



What's been happening at IBN

The Community Programs Team recently rolled out the 2021/2022 Community Programs to IBN Members. Since the 1st July 2021 (the new program date) IBN have received over 1000 applications.

As well as Community Programs, IBN has Service Delivery teams in our three Pilbara offices. Our Field Officers provide practical support and can help Members to access programs and services offered by IBN, government agencies, other Trusts and charities.

Recently the Service Delivery Team has been busy and has run quite a few events for our Members. These include:

- Flu Vaccination Day in partnership with Pilbara Population Health
- July Eye Awareness Session in Partnership with Diabetes Australia
- NAIDOC Week Events (in Karratha and South Hedland)
- COVID Vaccination Registration Information day was held to inform members.

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IMMS Update



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One of the new initiatives which will benefit our Members will be a Training Program which has been fully funded by IBN and is being delivered by North Regional Tafe. It is hoped that some of these training programs will be a stepping stone into employment and other opportunities for our members. Further information regarding this training is available on page six.

Finally, we are proud to inform our Members that IBN was a finalist for the Aboriginal Business of the Year at the Port Hedland Chamber of Commerce and Industry Awards 2021. We congratulate all organisations who were recipients of awards, in particular Bloodwood Tree Association for their fantastic contribution to the Community.



Introducing our Chairperson

My name is Christina Stone, I am a Nyiyaparli woman who was born in Port Hedland.

I attended Marble Bar Primary School and South Hedland High School before moving to Queensland with my mum and sisters.

I am one of 11 children. I am a Mother of six and Grandmother of 14.

I have sat on numerous boards and committees over the past 20 years and have worked in public and Catholic secondary schools, and for both Government and non-Government organisations.

I have owned my own home day care business and had a catering business with my sister for several years.

I have a Diploma in Business Governance.

I enjoy being involved in the community, addressing social issues. My favourite pastime is playing darts, and spending time with family and friends.

I am looking forward to working with the IBN Board and Executive to ensure we are delivering the best outcomes for all our Members.



Thanharru!

IBN formally appointed John Ipsen as its new Chief Executive Officer in January 2021. John commenced his position in the South Hedland office on February 1st this year.



John was born and bred in a small country town in the South West of WA, he went to Boarding School in Perth and graduated with an Associate Diploma of Applied Science many years ago. He is married to Karen, and they have two adult daughters.

John has over 35 years of experience within commercial business industries throughout most states of Australia. Functional and Leadership roles include Chief Executive Officer, Company Secretary, Chairperson, Company Director, General Manager and Chief Operating Officer with ASX listed and private companies, Sporting Organisations and Not For Profits. His extensive background and experiences in building and managing diverse businesses and organisations stands him in good stead to make a valuable contribution to IBN.

Outside of IBN, John is also heavily involved in sports administration and has well established roles and responsibilities in cricket and football. He is currently the Vice President of the East Fremantle Football Club, and the Vice Chairman of CricketWest WA. John is formally media (public speaking) trained and accredited and has facilitated and presented at many conferences and MC of numerous events.

In his short time at IBN, John has overseen the recruitment process to ensure IBN is now appropriately staffed and this will now ensure that our Members are adequately supported by IBN.

