

## Directors Update

Welcome to Intract Australia's latest newsletter. It has been a very busy and exciting beginning to the year for the growing team at Intract. Inside this issue you will find updates on projects we have completed across the country, new employees that have joined the team and also an insight into the sponsorships and work we do within the community outside of the work site.

2018 is promising to be another successful year for Intract as we continue to deliver on our mission of Closing the Gap for Indigenous Australians. In the first four months our business has experienced significant growth which has presented the opportunity to employed more people in key roles across the business.

Positive growth is sustainable. The most important part of our growth at Intract is the development of our Indigenous people and bringing future leaders into the business. So we have been busy implementing an Indigenous Careers Pathway Program, with the purpose of ensuring potential future employees have a defined career pathway to allow them to prosper in our business. A large focus of the program is to provide Indigenous tertiary students and school leavers the opportunity to join our company and give them a career pathway beyond their studies.

We offer hands on pre-university work experience for school leavers, summer semester break cadetships and part-time paid internships for university students throughout their studies. The ultimate goal is to help students work towards achieving a graduate position with Intract at the completion of their studies.

Some of the features of the program include a buddy system whereby senior staff members mentor participants throughout the duration of the program. This support blanket is critical for young Indigenous people entering the workplace for the first time.

The first quarter of 2018 also saw the establishment of our Intract Diversity Program aimed at providing some structure to our community support efforts. The main objective of the Diversity Program is to provide supporting to those Indigenous individuals, families or organisations that need it most. This extends to families, sporting teams, charity organisations and volunteering time.

We are very excited to implement and see both programs flourish in 2018.

Thank you for taking the time to learn about our recent achievements at Intract and we hope you enjoy the read.



**John Briggs**  
General Manager  
Southern Australia

**Michael Rotumah**  
General Manager  
Northern Australia

### National Close the Gap Day - Adelaide



John Briggs and Master of Ceremonies for the event, Shelley Ware, is a proud Yankanjatjara and Wirangu woman who is a Primary School Teacher, Education Consultant and more commonly recognised as being one of the hosts on NITV's Marngrook Footy Show.

## Featured Inside

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# Business Update

## Intract become a Defence Teaming Centre Member

### Nationwide

In November 2017, Intract Australia became a member of the Defence Teaming Centre (DTC), a nationally-focused member organisation that enables and supports the Australian industry in developing capability and increasing overall competitiveness in domestic and global Defence markets.

DTC believes that Australia needs an innovative and sustainable Defence industry that is aligned to Australia's strategic requirements and contributing to the national economic activity.

DTC assists business through networking opportunities, sharing knowledge and expertise, marketing and communications support, industry development, workforce and skills development, and contributing to Defence policy and advocacy as well as building alliances.

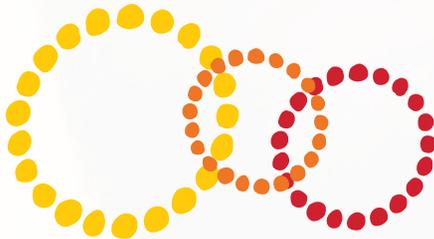
Intract currently complete a significant amount of Defence contracts and we see great potential leveraging this membership to secure more work through the Defence sector. We believe this will be achieved through networking opportunities, attending member industry briefings and product launches, business to business matching and through the recognition of industry achievements at DTC held events throughout the year.

Intract look forward to working with the DTC team in creating a brighter future for Intract Australia's growth.



Defence Teaming Centre

MEMBER



## Employee Profile

### Neil Clarke - Civil Operator

#### Where do you live?

Adelaide, South Australia

#### Who are your mob?

Arrabuna

#### How long have you worked at Intract?

Since inception, in 2010

#### What do you like enjoy most about working at Intract?

Machine work, I'm just a big kid!

