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| 1. KEY AREA1
 | 1. SPECIFIC UNDERTAKINGS2
 | 1. TIMEFRAME FOR DELIVERABLES3
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| 1. Participation
* Engagement with correct stakeholders
* Use of culturally appropriate protocols and cultural awareness training delivered
* Early and ongoing engagement (best practice)
* Community support for the project
* Community development principles and benefits
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2. *Examples*
* *Identifying stakeholders and regular meeting schedule.*
* *Committing to cultural awareness training delivered by appropriate local/regional provider.*
* *Appoint a Liaison Officer*
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| 1. Procurement
* Commitment to viable and sustainable procurement and local content targets
* Commitment to Indigenous enterprise development
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2. *Examples*
* *Provide a range of contract and/or work opportunities for identified/targeted businesses.*
* *Notify contractors of Indigenous contracting obligations and use best efforts to procure contractors with appropriate Indigenous participation processes.*
* *Develop list of preferred Indigenous suppliers, provide prior written notice of upcoming tenders/work packages*
* *Directly targeting relevant Indigenous businesses from Supply Nation/Black Business Finder/ WA Aboriginal Business Directory etc.*
* *Provide existing contractors with information on local candidates suitable for employment and introductions to Indigenous businesses capable of supplying good and services.*
* *Include Indigenous employment in assessment criteria for all tenders*
* *Create purchase order terms and conditions that encourage the use of local Indigenous businesses*
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| 1. Employment
* Commitment to viable and sustainable employment targets
* Appropriate recruitment, retention, career and skills development.
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2. *Examples*
* *Establish a database of suitable candidates to directly contact when opportunities arise.*
* *Interview and employ local Indigenous people (where at least equally qualified and experienced as others)*
* *Implement retention strategies including supervised on the job training, inductions, mentoring, upskilling, financial literacy training.*
* *Support Indigenous employees to build capacity including numeracy, literacy and basic vocational skills*
* *Promote Indigenous traineeship and/or cadetship programs where appropriate*
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| 1. Overarching commitments including Cultural Heritage, community development
* Commitment to action
* Cultural heritage recognition and protection
* Indigenous participation in environmental protection activities
* Leveraging Territory/State/Federal resources and programmes to support outcomes.
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2. *Examples*
* *Cultural Heritage Management Plan*
* *consideration of any Commonwealth, State/Territory Government programs that could assist delivery*
* *Financial assistance for scholarships/training opportunities, community events, community organisations etc*
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2. Reporting, Monitoring & Communication
* Mechanisms for monitoring and updating IES – eg. annual review of the IES, in consultation with Traditional owner reference group.
* Reporting as per agreed Schedule with NAIF
* Collaborating with NAIF to develop and cross-promote communication materials on IES outcomes
* Report outcomes in Annual Report
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# Key Contacts:

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| 1. PROPONENT:
 | 1. **<name> <position> <email> <mobile>**
 |
| 1. NAIF:
 | 1. **<name> <position> <email> <mobile>**
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