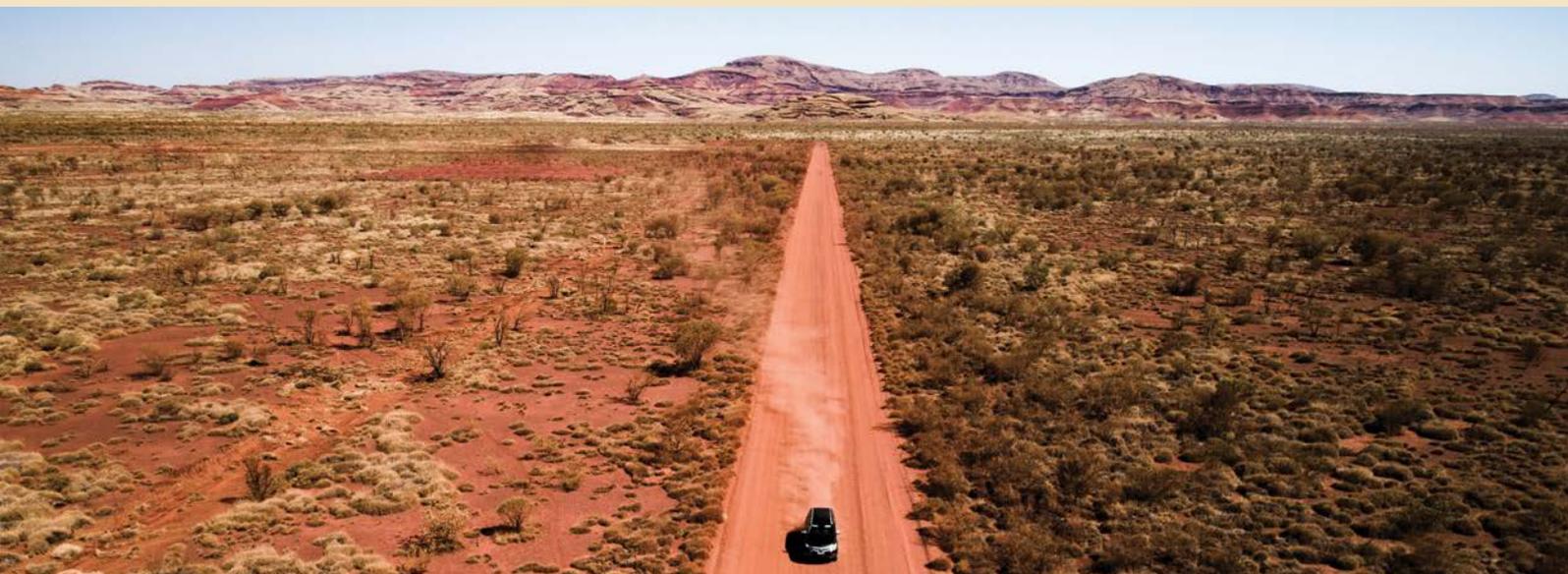
A thorough consultative process was undertaken to review the new Community Programs budget and benefits offered. IBN is pleased to announce that an overall increase

of \$1.67m from last year was approved for this financial year. The new CP handbook has been successfully produced and the 2021/2022 programs have now commenced.

IBN participated in and celebrated NAIDOC week here in South Hedland with activities and displays and this was very well received by our Members and public in general.

Other key tasks currently being undertaken at IBN include the production of the next Strategic Plan, and offering governance training courses for Directors on Rep Corp and IBN Boards.

In summary, John is very much looking forward to continuing working with IBN, its Board, Staff, Rep Corps and Members and adding value in areas where he can.





Exciting New Youth Program Coming Soon

IBN will soon start an Aboriginal Youth Interaction Program. The objective of this program is to provide a pathway for our IBN Youth and contribute to the strategic objectives for the communities of the Yinhawangka, Banyjima and Nyiyaparli peoples.

These courses will have an underlying practical outcome, skills, key performance indicators and more importantly, embedding new behaviours.

These courses will be the foundational pillars for moving into more structured training, development, and educational opportunities, all embracing the heritage of their rich Indigenous culture.

The vision is that we start our youth on pathways to achieving and living their best lives and contributing to their communities.

Courses and Workshops include;

- Barista and coffee making skills
- Equine Therapy – opportunities for rehabilitation through horses
- Music
- Art and craft
- Photography

- Storytelling
- Basic IT
- Personal Development and innovative thinking
- Seminars and workshops for youth Collaborative work with other youth groups
- Cooking

Member Stories

IBN Members and Cousins Ashley Councillor and Henry Lockyer both recently graduated from Curtin University with a Bachelor of Applied Science in Indigenous Community Management and Development.

Ashley's story of studying at tertiary level, started at the University of Western Australia, where he completed the Aboriginal Orientation Course through the UWA School of Indigenous Studies, in 2005. It was a 12 month course and he decided at the end of that course to return to the workforce. It wasn't until 2018, after enduring some personal hurdles that Ashley found the Bachelor of Applied Science in Indigenous Community Management and Development program offered through the Curtin Aboriginal Studies at Curtin University.

For Henry it was a different story. "This was my first time studying at a tertiary level. I have previously completed CERT IV courses through work over the years, but I'd never been to Uni before - because I didn't finish high school, I didn't think I was smart enough to study at Uni.

