

Aboriginal employment outcomes at Argyle Diamond Mine: Survey of current and former employees

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Acronyms

CSR	Centre for Social Responsibility in Mining
DIDO	Drive-in Drive-Out
FIFO	Fly-in Fly-Out
HR	Human Resources
KGT	Kimberley Group Training
RAP	Reconciliation Action Plan
TAFE	Technical and Further Education
TO	Traditional Owner
UQ	The University of Queensland
WA	The State of Western Australia

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Executive summary

This report documents the findings of a survey of both former and current Aboriginal employees of Argyle Diamond Mine (Argyle). Rio Tinto commissioned The University of Queensland's Centre for Social Responsibility in Mining (CSRSM) to conduct the study. The mine is preparing to cease production in late 2020. The report builds on previous CSRSM research completed in 2007 titled, Survey of Aboriginal Former Employees and Trainees of Argyle Diamond Mine. This research collected information about outcomes achieved by former employees since exiting the business. Rio Tinto has indicated that these research findings assisted the company in tracking their contribution to human capital in the East Kimberley region and designing workplace retention strategies.

Objectives

The key objectives of this study were to:

- collect information about former employees' working experience, and employment outcomes since leaving employment at the Argyle Diamond Mine;
- collect information about current employees' working experience and post-closure plans regarding employment;
- gather empirical evidence to assess the contribution of employment to Aboriginal employees on a range of personal, occupational and social indicators;
- use this information to help inform Argyle's contribution to the development of human capital in the region.

Method

This study comprised a desktop review and a survey of Aboriginal former and current Argyle employees. Argyle compiled a list of former and current employees and apprentices and trainees who:

- were local Aboriginal people at the time of recruitment;
- were trained or employed by Argyle
- Argyle had contact details for the individual.

A total of 56 were invited to participate, with 37 completing the survey, representing a 66% response rate. The survey contained questions about the respondents' demographic details, employment experience and working conditions at Argyle, skills learnt at Argyle, and perceived benefits of working at Argyle. Former employees were also asked why they left employment at Argyle, their post-Argyle employment and if they would like to return to working at another Rio Tinto operation. Current employees were asked about their employment plans post-Argyle.

Key findings

Findings from the desktop review indicate that Argyle was a dominant employer of Aboriginal people in the East Kimberley region in the years following the signing of Argyle Participation Agreement in April, 2005. In 2006, employment at Argyle accounted for more than 25 per cent of Aboriginal mainstream employment in the region. Seventy-three Aboriginal people have completed apprenticeships and 67 have completed a traineeship since 2006. In addition, 137 Aboriginal people have completed pre-employment programs. Argyle has also contributed to Aboriginal employment via preferential contracting of Aboriginal businesses and including Aboriginal labour quotas in contracts with service providers. An assessment of Argyle's economic contribution through contracting would require a separate study. Survey findings provide further evidence to understand Argyle's contribution to human capital in the region. The key findings are summarised below.

1. Who participated in this study?

Thirty-seven local Aboriginal people participated in this study. Of these, 21 were former employees and 16 were current employees. There were 21 male and 16 female respondents. Traditional Owners³ (TO) represented around half of respondents. At the time of recruitment of Argyle, many were young, single and without dependent children. Respondents had worked for Argyle between 1996 to the present, with nearly 80 per cent working for Argyle for three years or more. Common pathways to enter the Argyle workforce were via a recruitment workshop or a traineeship/apprenticeship. The most common job area for both current and former employees was trades. Most worked for either Argyle or Kimberley Group Training (KGT) in their most recent job at Argyle. While current employees remain living in the region, nearly half of the former employees now live in towns outside of the region, mostly due to employment opportunities.

2. What was the overall working experience like for Aboriginal employees?

Overall, working at Argyle has been a positive experience for survey respondents, including women. Most respondents reported being happy with a number of job satisfaction measures and workplace conditions. There was, however, some criticism of training opportunities, lack of social activities and specific roster types. There were a few examples of problems with individual supervisors. Respondents thought most supervisors and the non-Indigenous workforce were respectful of Aboriginal culture, and many cited the *Manthe*⁴ welcoming ceremony as critical to this achievement. The large cohort of local Aboriginal workers at Argyle has positively influenced the overall experience of Aboriginal employees. Other Aboriginal employees were a great source of support, as were Aboriginal supervisors of respondents. Most common reasons for leaving employment at Argyle were to seek employment elsewhere, to study and voluntary redundancy. Many said they were interested in working for Rio Tinto again at another operation.

3. How have local Aboriginal people benefited from working at Argyle?

Argyle has been a major employer of local Aboriginal people in the East Kimberley region, particularly in the few years following the Argyle Participation Agreement in 2005. The survey provides further evidence to understand Argyle's contribution to human capital in the region. Most respondents in this study agreed they had learned several skills at Argyle, and that these skills and experience were valuable to their future employability. All but one former employee were currently employed, many in the mining industry. All but two current employees planned to find another job post-closure, with a quarter intending to stay in the mining industry.

Respondents said working at Argyle had positively affected their self-esteem, sense of independence, interest in training and education, connection to country and culture, leadership in local community, health and well-being and family and social relationships. The income earned from wages has enabled respondents to support family and community, access country (via the purchase of cars), increase leisure (e.g. holidays), and invest in property and shares.

4. How can Argyle leave a positive legacy?

While recommendations regarding leaving a positive legacy from employment at Argyle are beyond the scope of this report, five possible actions were identified during the course of this study. These are:

1. Continue supporting traineeships and apprenticeships for local Aboriginal people post-closure
2. Support current Aboriginal employees to transition to alternate employment post-closure
3. Re-hire former employees at other Rio Tinto operations
4. Support Aboriginal employment in land rehabilitation and monitoring post-closure
5. Share lessons and findings of this report with other Rio Tinto operations to inform their Indigenous employment strategies.

These five actions are elaborated in the body of the report.

³ Traditional Owners are local Aboriginal people who have Traditional Rights in the Argyle Participation Agreement Area.

⁴ The *Manthe* welcoming ceremony is conducted on site by TOs. They are currently held monthly, alternating between the Gidja fire *Manthe* and the Mirriwong water *Manthe*.

1. Introduction

Rio Tinto, through its solely owned subsidiary Argyle Diamonds Limited, owns and operates Argyle Diamond Mine (Argyle). It is the world's largest supplier of coloured diamonds including the rare and prestigious Argyle pink and red diamonds. Argyle is located on the traditional country of the Miriuwung, Gidja, Malignin and Wularr people in the remote East Kimberley region of Western Australia. Language groups are made up of a number of family groups (Dawang) and include, the Balabur, Bilbildjing, Mandangala, Neminuwarlin, Tiltuwum, Upper Jimbila and Yunurr people, who are signatories to the Argyle Participation Agreement (2005). This agreement between TOs and Rio Tinto covers mining benefits, employment and contracting opportunities, land management and cultural heritage protection. The mine currently employ 373 people of whom 32 identify as Aboriginal and or Torres Strait Islander.

Argyle's mine lease is located 178km south of the region's main town, Kununurra. There are a number of Aboriginal communities in close proximity to Argyle. These are:

- Warmun (Turkey Creek)
- Woolah (Doon Doon)
- Mandangala (Glen Hill)
- Juwulinypany (Bow River)
- Rukan (Crocodile Hole).

Argyle commenced open cut mining in 1985, moving to underground block cave mining in 2014. The mine is preparing for closure in late 2020 and is seeking to assess its contribution to the development of human capital in the region. Argyle commissioned the Centre for Social Responsibility in Mining (CSRSM) to conduct this work. A similar study was conducted by CSRSM in 2007. A key aspect of the 2007 study and the current study is the involvement of an Argyle local Aboriginal employee the research. This method of collecting data was replicated in this study. This study aims to:

- collect information about what former employees (including, but not restricted to, apprentices and trainees) have been doing since leaving Argyle
- collect information about current employees (including, but not restricted to, apprentices and trainees) working experience and their plans 'post-closure'
- gather empirical evidence to assess the contribution employment has or has not made to Aboriginal employees across a range of personal, occupational and social indicators
- use this information to help understand Argyle's contribution to the development of human capital in the region.

1.1 Structure of the report

The report is set out in five sections. The first section introduces the report and provides an overview of the study aims. Section 2 provides an overview of the research methods used in this report. Section 3 presents a desktop review of the employment context at Argyle including Aboriginal employment data. Section 4 presents an analysis of the survey results. The findings of this research are then summarised in Section 5, including some suggested actions for Argyle to assist in leaving a positive legacy.

2. Methods

This study comprised a desktop review and a survey of former and current Aboriginal employees of Argyle. The desktop review characterised the employment context of Aboriginal employees at Argyle by reviewing:

- Public domain studies and reports
- Rio Tinto commissioned studies undertaken by third parties
- Argyle's key Aboriginal training programs and employment initiatives
- Argyle Aboriginal employment data.

This following section describes the survey participants, how they were selected as well as the design, implementation and analysis of the surveys.

2.1 Participants in the study

Employees were selected from the Argyle employment database on the basis that they met the following criteria:

- were local Aboriginal people⁵ at the time of recruitment
- were previously or currently employed and/or trained by Argyle
- Argyle had contact details for the individual.

CSRM invited Argyle to nominate a local Aboriginal employee to assist with the research as the Argyle Aboriginal Research Assistant. CSRM used this method in a similar survey in 2007 and it was effective in recruiting participants and assisting data collection.

Rowena Alexander, the Argyle Aboriginal Research Assistant, was supported by CSRM to undertake this role. CSRM established procedures for contacting potential participants, arranging interviews, obtaining informed consent, data collection, and maintaining the anonymity of respondents. The Argyle Aboriginal Research Assistant had recently been involved in another research project for a different University and this project provided further capability development for this employee.

The Argyle Aboriginal Research Assistant telephoned people who met the above criteria; described the study, answered any questions and invited them to participate. A total of 56 people met the above criteria and were invited to participate, with 37 completing the survey, representing a response rate of 66 per cent. Robson and McCartan (2016) suggest that most commentators consider a minimum response rate of 60 per cent as acceptable.⁶ The involvement of a local Aboriginal person in administering the surveys is likely to have influenced the better response rate.

2.2 Survey design

CSRM drafted two surveys: one for former employees (Appendix A) and another for current employees (Appendix B). These surveys contained a number of closed and open-ended questions. The closed questions required respondents to select their answer from a pre-determined set of options and open-ended questions allowed respondents to provide their own answers. The Argyle Aboriginal Research Assistant trialled these surveys to ensure they were culturally appropriate and CSRM made some minor changes based on her feedback.

Participants were asked about their employment experience at Argyle and the perceived benefits of working at Argyle. Former employees were also asked what work they have done since leaving, and current employees were asked what they planned to do post mine closure. A summary of the survey structure is provided in Table 1.

⁵ This category includes any Aboriginal person who lived in an East Kimberley community at the time of recruitment and includes Traditional Owners of the Argyle Agreement Area.

⁶ Robson, C., & McCartan, K. (2016). *Real world research: A resource for users of social research methods in applied settings* (Fourth ed.). Hoboken: Wiley.

Table 1. Survey Design

	General Information	Employment at Argyle	Working Conditions	Post-Argyle Employment
Former Employee Survey	<ul style="list-style-type: none"> • Demographics • Mobility (residential change) 	<ul style="list-style-type: none"> • Entry to workforce • Job type • Skills and development • Reason for leaving 	<ul style="list-style-type: none"> • Job satisfaction • Cultural Safety • Impacts of employment 	<ul style="list-style-type: none"> • Current employment • Work experience since leaving Argyle • Long-term benefits of working for Argyle • Interest in returning to a Rio Tinto operation
Current Employee Survey		<ul style="list-style-type: none"> • As above excluding reason for leaving 		<ul style="list-style-type: none"> • Employment plans post-Argyle

2.3 Administering the survey

Participants were able to complete the survey by themselves using a paper-based or online version, or an alternative option was to complete the survey by telephone with an interviewer asking the questions. All but one participant chose the latter method, and the survey was administered either the Argyle Aboriginal Research Assistant, (Rowena Alexander) or by a member of the CSRSM research team, (Joni Parmenter, Research Fellow). As indicated earlier, CSRSM outlined the research procedures to the Argyle employee assisting with the research project, including gaining consent and maintaining anonymity of respondents.

The survey interviewers entered participants' responses using the online Survey Monkey software. The survey took approximately 30 minutes to complete. This research was approved by The University of Queensland Human Ethics Committee.

2.4 Data analysis

Responses to closed questions collected via survey monkey was entered into IBM SPSS 25 (Statistical Package for the Social Sciences v25). Data were analysed to obtain basic frequencies, compare responses between groups and explore relationships between constructs of interest. Percentages were rounded to the nearest whole number and so accumulated values sometimes do not add to 100 per cent. Open-ended responses were grouped according to themes. The interpretation of the data was continually discussed with the CSRSM researcher and the Argyle Aboriginal Research Assistant who both administered the survey.

2.5 Limitations

Some limitations of the survey emerged through the project and should be considered when interpreting results. Firstly, the initial pool of participants was reliant on Argyle having current contact details of participants. It is possible that hard-to-reach former employees will have had a different employment experience than those that made up the current sample.

Although the response rate for this study was relatively good, the survey occurred during the COVID-19 pandemic. This may have prevented people from participating given the enormous disruption to everyday lives during this period. Further, any former employees who had a negative experience at Argyle may be less

likely to participate. It is possible the survey results using the current sample of participants may overstate the extent to which people were positive about their employment experience at Argyle.

It is also possible that the involvement of a Rio Tinto employee in administering surveys may have influenced findings. However, the benefits of including a local Aboriginal person in the study outweighed this concern. Further, given the guidance provided by CSRSM to this employee (outlined in 2.1 above), on balance, the CSRSM authors consider this limitation to be adequately addressed.

Another limitation was the absence of detailed longitudinal employment data held by the company. While total Aboriginal employment numbers can be reported since 2005, it is not possible to disaggregate due to changes in human resources (HR) systems over time.

3. Desktop review: Aboriginal employment data

3.1.1 Employment data 2005-2018

The data presented in this section are largely drawn from John Taylor’s 2019 report⁷ on change in Aboriginal social indicators in the East Kimberley region. The Argyle Diamond Mine Traditional Owner Relationship Committee commissioned the report. Taylor sources employment data from Rio Tinto annual sustainability reports. It was not possible to disaggregate time series data by variables such as gender or job categories due to changes in HR systems over time.

Argyle’s Aboriginal employment data between 2005 and 2019 are presented in Figure 1. Aboriginal employment at Argyle was highest in the years 2005 to 2008, following the Argyle Participation Agreement.

