



REGIONAL ANANGU SERVICES ABORIGINAL CORPORATION

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OPERATIONAL REPORT FOR 2015/16

⇒ Introduction

This last year has seen RASAC continue to operate from a very stable platform. We are now seen to be one of the strongest organisations operating on the APY Lands providing real opportunity to Anangu in respect to solid stable employment opportunities. This last year has seen RASAC strengthen our position in respect to Muns operations and also continue to fully establish our operations in respect to Community Patrols. This has led to greater stable employment of Anangu on the APY Lands. As an organisation we are operating at 91 percent Anangu employment on the APY Lands. We remain strong in our bottom line figures, our position on assets has improved, the workshop and accommodation areas have improved and we carry no credit risk. Minimal staffing changes in management over this reporting period have also strengthened our overall structure.

⇒ Strategic Direction

RASAC are very well positioned to continue with our development. Our strategic direction was set in 2011/12 and as an organisation this has provided a solid framework from which we successfully operate. With RASAC waiting on the outcome of our Housing SA Tender this may have a major impact on our strategic direction in the upcoming years. On finalisation of this contract RASAC will need to revisit our strategic direction for our immediate future.

Our current framework involves:

- Maintaining organisational stability
- Improved capacity to continue to deliver MUNS funded activities in support of APY Lands communities
- Position RASAC to be able to compete for any tender process for additional Government contracts
- Explore other business opportunities available for RASAC to identify and secure alternative income streams
- With these other business opportunities such as administrative support, minor civil works and road maintenance RASAC will attempt to provide the opportunity for increased involvement, skill development and training of Anangu people in diverse areas of

employment, not just MUNS related activities, that may broaden future employment opportunities.

This strategic direction continues to be RASAC's aim and positive achievements are being made in all areas.

⇒ **Organisational Structure and Staff**

RASAC's structure has two main components that allow it to effectively deliver its current contracts:

⇒ **RASAC Administrative Centre – located at Alice Springs.**

The RASAC Administration Centre deals with all:

- Human Resources,
- Financial Management,
- Contracting,
- Asset Management,
- Communication and Information Technology,
- Corporate Governance,
- Correspondence and
- General administration.

The Corporate Services Manager has responsibility for this area

⇒ **RASAC Operations Centre – located at Umuwa**

The RASAC Operations Centre provides the day-to-day management of all RASAC activities on the APY Lands.

The Depot located at Umuwa holds all major vehicles, equipment and stores for RASAC. In addition, RASAC has a workshop and fuel point operating in the Depot area.

The Operations Centre in Umuwa continues to operate in four (4) areas of responsibility:

- MUNS Coordination;
- Plant & Civil Works;
- Homelands; and
- Workshop.

Each of these areas has a person allocated in the Manager / Supervisor role. These Managers/Supervisors operate as a Senior Management Team to make decisions by mutually

supporting fellow Managers/Supervisors and consistently following RASAC's strategic direction.

With minimal staff changes we have stabilised and improved our performance all areas of operation. We have maintained our high standards and remain a leader in respect to WHS on the APY Lands whilst continuing to refine and improve our practices.

Our Community Patrols program is well established now and has caught the attention of the National Office of the Prime Minister and Cabinet. They are planning on a major evaluation of our newly established program. This evaluation is aimed at examining the success of our program and on what can be drawn from our program to be used nationally. This is a credit to our staff that have worked extremely hard to establish and stabilise this program.

RASAC also hold a key position with the Empowered Communities initiative which culminated in RASAC co-hosting with NPYWC a historic visit by the Prime Minister of Australia Mr Malcolm Turnbull.

⇒ Staff Numbers

The following table provides an analysis of the breakdown of the number of people employed by RASAC as of 30 June 2016 follow:-

Total Employees	105
Fulltime	34
Part-time	1
Casual	70
Male	82
Female	23
Aboriginal	73
Anangu	70
Anangu - Fulltime	6
Anangu - Casual	63
Anangu - Part-time	1
Anangu - Male	56
Anangu - Female	14
Management - Total	18
Anangu - Management	2
Other Aboriginal - Management	1

⇒ **Regional Anangu Services Trust**

The RAS Trust, which was developed at the start of 2012, currently has a single property investment. This is the land and buildings at 15 Whittaker Street Alice Springs (leased to Tyrepower).