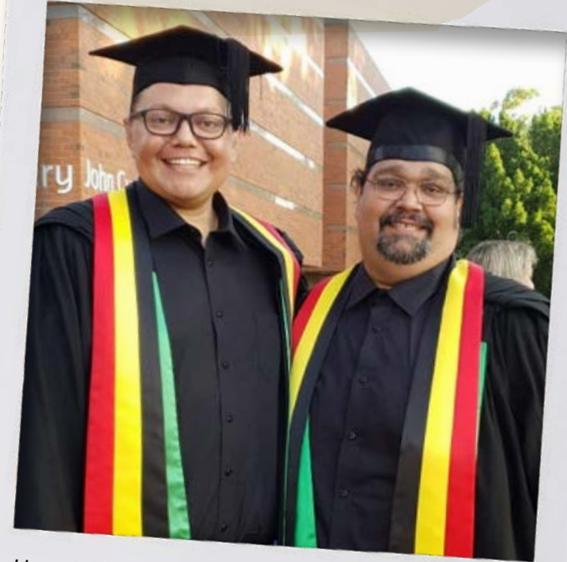
When my big Brother (Ashley) shared an opportunity to commence the Indigenous Community Management and Development degree with Curtin, I thought to myself that this could be the start of a new challenge in my life. Our course began in 2018, and we had our Graduation event in February 2021.

Both Henry and Ashley received full financial support from IBN through the Education Program for the duration of their studies.

During his study Ashley says, "a lot of the time thoughts of quitting would arise, which made it even harder to commit to deadlines and assigned tasks, but this time I had many motivations and a complimenting support system".

When asked about their motivations Ashley says "My main motivation was to have a piece of paper that gave me the right to say

I am qualified to do the work that I was doing at the time. My other key motivation was to prove to myself and future community leaders that I can do it and that they can do it too."



Henry Lockyer and Ashley Councillor have plenty to smile about after their fantastic achievement.

Henry reflects with the following "Two things that kept me motivated was being a good role model for my sons and showing them that if they work hard enough, and believe in themselves, anything is possible. The other was my Grandmother (my Mum's mother), who started her own education journey as a mature adult. She's gone now, but I often reflect on the challenges that she faced and how she never let it stop her from achieving her goals. It's her, and so many of our mob just like her who did not have the opportunity or right to access education, so I feel a sense of obligation and honour to be able to go through this experience at Uni.

Both Ashley and Henry now work full time and look forward to the next chapter of their lives.



L-R Tracey Brahim, Henry Lockyer, Ashley Councillor and June Lockyer attended the graduation ceremony.

COURSE LIST AND DETAILS

Pre-Paid Placements have been made at various TAFE locations (Hedland, Karratha and Tom Price) and Members who are interested in the following courses should register their interest with the IBN Service Delivery Team by phoning 1800 014 401 or by emailing trainingeo@ibngroup.com.au

4WD Training Skill Set



Whether you need to operate and maintain a 4WD on a remote worksite or simply wish to gain confidence driving in off-road conditions, this course will provide you with the skills you need to feel at ease behind the wheel.

Please bring along:

- Current driver's licence
- Closed in shoes

You will earn the following qualification:

- RIIVEH305E Operate and maintain a four wheel drive vehicle

South Hedland | Places Available

First Aid



Throughout this course, participants will learn how to:

- Respond to an emergency situation
- Apply appropriate first aid procedures
- Communicate details of the incident
- Evaluate the incident and their own performance
- First aid codes of practice and workplace procedures
- ARC guidelines relevant to the provision of CPR
- Legal, workplace and community considerations
- Operating an Automated External Defibrillator (AED)
- Conveying incident details to emergency service personnel
- Debriefing and welfare

You will earn the following qualification:

- HLTAID001 Provide cardiopulmonary resuscitation
- HLTAID003 Provide First Aid

South Hedland and Karratha | Dates To Be Advised
8 Places Available at each location

Microsoft Excel Introduction



This course covers:

- Open, navigate and create new workbooks and worksheets
- Understand and work with ranges in a worksheet
- Understand, create and work with formulas and functions to perform calculations
- Understand and use formula cell referencing to create more complex formulas
- Use font formatting techniques to enhance the look of a worksheet
- Print workbook data
- Use a number of formatting features and create effective charts