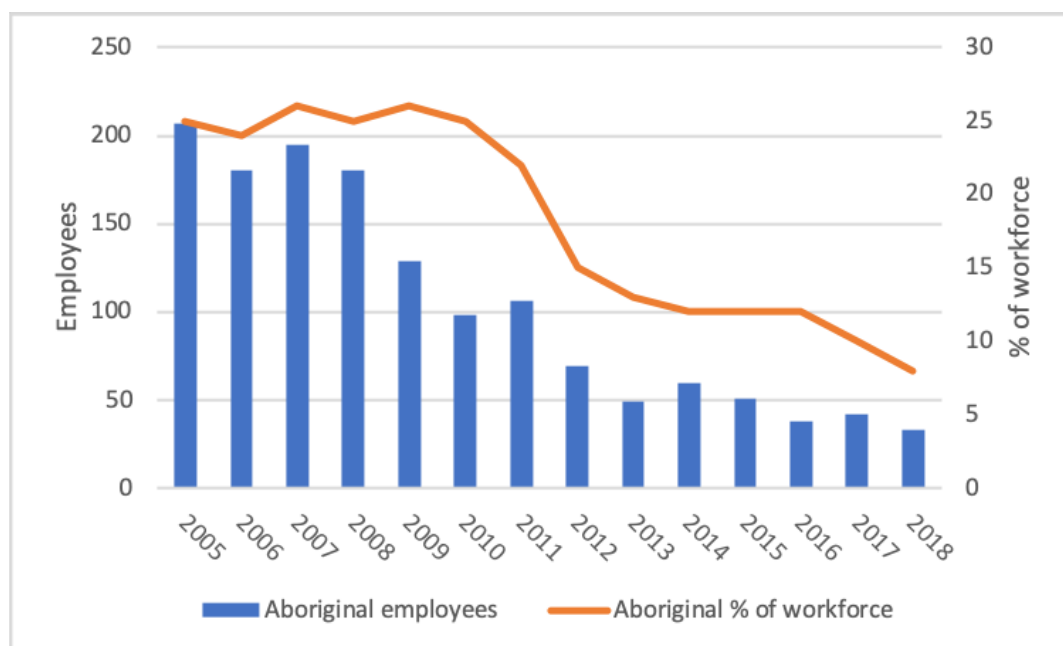


Figure 1 Aboriginal employment* at Argyle Diamond Mine, 2005-2018

Source: Taken directly from Taylor, 2019:52 *As at December of each year. Includes Apprentices and Trainees

During this period, Aboriginal employees represented about 25 per cent of the total workforce. A decline in employee numbers occurred in 2009, following the impact of the global financial crisis, and further reductions occurred from 2012, when the mine moved to underground operations. From this point on, Aboriginal employees represented around 12 per cent of the total workforce until 2016 saw further reductions.

Taylor assessed the direct impact of Argyle mine on regional Aboriginal employment outcomes, expressing the Argyle figures as a percentage of Aboriginal mainstream employment each census year (Figure 2). This calculation indicates that employment at Argyle accounted for more than 25 per cent of Aboriginal mainstream employment in the Kimberley region in 2006. It reverted back to around 10 per cent following the global financial crisis, reducing again as the mine began underground operations.

⁷ Taylor, J (2019). Change in Aboriginal Social Indicators in the East Kimberley: 2001-2016: A Report to the Argyle Diamonds Traditional Owner Relationship Committee and Binari-binyja yarrowoo Aboriginal Corporation.

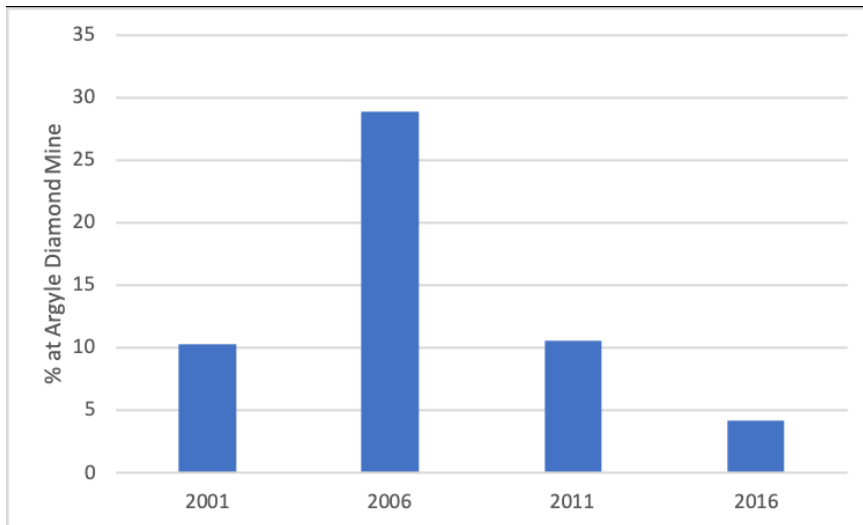


Figure 2. Argyle direct contribution to regional Aboriginal employment*, 2001-2016

Source: Taken directly from Taylor, 2019:52. *excludes CDEP

3.1.2 Current Aboriginal employee profile

Unlike time series data, company data from late 2019 could be disaggregated to provide detail on job type and gender. In late 2019, this data indicates there were a total of 68 Aboriginal employees at Argyle, representing 13.2 per cent of the total workforce. Of these 68, 21 are TOs.

There were 13 Aboriginal female employees, representing 19 per cent of the Aboriginal workforce. Non-Indigenous women represented just 7 per cent of the non-Indigenous workforce. Aboriginal female representation has been much higher in the past at Argyle. For example, data provided by Argyle Diamond Mine to CSRM in 2007 indicates that Aboriginal women represented 33 per cent of the total Aboriginal workforce at that time.

In 2019, there were 23 apprentices or trainees, 23 operators, 12 tradespeople, and five allocated to an 'other' category such as administration. Four Aboriginal people occupied supervisory positions and there was one superintendent.

Rio Tinto, through its 'Life After Argyle' initiative, is working with its current Aboriginal employees to transition to alternate employment during the closure process. There is likely to be employment in mine site rehabilitation post-closure, but these numbers are expected to be low. Six trainees, who were nominated by TOs, will complete a Certificate II in Conservation and Land Management, while working within Argyle operations.

3.1.3 Traineeships and apprenticeships

The Department of Employment and Workplace Relations (DEWAR) provided Argyle with \$5.1 million in funding to employ and train 150 Aboriginal employees during the period 2003-2007, with Argyle's contribution over \$10 million.

Traineeships run over an 18 month to two-year period, combining on the job training with paid employment that leads to a nationally recognised qualification. Kimberley Group Training (KGT) employs trainees and Argyle is the host. Once completed, trainees can move to direct employment with Argyle or a contractor, or progress to an apprenticeship. Since 2006, 67 local Aboriginal people have completed a traineeship, of which 29 were TOs.

Since 2006, Argyle mine has also hosted a total of 73 Aboriginal apprentices employed by KGT. There were 23 TOs among these. Apprenticeships have been offered in the trade areas of Fitter and Turner,

Boilermaker, Electrician, Mechanical, and Plumbing. These apprenticeships take 3-4 years to complete and most employees transition to Argyle employment once completed.

3.1.4 Pre-employment program

In addition to traineeships and apprenticeships, Argyle has offered short term fixed contracts for local Aboriginal people with a view to transitioning to full time employment. The pre-employment program or 'work ready' program runs between 2-4 weeks and consists of on-the-job training that focuses on work ethics, life skills, and numeracy and literacy. The numeracy and literacy program was conducted in partnership with the Kimberley Training Institute. The program was also open to Aboriginal apprentices and trainees, as well as other employees and contractors. The program commenced in 2005 and by 2017, 137 individuals had participated⁸.

3.1.5 Indirect employment

Argyle has also contributed to indirect Aboriginal employment via preferential contracting of Aboriginal businesses and including Aboriginal employment quotas in contracts with service providers. It is unknown how many Aboriginal employees these contractors employed, but numbers are likely to be sizeable.

In 2018, Argyle contracted approximately 63 regional businesses for procuring goods and services for the mine operation⁹. Many of these businesses are likely to employ local Aboriginal people including TOs. A business survey undertaken in 2016 identified five TO owned businesses who provided services to Argyle. These businesses offered services such as infrastructure and maintenance services, dust suppression (water cart operators), waste management, light vehicle maintenance, cross-cultural training, and *Manthe* Aboriginal cultural ceremonies. In total, these businesses employed 58 people, who are likely to be local Aboriginal people. Employment opportunities have also been created through the establishment of the Gelganyem and Kilkayi financial trusts. In 2016, the number of staff employed by the Trusts was estimated to be 42.

⁸ Rio Tinto 2017. Argyle Diamonds Sustainable Development Report 2017, Rio Tinto, Perth.

⁹ GHD (2018) Argyle Diamond Mine Closure Social and Economic Impact Assessment Supplementary Impact Assessment Report June 2018.

4. Survey results

4.1 Respondents' demographics

Thirty-seven respondents completed the survey – 21 of these were former employees and 16 were current employees. There were 21 male (57%) and 16 female respondents (43%). Female participation was much higher than their representation in the current workforce (19%). A possible explanation for this is the involvement of a female Aboriginal Argyle employee in the administration of the survey. Another explanation is that Aboriginal female representation was higher in previous years. As indicated earlier, Aboriginal women represented 33 per cent of the total Aboriginal workforce in 2007. Nearly all of the respondents were aged between 18 and 44 years (87%), with most of these in the 25-34 years age category (49%), see Figure 3. All but one of the respondents identified as Aboriginal, and one who identified as being both Aboriginal and Torres Strait Islander.

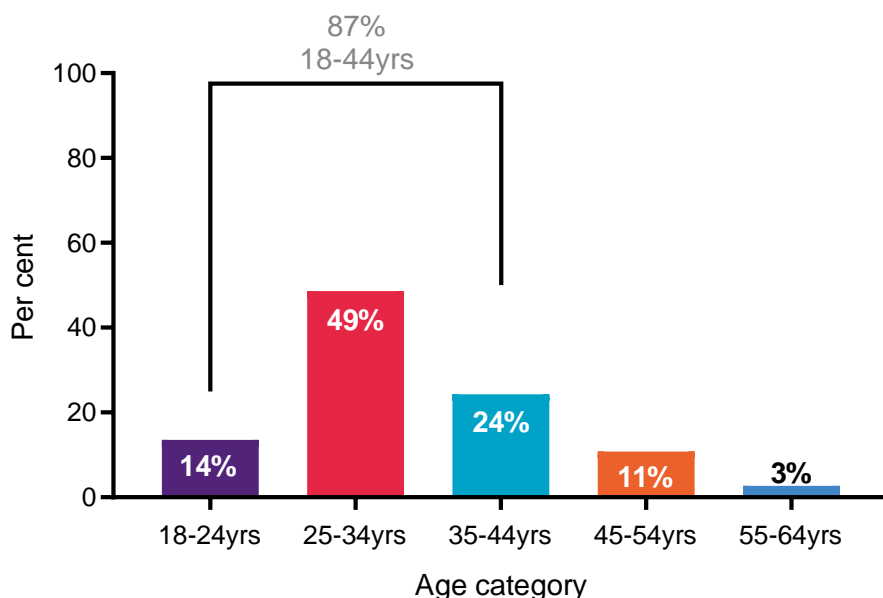


Figure 3. Share of respondents in each age category
Share of respondents, %

TOs of the Argyle lease represented 47% of respondents. Of these, 13 identified with the Gidja language group and three from the Mirrawong language group. Local Aboriginal people from the surrounding region represented 35 per cent (12), and the remaining 5 per cent (6) did not know their language or family/Dawang group, but either grew up in the Kimberley region or had lived there for several years. The job types of respondents and tenure are presented in the Employment Profile section below.

4.2 Profile of respondents' at initial recruitment at Argyle

4.2.1 Recruitment method for first job at Argyle

The method through which respondents were recruited to their first job at Argyle varied, but most were recruited through a recruitment workshop (27%), a friend or family (19%), or via an apprenticeship (19%) or traineeship (16%) see Figure 4. In a subsequent open question, those who selected the traineeship and apprenticeship option reported that it was mainly through a friend they heard about a potential job at Argyle. In addition, nearly all of the recruits (95%) were new to the mining industry.

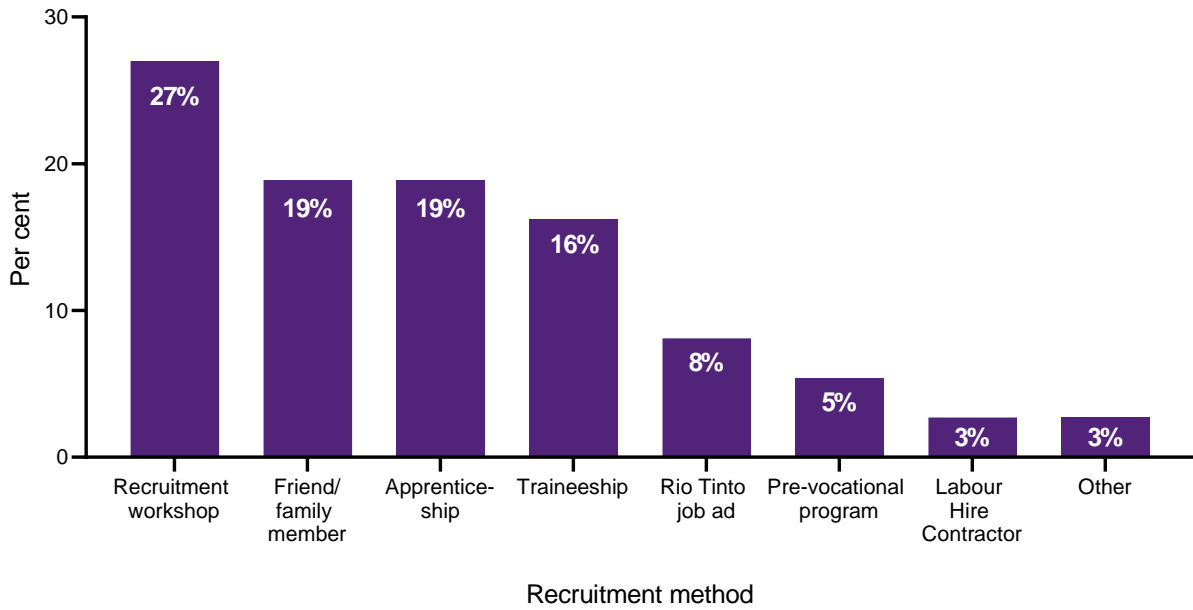
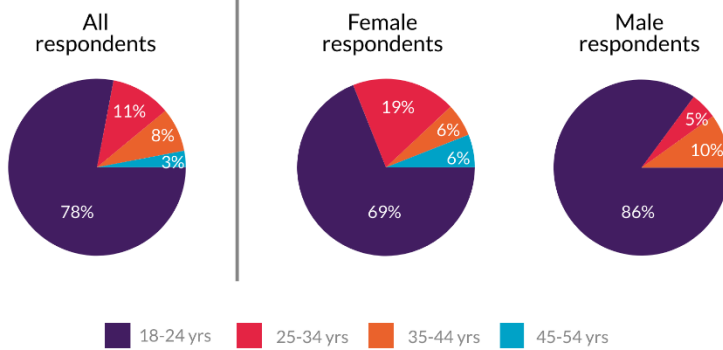


Figure 4. Recruitment method for first job at Argyle
Share of respondents, %

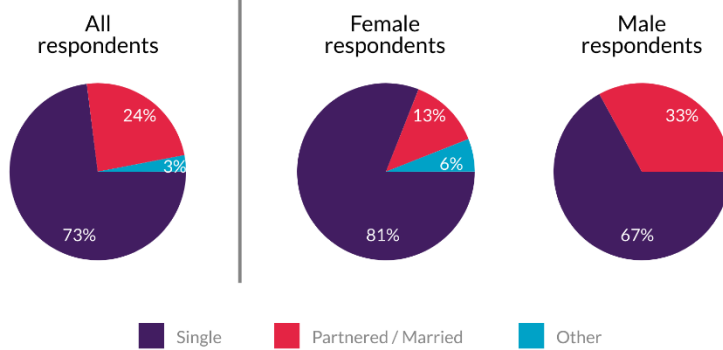
4.2.2 Demographics at time of recruitment

At the time of their recruitment, nearly 80 per cent of respondents were aged between 18 and 24 years and nearly all of the respondents were under 45 years old, see Figure 5. More than two-thirds of respondents were single and only 19 per cent of respondents had dependent children, see Figure 5. When age category, and relationship and parenting status was split by gender, more men were younger, partnered or married and had dependent children than women.

