

PORMPURAAW



ABORIGINAL
SHIRE COUNCIL



Visitor and Staff Culture Guide

PORMPURAAW DEED OF GRANT IN TRUST
PORMPURAAW ABORIGINAL SHIRE



*Traditional Homelands of Kuuk
Thaayorre people and Kugu
Nganchara (Kugu / Kuugu)
people, along with Wik Iyanh,
Bakanh and Yir Yoront families*

These Protocols have been endorsed by the Pormpuraaw Aboriginal Shire Council and are enforceable by the respective, State, Commonwealth and Local Government authority.

Respect for the Local Community, our Traditional Homelands and our Culture

All Homeland Outstations across our Shire and all residential housing in Pormpuraaw are the private property of individuals

The Pormpuraaw Aboriginal Shire extends beyond the township between the lower Kendall (Holroyd) and Coleman rivers and neighbouring pastoral properties to the east.

The Pormpuraaw Aboriginal Shire covers the whole of the Pormpuraaw Deed of Grant in Trust (DOGIT), held in trust by the Council on behalf of the Traditional Land Owners. Land in the region has been continuously reserved for the Aboriginal peoples of the area.

Trespass and use of private residences without free prior and informed permission is illegal, just like anywhere else in Australia.

Respect local privacy rights that restrict your access to areas or use of resources.

Strict conditions apply for any legal use of firearms within the Shire by Staff.

Prior written approval must be formally sought from - and formally granted in writing by - the duly authorised Council officer(s) well in advance.

No Shooting or Hunting is allowed by Visitors, Contractors or Sub-Contractors at any time in any area of the Shire.

Dogs and other domestic pets

No dogs can be bought into the Shire by visitors

Only residents' dogs will be registered.

New residents relocating to Pormpuraaw for employment may apply to Council's Chief Executive Officer in writing for prior approval to bring a dog.

Dogs are not permitted at any of Council's guesthouses or Contractors camps.

Cats are not encouraged as pets, given their harmful impacts on native animal species.

Stray animals are strictly controlled by Council Environmental Health officers.



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Traversing Homelands

No unauthorised access to any Traditional Homelands is permitted at any time

All requests for access to any DOGIT area must be made through the Pormpuraaw Aboriginal Shire Council.

Prior written agreement is required as the Shire is patrolled by Pormpuraaw Land & Sea Management Rangers. Unauthorised access spreads invasives.

Homelands contain many poison places - places where no access is permitted by anyone on the basis of Aboriginal law.

Pormpuraaw Elders and Traditional Land Owners take their custodial obligations very seriously, including their responsibility for the safety and wellbeing of all visitors to the Shire in accordance with cultural law practices.

In turn, they expect that everyone living or staying within the Pormpuraaw Aboriginal Shire will acknowledge and respect their continuing custodial obligations under Aboriginal law.



Invasive species: Grader Grass

Funerals and Sorry Business

Traditional mourning practices are still observed at Pormpuraaw today

Local practice requires individuals and families to observe cultural restrictions in their day-to-day relationships and customary obligations.

Ensure your work practices are able to respectfully take local Aboriginal cultural requirements into account.

Sorry business limits peoples' availability and their capacity to engage in decision-making within expected (external) timeframes.

Always respect peoples' rights to mourn and conduct related arrangements in private.

Sometimes, individual sensitivities or group tensions may increase for a time as a result of a death within community.

At various times, certain areas of the Shire may be subject to specific restricted access conditions for traditional or ceremonial purposes including for cultural activities or sorry business.

It can take varying lengths of time for closed areas to be re-opened, depending on the deceased's seniority or other circumstances as determined by the family or families concerned.

Notices providing advice about closed areas and re-openings are posted on the Council's notice board where appropriate.

Extended Kinships

Ties extend across families and places.

Kuuk Thaayorre, Kugu/Kuugu Nganchara, Wik Iyanh, Bakanh and Yir Yoront families have lived at Pormpuraaw since Edward River mission establishment in 1938. Many families are closely inter-related by marriage or ancestral descent, and have family living in Kowanyama, Aurukun or other external locations.

This means that at times, members of local extended families will live outside the local community, which can have implications for appropriate consultations or decision-making.

Relationships between individuals within an extended family can vary, just like those in any other Australian family.

Everyday life stresses can complicate relations between individuals, or with others who will come into contact with local people at Pormpuraaw.