#### What is your favourite pastime when you aren't working?

To relax and chill and watch Netflix

#### What is your favourite food?

Pork chops

#### Who is your favourite band?

Iron Maiden

#### What if your favourite sport and team?

AFL Football, Adelaide Crows

#### Where do you see yourself in 5+ years?

Working for Intract as a Supervisor.



# Project Updates

## Wilora Community Demolition and Civil Works

*Alice Springs, Northern Territory*

Wilora is a remote housing community approximately 250km north of Alice Springs. Intract were engaged by Ingerreke Commercial to complete the demolition of six dwellings, the construction of six three-bedroom remote community housing dwellings and the upgrade of one dwelling.

The works also incorporated civil works for the pads and concrete slab foundations for the new dwellings. The updated houses became new homes for the local Aboriginal community, offering improved infrastructure and more space to accommodate larger families.

Due to the constrained contract period and remote location of the works, several project activities were delivered concurrently. Local Indigenous personnel were brought onto the project in trade assistant roles, who were provided with on the job training and upskilling.

Plant and equipment included a Telehandler, Hook Lift Bin Truck, a Batching Plant and one Skidsteer Loader. Workforce peaked at 15 and completed 4,000 work hours without incurring any health and safety or environmental incidents. One female and three Indigenous personnel were employed on the project achieving an Indigenous Participation of 50%.



**The project achieved a 50% Indigenous Workforce**

## Yappala Station Building Upgrades

*Yappala Station, South Australia*

Yappala is a small remote Indigenous community located 340km north of Adelaide and is home to the Adnyamathanha Nation.

Intract Australia were contracted by Viliwarinha Yura Aboriginal Corporation to provide upgrade works to 12 residential buildings at the Yappala Station. The project scope included demolition, partition installation, carpentry and roofing works.

The buildings had not been renovated in approximately 15 years prior to the current owners taking possession and featured unsafe electrical installations, which required repairs and upgrades. Wear and tear had also taken its toll on several of the old buildings, some of which were over 70 years old. The kitchen joinery was in need of repair and plumbing fixtures were calcifying and not functioning. There was also an opportunity for improved living conditions by increasing and upgrading the existing veranda covered area as well as installing solar panels for electricity efficiency.

The scope of works included kitchen and bathroom renovations, carpentry repairs, replacement of windows and doors, cladding replacement, new electrical works that included safety checks and new wiring, lighting, ceiling fans, air conditioning, plumbing checks and reworks, roof repairs, gutter and downpipe replacements, wall and linings remedial works, internal painting throughout most occupied buildings and the construction of a new veranda. The project team also coordinated the installation of solar power and generator back-up.

Three Indigenous Intract personnel were on the project along with two Indigenous personnel from Complete Personnel employment agency. The works took place from June 2017 to August 2017 and achieved a 75% Indigenous workforce across the project.

**The project achieved a 75% Indigenous Workforce**

# Project Updates

## Slip Yard Rail Replacement - HMAS Coonawarra

Darwin, Northern Territory

HMAS Coonawarra is a Royal Australian Navy base located in Darwin, Northern Territory. It is an important shipping port for the Royal Australian Navy as it serves as a gateway to northern neighbours and is the centre from which the Department of Defence conducts their border integrity operations.

HMAS Coonawarra's infrastructure includes a vertical ship lift used to raise Royal Australian Navy vessels out of the water for ease of performing routine ship maintenance, utilising a crane positioned on four parallel rails and is used to lift the ship and transfer it to one of 12 maintenance bays.

Defence's project management partner, Aurecon, were requested to undertake a structural assessment of the existing 530m of rail in Bays 1 and 2 to determine their operational condition. The rails were found to have deteriorated due to flaking and pitting corrosion and were also found to have poor alignment in both horizontal and vertical directions with respect to other rails, consequently were operating outside of their design tolerance limits.

Aurecon engaged Intract to remove and replace the rails, however upon project commencement it was discovered that the foundations under the existing rails were almost non-existent. Aurecon produced new designs and a scope change ensued. Intract's new scope still included the removal of the 530m of 60kg/m rail and its replacement with new rail, with additional works including the demolition of 570t of concrete and its replacement with 1200m<sup>2</sup> of poured concrete.