Age category



Relationship status



Dependent children

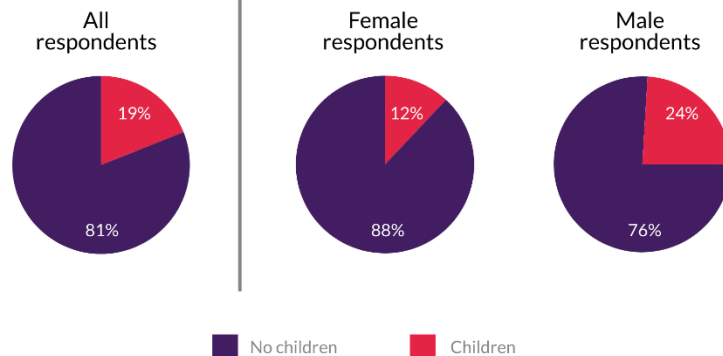
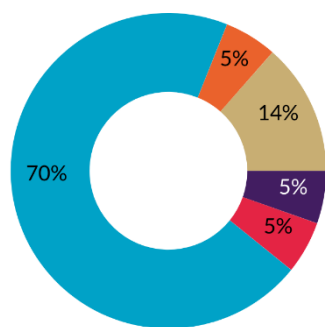


Figure 5. Age category, relationship status and dependent children status of all, female and male respondents at time of recruitment to Argyle

Share of All respondents, Share of female respondents, Share of male respondents, %

4.2.3 Pre-Argyle employment

Seventy-five per cent of respondents (n=28) had been working in other jobs prior to starting at Argyle and nearly all of those were employed in non-mining jobs (n=26), see Figure 6. A further 10 per cent were studying – either at high school or in an institution of higher education (n=2, TAFE) and another 14 per cent were unemployed (n=5) before finding work at Argyle.



- High School
- Higher Education Institution
- Employed in non-mining job
- Employed in mining job
- Unemployed

Figure 6. Employment/study status prior to recruitment at Argyle
Share of respondents, %

Eighteen respondents who had been employed in non-mining jobs provided extra information about the type of work they were doing and their responses are shown in Table 2.

Six people were working in low-skilled, low-wage jobs such as labouring and cleaning. Three respondents were doing traineeships in the areas of tyre fitting, and automotive servicing and repairs. Two respondents were working as office assistants and another two respondents were working in recreational areas, such as in tourism and sport.

Table 2. Type of non-mining employment of respondents prior to working at Argyle
Number of respondents

Type of employment	Number
Labourer / utility worker	6
Traineeship	3
Administration	2
Recreation	2
Aboriginal community agency	1
Environment (ranger)	1
Law enforcement	1
Operations manager	1
Qualified tradesperson	1

4.3 Respondents' Argyle employment profile

Generally, respondents had medium to long-term tenure at Argyle, with nearly 80 per cent of both former and current employees working at Argyle for three years or more. The tenure of current employees was a little longer than that of former employees. Whereas most of the former employees worked for three to ten years (67%), most of the current employees had worked for six or more years at the company (69%), with 44 per cent of them working more than 10 years, see Figure 7.

Former respondents had worked for Argyle between 1996 and 2020, and current employees had worked between 2003 to the present. Five respondents had worked at Argyle for more than one period. Seventy-five per cent of respondents had worked for one of two companies in their most recent job at Argyle, either Argyle Diamonds (39%) or KGT (36%), Table 3.

The characteristics of the jobs of respondents are shown in Table 4. All employees commuted to and from work by 'drive-in, drive-out' transport. All former employees worked on a full-time basis, and all but one of the current employees surveyed were full-time workers. The roster pattern of the two groups were somewhat different. For example, the most common rosters for the former employee group was '7 days on:7 days off' (24%), '4 days on:3 days off' (24%) and '2 weeks on:2 weeks off' (19%). The most common roster for current employees was '2 weeks on:1 week off' with 38 per cent reporting working this roster, whereas only 14 per cent of former employees worked this roster. Also, a considerably larger share of current employees (50%) than former employees (33%) reported working night shift.

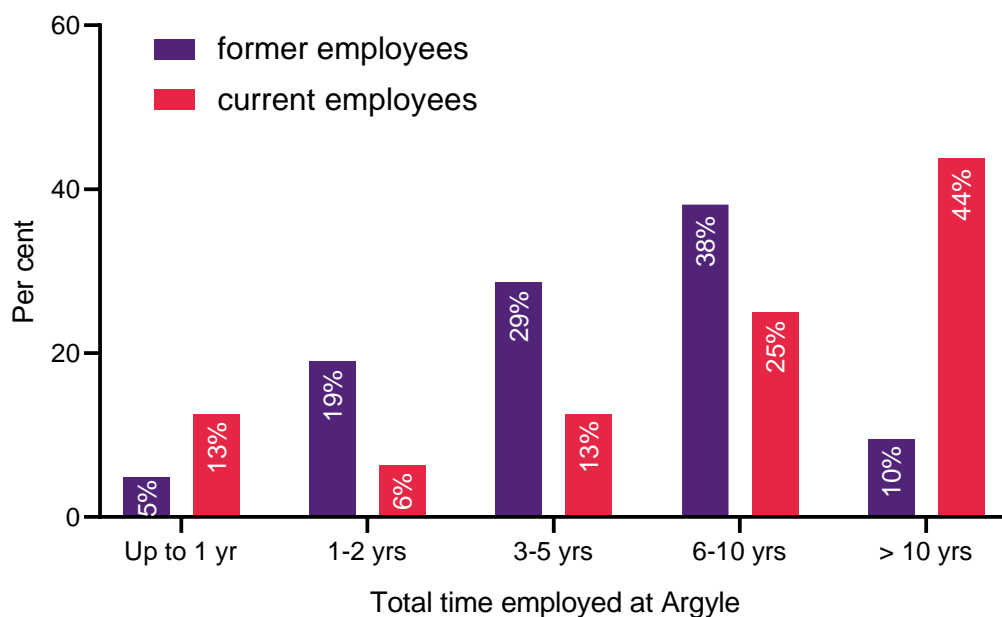


Figure 7. Total time employed at Argyle
Share of respondents (former/current), %

Table 3. The company that respondents worked for in their most recent job at Argyle
Number and share of respondents, %

Company	Number	%
Argyle Diamonds	14	39%
Kimberley Group Training	13	36%
Kimberley Industries	4	11%
Gooring Jimbila	2	6%
Doorn Djil	1	3%
Universal Sodexho	1	3%
Workpac	1	3%

Note. one person did not respond to this question

Table 4. Work characteristics of former (last job) and current employees (current job)
Share of respondents (former, current employees), %

	former employees	current employees
Commute		
Drive-in, drive-out	100%	100%
Employment type		
Full-time	100%	96%
Part-time	-	4%
Casual	-	-
Roster pattern		
2 weeks on : 2 weeks off	19%	6%
2 weeks on : 1 week off	14%	38%
7 days on : 7 days off	24%	31%
5 days on : 2 days off	5%	13%
4 days on : 3 days off	24%	13%
Rotating pattern	10%	-
Other	5%	-
Shift		
Night shift	33%	50%

4.4 Employment and mobility

To examine former employees' residential transitions post their employment at Argyle, a series of questions asked where they lived during their first and last job at Argyle and where they live now. All of the respondents reported living in the Kimberley region when they first started work at Argyle, with most of them living in either Kununurra (35%) or Wyndham (30%), see Table 5. However, 43 per cent of former employees now live in towns outside of the region; including: in the Pilbara region (Tom Price (n=1, 5%), Newman (n=2, 10%); Perth (n=4, 19%); Melbourne (n=1, 5%) and Townsville (n=1, 5%), see Table 6. Five of the nine employees now living outside of the Kimberley did so for employment reasons, with four taking up other jobs in the mining industry and another moving to Melbourne to take up a role in a Commonwealth government department. The other respondents relocated due to family, health and study. Family reasons included schooling for children in Perth. All of the respondents still working at Argyle remain living in the region, see Table 6

Table 5. Town of residence of respondents when they first started work at Argyle
Number and share of respondents, %

	Town	Number	%
1	Kununurra	13	35%
2	Wyndham	11	30%
3	Halls Creek	4	11%
4	Warmun	4	11%
5	Mandangala	2	5%
6	Doon Doon	1	3%
7	Turkey Creek	1	3%
8	Wuggubun	1	3%
	Total	37	100%

Table 6 Changes in residence

Share of respondents (former, current employees), %

Town of residence

	Resides in/out of Kimberley Region	
	In	Out
Former Employees		
First job at Argyle	100%	0%
Last job at Argyle	95%	5%
Current job (post Argyle)	57%	43%
Current Employees		
First job at Argyle	100%	0%
Current job at Argyle	100%	0%

4.5 Skill development

This section describes different pathways on which respondents have attained skills and competencies while employed at Argyle, including vocational education (certificates), apprenticeships and traineeships. It also reports respondents' perceptions about the value of more generic, work readiness skills that they have learnt while working at Argyle. Fourteen of the 37 respondents (38%) reported undertaking apprenticeships or traineeships in their first job at Argyle. Eight of these undertook apprenticeships, with the most common being a mechanical apprenticeship, see Table 7. Other apprenticeships undertaken by respondents were air conditioning/refrigeration, electrical, fitting and turning, and plumbing.

Six respondents reported undertaking traineeships, see Table 7. Operationally focused traineeships were the most common type of traineeship. One person in this category undertook a traineeship in the process plant (e.g. clean-up). Another described their traineeship in the following way, "It was a unique traineeship with myself and another lady spending six months in the heavy diesel workshop, then six months in the process plant and then I settled for health and safety where I worked for two years". The third person completing an operational mining traineeship reported that it was in "operational maintenance, [where I] worked as an underground operator". Two respondents undertook traineeships in business administration and another respondent undertook a trainee job in the environment team.

Table 7. Respondents undertaking apprenticeships or traineeships
Number of respondents

Type	Apprenticeship	Traineeship
Mechanical	4	-
Air conditioning / Refrigeration	1	-
Electrical	1	-
Fitting and Turning	1	-
Plumbing	1	-
Operational mining	-	3
Administration	-	2
Environment	-	1
<i>Total</i>	8	6

Note. Operational mining is a category created by the authors and includes traineeships in maintenance, workshop and process plant clean-up.

Respondents were asked the extent to which they agree or disagree that Argyle had helped them to learn a range of 12 work-related (e.g. safety, heavy vehicle operation), general educational (e.g. numeracy, literacy) and personal skills (e.g. health and well-being). More respondents agreed than disagreed that they had learned these skills working at Argyle, see Figure 8.

However, the skills that 80 per cent or more of respondents agreed or strongly agreed that they had learned at Argyle were: safety skills (97%), problem solving skills (95%), communication skills (92%), working to deadlines (89%), technical skills (83%), leadership skills (81%) and computer skills (81%). Importantly, most of these skills are work-readiness skills, which are associated with organisational acumen, operational competence and social intelligence. Those that are typically found to improve job performance, job advancement and build confidence for future employment opportunities.

The skills that attracted the highest share of 'disagree' or 'strongly disagree' responses were literacy (19%), numeracy (19%) and financial skills (28%). The negative responses given to these three factors were investigated to determine if they were more likely to be given by respondents from a particular job type (e.g. trades) or those recruited as apprentices or trainees, but no evidence of this was found. It is possible that some of these respondents already had these skills, and so did not require them.

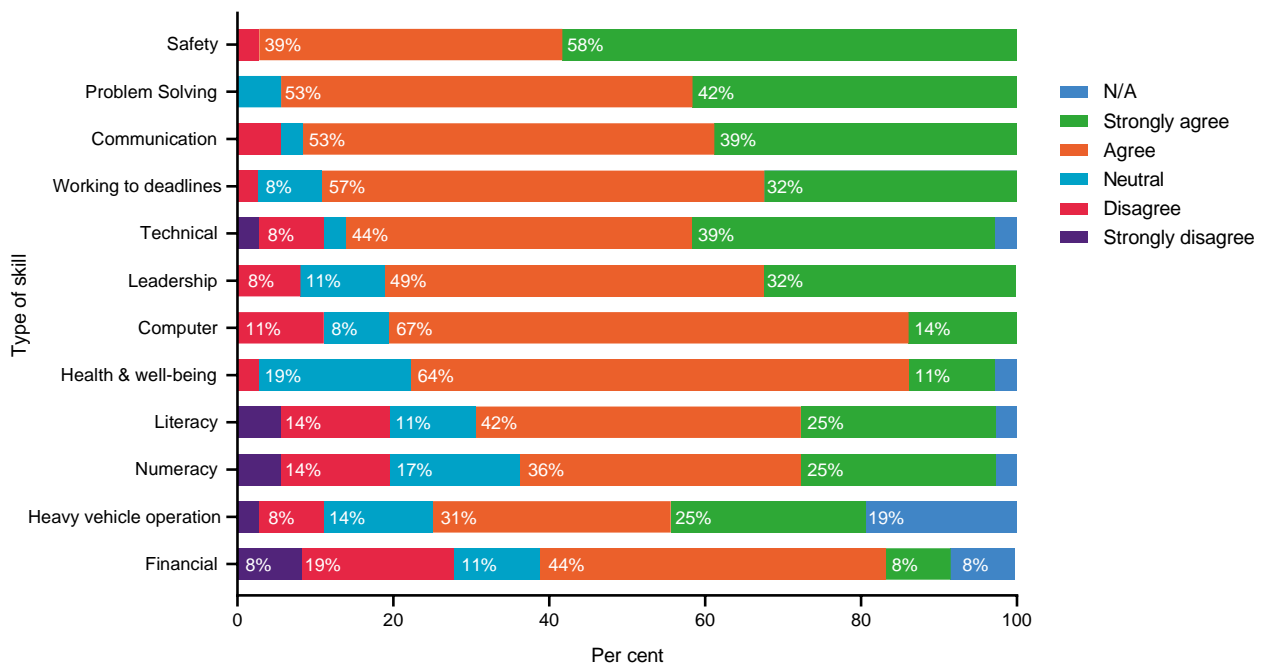


Figure 8. Extent to which respondents agreed or disagreed that employment helped them to learn skills
Share of respondents, %

One question asked respondents whether or not they had achieved Cert 1 to 4, heavy machinery operation or other vocational qualifications while employed at Argyle (see Table 8). Nearly 50 per cent of respondents reported that they had achieved a vocational certificate (1-4. About one-quarter of the respondents had achieved a qualification in heavy machinery operation; including all those who reported they worked as an operator (in their first or last/current job). In summary, nearly 80 per cent of the respondents had achieved a qualification at Argyle and eight of the respondents (22%) reported that they had not gained a qualification.

A further examination found that, as might be expected, the longer a respondent had been employed at Argyle the more likely it was that they had achieved a vocational qualification. For example, while only one-third of those working at Argyle for less than one year had gained a qualification, nearly 90 per cent of those working at Argyle for more than ten years had gained a qualification, see Figure 9.

Respondents were also asked whether they had received any other professional development at Argyle and nine people reported they had. Two people had received leadership training, one – a respondent who had been promoted to a team leader position had done a program called the ‘WA Signature Program 2009’. Another who had not gained a promotion reported doing ongoing leadership development training that would run every three weeks onsite. Two more respondents had completed peer support training. Two people had completed work readiness training, one who had previously been unemployed before starting at Argyle was completing a traineeship, and the other was an apprentice. The latter respondent reported doing numeracy and literacy training as part of their work readiness course, and commented that they didn’t really need it because they had finished year 12 at high school. Other respondents reported doing a TAFE course, professional development as part of their traineeship, and a health and safety course. Finally, one respondent reported:

“My manager was offering for me to support my study at a University in Perth, however, I was not in the head-space to accept the offer as I was in a domestic violence situation and didn’t feel like I had the support from my home life. I was extremely grateful and have a lot of regret for not taking up that offer.”

