The Review was conducted by CSRM following extensive consultations in 2012 that involved:

- 147 people from 45 organisations in Doomadgee, Normanton, on Mornington Island and at Bidunggu/Gregory Downs.
- 117 of the GCA Workforce
- 25 businesses in the Lower Gulf
- ABS and MMG-Century data

Assessments and recommendations are independent. They have not been influenced or endorsed by the Parties to the Agreement or the Century Liaison Advisory Committee (CLAC).

Next Steps

The four Native Title Groups (Waanyi, Minginda, Gkuthaarn and Kukatj), MMG Century and the Queensland Government, as the Parties to the Agreement, and the Century Liaison Advisory Committee in conjunction with GADC will discuss with their constituencies over the next months and will respond to the recommendations early in 2014.

Recommendations

- Work in partnership to plan actions that will deliver a positive legacy including:
  - a. Assist current employees to find new jobs by ensuring ticketing, and providing references job advice and work-readiness skills
  - b. Work with mine-related businesses to find new clients and compete for rehabilitation phase contracts where possible
  - c. Involve local Aboriginal people in an environmental management team
  - d. LHRPHC diversification (adding tourism, training, cultural programs to cattle business)
  - e. Resolve Keeping place site, develop plans and build it as a cultural centre

- Realign education and training in the region:
  - a. Build a new skills base around rehabilitation, service industries, trades, construction and maintenance
  - b. Future supported apprenticeships to be community-based rather than mine-based
  - c. Link with mainstream training programs

- Celebrate the role the GCA has played in the social and economic history of the Native Title Groups and Lower Gulf Communities

- State Government initiate a Century Mine Completion Taskforce with broad involvement including MMG and Native Title Groups

- State Government, Native Title Groups and MMG engage with effective NGOs and community organisations delivering community development programs and investigate avenues to support funding of social needs and community programs into the future

- Review the performance of all GCA-related bodies over the life of the Agreement and consider strong post-mining governance options

The Review is available at www.csrm.uq.edu.au

To obtain a hard copy contact:

CLAC Secretariat
MMG Century
PO Box 8016
Garbutt Qld 4814

Phone: 1800 098 721 Email: centurycsp@mmg.com

The CLAC Secretariat can also forward your comments to the relevant CLAC members.

Cover art work by Pietta Aplin, Waanyi / Ganggalida artist.
The historic Gulf Communities Agreement (GCA) was signed in 1997. It is an Agreement about land use and benefit-sharing between four Native Title Groups, the Mining Company developing Century Mine and the State of Queensland.

**Review**

Every five (5) years there is a review of the provisions of the GCA and the way it is being implemented. The Centre for Social Responsibility in Mining (CSRM) has prepared the 15-year Review Report. It will most likely be the last before zinc production is completed (estimated to be in 2016).

**Aspirations and Commitments**

The GCA lists seven goals and aspirations of the Native Title Groups. These relate to economic participation, protection of land and environment, access to traditional land and pastoral leases, maintaining Aboriginal sites and cultural heritage and overall community and social welfare.

To help deliver these, State Government agreed to specific contributions to cultural, health and social improvements; vocational education and training; and roads, infrastructure and regional services. As well, the Company agreed to provide the Native Title Groups and Gulf Communities with:

- **opportunities to participate in Project-related jobs**
- **training programs for Aboriginal people to learn and maintain relevant skills**
- **assurances about environmental protection**
- **assurances about the identification, protection and management of significant Aboriginal Sites**
- **access to and interests in the Company's pastoral leases**
- **monetary payments for the benefit of the Native Title Groups**
- **financial resources to encourage small businesses, joint ventures and contracting opportunities.**

**Key Performance Areas**

**Economic participation**
- More than 900 Aboriginal people employed over 15 years. Consistently over 15% of the workforce
- Average of $17.6m. in wages paid annually to GCA employees for 2010-2012
- In 2011 contracts with Indigenous Gulf-based businesses were worth over $17m
- Few Aboriginal people employed as tradesmen or supervisors at the mine
- Employees and their families have benefitted economically from the mine, but many other community members have not
- Only a few viable new businesses established within the communities.

**Environmental protection and land access**
- Traditional Owners have been involved in environmental management of the lease
- Pastoral companies are Aboriginal controlled
- No sustainable outstation model identified

**Maintaining cultural sites and heritage**
- Access to Century flights for cultural purposes
- No agreement on site and function of ‘Keeping Place’ for Waanyi cultural artefacts
- Not enough attention given to cultural awareness training for the workforce

**Improve community welfare and social conditions**
- Roads, port, airstrips and flights and freight services in the region have all improved
- Gulf Area Community Social Development Trust funding of approx. $400,000 per year available for projects
- More than $10m (indexed) in benefits paid to Eligible Bodies through GADC
- Numeracy and literacy levels in the region remain low compared to the rest of Queensland
- Chronic health problems have proved difficult to tackle
- Unemployment is increasing in the region

**Implementation**

The GCA set up a complex collection of bodies with respect to accountability:

**Mining Company**

- Has a key role in the committees. Many payments cease at or soon after the end of production (est. 2016)

**State Government**

- Responsibilities for social improvements, training, infrastructure, institutional support and the transition to a post-mine economy

**COMMITTEES**

<table>
<thead>
<tr>
<th>COMMITTEES</th>
<th>COMPANIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEC: Environmental management focus. Continues till end of project (~ 2047)</td>
<td>ADBT: Last business-start payment to it due in 2018. Involves Native Title Groups, Communities, Aboriginal business and MMG-Century.</td>
</tr>
<tr>
<td>CETC: Focus is jobs and training. Ends ~ 2016</td>
<td><strong>GADC</strong>: Compensation for Native Title Groups to GADC ends ~2019. Represents and involves GCA Native Title Groups only</td>
</tr>
<tr>
<td>CLAC: Liaison and advisory role. Ends ~ 2016</td>
<td>LHRPHC: Aboriginal pastoral enterprise.</td>
</tr>
</tbody>
</table>

**Collective shortcomings in implementation:**

- Lack of follow-through on commitments
- Poor accountability and reporting to each other
- Instability, turnover, change and discontinuity in committee membership, personnel and programs
- Limited succession planning and leadership development

**Where to next?**

- Carefully plan remaining years of production
- Strengthen regional relationships with Gulf Savannah Development, Councils, CLCAC, etc.
- Assist Native Title Groups with jobs in caring for country, rehabilitation and ongoing environmental and cultural heritage management