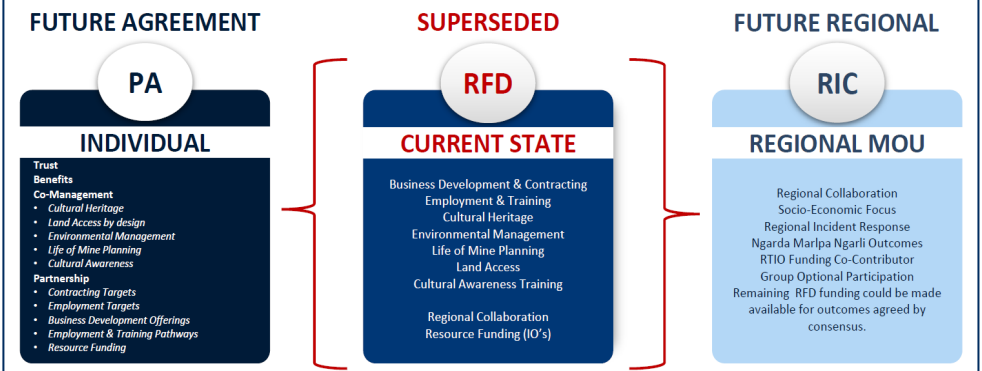
### QUESTION 3

How do you want to move forward?

- Does each Opt-in Group prefer to consider what a **revised regional arrangement** might look like now?
- If so, what would the **key elements** include?
- And, what would be the **timing**?

## Potential Future State

The following potential structure acknowledges the RFD in its current form becoming obsolete in a future state. The base line structure to modernised PAs is aligned with the Agreement Modernisation philosophy of four pillars - Trusts, Benefits, Co-Management and Partnership. Rio Tinto believe in the importance of maintaining a form of regional standards into the future. However, incorporating commitments directly into the modernised PAs should provide each Group with more control under a new way of working together.



Pre-reads Page 32

## The RIC Members Responded

- *The Opt-in Groups aspiration is for the Regional Forum to become the collective voice*
- *Opt-in Groups requested further clarity on the proposed framework for modernisation*
- *The RIC requested a summary of RFD funding spent to date and what remains within the agreement*
- *The RIC suggested Implementation Officer roles could be used better for communication. Also get clarity on role expectations moving forward*

# Day 2 Summary

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# ATAL Update



The RIC welcomed Jillian Harris – newly appointed to lead the ATAL (Aboriginal Training and Liaison) Programme.

Jillian presented an update on the ATAL program and progress on the journey so far.

## The Journey

### October – December 2022

1. Delivery model
2. Role description ATAL Lead and commence recruitment
3. 60 applications received
4. Indigenous candidates given priority
5. Approx. 12 candidates interviewed with 5 progressing to the final stage

### January – March 2023

1. Final stage interviews for ATAL Lead completed
2. ATAL Lead, Jillian Harris, appointed in February, commenced in March
3. Procurement process commenced and review of providers matched to Pilot

### April – June 2023

1. Project plan with Milestones and Deliverables finalised with Pilot Sites GMS and Pilot Provider
2. Launch Programme May 2023
  - a. Candidate Portal set up for TO nomination of participants
  - b. Participation selection process activated
  - c. Job commitments from RTIO and Industry confirmed
  - d. RTO Pilot Provider ready for first intake of participants

## The RIC Members Responded

- *The co-design, especially the significant contribution by the RIC SWG, of ATAL was reflected upon positively by the RIC*
- *Constructive feedback around reduction in communications of ATAL implementation to the RIC – this needs to improve.*
- *Positive feedback from RIC on update of the ATAL program and progress including the launch of the Expression of Interest Phase*
- *Shared lessons learnt in revising timeframes to ensure communications to be received by members in respectful and reasonable timeframes*
- *Constructive feedback from RIC to consider opportunities for ATAL to be inclusive of Pilbara Traditional Owner groups based in other areas such as Port Hedland*



# Business Development Hub Update



Aine Healy Carter, Acting Manager Indigenous Economic Development & Participation, provided an update on how Rio Tinto had decided to progress with a reduced pilot version of the BD Hub, with plans to deliver support services in Q3 2023.

Initially the Pilot BD Hub will look to support approximately 20 Opt-in PABs, across a range of service areas.



## The RIC Members Responded

- *The RIC and Opt-in Groups continue to look forward to updates on the progress of this pilot project*
- *The Co-design work completed in 2022 was positively reflected on*
- *Continuity of people (RT & RIC) an importation connection to the work underway*
- *Groups keen to share their knowledge and experience with each other*

# Actions

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# Actions

The following new actions were raised at the meeting.

Action Detail	Owner	Due
RTIO to offer to (re)engage regarding pathway to RFD modernisation and to share any 'high level messages' back to the RIC	Leigh Cover (RTIO)	July 2023
RTIO to check in regarding the two RIC priority projects and who might like to sit on a SWG	Leigh Cover (RTIO)	July 2023
Endorse a new RIC SWG	RIC	H2 2023 RIC Meeting
Active Opt-in Groups to reach out to other (in)active Opt-in Groups to encourage them to participate	Opt-in Groups	August 2023
Share key contacts per Opt-in Group per RFD Standard	Leigh Cover (RTIO)	July 2023
Update the RIC Website	Leigh Cover (RTIO)	July 2023
Summary of RFD funding spent to date and what remains within the agreement	Leigh Cover (RTIO)	July 2023



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