Table 8. Number and share of respondents gaining qualifications while working at Argyle
Number and share of respondents (past, current employees), %

Qualification	Number	%
Heavy Machinery Operation	9	24%
Cert 1	1	3%
Cert 2	6	16%
Cert 3	7	19%
Cert 4	3	8%
Diploma	1	3%
No qualifications	8	22%

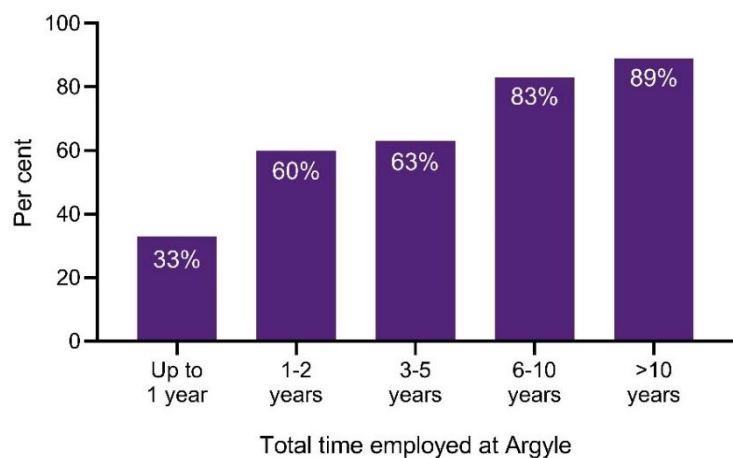


Figure 9. Share of respondents with qualifications by time employed at Argyle

4.5.1 Job types and progression

The job type that the highest share of respondents held after their recruitment was trades (former employees: 33%, current employees: 50%), see Figure 10. Other first jobs more commonly held by former employees were administration (19%) and labourer (19%). Former employees were also asked to identify their last job at Argyle and again, the job held by the highest share of former employees was trades (38%), see Figure 10. One change that was evident in the job roles of former employees was that fewer of them had lower-skilled jobs (i.e. labourer, utility worker) at their last job than their first job, likely indicating job progression. Current employees were asked what their current job was, and the results showed that like former employees, trades was held by the highest share of them (44%). One change evident in the results of current employees across their first and last job is that at the latter time, job titles included new, more diverse and higher skilled jobs, such as environment, management, and mine control (PITRAM).

Jobs at Argyle

former employees	f i r s t j o b		l a s t j o b	
	Trades	7	33%	Trades
Administration	4	19%	Administration	5 24%
Labourer	4	19%	Operator (truck, plant)	3 14%
Operator (truck, plant)	3	14%	Community relations	2 10%
Community relations	1	5%	Environment	1 5%
Environment	1	5%	Health & safety	1 5%
Utility person	1	5%	Labourer	1 5%

current employees	f i r s t j o b		c u r r e n t j o b	
	Trades	8	50%	Trades
Operator (truck, plant)	4	25%	Community relations	2 13%
Supplies (warehouse)	2	13%	Operator (truck, plant)	2 13%
Administration	1	6%	Supplies (warehouse)	2 13%
Community relations	1	6%	Environment	1 6%
			Management	1 7%
			Mine control Pitram	1 7%

Figure 10. First and last job of former employees and first and current job of current employees at Argyle
Number and share of respondents (past, current employees), %

Note. Utility person = cleaner, kitchen hand, etc.

Nearly half of all of the respondents (46%) reported achieving a promotion while at Argyle, see Figure 11. While 52 per cent of males achieved a promotion, only 38 per cent of females achieved the same. Table 9 shows the type of promotion respondents achieved. Of those who achieved a promotion, the most common type (n=9, 53%) concerned apprentices and trainees gaining a full-time permanent position at Argyle after completing their vocational training. When comparing this to the number of overall respondents who undertook apprenticeships or traineeships at recruitment, the results show that nine of the 14 (64%) apprentices/trainees eventually gained a full-time position. For those undertaking apprenticeships, this meant a full-time position as a tradesperson. Three of the apprentices also went on to gain leadership type

promotions, including a '2IC' (second in command) role, a leading hand role, and a temporary supervisor role. Also shown in Table 9 is the type of promotions that respondents with other job types gained, which included promotion to leadership roles and a higher skilled job. One respondent was promoted to a superintendent role, and others' leadership promotions included pit co-ordinator, team leader, supervisor, and advisor. Finally, former and present employees were asked the extent to which they agreed or disagreed that the skills/experience they acquired at Argyle had helped them or will help them find other work. The results are presented in Figure 12 and show that all of the respondents who were former employees either strongly agreed or agreed that the skills and experience they had acquired at Argyle had helped them find other work. Fewer of the current employees strongly agreed or agreed with this statement (75%), but as they are still working at Argyle their perceptions, unlike those of former employees, have not as yet been tested.

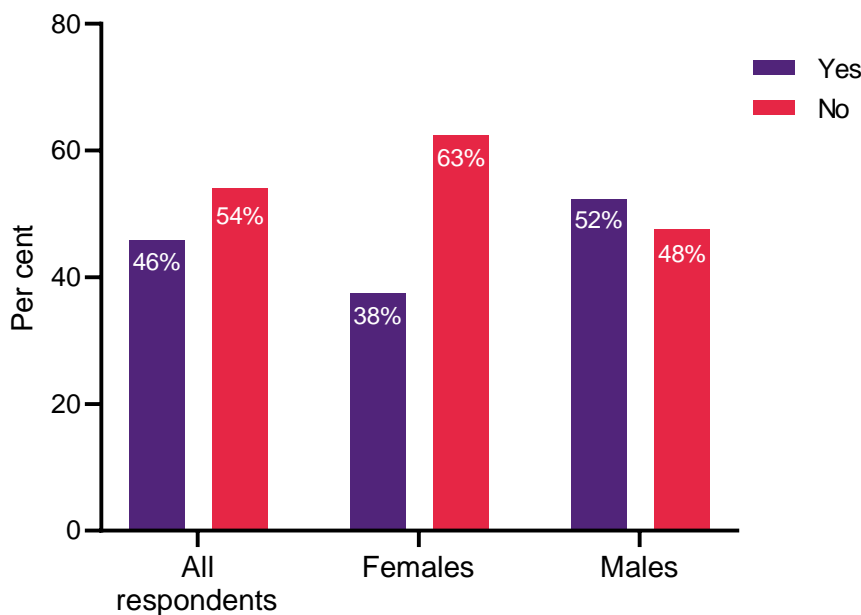


Figure 11. Share of all respondents, female and male respondents that did or did not achieve a promotion at Argyle Share of respondents, %

Table 9. Type of promotion respondents achieved while working at Argyle Number of respondents

Promotion type	Number
<i>Leadership roles</i>	
Superintendent	1
Team leader	1
Advisor	1
Pit co-ordinator	1
Supervisor	1
Temporarily acting in a leadership role	2
<i>Higher skilled jobs</i>	
Move from ancillary to heavy plant workshop	1
<i>Apprentices / trainees</i>	
Full-time, permanent position as tradesperson	5 [^]
Full-time, permanent position post traineeship	4
<i>Total</i>	17

Note. ^ = 3 of the 5 apprentices also reported achieving leadership promotions including: a 2IC role, a leading hand role, and a temporary leadership role.

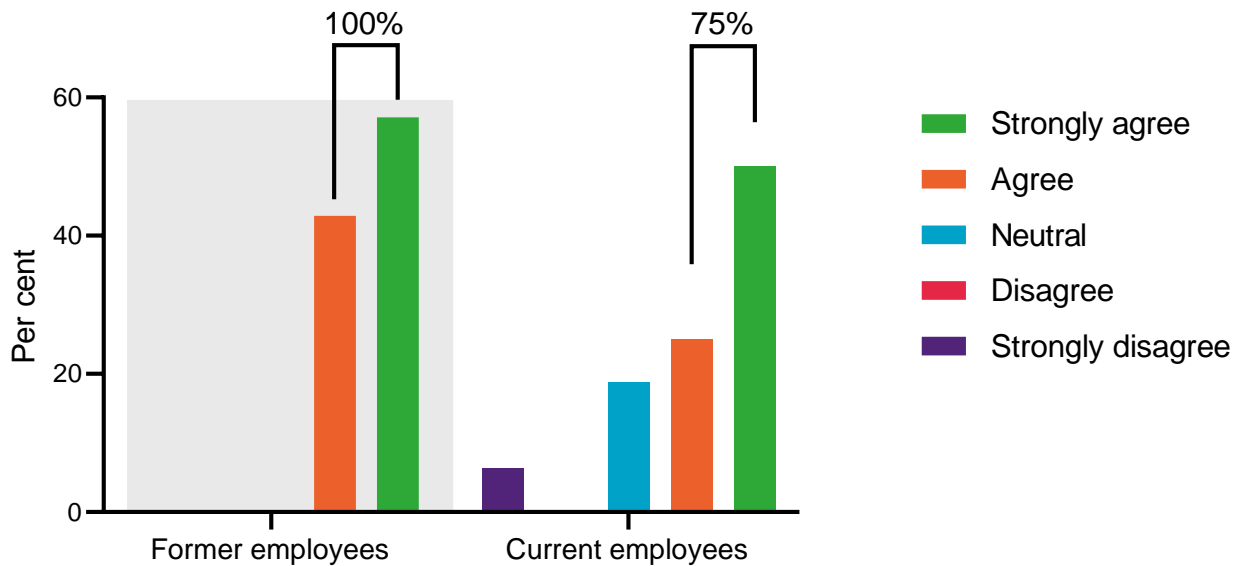


Figure 12. Extent to which former and current employees agreed or disagreed that that the skills/experience they had gained at Argyle had helped them/will help them to find other work
Share of respondents, %

4.6 Working conditions

4.6.1 Job satisfaction

As a measure of job satisfaction, respondents were asked to rate key aspects of their job at Argyle using a five-point Likert scale (very unhappy to very happy). For all of the ten job characteristics, a much higher share of respondents reported being either happy or very happy than unhappy or very unhappy, see Figure 13. Factors that 80 per cent or more of respondents reported being either happy or very happy with were: their commute to and from work (92%), the type of work they were doing (89%), their wage (87%), their accommodation on site (87%), and their direct supervisor (81%). A possible explanation as to why so many of the respondents were happy with their commute is that all but one of them lived in towns with relatively short commute times to the mine, being between one hour and two and a half hours away. The extra person lived in Darwin and they also gave a 'happy' rating for their commute.

The factor that least respondents were happy with was living away from home (57%), followed by social activities and training opportunities (both at 65%). One explanation for the lower social activities rating may be that Argyle removed its wet mess (alcohol service) a few years ago for health and safety reasons. Respondents reported that this had a negative impact on social activities on site, with employees heading to their rooms after dinner rather than socialising with other employees.

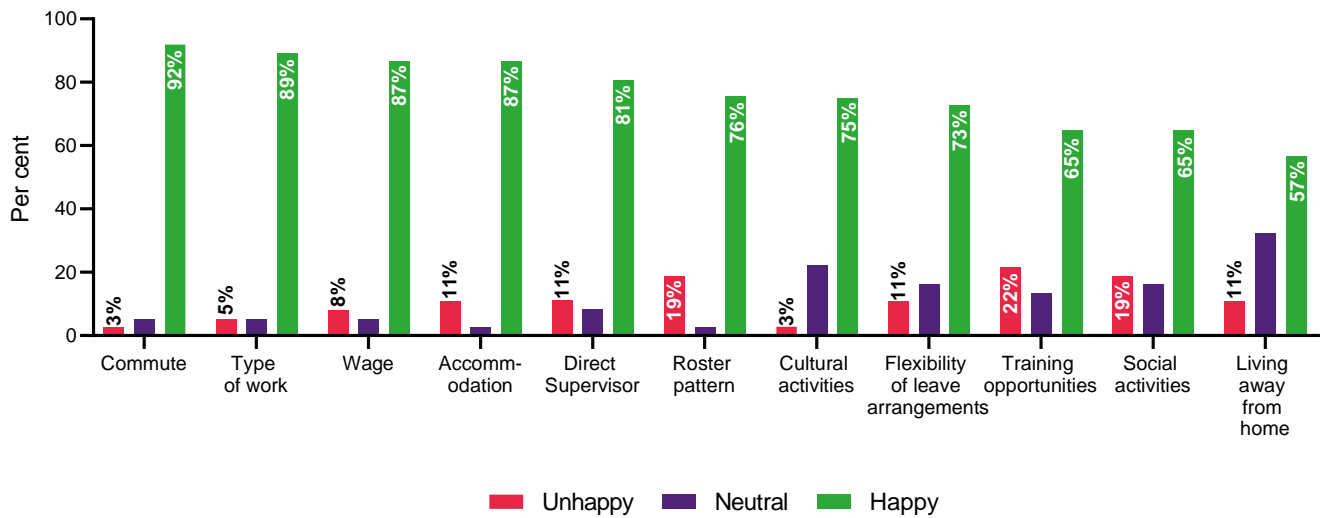


Figure 13. Extent to which respondents were happy or unhappy with factors of their work at Argyle
Share of respondents, %

Note. For this figure ratings of ‘very unhappy’ and ‘unhappy’ were summated to form the overall ‘unhappy’ score; and likewise ratings of ‘very happy’ and ‘happy’ were summated to form the overall ‘happy’ score.

This data was then examined to determine if there were gender differences in satisfaction ratings for the different job characteristics. To do this ‘happy’ and ‘very happy’ ratings were aggregated and then split according to gender. The results are in Figure 14, which show that both genders were more positive than not with the characteristics of their job, with more than 50 per cent of both groups reporting they were satisfied (happy + very happy) with the factors. The factors that most female respondents were satisfied with were: wage (94%), commute (88%), type of work (81%), accommodation (81%) and roster pattern (81%). The factors that most male respondents were happy with were: commute (95%), type of work (95%), accommodation (91%), their direct Supervisor (85%) and cultural activities on site (85%). The three factors showing the largest differences between the genders were: cultural activities on site (male>female, 23%), type of work (male>female, 14%) and wage (female>male, 13%). Living away from home was the factor that most males and females reported as being least happy with, and fewer males (52%) than females (63%) were happy with it. This is investigated further in the following section.

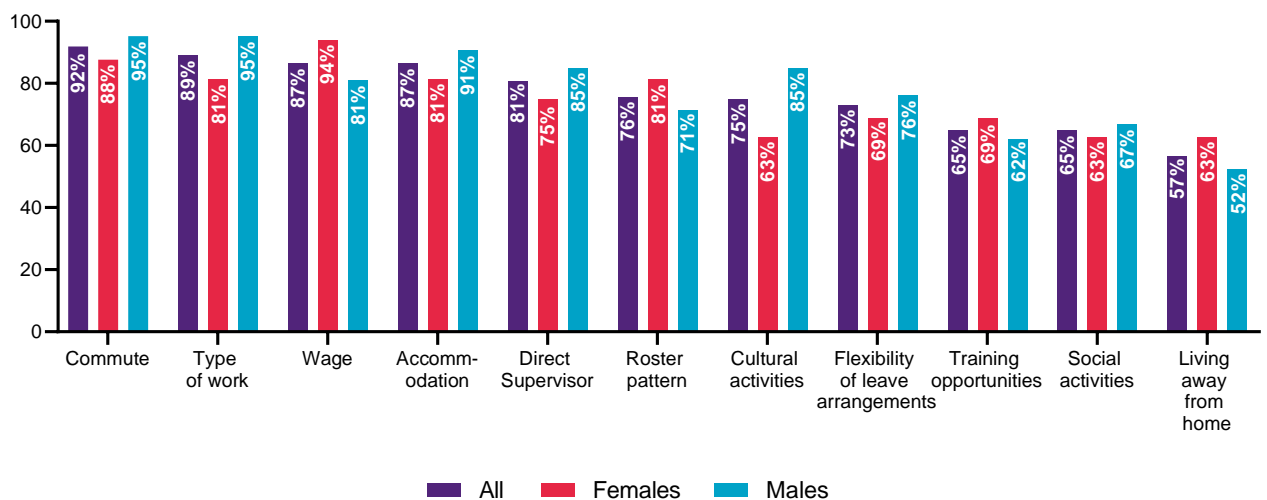


Figure 14. Extent to which all respondents, females and males reported they were happy with factors of their work at Argyle
Share of respondents, %

Note. For this figure ratings of 'very happy' and 'happy' were summated to form the overall 'happy' score.