Intract self-performed the majority of the works, with all but one subcontractor being from the local Darwin area. Subcontractors were engaged for surveying, welding and concrete cutting. The engagement of three Indigenous personnel achieved a 38% Indigenous participation for the project.

The project  
achieved a 38%  
Indigenous  
Workforce

90% of the  
workforce were local  
employees



# Project Updates

## Flood Damage Remediation at RAAF Base Edinburgh

Edinburgh, South Australia

Royal Australian Air Force Base Edinburgh is situated 25km north of Adelaide. It is primarily home to the Air Warfare Centre, No. 92 Wing's AP-3C Orion and P-8A Poseidon maritime patrol aircraft that conduct surveillance operations throughout Australia's airspace.

Due to the location and nature of the RAAF base, it can become subject to flooding in certain areas in large rain events.



Initial investigations of all side entry points, graded inlet pits and culverts identified that while there were instances of complete blockages in several capture points, there were no failures in the culvert and no significant intrusion by root systems. It was also identified that the majority of remediation works were required at a single location, the Integrated Test and Training Facility.

Initial works comprised of removing existing vegetation covering swales, stockpiling all grass turf for later reinstatement, disposing of unwanted vegetation, removing the top soil, clearing all existing culverts and stormwater pipes of any soil or debris, re-grading the existing batters, installing 100mm rip rock and 150mm top soil where specified, addressing culvert and swale grading concerns.

Upon completion off the swale works, installation of new side entry pits and cleaning the site around the testing and training facility was undertaken. Together with the SEP works, installation of additional stormwater drains and the installation of a new reflux valve was completed to ensure the water was diverted away from the building.

Intract employed four trades personnel, two of which were Indigenous achieving a 50% Indigenous participation. The entire workforce was from South Australia and all works were self-performed by Intract personnel.

## RAAF Base Edinburgh 25m Range Upgrade

Edinburgh, South Australia

Intract Australia was engaged by JLL Augility on behalf of the Department of Defence to undertake civil repair works to the 25m Range B firing range located within the RAAF Base Edinburgh. Intract worked under a collaborative arrangement with JLL Augility and Defence to deliver the works under a design and construction contractual framework to ensure the rifle range met specific Defence standards. Works were completed within the three-week delivery period.

The scope included numerous work elements with blockwork wall works including the installation of new core filled blockwork to every lane in the firing range, with each block being 1500mm wide by 2300mm high located behind each target.

Rubber matting works totalled 200m<sup>2</sup> and included the removal and replacement of existing matting and its disposal at licensed receiving and recycling stations.

In order to gain access to the block wall locations, the scope included removal of the existing sand and saw dust mixture and stockpiling within a plastic lined bund, ensuring no ground contamination occurred on site as the mixture contained lead bullets. A new 50:50 ratio of sand and saw dust mixture topped up the range areas to required levels.

Miscellaneous works included various painting, signage installation, supply and installation of new leaning posts at head of the range for firing activities and general patching and making good of concrete walls. The project team liaised with the Range Officer throughout the project to ensure the works undertaken met Defence standards for a shooting range.

The project achieved a 54% Indigenous workforce throughout, with two Indigenous trades personnel were employed on the project for the full duration of the works.

# Intract Sponsorships

## Miller-Pickett Girls

Adelaide, South Australia

Intract Australia have been proud sponsors of the six sisters from the Miller-Pickett family who play for the Newton Jaguars Netball Club in Adelaide, since mid-2017. Sponsorship fees go towards their uniforms, team memberships and associated costs for sisters Shayla, Tyreeka, Terriah, Jamillian, Derikah and Shyrelle Miller-Pickett.

The Newton Jaguars Netball Club has been active since 1986 and still in 2018 the Club continues to embrace their family values, striving to ensure all players are provided with the opportunity to participate and develop their skills as a netballer.