Strict cultural obligations rule how some people are allowed to relate to others under Aboriginal law.

An example of what is locally known as a *poison* relationship concerns mothers-in-law who must avoid their sons-in-law at all times: they cannot travel in the one vehicle together nor share the same space, they are not permitted by strict law to speak, touch, pass things to each other or otherwise interact.

Strict rules also apply to behaviours between cousins subject to local poison relationships.

RECREATIONAL FISHING

Local seafood is a subsistence resource at Pormpuraaw, often the main daily meal for locals.

Fishing is permitted in the Mungkan and Chapman rivers provided bag limits and seasonal restrictions are observed.

Cultural restrictions may also apply from time to time to general access fishing areas.

Always beware of Estuarine Crocodiles. Do not leave fish frames discarded at boat ramps or on the beaches, clean up after yourself.

Take extreme care when launching or removing boats in any river bank or beach areas.



Estuarine Crocodile

Pormpuraaw Traditional Land Owners hold vibrant, living bodies of knowledge, and there are many places of deep spiritual significance across our Lands and Waters.



Staff and Visitors must respect that many places at Pormpuraaw are not open for access, camping or general use.

The Traditional Land Owners of the Pormpuraaw Aboriginal Shire are the Kuuk Thaayorre people and the Kugu Nganchara (Kugu / Kuugu) people, along with those Wik Iyanh, Bakanh and Yir Yoront families whose ancestral homelands are also within the Pormpuraaw Deed of Grant in Trust (DOGIT).

Aboriginal law requires respect for the cultural authority of the Traditional Land Owners.

- ◉ Kuuk Thaayorre families and clans speak for their homelands. Kuugu / Kugu families and clans speak for their homelands. Wik Iyanh, Bakanh and Yir Yoront families and clans whose ancestral homelands extend into, or are within, the Pormpuraaw DOGIT speak for their respective homelands.
- ◉ We have a mutual obligation to care for our lands and waters with our neighbours as threats to our ancestral homelands extend across landholdings and tenures.
- ◉ Pormpuraaw Traditional Land Owners expect visitors and service providers to be aware of our cultural obligations and to respect and acknowledge them.
- ◉ Staff and Visitors have the right to be treated with respect and understanding.
- ◉ Everyone is responsible for their behaviour and should respect the guidance of our Elders.
- ◉ Learning about Pormpuraaw is everybody's responsibility and it is also the responsibility of government and non-government agencies.

These Protocols have been endorsed by the Pormpuraaw Aboriginal Shire Council and are enforceable by the respective, State, Commonwealth and Local Government authority.

Friendships

Staff and Visitors must make sure their own relationships with local people do not create conflicts of interest for their own professional conduct or compromise workplace duties.

Common sense will ensure personal safety, mutual respect, integrity and accountability. Intimate relations can generate significant, cultural obligations for involved individuals.

Observe and be open to learning, but always wait to be invited - don't assume you will receive an invitation or that you have an automatic right to take part in local events or activities.

Staff and Visitors are required at all times to meet the expectations and responsibilities of the duties they are engaged to provide, and act in accordance with community standards.

Gifts

Queensland local government employees are legally not permitted to ask for, or to accept a fee for the discharge of any workplace duties.

All formal gifts to Council must be registered in liaison with the CEO.

Gift acceptance may create obligation or perceptions of an obligation in return.

Potential and actual conflicts of interest, perceptions of favouritism, bias or bribery.

Where a gift offer is clearly of nominal (very small) value and you are considering accepting the gift, your decision to accept the gift being offered must be made in light of:

- any real, potential or perceived conflict of interest (i.e.: your private interest as seen against your work duties), and/or
- any perceptions of favouritism, bias or bribery.



Yuk Ngat Mural - Pormpuraaw store

Borrowing Equipment

Borrowing other's possessions can lead to borrowing pressure being put on you.

Borrowing items (including money) from a local can create a wider perception or put pressure on you to lend your own things (or cash) to the lender or their family in return.

Private lending arrangements are entered into at your own risk.

Council will not be liable or responsible for non-return of private loan items.

Medication

All visitors to Pormpuraaw are encouraged to bring their own medications.

Pormpuraaw Clinic has limited supplies of medication for local residents and cannot be relied upon to meet your existing medical requirements.

Alcohol

An Alcohol Management Plan applies to all of the Pormpuraaw Aboriginal Shire.