4.6.2 Living away from home and family

To drill further down into the issue of living away from home, respondents were asked how easy or difficult it was being away from their immediate family and their extended family/kin. The results show that a higher share of respondents found it easier to be away from their extended family/kin (65%) than away from their immediate family (46%), see Figure 15. The results were then examined to identify if there were differences in the way males and females experience being away from home. The share of females and males who reported that it was difficult or very difficult to be away from family was compared, as shown in Figure 15. The results showed that a higher proportion of males than females found it difficult (very difficult + difficult) to be away from their immediate family than their extended family. This was later found to be explained by roster type as opposed to relationship status or whether respondents had dependent children, as described below.

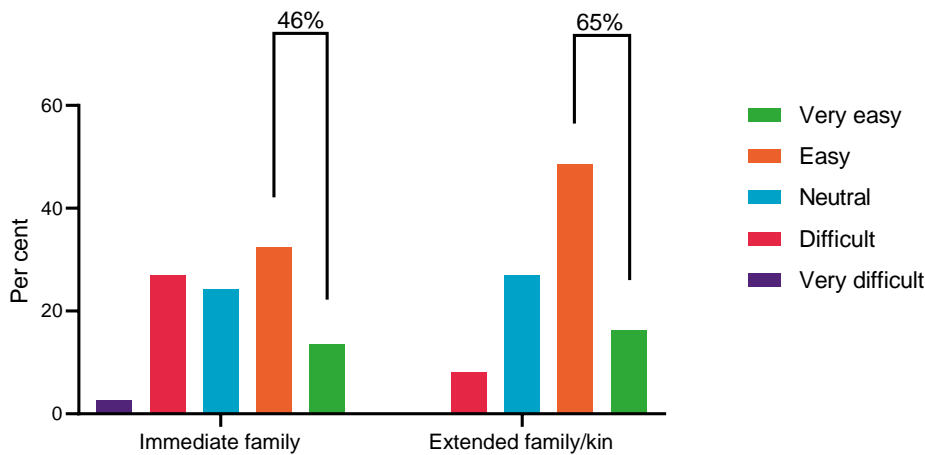


Figure 15. Extent to which it was easy or difficult for respondents to be away from their immediate family and extended family/kin while working at Argyle

Share of respondents, %

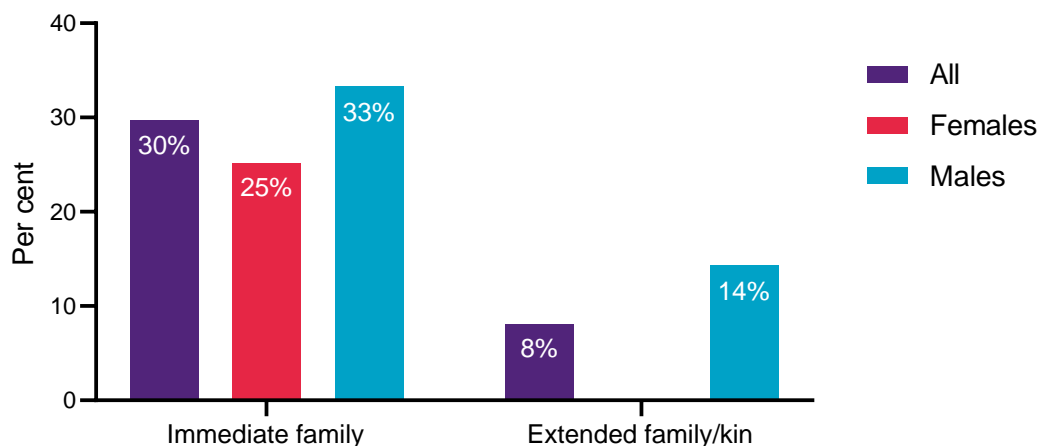


Figure 16. Extent to which All respondents, females, and males found it difficult (difficult and very difficult) to be away from their immediate family and extended family/kin

Share of respondents, %

Respondents' data were divided according to their roster and compared to their responses about being away from home, see Table 10. Three of the roster types were 'even' rosters – that is, those with the same or similar number of work and leave days; and another roster was a compressed roster (i.e. 14 days on:7 days off), where the number of work days was considerably longer than the number of leave days. Compressed rosters are often shown in the literature to be associated with more negative outcomes for workers than

other more even rosters.¹⁰ Even rosters were further categorised into short (e.g. 7 days on:7 days off) and long rosters (i.e. 14 days on:14 days off).

The results of the analysis showed that more respondents on the compressed roster (44%) than those on 'short even' rosters (7 days on:7 days off: 20%; 4 days on:3 days off: 29%) found it difficult to be away from their immediate family. Further, less of those on compressed rosters found it easy to be away from their immediate family, see Table 10. So overall, respondents on shorter and more 'even' rosters were less likely to find it difficult being away from home. Further investigation found that of the nine respondents who worked the compressed roster, eight were men. So the earlier reported finding that more males than females found it difficult to be away from their immediate family could be partly explained due to more of them being on a compressed 14:7 day roster.

Table 10. Extent to which it was easy or difficult to be away from family by roster type
Share of respondents, %

Even rosters	Immediate family			Extended family		
	Difficult	Neutral	Easy	Difficult	Neutral	Easy
<i>Short rosters</i>						
4 days on : 3 days off	29%	29%	43%	0%	43%	57%
7 days on : 7 days off	20%	20%	60%	10%	20%	70%
<i>Long roster</i>						
2 weeks on : 2 weeks off	40%	-	60%	0%	20%	80%
Compressed roster						
14 days on : 7 days off	44%	33%	22%	11%	33%	56%

Qualitative data support these findings. Respondents indicated that the compressed roster (14 days on and 7 days off) did not allow enough time at home to recover from night shift and spend time with family, before heading back to work again. Respondents acknowledged this roster was good for saving money, but said it can negatively affect your health and well-being, family and social relationships.

For those who found it easy to be away from immediate family, many referenced their time at boarding school, indicating they were accustomed to being away from family. Others said having so many other local Aboriginal people on site (some who were close family) mitigated against this difficulty.

One woman said she was happy to be working away from home because of the amount of 'humbugging' from her family, and suggested she would like to be on site longer. Interestingly, a few women who participated in the retention study at Rio Tinto's iron ore operations had similar sentiments¹¹.

4.6.3 Workplace culture: supervisors and the broader workforce

As a measure of intra-company culture, respondents were asked to indicate the extent to which they agreed or disagreed that their direct supervisor and the non-Indigenous workforce at Argyle was respectful of Aboriginal and Torres Strait Islander people and culture. Seventy-eight per cent of respondents either agreed or strongly agreed that their direct supervisor was respectful of Aboriginal and Torres Strait Islander culture and 70 per cent of respondents either agreed or strongly agreed that the non-Indigenous workforce was respectful of Aboriginal and Torres Strait Islander culture, see Figure 17.

¹⁰ Henry, P., Hamilton, K., Watson, S., & McDonald, M. (2013). FIFO/DIDO mental health: Research report 2013. Perth: Lifeline WA.

¹¹ Parmenter, J and Barnes, R (2019) 'Rio Tinto Pilbara Operations: Indigenous Employee Retention Study'. Centre for Social Responsibility in Mining. University of Queensland. Brisbane.

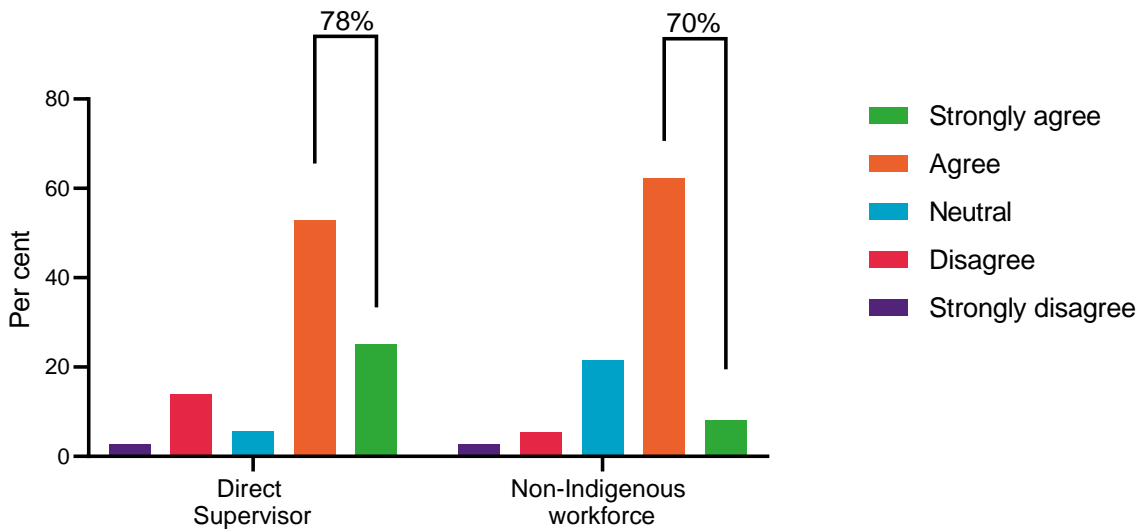


Figure 17. Share of respondents who agreed or disagreed that their direct Supervisor and the non-Indigenous workforce at Argyle were respectful of the Aboriginal and Torres Strait Islander culture
Share of respondents, %

As shown in an earlier figure (Figure 14), the majority of respondents were happy or very happy with their direct supervisor (81%). When just the responses of apprentices and trainees to this question were investigated (whose direct supervisors were all Aboriginal people), it was found that only one of them gave a negative rating about their supervisor. This mostly positive view corroborated the responses of an open-ended question on Aboriginal supervisors. Those with Aboriginal supervisors appreciated having a local Aboriginal person who has knowledge and experience of the local communities. A respondent also described the impact of having a local Aboriginal person as a mentor and role model:

“He gets what we are going through. He also did his trade at Argyle. He’s been an idol to me. He also mentored me through my apprenticeship.”

Others with non-Indigenous supervisors stressed the importance of supervisors valuing relationships and taking the time to get to know their employees on a personal level. Knowledge and respect for Aboriginal cultural norms was highly valued. Positive comments about supervisors include:

“In my eyes, he’s one of those people that like to talk and have a big conversation about things you know? He doesn’t just say something and move on. He explains it, and even if you go off-track a bit, he keeps talking and he makes you feel comfortable, like he’s really there for you, like he wants to help you, you know?”

“I think he does show respect and understands how important family is to our mob and the respect we have for each other.”

“She has been living in remote areas with Aboriginal people and so she knows the mob. She knows us and our culture.”

The few respondents who had negative experiences described their non-Indigenous supervisors as lacking in the qualities identified above:

“I felt like I was picked on by one worker there, it was, like, a white guy. I wasn’t the only one, he was always on my friend’s back too, cause we were the only two Aboriginal women there, he had the power, see?.”

“He’s shown no interest and it was like he micromanaged us blackfellas more than the others.”

“He was new and came in as a new supervisor and wanted to let people know he was in charge.”

Respondents did not have any problems with requesting cultural leave from supervisors, however, there was some discomfort around taking cultural leave due to a negative perception held by some of the non-Indigenous workforce. A respondent described this perception:

“I think they thought Aboriginal people made stories up not to come to work, particularly around funerals. Once I heard ‘If people keep dying in your family you’re not going to have anyone left’. They had no idea of our family structure.”

Argyle has a cross-cultural program in place for all new Argyle employees that includes attendance at the *Manthe* welcoming ceremony. The *Manthe* welcomes strangers to country, binds people in a reciprocal relationship, and is a form of protection from dangerous spirits¹². It is conducted on-site by TOs, led by senior men and women and includes dancing and singing. Mirriwoong TOs use leaves dipped in water to brush participants down as a welcome and blessing to country. Gidja TOs burn green leaves to create smoke as a form of spiritual protection.

Respondents spoke very highly of Argyle with respect to this initiative. There were mixed responses about the reaction of the non-Indigenous workforce to the cross-cultural program and the *Manthe* ceremony. Some would come to the *Manthe* as a ‘tick the box’ compliance activity, whereas others were honoured to be there and expressed interest in learning more about local Aboriginal culture.

4.6.4 Support mechanisms

To better determine the level of support respondents received while working at Argyle, a question listed the various kinds of support and asked them whether or not they had accessed and benefited from them. Ninety-five per cent of respondents reported receiving some kind of support. Sixty per cent of respondents had received support from the Community Relations Team and 50 per cent reported receiving support from the Work Readiness Team, see Figure 18. The source of support that most respondents reported was that from other Aboriginal employees (70%). This was also found in a recent study at Rio Tinto’s iron ore operations.¹³ It is important to note that many of those in the Work Readiness Team and Community Relations Team are Aboriginal people. As indicated earlier, some of the respondents had local Aboriginal friends and/or family also working at Argyle. Gender was important, with women preferring to seek support from other women, and men from other men.

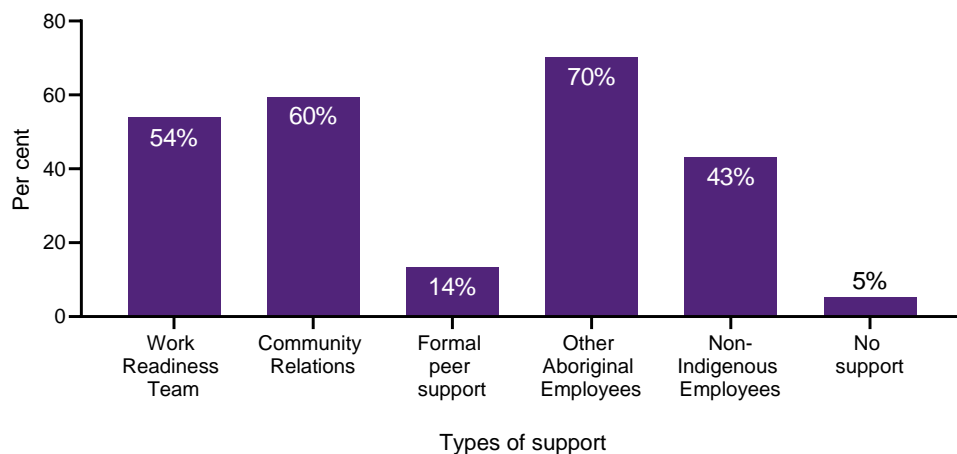


Figure 18. Sources of support for respondents while working at Argyle
Share of respondents, %

Note. Participants were asked to respond separately to each of the types of support.

¹² Doohan, K. (2013) Transformative practices: Imagining and enacting relationships in the context of resource development, the Argyle case. *Asia Pacific Viewpoint*, Vol, 54, No. 2.

¹³ Parmenter, J and Barnes, R (2019) ‘Rio Tinto Pilbara Operations: Indigenous Employee Retention Study’. Centre for Social Responsibility in Mining. University of Queensland. Brisbane.