In 2017, the Miller-Pickett family moved 629km from Port Lincoln to Adelaide. Parents Marcus and Lisa relocating to provide their girls with more opportunities in their schooling and sporting ventures for a brighter future.

On Saturday 10<sup>th</sup> of November 2017, Intract accompanied Shayla and Tyreeka Miller-Pickett to attend netball trials at the Priceline Netball Stadium in Adelaide. The girls trying for a shot for a 2018 position at the South Australian Aboriginal Sports Training Academy (SAASTA).

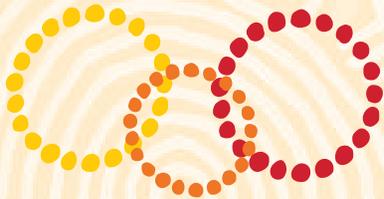
The South Australian Aboriginal Sports Training Academy is a full-time school program that caters to Aboriginal and Torres Strait Islander students in years 10,11 and 12 whilst also incorporating a heavy emphasis on the importance of Indigenous culture.

We are happy to announce that both Shayla and Tyreeka were accepted into the academy, which provides weekly sport training programs.

We look forward to seeing their growth both in school as well as at their sporting ventures.



Lefto to right: Shyrelle, Marcus, Tyreeka, Jameelian, Terriah, Derikah, Lisa and Shayla Miller-Pickett



## Buffaloes Football Team

Darwin, Northern Territory

Intract Australia is proud to sponsor the junior teams of the Darwin Buffaloes Football Club for the 2018 / 19 footy season. The five junior teams sponsored by Intract include the under 12, 14, 16 and 18 boys as well as the under 15s girls team. Financial support goes towards their uniforms, weekly player awards and coaching equipment.

We have strong ties and a history with "The Buffs" as General Manager of Northern Australia Michael Rotumah and Director Andrew McLeod both commenced their footy journey with the club.

One of the highlights of this association was when Andrew was named Captain of the Club's Team of the Century in 2017 (see our website news link for more information on this achievement).

<https://www.intract.com.au/andrew-mcleod-honoured-darwin-football-club/>

Intract continues to be heavily involved with the junior teams to help develop and pave the way for a new group of talented young men and women to achieve their dreams in their sporting ventures.

We look forward to supporting the Darwin Buffaloes Football Club in their 2018 /19 campaign and look forward to being a part of their ongoing success.



The Darwin Buffaloes Under 12's boys team.  
Photo courtesy of AFLNT Media

# Intract Sponsorships

## Limitless Exhibition

Port Augusta, South Australia

The Davenport Community Council is located 3km outside of Port Augusta, South Australia. The Council boundaries include 14 different Aboriginal Nations, 28 homes and 36 Aboriginal Nations.

Over the last decade the Council has established itself as a major organiser of Aboriginal community events. One of those events is the First Nation Empowering Photographic Mentoring program which began in August 2016. The event was established to create a mentorship program for Indigenous artists starting out in their creative journey, aimed at enhancing their painting knowledge and skills.

Part of the program includes guest speakers and mentoring sought to inspire, connect and empower the Aboriginal community through a variety of exciting workshops led by mentors Dave Laslett, an award winning illustrative artist and Lavene Ngatokorua, a Wangkunguru and Adnyamathanha artist known for her sculpting and paintings.

The first mentorship program was held in Port Augusta and surrounding areas attracting 35 participants over a two-year period. Their participants first exhibited in 2018 at the Limitless Exhibition featuring 19 of the artists' works, nine of which were from the Adnyamathanha Nation, four from the Bungarla Nation as others from the Arabana and Yankunytjatjara Nations.



John Briggs pictured with artist Donny McKenzie



Some of the 19 artists behind the Limitless Exhibition

Intract was proud to be a sponsor of the Limitless Exhibition which took place on Friday 6<sup>th</sup> of April 2018 at the Yarta Purtili Barracks in Port Augusta. Intract's financial assistance supported production costs and the printed exhibition publication including signage, artists' statements, a photo wall and books.