This property continues to operate smoothly. Rental from the tenant is paid promptly and as such there are no rental areas. The investment currently yields 8.2% gross, which compares very favourably with current term deposit rates of 2.7%.

Outgoings are limited to insurance and specific maintenance that occurs from time to time.

During the 2015/16 year there has been no change in the adopted a Distribution Policy for the Trust. The purpose of this Policy is to provide guidelines for the distribution of proceeds from surpluses that the Trust may make. Any distribution from the Trust must be directed so as to meet the objects of the Trust.

In summary the policy provides that any surplus must be retained in the Trust to meet future obligations of the Trust. Such obligations may include the following:-

- (i) Specific costs, such as special maintenance and/or improvements that may be required on properties invested in;
- (ii) Provide a buffer in the event that any investment properties experience a period of no rental income; and
- (iii) To cover any periods where the Trust may operate a deficit.

Surplus funds are also to be retained for possible future investments that the Trust may make.

⇒ **Future Business Development**

As an organisation RASAC remain extremely well set up in relation to a number of items including plant & equipment; vehicle and workshop capabilities; and accommodation. At our last Board meeting our Board approved the expansion of our accommodation and offices at our Umuwa depot.

Since our involvement in the Jawun program RASAC has received the equivalent of \$87,000 in support from the program in the 2015/16 financial year. In this reporting year our secondees have predominantly been involved in Work Health and Safety matters, recognition of prior learning, assisting with the establishment of the Community Patrols

program and Jawun secondees have also assisted with media matters and our RASAC signage in all communities.

RASAC has maintained and replaced various items of plant and equipment in this reporting year and remain well suited to utilise our assets far more efficiently within RASAC and with other organisations for the benefit of RASAC and Anangu.

RASAC has maintained our contracts for MUNS in all communities, Aerodromes and Homelands road maintenance. As an organisation we will seek to further develop these and other opportunities to build and develop the skill-set and capabilities of our organisation. We continue to Tender and successfully win small works contracts.

Last year I reported that RASAC was one of a few organisations to successfully gain funding under the Indigenous Advancement Strategy. (IAS). These programs which include Community Patrols and the accommodation project have lead to increased employment opportunities and increased income streams for Community Councils in Amata and Kalka.

RASAC is also looking into the upcoming Housing SA repairs and maintenance contracts that will be soon. As reported we are one of the few organisations under final consideration.

RASAC are a key founding member of Empowered Communities and our relationships in this area will only strengthen our position as a viable organisation. As reported in my opening RASAC were a key host to the Prime Minister's visit to the APY Lands. The office of the Prime Minister and Cabinet is also working closely with the Empowered Communities group. We continue to attend and contribute to these meetings and hold a co-chair position.

⇒ **Work Health & Safety (WHS)**

RASAC has continued to improve its WHS management systems over 2015/16 with formal risk assessments in place for all work undertaken.

- **Accident and Incident Register**

Thirty-nine incident reports were lodged during 2015/16 relating to a range of matters involving employee injury, property and vehicle damage. The following table provides a summary of these:-

Incident	2013/ 14	2014/ 15	2015/ 16	2015/16 Details
Verbal assault/ threat/ community unrest	8	11	3*	From community members
Sprain/strain	3	9	8	Minor injuries caused by overexertion
Pinch, laceration, bruising, infection		7	3**	Minor lacerations caused by machinery. One incident relating to motor vehicle accident
Near miss - employee injury; property damage	3	5	1	Motor vehicle accident
Physical assault	1	1	1*	Physical and verbal threat causing minor laceration/bruising injury
Subtotal	15	33	15	
Other: policy breach	2	3	2	Hitting animals on the road, rock throwing/hitting vehicle by community members
Vehicle/property damage	13	9	22**	
Total all incidents	30	45	39	

* & **one incident recorded in both categories

Fifteen reports related to employee injuries. The most serious potential incident was a motor vehicle incident involving an oncoming vehicle travelling on the wrong side of the road in heavy dust. Luckily only minor strains and bruising to our staff was incurred.

Reporting of strains and sprains were the most common injuries caused mainly from overexertion.