Loneliness and problems with relationships at home were the main issues over which respondents sought support. For example, for one respondent, his roster changed from 2 weeks on;2 weeks off, to 2 weeks on;1 week off. He was not getting enough time at home with his young family, causing stress in his relationship. This caused him to feel stressed and depressed and, as a result, he did not function well at work. He sought support from his crew, who were mainly Aboriginal people. His crew would notice straight away if he was feeling down, and come to talk to him about it. Another respondent commented:

“There has been positive and negative things,, so isolation for one is a negative. You're away from home, trying to get enough sleep and stuff like that, but when I have a problem feeling down I have people to speak to. There are many times I did want to quit over the years, but I go straight to those people that I know I can speak to openly and we have a conversation, and it relieves some pressure, you know?”

4.6.5 Aboriginal female employees

At the time of this study, Aboriginal women represented 19 per cent of the total Aboriginal workforce (just 13 individuals). As indicated earlier, however, female Aboriginal representation was as high as 33 per cent of the total Aboriginal workforce in 2007. These figures are much higher than for non-Indigenous women, who currently represent just seven per cent of the non-Indigenous workforce. A similar situation was found at Rio Tinto iron ore operations, with Aboriginal women representing 23 per cent of the total Aboriginal workforce, compared to non-Indigenous women representing 16 per cent of the non-Indigenous workforce¹⁴.

In the absence of time series employment data disaggregated by gender and job roles, it is difficult to determine when Aboriginal female representation began to decline post 2007. The qualitative data collected in this survey identified two possible explanations. Firstly, the shift to underground mining reduced the amount of support roles required on site, most of which were occupied by women. Secondly, Aboriginal women may not have felt comfortable working underground due to the cultural significance of the mine location. The sacred site where the open cut pit is located, Barramundi Gap, is a place of great cultural significance to local Aboriginal people, especially women. It is a resting place for the female Barramundi creative Dreaming being. According to local Aboriginal people, the presence of coloured diamonds are a transformation of her internal organs¹⁵. A female respondent explained that being underground would mean being physically closer to that site, and many local Aboriginal women would refuse to do that.

Female respondents described the experience of starting work in a male dominated environment as “daunting” and “intimidating”, but after a short time they settled in and “got used it”. For the majority of respondents the working experience was positive, with few experiencing explicit sexism. One of the female apprentices in this study spoke about needing to prove she was a hard worker. Her male workmates “didn’t think she would stick around” and she wanted to prove them wrong. Others mentioned having brothers, explaining that this helped prepare them for a male dominated workforce. Like their male counterparts, Aboriginal women found great support in other Aboriginal employees, with many local friends and family also on site. The Work Readiness Supervisor was also a local Aboriginal woman, which was very much appreciated by female respondents. Two of the female respondents compared where they work now [mine sites in the Pilbara] to Argyle, in terms of how much they valued having many Aboriginal people on site. One comment was:

“It was a different culture at Argyle compared to where I'm at now [Pilbara], it was a good place to work. There is a lot less Indigenous people here.”

A theme that emerged from the qualitative data was a sense of hierarchy on site, where Aboriginal women are “at the bottom of the food chain”. Aboriginal women at Century Mine in north Queensland reported the

¹⁴ Parmenter, J and Barnes, R (2019) ‘Rio Tinto Pilbara Operations: Indigenous Employee Retention Study’. Centre for Social Responsibility in Mining. University of Queensland. Brisbane.

¹⁵ Doohan, K (2008) ‘*Making things come good*’. Aborigines and Miners at Argyle PhD dissertation. Sydney. NSW: Department of Human Geography, Macquarie University.

same perception, where non-Indigenous men are at the top, followed by non-Indigenous women, Aboriginal men, and lastly, Aboriginal women¹⁶. One respondent said: “you've just got to look at roles and the people in those roles to see that”. Reasons given for Aboriginal women not accessing employment opportunities at Argyle were around having children, and a lack of flexible working arrangements and suitable childcare. According to respondents, there is a lot of pressure for Aboriginal women to stay home with their kids:

“There was just no question if I would go back to work after my kids, absolutely not. My partner wouldn't have allowed it, his family wouldn't have allowed it. It just wasn't going to happen. ‘You got kids now, you look after the house, and you make sure my lunch is on the table when I come home’. It's still that kind of old school thinking. As soon as they [Aboriginal women] fall pregnant the expectation is she just leaves [work] and don't go back to work until the child is at school.”

The great majority of women who participated in this study were young, single (81%) and did not have dependent children (88%) at the time they began employment with Argyle. Some examples were provided of young women who left employment at Argyle when they fell pregnant.

4.6.6 Reasons for leaving Argyle

Former employees were asked why they left employment at Argyle. Reasons for leaving are presented in Table 11. Seven former employees left to pursue employment elsewhere, with most explaining that they did so to further their skills and interests. For example, respondents said:

“I got a sense that I had done enough that I completed my trade and needed something new. Everything I did has led me to where I am today.”

“I wanted to further my knowledge on the machinery that I was working on”.

“I realised I wanted more on my resume than just being an operator and needed to study or do something that would prepare me for life after Argyle.”

Two of the respondents who left Argyle for other employment also reported that a contributing factor to leaving was to be home each night. Five former employees left Argyle due to personal reasons including a death in the family, to have a child, family reasons, and ill-health. Four respondents reported leaving due to their acceptance of a redundancy. Two respondents left to pursue further study, two more due to safety breaches and one left due to feelings of being treated unfairly by a supervisor.

Respondents reflected on reasons why their fellow trainees and apprentices dropped out prior to completing their qualification, and the need for extensive support for local young Aboriginal people during the first few months of employment. Many of these young people (excluding those who experienced boarding school) had never been away from family or community. Support is required from Argyle but also from their families and friends at home.

It was also suggested that these employees may have unknowingly chosen a job that was not suited to them, but were too shy to speak up. Others sought employment at Argyle to reach short-term financial goals, and left once they reached that goal.

¹⁶ Parmenter, J (2011). Experiences of Indigenous women in the Australian mining industry. *Gendering the field: towards sustainable livelihoods for mining communities*. Edited by Kuntala Lahiri-Dutt. Canberra, ACT, Australia: ANU E Press.67-86.

Table 11. Reasons former employees left Argyle employment
Number of respondents

Reason for job change	Number
Employment elsewhere	7
Personal reasons	5
Redundancy	4
To pursue further study	2
Safety breach	2
Problem with a supervisor	1
<i>Total</i>	21

4.7 Post-Argyle employment

Former Employees

Former employees were asked about their employment history since leaving Argyle. All former employees reported that they had worked since leaving Argyle. They had worked for other resource companies and service providers; government; community organisations; and the private sector.

With respect to their current employment, 16 of the 21 respondents (76%) were employed, with half of these employed in the mining industry. Another four respondents now owned their own businesses (19%) and the remaining respondent is a homemaker (5%), see Table 12. Seventeen of the 21 former employees (81%) reported that they would like to work for another Rio Tinto mine. Of these, 13 consented to provide their name and contact details to Rio Tinto's recruitment team.

Current Employees

Current employees were asked about their job intentions when their employment finished at Argyle. Nearly one-third of respondents (31%) reported that they would like to get a job in their home town or community, see Table 12. Other responses given by two or more respondents were: a job in another Rio Tinto mine (25%) and start own business (13%).

Another question asked current employees whether the 'Life After Argyle' program had helped them in considering their post-Argyle employment options. Three people did not respond to this question, but of the 13 respondents who did, six of them said it had helped (46%) and seven reported that it had not (54%). Therefore, there appeared to be a mixed response to the value of the program, by this group.

Table 12. Area of current employment for former employees and future job intentions for current employees
Number and share of respondents

Former employees

Current employment	Number	%
Employment in mining industry	8	38%
Employment in non-mining industry	8	38%
Business owner	4	19%
Homemaker	1	5%
<i>Total</i>	21	100%

Current employees

Future job intentions	Number	%
Job in home town / community	5	31%
Job in other Rio Tinto mine	4	25%
Start own business	2	13%
Argyle rehab / monitoring job	1	6%
Non Rio Tinto mining job	1	6%
Non-mining job	1	6%
Don't know	1	6%
Missing	1	6%
<i>Total</i>	16	100%

4.8 Perceived impacts of Argyle employment

4.8.1 Individual and social factors

It is generally accepted that employment provides benefits both to individuals and to the communities in which they live. To gauge whether respondents received benefits that extended beyond financial rewards, a question listed a number of individual and social factors and asked whether they had been negatively or positively impacted by their experience of working at Argyle. The results are shown in Figure 19.

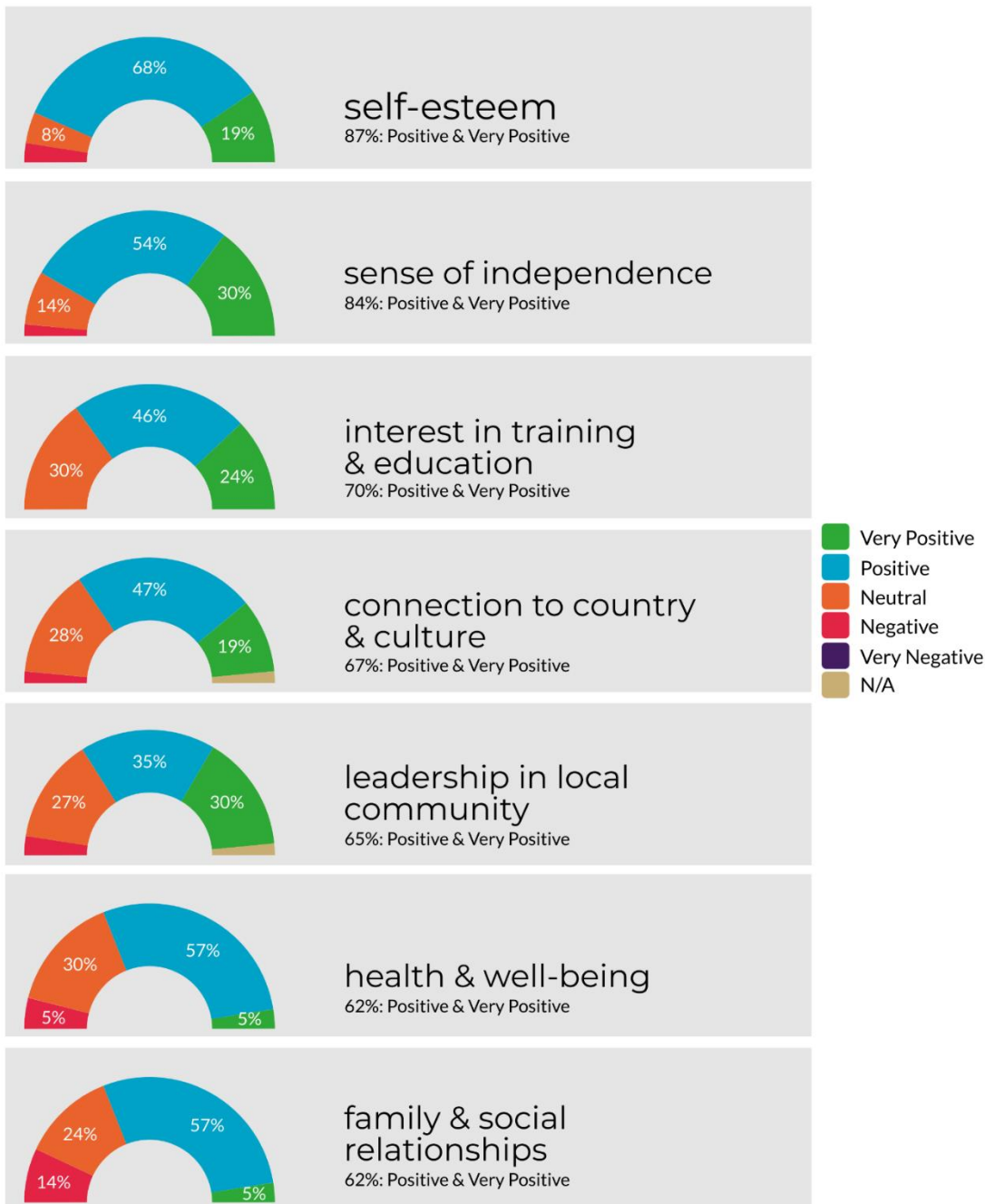


Figure 19. Extent to which working at Argyle had a positive or negative effect on aspects of respondents' life

Share of respondents, %

More than 80 per cent of respondents reported that their self-esteem (87%) and sense of independence (84%) were positively or very positively affected by working at Argyle. This is an important result because most of the study's respondents commenced working at Argyle at an early phase of their career – between 18 and 24 years old -, and so more likely to be responsive to the impact of feelings of esteem and self-direction. An early positive occupational experience can be an important influence (among others) in one's life and career.

In addition, over two-thirds of respondents reported that working at Argyle had contributed to an interest in completing future training and education. A similar share of respondents reported a positive impact on social and cultural aspects of their life, including their connection to country and culture, and leadership in their

local community. These outcomes suggest that the returns of working at Argyle went beyond individual benefits, to the building of social capital and community contributions.

Sixty-five per cent of respondents considered employment at Argyle had a positive or very positive effect on their leadership within their community. East Kimberley Aboriginal communities continue to be disadvantaged on almost all social measures (health, education, employment) in comparison to the non-Indigenous population. Respondents' motivation for working at Argyle appears to primarily be around the aspiration to be role model for their family.

Respondents described the impact of seeing local Aboriginal people go to work at Argyle on local young people in their community. Working at Argyle created a sense of pride amongst employees and their families. Respondents said their employment had influenced others to follow in their footsteps, either by seeking employment at Argyle or other employment in their local town or community.

“I really can't see across the board how many members of my family many have full time jobs, or had before me. The welfare lifestyle is quite prevalent in the East Kimberley. There's just other avenues and a better way of life that are better for everyone. It's given my family a positive outlook to see what I can do and how I went about it so yeah.”

Respondents were less certain about work at Argyle and the impact on their health and well-being and their family and social relations. Respondents said there were both positives and negatives to working at the mine in terms of health and well-being. Some had gained weight due to all the available food on site, others had taken up more physical activity on site.

Those who worked on site when the wet mess (bar) was operating, also noted that their alcohol intake increased while on site. One respondent said that employment had facilitated more frequent access to health care (seeing a General Practitioner for regular check-ups) and their knowledge of healthy food had increased from reading the healthy eating guides on the tables in the dry mess (food hall).

However, still only a minority of respondents reported that being at Argyle had a negative impact on these factors (health & well-being: 5%, family & social relations: 14%). Living away from home during the work roster could be an explanation for the increased unease about family and social relations. As indicated in section 4.6.2, while it was difficult for some to be away from immediate family, the perceived high numbers of local Aboriginal people on-site mitigated against this impact.

When asked if working at Argyle had a positive or negative effect on their connection to country, 67 per cent said their connection to country and culture was impacted positively and 28 per cent were neutral. respondents who were TOs, said they enjoyed working on country and being with family on site, speaking language. Many respondents said the income from working at the mine had facilitated access to country, for example, the purchase of 4WD vehicles to go out bush for hunting and fishing was frequently reported.

In summary, this study provides evidence that employment at Argyle has contributed to respondents' feelings of self-esteem and independence, as well as provided interest in future training and educational opportunities, and broader cultural and social engagement.

4.8.2 The impact of earning an income

All but one of the respondents reported that earning an income at Argyle had a positive impact on their life. The respondent giving a negative rating was unsure about the benefits of earning an income, saying “strain put on me with earning an income as family humbug me more and I find it hard to put my bills first”. Respondents had purchased cars, boats, holidays, and invested in houses and units in Perth and Darwin, as well as Rio Tinto shares. Others had invested in community sports teams or cultural events. Respondents were proud to be able to support both immediate family or support themselves as a sole parent. Comments from respondents include:

“We have a nice lifestyle for my family, which is what I've always wanted to do.”