John Briggs, General Manager of Southern Australia, attended the event to support Indigenous artists and to celebrate with them, this night being the first exhibition for many of the entrants.

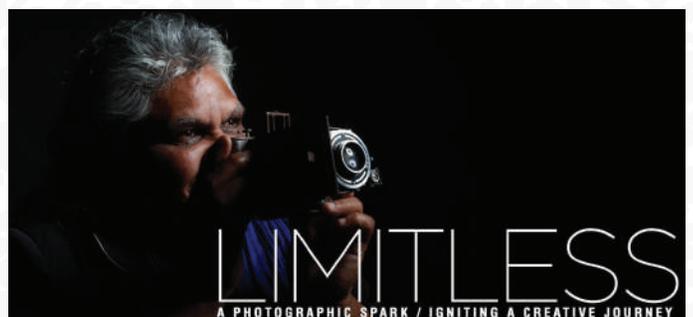
John was impressed with the quality of photography. He purchased Donny McKenzie's art piece entitled 'Dark Place Past'.

The synopsis reads:

*"Abandoned, down and out and nowhere to turn I didn't care about anyone else, only for myself, and sometimes not even that. Diving headlong into dark oblivion. Angry with myself. I knew I had to change. The plan in my head was to reach twenty-six stop partying, going to jail, fighting the system and move on. Art is me, it's all I wanted as a child. My safe place. A place I will call mine where I am free to be me."*

The exhibition has sent a positive message to the surrounding Indigenous communities, particularly to the Adnyamathanha Nation who see the Exhibition as a new career pathway and a means of expression and healing.

We applaud all of the artists and wish them the best for their artistic journey.



# Community Updates

## 10<sup>th</sup> Anniversary of the National Apology

Adelaide, South Australia

Ten years ago, the then Prime Minister of Australia, Kevin Rudd apologised to all Indigenous Australians for the Stolen Generation policies enacted by the Australian Government between the 1900s and the 1970s.

On Monday the 12<sup>th</sup> of February, Intract Australia's John Briggs joined 1,200 guests at the Adelaide Convention Centre to acknowledge the 10<sup>th</sup> Anniversary of the National Apology. The event was marked with a breakfast to reflect on how Australia has progressed as a nation towards reconciliation.

### 2008 Apology from former Prime Minister Kevin Rudd

At 9:00am on 13<sup>th</sup> February 2008 Aboriginal and Torres Strait Islander people across Australia were deeply moved when the then Prime Minister of Australia, Kevin Rudd, finally apologised to the Stolen Generations and said 'Sorry'.

Members of the Stolen Generations were invited to hear the National Apology first-hand in the gallery of The House of Representatives chamber at Parliament House in Canberra.

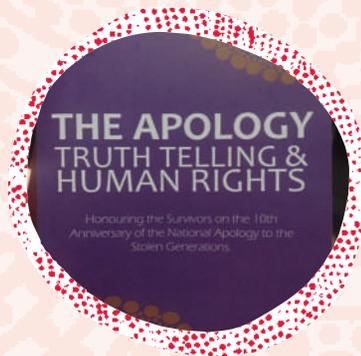
### The Stolen Generations

The Stolen Generations (also known as the Stolen Children) were the children of Australian Aboriginal and Torres Strait Islander people removed from their families by Australian Federal and State government agencies and church missions under acts passed by both Federal and State parliaments. The removal of these children who were referred to as 'half-castes' were conducted between 1905 and 1969, although in some places mixed-race children were still being taken well into the 1970s.

The children's removal from their families affected all aspects of their lives. Some are still searching for their parents and others never succeeded as parents themselves, turning to substance abuse.

Intract see it as our corporate responsibility to be involved in as many major Indigenous events as possible to show our respect and continue to be active participants of our community.