You will earn the following qualification:

- BSBITU212 Create and use spreadsheets

South Hedland | November 2021
2 Places Available

Microsoft Excel Intermediate



This course covers:

- Fill operations within a data series
- Moving the content of cells and ranges
- Formula techniques
- Logical functions
- Number formatting techniques
- Conditional formatting and borders
- Techniques to enhance charts
- Text formatting techniques

You will earn the following qualification:

- BSBITU214 Design and produce spreadsheets

South Hedland | September and December 2021
2 Places Available each session

Microsoft Word Introduction



This beginner level course has been designed to provide participants with a thorough understanding in the basics of Microsoft Word.

Basic Computer skills are necessary in order to complete this qualification.

This course covers:

- Creating, formatting and printing simple Word documents
- Understanding screens, menus and dialogue boxes
- Working with text and paragraphs
- Page layout and design features
- Working with tables
- Printing documents
- Accessing additional help and services

You will earn the following qualification:

- BSBITU211 Produce Digital text documents

South Hedland | September and November 2021
1 Place Available each session

White Card Skills Set



Any one who wishes to work on a construction site must hold a white card qualification.

The White Card Skill Set covers the mandatory work health and safety training required prior to undertaking work on a construction site.

The following topics are covered in this course:

- Health and safety legislative requirements
- Identifying construction hazards and risk control measures
- Health and safety communication and reporting processes
- Incident and emergency response procedures

You will earn the following qualification:

- CPCCWHS1001 Prepare to work safely in the construction industry

South Hedland | 8 Places Available
Karratha | 8 Places Available
Tom Price | 8 Places Available

Work Health and Safety Representatives Course



This five-day course has been designed to provide elected work health and safety representatives with the skills to effectively represent their fellow employees in matters relating to occupational safety and health.

This course covers:

- Requirements of current occupational health, safety and welfare legislation within the workplace
- Workplace hazards and control methods
- Conducting effective workplace health and safety inspections
- Conducting effective investigations into workplace accidents or incidents
- The role of work health and safety representatives from management and union perspectives
- Issue resolution process

You will earn competency as a WHS Representative and credit points towards the Certificate III in Work Health and Safety

South Hedland | 13-17 September 2021
2 Places Available



More places will be made available depending on interest from Members.





NAIDOC Week 4-11 July

Healing Country was the theme for NAIDOC 2021 and IBN enjoyed the celebrations with many other organisations from around the Pilbara.

Our main event was in the Hedland office where we partnered with Njamal Aboriginal Corporation and had a luncheon to close off NAIDOC and highlight all the great work that all the Aboriginal businesses are doing in the town. This was attended by our Elders, the wider community, our Torres Strait Islander Community and many other businesses.

Danny Brown, Chief Executive Officer of Nyamal Aboriginal Corporation used this event to pay tribute to the positive work and services that IBN contributes to the community.

Our Karratha IBN Office also participated in community events during NAIDOC week.

From top to bottom: Danny Brown addresses everyone with Caroline Lee, Community and Member Services Manager | People of all ages enjoyed the celebrations | Male Dancers of the TSI Dance group perform | Female TSI Dancers perform during celebrations | Karriyarra Elder Alfred Barker performs a Welcome to Country | Community Elders from the IBN craft group enjoy the NAIDOC Celebrations. Inset: IBN Employees Rose Derschow and Selina Bilton enjoy the festivities.

IBN Community

Frequently Asked Questions

IBN has put together a list of frequently asked questions (FAQ) for the IBN Community. These FAQ are also available on our website. We intend to make them available in audio and language. If you have suggestions for other questions that we can answer, please send them to membership@ibngroup.com.au

1. WHAT ARE THE OBJECTS OF THE TRUST?

The Objects of IBN is set out in clause 3.1 of the Trust Deed. The Objects of the Trust is to provide relief from poverty, sickness, suffering, distress or destitution to the Community and their descendants.

There are several ways that this is delivered, including the Community Programs provided every year.

2. WHAT IS THE DUTY OF THE TRUST?

The Trust is bound to exercise its powers independently under clause 24 of the Trust Deed. This is also consistent with the fiduciary duty of independence that the Board of Directors must exercise. This means that when exercising a power, the Trust is not bound by a General Meetings Directive or views of the Community in consultations. The Trust is intended to be independent of the Community in the performance of the Trustee's functions and the Trustee may regulate its affairs in such manner as it thinks fit to preserve independence.