“It's made my life easier and better after being unemployed for a while after school.”

"I'm able to buy things for myself and the people I care about when I want to. I've been able to save."

"The car really helped my family get in and out of town, and practice culture and stay on country and be independent."

"It allowed me to provide all essentials for my family and still have enough to take the family on trips and enjoy a comfortable lifestyle."

"I was able to support my parents and family and buy myself a new car, travel overseas and buy a house."

"It enabled me to buy cars and other things I wouldn't have dreamed of having. Went on holidays and was able to jump in my car, and go wherever I wanted to, whenever."

Some, however, expressed regret that they did not have more financial knowledge earlier, and suggested Argyle could have provided this advice in the early stages of their employment, as one respondent said: "I had no idea how to manage that kind of money". This supports the finding reported earlier concerning the extent to which 12 skills were learned while working at Argyle (Figure 8), where financial skills attracted the highest share of negative ratings.

Respondents also experienced pressure to share money with family, known as 'humberging', which they found challenging, and others felt comfortable over declining these requests. Responses include:

"It brings a bit of dissent in the family, but any sort of money does that. If someone's got money or anything it's good to disperse it amongst your family members. So if you're got more of it, the more family members come to the table and expect to get more."

"I am actually pretty good at pulling people into line and telling 'no'. It's normally for non-essential stuff like alcohol and smokes. If it's for bills and stuff I'll help, but other stuff, no".

"People ask me for money, because I work at the mine they think you have a lot of money. I haven't been as humbugged as other trainees/apprentices that work there. In my family, they all work so they have their own money."

One respondent also commented on how this can affect the motivation of employees to continue to work, when all of their income is shared:

"Rather give them the fish, I teach them how to fish, so that we all sit at the same table, all with the same amount of money. It is hard, but people get used to it. It can have a real negative impact and I've seen it in the past. 'You're bringing in a lot of money, why aren't you supporting the rest of the family?'. But you know, if you're doing it, why isn't everyone else doing it? Eventually you get sick and tired of doing it. It is disheartening. You would think it would encourage more people to work, but it probably has the opposite effect."

5. Summary and Discussion

This concluding section summarises the main findings of this report and provides five suggested actions for Argyle to consider to assist in leaving a positive legacy post-closure.

5.1 What was the overall experience of working at Argyle?

Overall, the employment at Argyle has been positive for respondents in this survey. Current and former employees were proud to work at Argyle and their employment encouraged others in their community to seek employment. Most respondents knew another local Aboriginal person who worked at Argyle prior to joining the workforce, and this person helped facilitate their recruitment. This highlights the importance of recognising strong social networks in the local Aboriginal population in company recruitments strategies.

Most respondents reported being 'happy' or 'very happy' with all of the ten job characteristics listed in the survey. There was, however, some criticism of training opportunities, a lack of social activities, encountered problems with the odd supervisor, and roster types. More than two-thirds of respondents thought their direct supervisor and the broader (non-Indigenous) workforce were respectful of Aboriginal and Torres Strait Islander culture, although there were a few examples of individuals who lacked knowledge or respect of Aboriginal and Torres Strait Islander culture. The *Manthe* welcome ceremony, conducted by TOs, was highly valued by respondents.

It was easier for respondents to be away from their extended family/kin than away from their immediate family, with more males finding it difficult than females. While more men than women were in relationships and had dependent children, this did not explain this difference. It is more likely that roster type influenced how difficult it is to be away from home. Those on a compressed roster (14 days on: 7 days off) found it difficult, most of which were men (8 out of 9). Respondents indicated one week at home was not enough time to recover from a two weeks work (coming off night shift) and spending time with family before returning. Some respondents indicated they were happy to be away from community to avoid 'humberging' (sharing income) from family, others managed this pressure.

This research confirms the enormous impact maintaining a proportionally large cohort of Aboriginal workers has on the overall experience of Aboriginal employees. At recruitment, most respondents were young, not in a relationship and did not have dependent children. The presence of many other friends and family on-site mitigated against feelings of loneliness and missing out on events in their home community. Support was also sought from the Work Readiness and Community Relations Team, who were mostly Aboriginal people.

The working experience for the Aboriginal women who participated in this study was generally positive. However, there was a perception that Aboriginal women, as a group, sit at the bottom of the organisational hierarchy on site. This suggests more work could have been done to promote Aboriginal women. Argyle currently employs just one local Aboriginal woman in a Superintendent position (Community Relations). A few female respondents in traditionally male roles (e.g. trade apprenticeships) said they felt they had to work harder to prove themselves.

The most common reasons for leaving cited by former employees were employment opportunities elsewhere, to pursue further study, voluntary redundancy and personal reasons. When asked if they were interested in returning to work at Rio Tinto, 81 per cent of former employees responded positively. This indicates that former employees are a significant labour pool that Rio Tinto could draw from.

5.2 How has working at the mine benefited local Aboriginal people?

Argyle has been a dominant employer of local Aboriginal people in the East Kimberley region. The Argyle Participation Agreement (2005) appears to be the impetus for this success, with Argyle employment at its highest in 2006, accounting for more than 25 per cent of Aboriginal mainstream employment¹⁷. Since 2006, 67 local Aboriginal people, including 29 TOs, have completed traineeships at Argyle and 73, including 23 TOs, have completed an apprenticeship. In addition, 137 Aboriginal people have participated in a pre-employment program since 2005. This program includes content on work ethics, life skills, numeracy and literacy.

Argyle has also contributed to indirect employment via preferential contracting of Aboriginal businesses and including Aboriginal employment quotas in contracts with service providers. Further, employment opportunities have been created through the establishment of the Gelganyem and Kilkayi financial trusts. A separate study is required to quantify Argyle's contribution via indirect employment, including contracting.

The results of this survey provide further evidence to understand Argyle's contribution to human capital in the region. Twenty-five per cent of respondents were unemployed or had come straight from finishing high-school or TAFE prior to entering the Argyle workforce. All former employees agreed that the skills gained at Argyle had helped them to find work. Ninety-five per cent of former employees were currently employed, including four who now owned their own business.

The skills that 80 per cent or more of respondents agreed or strongly agreed that they had learned at Argyle were: safety skills (97%), problem solving skills (95%), communication skills (92%), working to deadlines (89%), technical skills (83%), leadership skills (81%), computer skills (81%), and almost 80% had gained a nationally recognised qualification. More than half of respondents had received a promotion during their time at Argyle, although men have achieved more than women.

Almost all respondents (95%) were new to the mining industry when they began work at Argyle, with 38 per cent of former employees remaining in the industry today, and 25 per cent of current employees intending to stay in the industry post-closure of Argyle. All other current employees intended on working again post-Argyle, with just one unsure of their work intentions.

Most respondents reported a positive or very positive effect on all aspects of respondents' lives (self-esteem, sense of independence, interest in training and education, connection to country and culture, leadership in local community, health and well-being and family and social relationships). The income earned from employment enabled many respondents to improve their lifestyle and support their families. Respondents had purchased cars, boats, holidays, and some had invested in assets such as apartments, houses and Rio Tinto shares. Others were able to use some of their income to support community and cultural events. Many said owning cars facilitated access to country for cultural activities.

While current employees remain in the Kimberley region, employment has facilitated movement out of the Kimberley region for former employees, with almost half of respondents now live in towns outside of the region. This raises questions about a lack of employment opportunities in the Kimberley region, which will only be made worse once Argyle ceases operating.

¹⁷ Taylor, J (2019). Change in Aboriginal Social Indicators in the East Kimberley:2001-2016: A Report to the Argyle Diamonds Traditional Owner Relationship Committee and Binbarri-binyja yarrowoo Aboriginal Corporation.

5.3 Leaving a positive legacy: actions to consider

While recommendations were not part of the research proposal for this work, five possible actions have been identified in relation to this study. These are listed below.

1. Continue supporting traineeships and apprenticeships for local Aboriginal people

Traineeships and apprenticeships at Argyle have been an important pathway for local Aboriginal people to enter the workforce and develop successful careers. Continued support from Rio Tinto will ensure these opportunities continue after the mine has closed. It is important that local Aboriginal people are involved in the design and implementation of the initiative and gender considerations are included. For example, extending the program to include slightly older participants so that women with school-aged children have an opportunity to complete a traineeship or apprenticeship.

2. Support current Aboriginal employees to transition to alternate employment post-closure

There were mixed response to the value of the 'Life After Argyle' program in this study. Argyle should ensure all current employees are invited to participate in the program. For those who have not found it helpful, an alternative option should be provided.

3. Re-hire former employees at other Rio Tinto operations

Seventeen former Aboriginal employees in this study indicated an interest in returning to work at another Rio Tinto operation. This indicates that former employees are a useful labour pool for other Rio Tinto operations. Thirteen gave consent for their names and contact details to be shared with Rio Tinto. These names have been provided separately.

4. Support Aboriginal employment in land rehabilitation and monitoring post-closure

Argyle is currently hosting six local Aboriginal people (employed by KGT) who were nominated by TOs, to undertake land rehabilitation training. Once they have completed their training, four of them will be selected to stay on with the Closure Team to undertake land rehabilitation work. However, it is unclear how this initiative will be implemented. It is recommended that Argyle investigate key factors enabling and constraining the further development of this promising initiative to ensure its resilience going forward.

5. Share lessons and findings of this report with other Rio Tinto operations to inform their Indigenous employment strategies.

The findings of this study are useful to inform Indigenous employment strategies at other Rio Tinto operations and should be shared across business units. The report has also highlighted the importance of collecting and monitoring Indigenous employment data over time, and including data from indirect employment (e.g. contractors). Unfortunately, longitudinal data was not able to be disaggregated and this presented a missed opportunity to assess Argyle's contribution to Indigenous employment and development of human capital in the region in more detail.

Appendices

Appendix A- Survey of former Aboriginal employees

Information about the survey

Rio Tinto seeks to continually improve their training and employment of Indigenous People from communities neighbouring their mines.

Rio Tinto has asked The Centre for Social Responsibility in Mining (CSRSM), an applied research centre at The University of Queensland, to conduct a review of Indigenous training and employment outcomes at Argyle Mine.

What you are asked to do

You are invited to complete a survey that will take about 25 minutes. The survey is anonymous.

Do I have to do the survey?

No. Involvement in the survey is voluntary. You are free to stop doing it at any time without any consequence.

We encourage you to complete the survey as your participation will help us to improve working conditions and outcomes for Indigenous employees across Rio Tinto operations.

You will not receive payment or reimbursement for completing the survey.

Confidentiality

The survey is anonymous. That is, you are not required to give your name.

Information will be used to prepare a report for Rio Tinto. Your personal information will not appear in any documents given to them.

Will I receive a summary of the results of the survey?

If you would like to receive a summary of the results, please give your contact details to the researcher named below.

How can I find out more about the review?

If you would like more information about this survey please contact the CSRSM team lead, Joni Parmenter via email (joni.parmenter@uq.edu.au) or phone (0401 062 345).

Has this project received ethical clearance?

This study adheres to the Guidelines of the ethical review process of The University of Queensland and the National Statement on Ethical Conduct in Human Research. If you have any queries about the project please feel free to contact the Chief Investigator of the project, Professor Deanna Kemp on d.kemp@smi.uq.edu.au, or calling on +61 7 3346 4071. If you would like to speak to an officer of The University of Queensland not involved in the study, you may contact the UQ Ethics Coordinator on +61 7 3365 3924.

* 1. I have read the above information and I agree to participate in the study.

Yes

No

General Information

2. What is your gender?

- Female
- Male
- Other

3. Approximately how old are you?

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

4. Do you identify as:

- Aboriginal
- Aboriginal and Torres Strait Islander
- Torres Strait Islander
- Other (please specify)

5. What Dawang or Family group do you belong to?

- Mandangala
- Balaburr
- Bilbidjing
- Tiltuwum
- Upper Jimbila
- Neminuwarlin
- Yunurr
- Unknown

Other (please specify)

6. **WHEN YOU STARTED** work at Argyle what town or community did you live in?

- | | |
|--|--|
| <input type="radio"/> Warmun | <input type="radio"/> Crocodile Hole |
| <input type="radio"/> Bow River | <input type="radio"/> Halls Creek |
| <input type="radio"/> Mandangala | <input type="radio"/> Broome |
| <input type="radio"/> Doon Doon | <input type="radio"/> Derby |
| <input type="radio"/> Kununurra | <input type="radio"/> Fitzroy Crossing |
| <input type="radio"/> Wyndham | <input type="radio"/> Darwin |
| <input type="radio"/> Violet Valley | |
| <input type="radio"/> Other (please specify) | |

7. **WHEN YOU STOPPED WORK** at Argyle what town or community did you live in?

- | | |
|--|--|
| <input type="radio"/> Warmun | <input type="radio"/> Crocodile Hole |
| <input type="radio"/> Bow River | <input type="radio"/> Halls Creek |
| <input type="radio"/> Mandangala | <input type="radio"/> Broome |
| <input type="radio"/> Doon Doon | <input type="radio"/> Derby |
| <input type="radio"/> Kununurra | <input type="radio"/> Fitzroy Crossing |
| <input type="radio"/> Wyndham | <input type="radio"/> Darwin |
| <input type="radio"/> Violet Valley | |
| <input type="radio"/> Other (please specify) | |

8. What town or community do you live in **NOW**?

- | | |
|--|--|
| <input type="radio"/> Warmun | <input type="radio"/> Crocodile Hole |
| <input type="radio"/> Bow River | <input type="radio"/> Halls Creek |
| <input type="radio"/> Mandangala | <input type="radio"/> Broome |
| <input type="radio"/> Doon Doon | <input type="radio"/> Derby |
| <input type="radio"/> Kununurra | <input type="radio"/> Fitzroy Crossing |
| <input type="radio"/> Wyndham | <input type="radio"/> Darwin |
| <input type="radio"/> Violet Valley | |
| <input type="radio"/> Other (please specify) | |

14. How did you come to get your first job at Argyle?

- Applied to a Rio Tinto job ad
- By completing a recruitment workshop
- Traineeship
- Apprenticeship
- Other (please specify)
- After completing a pre-vocational program
- Through a friend/family member
- Graduate program
- Labour Hire Contractor

15. What type of apprenticeship or traineeship did you do?

- Electrical
- Mechanical
- Carpenter
- Administration
- Other (please specify)
- Plumbing
- Health Safety
- Environment

16. What type of work did you do when you started working at Argyle?

- Administration
- Community relations
- Labour hire
- Management
- Other (please specify)
- Professional (e.g. technician, engineer)
- Trades person (e.g. electrician, carpenter)
- Truck driving or other plant operator
- Utility person (e.g. kitchen hand, cleaning)

Your last job at Argyle

If you have worked for Argyle more than once, please answer the following questions in relation to your most recent job at Argyle.