Our participation also allows us to showcase Intract's capabilities and highlight opportunities we can present to Indigenous Australians as well as prospective clients.



Left to right: The South Australian Native Title Services: Nicole Galliford and daughter, Lucy Kingston, Tayla Inglis, Marilyn Wilson, Michelle Hauber, Tom Jenkin, Jodie Martin, John Briggs and Lavene Ngatakoura.

John Briggs and Lavene Ngatakoura

# Community Updates

## National Close the Gap Day

Adelaide, South Australia

On Thursday the 22nd March 2018, John Briggs General Manager of Southern Australia attended the Closing the Gap event at the Adelaide Wayville Showgrounds, in a show of support for the numerous organisations striving towards Closing the Gap for Indigenous health outcomes.

Northern Health Network hosted the event. They deliver a range of integrated community health services across metropolitan Adelaide including mental health counselling and an Aboriginal health program.

The event featured stalls run by other health organisations who provide services for Aboriginal and Torres Strait Islander people.

After meeting with various qualified Indigenous health practitioners at the event, Intract have embarked on developing our first Indigenous health workshop for all Indigenous personnel in both Intract and our sister company McMahon Services. Commencing in Adelaide the objectives will be to educate employees on what local health services are available to them and their families, and how to access psychology services, dental services, health checks and immunisations.



John Briggs and MC of the event  
Shelley Ware

## Des Nicholls Award 2017

Adelaide, South Australia

In 2017, Intract Australia lost an incredible employee, Des Nicholls, who passed away suddenly. Des joined Intract in 2016 as a Supervisor and Trainer, quickly becoming a mentor and role model to the team. He was a highly valuable employee with a contagious smile and positive attitude.

In a short amount of time, Des made quite the impression on all who had the experience of working with him. At the time of his sudden passing Des was working on Intract's largest project in South Australia – the Northern Connector.

After Des' passing Intract created an award in his honour, bestowed upon any Intract employee who possesses the same passion, impressive work ethic and positivity that Des showed us all. Each year the award will be presented at the company's annual Christmas celebration.

On Wednesday 20<sup>th</sup> December 2017, John Briggs General Manager of Southern Australia, alongside Des' wife Ali Nicholls and their son Tyson, presented the 'Des Nicholls Award' to James Clark-Rantasa.

James has always been a quiet achiever who works well with others and needs little direction to get the job done, whom has proven over the years to be a great asset and valuable team member to Intract.

During the moving presentation, Ali's speech brought the room to tears as she talked and shared about her memories and love for Des and the legacy he has left behind for their son Tyson and friends and family.

Intract thank Ali and Tyson in their support to create this award.



James Clark-Rantasa holding his award



Left image: David McMahon, Andrew McMahon, Ali Nicholls, Tyson Nicholls, James Clark-Rantasa and John Briggs.

Right image: Des Nicholls Award commissioned by Jam Factory

# Employment and Training

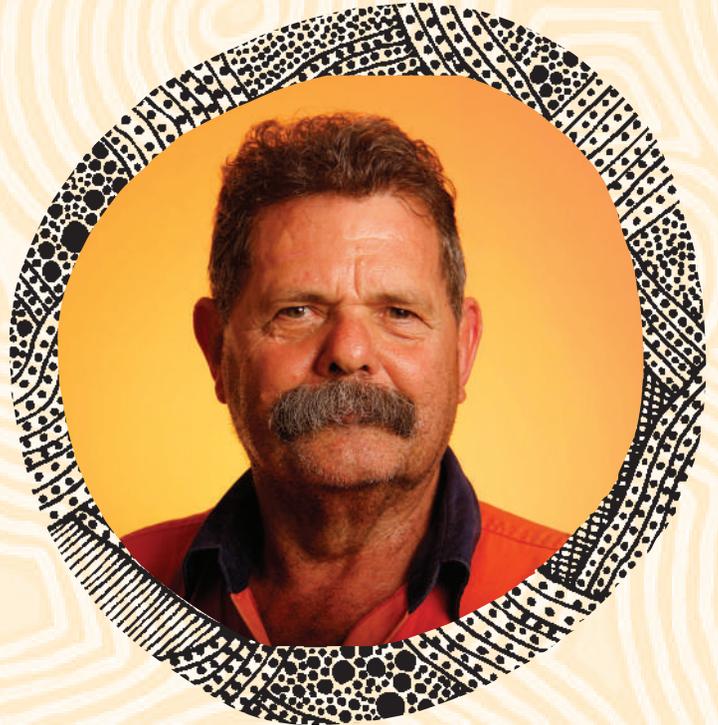
## **David Brand** **Site Supervisor, SA**