The Trust takes the Communities views into serious consideration when making any deliberations, and ultimately the decisions are guided by the principles and values of the Trusts to make decisions that are in the best interests of the Community, and their descendants.

3. WHO ARE THE IBN BOARD OF DIRECTORS?

Clause 6 of the Constitution sets out that the IBN Board will be comprised of Traditional Owner Directors and Independent Directors. There are two Traditional Owner Directors appointed by each Language Group or part thereof and there are two Independent Directors. The Directors and their terms are set out as follows:

Name	Role	Appointed	Term Expiry
Christina Stone	Chairperson (Director) - Nyiyaparli Representative	09/10/2020	08/10/2024
Darren Injie	Vice Chairperson (Director) - Yinhawangka Representative	25/03/2021	24/03/2025
Tyson Weedon	Director - Yinhawangka Representative	01/02/2019	31/01/2023
Phillip Dhu	Director - Banyjima Representative	28/11/2009	27/11/2021
May Byrne	Director - Milyuranpa Banyjima Representative	28/11/2009	27/11/2021
Stephen Peterson	Director - Nyiyaparli Representative	13/06/2021	12/06/2025
Lachlan Haughey	Director - Independent	19/12/2019	18/12/2023
Marianne Rose	Director - Independent	19/12/2019	18/12/2023

Each Director is appointed for a four-year term. Director appointments can be renewed at the end of their term.

There are two Traditional Owner Director appointments that will be available for appointment or reappointment in November, and IBN will work with these Language Groups to provide information on the Director appointment process.

The IBN Board also has a Company Secretary, Harry Miller, who supports the governance duties of the Board.



4. WHAT DOES FIDUCIARY DUTIES MEAN AND HOW DO THEY APPLY?

In Australia there are three sources of Directors Duties:

- (a) Duties arising under the Corporations Act 2001;
- (b) Fiduciary duties; and
- (c) Statutory duties.

Fiduciary duties developed over time as the result of case law. These responsibilities overlap with legislation. These rules work cohesively together to ensure directors act responsibly, ethically, and professionally.

The principal duties for Directors are:

1. Duty of care, skill, and diligence
2. Duty to act in good faith and in the best interests of the company
3. Duty to exercise and use information for a proper purpose (not for personal profit)
4. Duty to avoid a conflict of interest
5. Duty to prevent insolvent trading; and
6. Duties relating to company records

5. WHAT IS THE IBN CODE OF CONDUCT?

The IBN Code of Conduct is the way the Board expects its Directors, Employees, and Members to conduct themselves while engaged in IBN business.

- Treat each other with fairness and respect, without discrimination or harassment
- Work in a safe manner with due regard for the health and safety of others and ourselves
- Know and act within the limits of our rights and responsibilities
- Comply with the laws of Western Australia and Australia
- Comply with the policies and procedures of IBN
- Treat the affairs and information of IBN with privacy and confidentiality
- Record all information accurately and honestly
- Look after and take care of all IBN property
- Ensure that our outside activities don't create a conflict of interest that is not transparent or declared
- Look after and protect our environment

Behaviour that is offensive, intimidating, destructive or disruptive is not acceptable under the IBN Code of Conduct. Examples of unacceptable conduct include:

- Verbal abuse or harassment
- Physical assault
- Threats of violence
- Unauthorised use, theft, or damage to IBN property
- Acting dishonestly or misrepresenting
- Abusive remarks on social media ('trolling')
- Soliciting IBN employees or directors for favours, money, cigarettes, or anything else ('humbugging')

6. WHO ARE THE REPRESENTATIVE CORPORATIONS (REP CORPS)?

The Representative Corporations (Rep Corps) are:

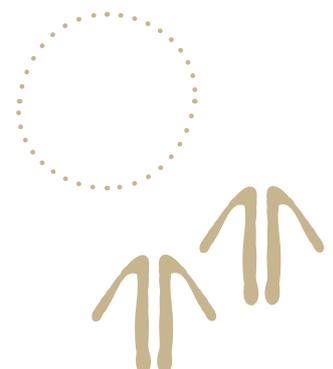
- Minadhu Aboriginal Corporation (MAC)
- Banjyma Aboriginal Corporation (BAC)
- Milyuranpa Banjyma Aboriginal Corporation (MBAC)
- Niapaili Aboriginal Corporation (NAC)

7. WHAT IS THE ROLE OF THE REP CORPS?

The Rep Corps were set up to represent their respective Language Group under the Trust Deed.

