



“The growth and processes of an Indigenous mining company: The experiences of Northern Project Contracting”

Speakers:

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# Overview of NPC

- ▣ **Development of Century Mine Agreement**
- ▣ **Pre - contract – Escott Lodge, 5 year review**
- ▣ **Labour hire, machinery hire, crushing and rehabilitation works**
- ▣ **Machinery hire contracts in Western Australia**
- ▣ **Recognition – Reconciliation Business Award and Rising Star Award 2008**



# Our operations



- ▣ **NPC and WMS have put together a team of qualified people to deliver these initiatives**
- ▣ **NPC currently employ 45 people with 80% staff Indigenous**
- ▣ **33 Indigenous trainees have started with the organisation since November 2006, with 22 continuing to train and/or continuing employment with us full-time**
- ▣ **Represents 66% retention rate**
- ▣ **Retention rates for mainstream operators in the mine pit less than 30%**
- ▣ **92% of all our trainees, past and present, have received their operators certificate—portable qualification**



Waanyi Nation Aboriginal Corporation Board  
(and families!)

# Our motivation: Community

- ▣ **Constitutional mandate – opportunities in mining and post-mining environment**
- ▣ **Prioritise Indigenous people, *in the first instance*.**
- ▣ **Space for innovation and creativity in HR policy and practices.**
- ▣ **Commercial success has enabled support of other community projects.**

# Our Initiatives



## Commercial Projects

Labour Hire  
NPC Crushing  
NPC Mining School  
Mine Rehabilitation  
Business support

## Community Projects

Language Project  
Sports sponsorship  
Rodeo and events  
Governance Training  
School Camps  
Green Bags  
Cultural Centre  
Scholarships



# Joint Ventures



- Establishing a JV (How and Why)
- Finding the right JV partner
- Proactive – Maintain involvement
- Stick to your goals
- Develop tight agreements
- Maintain a workable relationship



# Taking over the JV



- Retain ownership of management
- Training in the business
- Ensure financial control and involvement
- Budget in preparation for transition
- Continue relationship beyond the JV for future large projects



# Summary



- **Combining commercial and community concerns**
- **Managing and negotiating the JV terrain**
- **Enabling communities to stay true to culture and create a future**