Reports of verbal assaults/threats toward staff from community members and were less though there is a degree of under-reporting of these matters.

Twenty-two reports related to vehicle/ property damage or theft, mainly relating to hitting animals on the road, rock thrown at/hitting vehicle by community members, theft of car parts and minor break-ins. Two reports relating to breach of WHS policy were received.

- **WHS Committee**

The WHS committee has been reviewing WHS policies and procedures to keep them up to date and WHS Committee training is being on 15 November at Umuwa for all members of the newly elected Committee.

The WHS Committee met five times during 2015/16. Principal areas of work for the committee over this financial year were:

- Review of the WHS Committee Terms of Reference
- Review of the Accident and Incident Management Policy and Procedure
- Community Patrols Program includes extensive WHS training and the RASAC Risk Management processes have been tailored to Community Patrol Anangu workers
- Improvement of MUNS Risk assessment form for Anangu workers
- Update and distribution of APY Emergency Contacts lists
- WHS Committee Elections – April 2016
 - Hadley Brady – Anangu member and Chair of committee
 - Tommy Summerfield – Community Patrols
 - Richard Khan – MUNS
 - Simon Callcut – Workshop
- Management members are:
 - Mark Jackman – General Manager
 - Bob Smith – Community Patrols Manager
 - Phil Curtis – Operations Manager
 - Madonna Tomes – Workforce Development Coordinator
- Development of WHS Management Plan, Quality Policy, Environment Management Policy
- Hazardous Substances Registers
- Alcohol and Other Drugs – review of policy and procedure
- Vehicle Use Policy – review of policy
- First Aid Policy and Procedure
- First Aid, White Card, Traffic Management Training
- Worksite Inspections and attending to minor works for improving safety of staff in the workplace e.g. flooring in breeze way outside meeting room

⇒ **Support for Anangu**

RASAC has continued to support Anangu during the past twelve months. Some of this support has been in direct financial assistance whilst some has been in-kind support. In 2015/16 we estimate that such support exceeded \$250,000.

Some examples of such support are as follows:-

- Support for the Anangu football and softball teams with assistance primarily with fuel to get to the games but in some instances, uniforms. In 2015/16 this support totalled in excess of \$40,000.

- Grading of roads and camping areas in most communities for Cultural Business came at a substantial cost to RASAC. RASAC also provided extra support staff at Fregon during business. This work was unfunded.
- Support around the passing of significant Anangu was also supported by RASAC.
- Community Funerals – our assistance is mainly in-kind through the digging of graves. In 2015/16 we again assisted with around 20 graves at an estimated cost of \$62,000.
- Amata Sand Tracks Concert – in 2015/16 we assisted through direct contribution of \$1,200 and indirectly with the provision of our float for the stage (estimated cost of \$5,000).
- The donation of footballs to each community team at a cost of approximately \$2,000.

⇒ **Conclusion**

RASAC has once again performed exceptionally well in the last twelve months. As an organisation we continue to be very stable and are continually seeking and providing greater opportunities for Anangu. We have increased our Anangu staffing levels and opportunities in this current year and will continue to seek further opportunity as we move forward.

We have performed extremely well in respect to our current contracts and our funding bodies remain very pleased with our performance in these areas. Our governance structure is strong and RASAC is able to maintain strong links in both State and Commonwealth Government and is very well represented at the community level. Government now view RASAC as one of the key organisations on the APY Lands.

RASAC have also been able to advocate with government for better outcomes for Anangu in respect to better opportunities and more realistic employment outcomes. As an organisation we are demonstrating by our actions the RASAC are a very sound and capable organisation.

Our Anangu Board members' positions are all about to be filled. I would like to thank you all. To those that are leaving our Board please

accept my thanks for your hard work over the past two years.

In finishing I would also like to thank a few people that have been very important to RASAC in our immediate past:-

- Our current Anangu Board and Independent Director's that have supported our staff and also acted in a positive manner throughout this reporting year.
- Some of our important Anangu and family members that have also passed away in this past year; and
- A special thank you also goes out to our Community Patrols team. They have built and established a program from the ground up which appears to have gained national attention. Well done team.

Mark Jackman
General Manager