Clause 11 of the Trust Deed sets out the Role of the Rep Corps. The role of each Rep Corp is to:

- Represent its Language Group (or the part of the Language Group it represents) by putting proposals and submission to the Trustee and generally to liaise with the Trustee in relation to matters relevant to its Language Group
- Advise the Trustee on whether a person claiming to be a Member of the group should be accepted or is a Member of the Language Group
- Mediate and consult between Members of the Language Group
- Share information with Members of the Language Group



IBN Community

Rep Corp	ORIC Indigenous Corporation Number (ICN)	Current Chairperson
Minadhu Aboriginal Corporation (MAC)	3827	Ida Injie
Banjyima Aboriginal Corporation (BAC)	3825	Tracey Dhu
Milyuranpa Banjyima Aboriginal Corporation (MBAC)	3826	Jarrod Black
Niapaili Aboriginal Corporation (NAC)	3677	Jahna Cedar

Further details on the Rep Corps can be obtained by contacting the IBN Corporate Support Team at membership@ibngroup.com.au or by visiting the website of the Office of the Registrar of Indigenous Corporations (ORIC): - <https://www.oric.gov.au/>

8. WHAT IS THE ELDERS COUNCIL AND WHAT IS THEIR ROLE?

The role and composition of the Elders Council is set out in clause 4.5 of the Trust Deed. The purpose of the Elders Council is to enable IBN to seek advice or recommendations in relation to matters of administration of the Trust. The Elders Council must include an equal number of Elders from each Language Group (with up to six Members from each Language Group) and must contain an equal number of men and women from each Language Group.

The current Elders Council Chairperson is Charles Smith, and the Elders Council Secretary is Evelyn Kroczek.

Further details on Elders Council Members can be obtained by contacting the IBN Corporate Support Team at membership@ibngroup.com.au

9. WHAT IS THE APPOINTING COMMITTEE AND WHAT IS THEIR ROLE?

The Appointing Committee is made up of the four Chairpersons of the Rep Corp Boards.

1. The Chairperson of MAC
2. The Chairperson of BAC
3. The Chairperson of MBAC
4. The Chairperson of NAC

The role of the Appointee Committee is set out in clause 26 of the Trust Deed (Appointment and Removal of Trustee) and clause 6.4 (Appointment of Independent Directors) and clause 6.5 (Removal of Independent Directors) of the Constitution.

10. WHAT IS THE ROLE OF THE CEO?

The current CEO is John Ipsen, who commenced in January 2021 for an initial period of 12 months.

The CEO is appointed by the Board under clause 7 of the Constitution. The CEO oversees the executive and operational management of IBN and reports to the Board. The CEO liaises with the Rep Corps, Elders Council and Members but does not take direction from them.

11. WHAT ARE THE GUIDING PRINCIPLES OF THE TRUST?

Clause 5.1 of the Trust Deed sets out how we must administer the funds of the Trust. It requires that:

- 30% of net income be invested in secure long-term investments
- 30% of net income be spent on community development programs
- 15% of net income be spent on assisting business activities and employment and training
- 25% of net income be spent on other Objects of the Trust

12. WHAT ARE PRODUCTION PAYMENTS?

Production payments are the monies received from BHP to IBN as per the terms of the Mining Area C Agreement. Production payments are received quarterly in arrears from BHP and the amounts received are subject to the Production Volumes, Iron Ore Price and the \$ exchange rate.



13. WHAT IS THE STRATEGIC PLAN AND HOW IS IT BEING DEVELOPED?

The 2021 Strategic Plan is being developed by the CEO and IBN Board. IBN has been undertaking consultations with the Rep Corps, Members and Elders to ensure that the Strategic Plan reflects the Communities aspirations. We are looking to complete the Strategic Plan by the end of the year for a roll out in 2022. The strategy is the responsibility of the Board and IBN.