17. Which company did you work for at Argyle?

- | | |
|--|--|
| <input type="radio"/> Argyle Diamonds | <input type="radio"/> Kimberley Industries |
| <input type="radio"/> Kimberley Group Training | <input type="radio"/> Doorn Dji |
| <input type="radio"/> ROCHE Mining | <input type="radio"/> Goorng Jimbila |
| <input type="radio"/> Other (please specify) | |

18. Which year/s did you work at Argyle? If you can't remember, just an estimate is fine.

19. What type of work did you do in your last job at Argyle?

- | | |
|--|--|
| <input type="radio"/> Administration | <input type="radio"/> Professional (e.g. technician, engineer) |
| <input type="radio"/> Community relations | <input type="radio"/> Trades person (e.g. electrician, carpenter) |
| <input type="radio"/> Labour hire | <input type="radio"/> Truck driving or other plant operator |
| <input type="radio"/> Management | <input type="radio"/> Utility person (e.g. kitchen hand, cleaning) |
| <input type="radio"/> Other (please specify) | |

20. How did you commute to and from work in your last job at Argyle?

- Fly in Fly Out (FIFO)
- Drive in Drive Out (DIDO) or bus from a local community/town
- Other (please specify)

21. Were you a full-time, part-time or casual worker at your last job at Argyle?

- Full-time Part-time Casual

22. What was your typical roster pattern at your last job at Argyle?

- 2 weeks on 1 week off
- 8 days on 6 days off
- 4 days on 3 days off
- 7 days on 7 days off
- Other (please specify)

23. Did you work night shifts at your last job at Argyle?

- Yes No

24. How happy or unhappy were you with the following parts of your job?

If any of these do not apply to you, select 'Not Applicable' N/A

	Very unhappy	Unhappy	Neither happy or unhappy	Happy	Very happy	N/A
The type of work you were doing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount you were paid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your roster pattern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The flexibility of your leave arrangements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your commute to & from work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Living away from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your direct supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The standard of accommodation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The social activities available (e.g. raffles, BBQs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The cultural activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

25. How easy or difficult was it for you to be away from your **immediate (household)** family while you were working?

- Very difficult Difficult Neither easy nor difficult Easy Very easy

Comments

26. How easy or difficult was it for you to be away from your **extended** family/kin while you were working?

- Very difficult Difficult Neither easy nor difficult Easy Very easy

Comments

Skills, competencies and professional development

27. Do you agree or disagree that working at Argyle helped you learn the following skills and competencies?

If the skills and competencies listed were not part of your job role/s then select Not Applicable (N/A).

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree	N/A
Heavy vehicle operation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical skills e.g software, mechanical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health and well-being skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Literacy skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Numeracy skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working to deadlines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem Solving skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Has the skills/experience you acquired at Argyle helped you to find other work?

- Strongly disagree
 Disagree
 Neither agree nor disagree
 Agree
 Strongly agree

29. How long in total did you work at Argyle?

If you left and returned to Argyle at different times, add up the total time you worked there.

- Up to 1 year
 1 to 2 years
 3 to 5 years
 6 to 10 years
 More than 10 years

30. Did you receive any nationally recognised qualifications during that time?

- | | |
|--|---------------------------------|
| <input type="checkbox"/> Tickets for heavy machinery operation | <input type="checkbox"/> Cert 3 |
| <input type="checkbox"/> Drivers License | <input type="checkbox"/> Cert 4 |
| <input type="checkbox"/> Cert 1 | <input type="checkbox"/> None |
| <input type="checkbox"/> Cert 2 | |

Please specify what type

31. Did you receive any other professional development? E.g. Lead Six Sigma, leadership training, conference attendance, support for University study.

Yes

No

If yes, what type?

32. Did you receive a job promotion/s in that time?

No

Yes, please tell us what type of promotion/s you got.

Support and cultural safety

33. Do you receive any support from the following? Tick as many as apply

- | | |
|---|--|
| <input type="checkbox"/> Argyle's work readiness team | <input type="checkbox"/> Other Aboriginal employees |
| <input type="checkbox"/> Community relations | <input type="checkbox"/> Non-Indigenous employees |
| <input type="checkbox"/> Formal peer support | <input type="checkbox"/> I DID NOT receive any support |
| <input type="checkbox"/> Other (please specify) | |

34. What type of support was most useful and why?

35. Please agree or disagree to the following statements:

	Strongly agree	Agree	Do not agree neither disagree	Disagree	Strongly Disagree
My direct supervisor was respectful of Aboriginal and Torres Strait Islander culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comments	<input type="text"/>				

The broader non-Indigenous workforce on site was respectful of Aboriginal and Torres Strait culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comments	<input type="text"/>				

Impacts of working for Argyle

36. Did working at Argyle have a positive or negative effect on the following areas of your life?

	Very negative	Negative	Neither negative or positive	Positive	Very positive	N/A
Your health and well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your family & social relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your self-esteem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your sense of independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your interest in doing further training or education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your leadership in your local community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your connection to country and culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

37. Overall, did earning an **income** from employment at Argyle have a positive or negative impact on you?

- Positive
 Negative

Please explain your answer

38. What were the main reasons you stopped working at Argyle?

39. Have you worked since you left Argyle?

- Yes
 No

40. What jobs have you done since you left Argyle?

41. Would you consider working for Rio Tinto at a different mine?

Yes

No

If no, why?

Appendix B- Survey of current Aboriginal employees

Information about the survey

Rio Tinto seeks to continually improve their training and employment of Indigenous People from communities neighbouring their mines.

Rio Tinto has asked The Centre for Social Responsibility in Mining (CSRSM), an applied research centre at The University of Queensland, to conduct a review of Indigenous training and employment outcomes at Argyle Mine.

What you are asked to do

You are invited to complete a survey that will take about 20 minutes. The survey is anonymous.

Do I have to do the survey?

No. Involvement in the survey is voluntary. You are free to stop doing it at any time without any consequence.

We encourage you to complete the survey as your participation will help us to improve working conditions and outcomes for Indigenous employees across Rio Tinto operations.

You will not receive payment or reimbursement for completing the survey.

Confidentiality

The survey is anonymous. That is, you are required to give your name.

Information will be used to prepare a report for Rio Tinto. Your personal information will not appear in any documents given to them.

Will I receive a summary of the results of the survey?

If you would like to receive a summary of the results, please give your contact details to the researcher named below.

How can I find out more about the review?

If you would like more information about this survey please contact the CSRSM team lead, Joni Parmenter via email (joni.parmenter@uq.edu.au) or phone (0401 062 345).

Has this project received ethical clearance?

This study adheres to the Guidelines of the ethical review process of The University of Queensland and the National Statement on Ethical Conduct in Human Research. If you have any queries about the project please feel free to contact the Chief Investigator of the project, Professor Deanna Kemp on d.kemp@smi.uq.edu.au, or calling on +61 7 3346 4071. If you would like to speak to an officer of The University of Queensland not involved in the study, you may contact the UQ Ethics Coordinator on +61 7 3365 3924.

* 1. I have read the above information and I agree to participate in the study.

Yes

No

General Information

2. What is your gender?

- Female
- Male
- Other

3. Approximately how old are you?

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

4. Do you identify as:

- Aboriginal
- Aboriginal and Torres Strait Islander
- Torres Strait Islander
- Other (please specify)

5. What Dawang or family group do you belong to?

- Mandangala
- Balaburr
- Bilbidjing
- Tiltuwum
- Upper Jimbila
- Neminuwarlin
- Yunurr
- Unknown

Other (please specify)

6. **WHEN YOU STARTED** work at Argyle what town or community did you live in?

- | | |
|--|--|
| <input type="radio"/> Warmun | <input type="radio"/> Crocodile Hole |
| <input type="radio"/> Bow River | <input type="radio"/> Halls Creek |
| <input type="radio"/> Mandangala | <input type="radio"/> Broome |
| <input type="radio"/> Doon Doon | <input type="radio"/> Derby |
| <input type="radio"/> Kununurra | <input type="radio"/> Fitzroy Crossing |
| <input type="radio"/> Wyndham | <input type="radio"/> Darwin |
| <input type="radio"/> Violet Valley | |
| <input type="radio"/> Other (please specify) | |

7. What town or community do you live in **NOW**?

- | | |
|--|--|
| <input type="radio"/> Warmun | <input type="radio"/> Crocodile Hole |
| <input type="radio"/> Bow River | <input type="radio"/> Halls Creek |
| <input type="radio"/> Mandangala | <input type="radio"/> Broome |
| <input type="radio"/> Doon Doon | <input type="radio"/> Derby |
| <input type="radio"/> Kununurra | <input type="radio"/> Fitzroy Crossing |
| <input type="radio"/> Wyndham | <input type="radio"/> Darwin |
| <input type="radio"/> Violet Valley | |
| <input type="radio"/> Other (please specify) | |

8. If you are now living somewhere different from when you originally started at Argyle, what were the main reasons for moving?

9. What was your age when you first **started** working at Argyle?

- | | |
|-----------------------------|-----------------------------|
| <input type="radio"/> 18-24 | <input type="radio"/> 45-54 |
| <input type="radio"/> 25-34 | <input type="radio"/> 55-64 |
| <input type="radio"/> 35-44 | <input type="radio"/> 65+ |

10. When you started work at Argyle, were you:

- Single
- Partnered or married
- Other (please specify)

11. How many children (aged under 18) did you have when you started work at Argyle?

- No children 1 2 3 4
- Other (please specify)

12. What were you doing immediately prior to starting work at Argyle?

- High school
- Studying at a higher-education institution
- Unemployed
- Employed in the mining industry
- Other (please specify)
- Employed in a non-mining industry
- Caring for your children and/or family
- Ill-health made you unable to work
- CDEP

13. How did you come to get your first job at Argyle?

- Applied to a Rio Tinto job ad
- By completing a recruitment workshop
- Traineeship
- Apprenticeship
- Other (please specify)
- After completing a pre-vocational program
- Through a friend/family member
- Graduate program
- Labour Hire Contractor

14. What type of apprenticeship or traineeship did you do?

- Electrical
- Mechanical
- Carpenter
- Administration
- Other (please specify)
- Plumbing
- Health Safety
- Environment

15. What type of work did you do when you started working at Argyle?

- Administration
- Community relations
- Labour hire
- Management
- Other (please specify)
- Professional (e.g. technician, engineer)
- Trades person (e.g. electrician, carpenter)
- Truck driving or other plant operator
- Utility person (e.g. kitchen hand, cleaning)

Your last job at Argyle

If you have worked for Argyle more than once, please answer the following questions in relation to your most recent job at Argyle.

16. Which company do you work for on site?

- | | |
|--|--|
| <input type="radio"/> Argyle Diamonds | <input type="radio"/> Kimberley Industries |
| <input type="radio"/> Kimberley Group Training | <input type="radio"/> Doorn Dji |
| <input type="radio"/> ROCHE Mining | <input type="radio"/> Goorng Jimbila |
| <input type="radio"/> Other (please specify) | |

17. Which year/s have you worked at Argyle? If you can't remember, just an estimate is fine.

18. What type of work did you do in your current job at Argyle?

- | | |
|--|--|
| <input type="radio"/> Administration | <input type="radio"/> Professional (e.g. technician, engineer) |
| <input type="radio"/> Community relations | <input type="radio"/> Trades person (e.g. electrician, carpenter) |
| <input type="radio"/> Labour hire | <input type="radio"/> Truck driving or other plant operator |
| <input type="radio"/> Management | <input type="radio"/> Utility person (e.g. kitchen hand, cleaning) |
| <input type="radio"/> Other (please specify) | |

19. How did you commute to and from work in your current job at Argyle?

- Fly in Fly Out (FIFO)
 Drive in Drive Out (DIDO) or bus from a local community/town
 Other (please specify)

20. Were you a full-time, part-time or casual worker at your current job at Argyle?

- Full-time Part-time Casual

21. What was your typical roster pattern at your current job at Argyle?

- 2 weeks on 1 week off
- 8 days on 6 days off
- 4 days on 3 days off
- 7 days on 7 days off
- Other (please specify)

22. Did you work night shifts at your current job at Argyle?

- Yes No

23. How happy or unhappy are you with the following parts of your job?

If any of these do not apply to you, select 'Not Applicable' N/A

	Very unhappy	Unhappy	Neither happy or unhappy	Happy	Very happy	N/A
The type of work you are doing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount you are paid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your roster pattern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The flexibility of your leave arrangements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your commute to & from work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Living away from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your direct supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The standard of accommodation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The social activities available (e.g. raffles, BBQs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The cultural activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

24. How easy or difficult is it for you to be away from your **immediate (household)** family while you were working?

- Very difficult Difficult Neither easy nor difficult Easy Very easy

Comments

25. How easy or difficult was is it for you to be away from your **extended** family/kin while you were working?

- Very difficult Difficult Neither easy nor difficult Easy Very easy

Comments

Skills, competencies and professional development

26. Do you agree or disagree that working at Argyle helped you learn the following skills and competencies?

If the skills and competencies listed were not part of your job role/s then select Not Applicable (N/A).

	Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree	N/A
Heavy vehicle operation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical skills e.g software, mechanical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health and well-being skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Literacy skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Numeracy skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working to deadlines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem Solving skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Will the skills/experience you acquired at Argyle help you to find other work?

- Strongly disagree
 Disagree
 Neither agree nor disagree
 Agree
 Strongly agree

28. How long in total have you worked at Argyle?

If you left and returned to Argyle at different times, add up the total time you worked there.

- Up to 1 year
 1 to 2 years
 3 to 5 years
 6 to 10 years
 More than 10 years

29. Have you receive any nationally recognised qualifications during that time?

- | | |
|--|---------------------------------|
| <input type="checkbox"/> Tickets for heavy machinery operation | <input type="checkbox"/> Cert 3 |
| <input type="checkbox"/> Drivers License | <input type="checkbox"/> Cert 4 |
| <input type="checkbox"/> Cert 1 | <input type="checkbox"/> None |
| <input type="checkbox"/> Cert 2 | |

Please specify what type

30. Have you receive any other professional development? E.g. Lean Six Sigma training, leadership training, conference attendance, support for University study.

Yes

No

If yes, what type?

31. Have you received a job promotion/s in that time?

No

Yes, please tell us what type of promotion/s you got.

Support and cultural safety

32. Have you received any support from the following?

- | | |
|---|---|
| <input type="checkbox"/> Argyle's work readiness team | <input type="checkbox"/> Other Aboriginal employees |
| <input type="checkbox"/> Community relations | <input type="checkbox"/> Non-Indigenous employees |
| <input type="checkbox"/> Formal peer support | <input type="checkbox"/> I DO NOT receive any support |
| <input type="checkbox"/> Other (please specify) | |

33. What type of support was most useful and why?

34. Please agree or disagree to the following statements:

	Strongly agree	Agree	Do not agree neither disagree	Disagree	Strongly Disagree
My direct supervisor is respectful of Aboriginal and Torres Strait Islander culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comments	<input type="text"/>				
The broader non-Indigenous workforce on site is respectful of Aboriginal and Torres Strait culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comments	<input type="text"/>				

Impacts of working for Argyle

35. Has working at Argyle had a positive or negative effect on the following areas of your life?

	Very negative	Negative	Neither negative or positive	Positive	Very positive	N/A
Your health and well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your family & social relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your self-esteem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your sense of independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your interest in doing further training or education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your leadership in your local community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your connection to country and culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

36. Overall, has earning an **income** from employment at Argyle have a positive or negative impact on you?

- Positive
- Negative

Please explain your answer

37. Did you know that Argyle is closing its mine is late 2020?

- Yes
- No

38. How much longer do you plan to work at Argyle mine?

- 0-3 months
- 4-6 months
- until it closes in late 2020
- I have a job at Argyle post-closure
- Other (please specify)

39. What do you plan to do after you stop working at Argyle?

- Work for another Rio Tinto Mine
- Find a job in another town or community
- Work for another mining company
- Study or complete some training
- Work at Argyle in rehabilitation and monitoring
- I don't know
- Find a job in my home town or community
- Other (please specify)

40. Has the 'Life after Argyle' program helped you?

- Yes
- No
- I don't know what that is

If yes, how has it helped you?

41. Would you consider working for Rio Tinto at a different mine?

- Yes
- No

If no, why?

Contact details

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