The maximum amount of alcohol a person can have in the restricted area is 4.5 litres (12 x 375ml cans) of any combination of beer and premixed spirits in which the alcohol concentration is no more than 4% alcohol/volume.

This amount is per person on foot, or per vehicle, boat or aircraft regardless of the number of people in it.

No homebrew or homebrew equipment is allowed in the restricted area.

Heavy fines apply to breaches of the law.

There is one licensed premises known as the Pormpuraaw United Brothers Sports Club. The Club generally trades for Takeaways Tuesday to Saturday and on-site consumption Wednesday to Saturday. Please see the noticeboard outside the Club for trading hours.

Membership Fees do apply.

PROTOCOLS FOR STAFF AND VISITORS

These Protocols apply to all Staff, Contractors, Subcontractors and Visitors living, working and/or staying within the Pormpuraaw Aboriginal Shire, and to all Shire workplaces, both in and outside of Pormpuraaw.

Additionally, relevant State and Commonwealth laws also apply to the Shire as a safe, remote area workplace and as a declared alcohol management area.

For further details about the Pormpuraaw Restricted Area see the Queensland Government website: <https://www.qld.gov.au/firstnations/health-staying-active/alcohol-smoking-drugs/community-alcohol-restrictions/remote-discrete-communities/pormpuraaw>

The following Protocols apply to all Staff, Contractors, Subcontractors and Visitors that are employed or undertake work within the Pormpuraaw DOGIT area.

These compliances are supplemental to any relevant State or Commonwealth Government Laws including the Alcohol restrictions in Queensland's Aboriginal and Torres Islander Communities Alcohol Management Plan (AMP).

For your information these protocols are endorsed by the Pormpuraaw Aboriginal Shire Council and are enforceable under various laws by the respective State, Commonwealth and/or Local government authority.

At various times, certain areas may be subject to restricted access for traditional or ceremonial purposes, including cultural activities and sorry business.

These stipulated restrictions apply to both external visitors and community residents, including to Traditional Land Owners.



Coleman River coastal plain

ALL STAFF, CONTRACTORS, SUBCONTRACTORS and VISITORS to the Pormpuraaw Aboriginal Shire must agree to the following terms and restrictions throughout their visit.

- ⊙ No Shooting or Hunting.
- ⊙ No Dogs for short-term stays. New residents relocating to Pormpuraaw for employment may apply for prior approval to bring a dog, with the application to be submitted to the Chief Executive Officer.
- ⊙ No Access to any Outstations or Traditional Lands within the DOGIT without being accompanied by a Traditional Land Owner who - with the consent of their family and clan group - can speak for the Outstation or the Homeland concerned in accordance with Aboriginal law and custom.
- ⊙ No Permission to enter Outstations or Traditional lands without prior written permission as issued by the CEO of the Pormpuraaw Aboriginal Shire Council.
- ⊙ Fishing is permitted in the Chapman and Mungkan rivers. (Provided bag limits, possession limits, and season closures are observed and there are no cultural restrictions in place).
- ⊙ Dump Fees and Clean up fees now apply for non-household waste.

Please Note:

Failure to comply can result in serious penalties including termination of contract, and immediate dismissal with demand to leave the community.



**Acknowledgement of the
Porpuraaw Aboriginal Shire Council
Code of Conduct**

I, _____
(Name in full)

of _____
(Unit within the Organisation)

acknowledge that I received this Code of Conduct and
attended training on:

(Dates of training attended)

Signed: _____ Date: ___/___/___

By making this acknowledgment you agree to accept this Staff & Visitor Code of Conduct and its application in undertaking your agreed work duties and in your own conduct whilst living or working within the Porpuraaw Aboriginal Shire. Any visitor, contractor or staff concerns can be raised with Council's HR team. All other concerns should be direct to the Council's Chief Executive Officer.



PORPURAAW
ABORIGINAL
SHIRE COUNCIL

CONTACT

Porpuraaw Aboriginal Shire Council / (07) 4060 6000 / web: www.porpuraaw.qld.gov.au
24 Thinraathin Street Porpuraaw QLD 4892

The Porpuraaw Aboriginal Shire wishes to acknowledge the Anindilyakwa Land Council's 'Code of Conduct' (undated) and the Queensland Government's 'Code of Conduct for the Queensland Public Service' (2011) in shaping this document.