14. DOES ORIC APPLY TO IBN?

The legislation that IBN operates under is the Corporations Act 2001.

The Native Title Act 1993 (Cth) (NTA) states that once Prescribed Body corporate (PBCs) are established they must register under the Corporations (Aboriginal and Torres Strait Islander Act) 2006 (CATSI ACT). The CATSI Act guides how Aboriginal and Torres Strait Islander corporations are run.

The Rep Corps are incorporated under ORIC and administered under the CATSI Act. This means that there are some differences in how the functions of those Corporations are carried out.

15. WHO APPROVES MY MEMBERSHIP?

IBN currently has over 1,550 Members.

The Board accepts Members based on the advice of the Rep Corps.

Details regarding the Membership process is available on the IBN website: - <https://ibngroup.com.au/>

If you are concerned about the status of your membership, in the first instance you should speak to your Rep Corp about the status of your membership or membership application.

16. HOW DOES IBN PROVIDE UPDATES TO MEMBERS?

IBN provides updates on our website: - <https://ibngroup.com.au/> and by SMS to Members mobile phone numbers.

IBN has also reactivated the IBN Wangka Newsletter and stories regarding IBN and the Community will be provided to Members regularly.

Under clause 6 of the Trust Deed, IBN consults with the Community as to the activities of IBN.

We do this each year to coincide with the Community Programs review. Consultation sessions occur between February and April each year with sessions held in South Hedland, Karratha, Tom Price and Perth.

IBN also holds the Annual General Meeting (for IBN Members) in November each year and Joints Boards Meeting each year.

A Joints Boards Meeting is a meeting held where the Directors of IBN, MAC, BAC, MBAC and NAC are invited to attend.

17. WHEN IS THE IBN ANNUAL GENERAL MEETING (AGM)?

The AGM is expected to be held in November 2021.

The Board is currently considering virtual and in person options consistent with the current COVID situation and will provide further information closer to the date. A quorum at the AGM requires 50 adult beneficiaries to be present (in person or virtually).

18. WHAT ARE MEETING ALLOWANCES?

Meeting allowances apply to AGMs, Rep Corp Meetings and Elders Council meetings, and are the monies payable to eligible Members for attending these meetings are in accordance with the Australian Taxation Office (ATO) rates and per IBN's Group Travel Meeting Policy.

Allowances include Sitting Fees, Camping Allowance, Travel / Mileage Allowance and Meals and Incidentals Allowance, and are subject to eligibility.

19. WHAT IS MY SITTING FEE FOR AN IBN MEETING?

\$250 per Member for half day meeting (less than four hours)

\$500 per Member for full day meeting (four hours or more)



20. WHAT ARE MY TRAVEL ALLOWANCES FOR AN IBN MEETING?

Travel

- A travel allowance is payable at the ATO standard rates per kilometer travelled to and from the Member's registered address

Camping/Accommodation

- A camping allowance is applicable if the meeting is held in a location other than where the Member resides, per their registered address
- A camping allowance of \$250/night for each Member who needs to travel further than two hours, based on their registered address, to attend a Meeting is available
- A two-day camping allowance applies to a one-day meeting, and three-day camping allowance applies to a two-day meeting

Meals and Incidentals

- A Meals and Incidentals Allowance is available at ATO standard rates
- A two-day meals and incidentals allowance is available to a one-day meeting, and three-day meals and incidentals allowance applies to a two-day meeting
- Payment of Meal allowances is not applicable where meals have been provided on the day/s of the meeting

21. WHY CAN'T I BE PAID IN CASH?

IBN does not hold cash on meeting days. This is a safety and security issue. All payments are made within seven days by Electronic Bank Transfer, directly into the Members nominated bank account.

22. I'M UPSET ABOUT A COMMUNITY PROGRAMS DECISION - WHAT CAN I DO?

When administering the Community Programs, IBN staff do so fairly and with transparency. However, sometimes we may make a decision that you are not happy with.