**David Brand is originally from Perth, Western Australia where his mother was a part of the Stolen Generations.**

David joins Intract's South Australian Building Services team as a Site Supervisor. He brings to the company 32 years of experience in building construction across many disciplines. David commenced his career as a Carpenter and progressed into general building. After 12 years in this position, he became a Building Supervisor with Conclad Constructions in Perth and held that role for eight years.

David moved on to become a Site Supervisor for both remote and construction projects for Ausco Modular, a role he held for nine years. David's responsibilities included overseeing all subcontractor work, training and inductions, and safety management compliance.

We are very happy to have David apart of our team and look forward to seeing what we can learn from him with his wealth of knowledge, skills and experience.



## **Mandela Yu,** **Project Coordinator, NT**



**Mandela Yu is a proud Yawuru woman originally from Broome, Western Australia who in late 2017 joined the Darwin Intract team as their Project Coordinator.**

Mandela has extensive experience in administrative roles across events, recruitment, sports and corporate bodies including Price Waterhouse and Coopers Indigenous Consulting, AFL Northern Territory and the Darwin Convention Centre.

Mandela works in Maningrida and Gunbalanya in the Northern Territory from our two remote offices. She is responsible for assisting in the Housing Maintenance Coordination and Tenancy Management Services project we've held there for the past three years. She will also work in the Darwin office responsible for administration duties under Michael Rotumah, General Manager of Northern Australia.

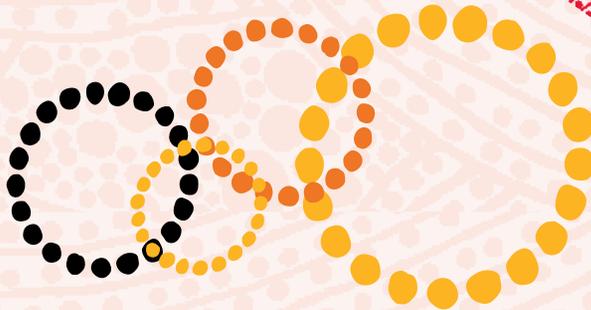
# Employment and Training

## **Amanda Beare** **Divisional Administrator, SA**

**Amanda Beare is a proud Kurna and Narungga woman from Adelaide who in late 2017 joined the Adelaide team as the new Divisional Administrator reporting to John Briggs, General Manager of Southern Australia.**

Amanda brings a wealth of knowledge and experience with her from her extensive background within administration. Amanda has held roles including working as a receptionist at an Aboriginal Elder Village in Adelaide, Site Administrator for leading Civil Mining Contractor in Perth and also as an Administrator within Aboriginal Health Services in South Australia.

Amanda has already proven to be a hard worker and valuable asset to the Intract team and we look forward to seeing her grow within the company.



## **Rickelle Peris** **Marketing and Communications Intern, SA**



**Rickelle is a proud Larrakia, Gija, Yawuru and Warumungu woman who is originally from Darwin. She is currently completing her third year of a Combined Degree in Business: Event and Tourism Management and Business: Marketing, at the University of South Australia.**

Rickelle has been offered a part-time internship by McMahon Services and Intract that will coincide with her studies.

