

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Supplementary Budget Estimates 2016-17**

**Prime Minister and Cabinet Portfolio**

**Department/Agency:** Indigenous Land Corporation

**Outcome/Program:** Outcome 2; Indigenous

**Topic:** Indigenous employment at ILC-operated agribusinesses in Gunbalanya, NT

**Senator:** McCarthy

**Question reference number:** 104

**Type of question:** FPA Friday 21 October 2016, Page 17 Hansard

**Date set by the committee for the return of answer:** 2 December 2016

**Number of pages:** Two (2)

**Question:**

Are you able to provide us with statistics on employment of local people at Gunbalanya and total number of employment?

**Answer:**

The ILC operates Gunbalanya Station and Meats as two separate business units under a Pastoral Land Use Agreement (PLUA) with the Arnhem Land Aboriginal Land Trust, Northern Land Council and Gunbalanya Meat Supplies Pty Ltd. The PLUA stipulates that at least 75 per cent of the staff must be local Aboriginal residents from the Gunbalanya community and that the ILC take all reasonable practical steps to ensure that working hours and conditions accommodate the cultural needs of Aboriginal staff.

For the period 1 July 2015 through 30 June 2016 the combined employment profile at Gunbalanya Station and Gunbalanya Meatworks was as follows:

Total employment: 38  
Indigenous employment: 24  
Non-Indigenous employment: 14

The table below shows the breakdown of employment across the identified positions at the Gunbalanya Meats and Gunbalanya Station.

As stipulated in the PLUA, all 24 Indigenous employees across the 12-month timeframe at both Gunbalanya Meats and Gunbalanya Station were local Indigenous residents from the Gunbalanya community.

<b>Position</b>	<b>Indigenous</b>	<b>Non-Indigenous</b>	<b>Current position class</b>
<b>Gunbalanya Meats</b>			
Trainee Meat Worker	1	–	Fixed Term <sup>i</sup>
Senior Meat Worker – Real Jobs	1	–	Casual <sup>ii</sup>
Meatworks Manager	–	1	Fixed Term
Meat Workers – Real Jobs	11 <sup>iii</sup>	–	Casual
Meat Processor	–	1	Fixed Term
Cook – Meats	–	4 <sup>iv</sup>	Casual
Butcher's Hand – Real Jobs	1	–	Casual
Butcher Supervisor	–	1	Casual
Assistant Manager	–	1	Fixed Term
Admin Officer	–	3 <sup>v</sup>	Casual
<b>Gunbalanya Station</b>			
Station Hand – Real Jobs	9 <sup>vi</sup>	–	Casual
Senior Station Hand /All-Rounder/Cook Op	–	1	Fixed Term
Senior Station Hand	–	1	Casual
Property Manager	–	1	Fixed Term
Machinery Operator – Real Jobs <sup>vii</sup>	1	–	Casual
<b>TOTALS</b>	<b>24</b>	<b>14</b>	

<sup>i</sup> 'Fixed Term' employee means a person engaged for a fixed period (full-time or part-time)

<sup>ii</sup> 'Casual' means a person engaged and paid on an hourly, daily or weekly basis with no expectation of continuing employment. Such a person is subject to the terms and conditions specifically applying to a Casual within the National Indigenous Pastoral Enterprises (NIPE) Pty Ltd Enterprise Agreement 2016–2020.

<sup>iii</sup> Four designated full-time equivalent (FTE) Meatworker positions at Gunbalanya Meatworks filled by 11 Indigenous employees from 1 July 2015 through 30 June 2016

<sup>iv</sup> One designated FTE Cook at Gunbalanya Meatworks filled by 4 non-Indigenous employees from 1 July 2015 through 30 June 2016

<sup>v</sup> One designated FTE Admin Officer at Gunbalanya Meatworks filled by 3 non-Indigenous employees from 1 July 2015 through 30 June 2016.

<sup>vi</sup> Four designated FTE Station Hand positions at Gunbalanya Station filled by 9 Indigenous employees from 1 July 2015 through 30 June 2016.

<sup>vii</sup> The Real Jobs Program (RJP) is an Indigenous employment program that funds 15 organisations to employ and support a minimum of 150 FTE positions in the agriculture (pastoral and horticulture), tourism and land management sectors in the Northern Territory. Under the RJP at Gunbalanya Meats, four FTE Meatworker positions, the Butcher's Hand and Senior Meatworker positions are funded under the RJP. At Gunbalanya Station the RJP funds the Machinery Operator and four FTE Station Hand positions.