Members who wish to dispute a Community Program decision can appeal or make a general complaint in writing. If you need help writing an appeal, contact us on 1800 014 401 or email applications@ibngroup.com.au

The Appeals and Complaints Process is available for viewing on the IBN website: - <https://ibngroup.com.au/>

23. HOW CAN I GET A COPY OF IBN GOVERNING DOCUMENTS?

To obtain a copy of IBN's Constitution, Trust Deed or Mining Area C Agreement, please request in writing to PO Box 2390, South Hedland WA 6722, or email membership@ibngroup.com.au

Employment at IBN

IBN continues to recruit staff which fit the requirements of the jobs we advertise for. Whilst doing so we also ensure we follow the process which will allow our Members access to all the vacant positions first.

Our process is done by the following;

- We send an SMS to all Members advising of the vacant position
- Positions are then advertised internally and then externally to the wider community

Applying for jobs with IBN: We try to be as flexible as possible for Members to apply for IBN roles. You can apply in the following ways.

Via email: You can also apply by emailing HR@ibngroup.com.au directly. Please ensure that you clearly identify which role you are applying for.

Call Us: If you would like to a chat about IBN employment pathways or to discuss specific roles, please contact the Senior HR Coordinator on 9140 0963.

Pop in to Brand Street. You can also drop an application off at any IBN office. Please ensure that your cover letter states which job you are applying for. Mark your application "Attention to the Senior HR Coordinator".

Via SEEK: If you apply directly to a role advertised on Seek, your application is easily accessible and attached to the specific job that you are applying for. This helps to manage the recruitment process more efficiently.

Featured Job – IBN Services Operator

Our opportunities are growing for IBNS with increased interest in IBNS delivering Restoration and Rehabilitation work for mine sites. In order for us to deliver on these contracts we are looking for IBNS Operators who are able to complete the pest management accreditation required for this work. The IBNS Operator role is a drive-in drive out role. While you will be at home on weekends, the majority of the work takes place on mine sites requiring you to be away from home from Monday to Friday. The selection process includes a phone screen or one on one with the Senior HR Coordinator, a panel interview, comprehensive pre-employment medical and reference checks.

IBNS Operator is a great role and a gateway to a career with IBN and beyond. Culturally, restoration and rehabilitation is a wonderful way to Heal Country and add to the financial sustainability of our organisation.

Further job information can be found at <https://ibngroup.com.au/jobs/>

Indigenous Marine and Mining Services Update

IMMS is currently providing a range of works on the BHP NPI Contract.

The majority of works is on vacant and transit houses, but also include common areas (flats and offices), verges in clusters where BHP own the entire street, parks (Murdoch Estate), vacant land clearing/servicing and other work including tree lopping.

IMMS have three trucks that work on this crew with two people per truck, we also have a pool ute and a Supervisor for the work crews, in total this is a team of eight people who are employed 50 hours per week.

We have used this contract to help place people onto site based roles as this work crew gives candidates great work skills and a good understanding of all safety processes.

The skill requirement for these roles are that candidates must be able to pass a medical, hold a current valid drivers licence and have a police clearance.

Contact IMMS if you wish to register your interest by phoning 1300 368 865 or email imms@imms.net.au





IBN Services

Our team at IBN Services continues to expand and win new works.

IBN Services have recently undertaken BHP Pest Management Control and have completed a number of projects at remote BHP locations during FY21 and will continue with the BHP Project in FY22.

IBN Services have tendered a project with BHP looking at propagation of two identified rare plant species, this will be set up as a monitoring program.

Greening Australia also became a client of IBN Services and successfully completed a propagation trial of 5000 Pilbara Native Plant species for a local project and they were happy with what was produced and demonstrated, they have requested further Pilbara Native Plant species.

FMG has also approached IBN Services regarding propagation of rare species and a monitoring program, this includes collecting the seed during the right seasons, including treating the seeds ready for propagation.

As well as providing a commercial service we continue to ensure that we are providing training to our employees, many of whom are Members. Some of the crew have completed the following training – Fire Fighting training, First Aid, Pest Management Technicians license training via the Department of Health WA, Horticulture, 4WD Training, BHP Inductions.

Contact IBN

Port Hedland Office:

3 Brand Street, South Hedland
WA 6722
P: 9140 0900
F: 9140 0996
FREECALL: 1800 014 401
E: admin@ibngroup.com.au

Tom Price Office:

Shop 1, 973 Central Road,
Tom Price WA 6751
P: 9189 3706
F: 9140 0996
E: admintp@ibngroup.com.au

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