Rickelle completed her Year 12 South Australian Certificate of Education (SACE) at Scotch College in Adelaide. She was supported in her studies by Yalari, a not-for-profit organisation that offers quality, secondary education scholarships at leading Australian boarding schools for Indigenous children from regional, rural and remote communities. Rickelle also serves as a Yalari Committee Member and Volunteer.

During her studies, Rickelle has undertaken work experience opportunities at Telstra, Bond Helicopters Australia and Lendlease. She is thrilled to receive the opportunity of hands-on marketing and communications experience within Intract Australia and McMahon Services.

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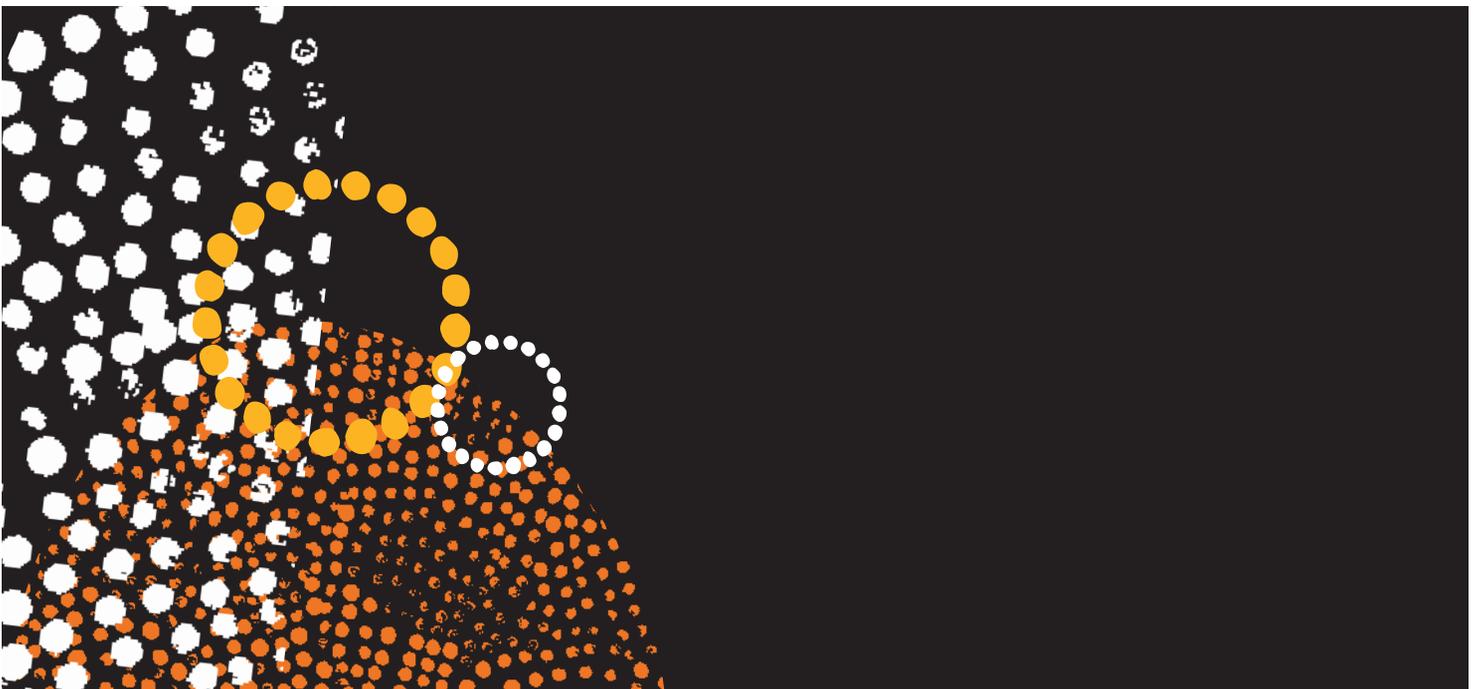
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