



Governance at the Central Land Council

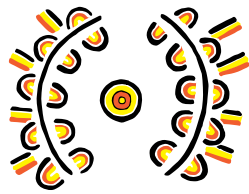
Your guide to being a council member

2025 - 2028

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CENTRAL LAND COUNCIL

Congratulations on being chosen by your community to represent it on the Central Land Council.

For more than 50 years, the CLC has worked with Aboriginal people in Central Australia to protect and manage their land and fight for their rights. When people become council members they learn about the laws and government policies that influence their lives. Council members also learn how they can change those laws and government policies. They can do this by sticking together and speaking with a strong and united voice.

Many Aboriginal people say the land council is a shield between them and governments and big business, such as mining companies.

This booklet is to help you do your job as a council member so that the CLC can continue to represent and speak up for the Aboriginal people of Central Australia.

What is governance?

Governance means doing things the right way in organisations so that they can stay strong and on track.

When Aboriginal people talk about governance they mean having the power to make decisions about how their organisations get things done.

What is governance?

Governance is about

- how we organise ourselves to get things done
- doing business the proper way according to rules, culture and the law
- council members making decisions about how the council does its job and manages its business
- knowing our job and what we can and can't do
- building a strong council together
- solving problems together
- working together to ensure the organisation performs well

**We make decisions
about how the land
council works
and makes policy.**

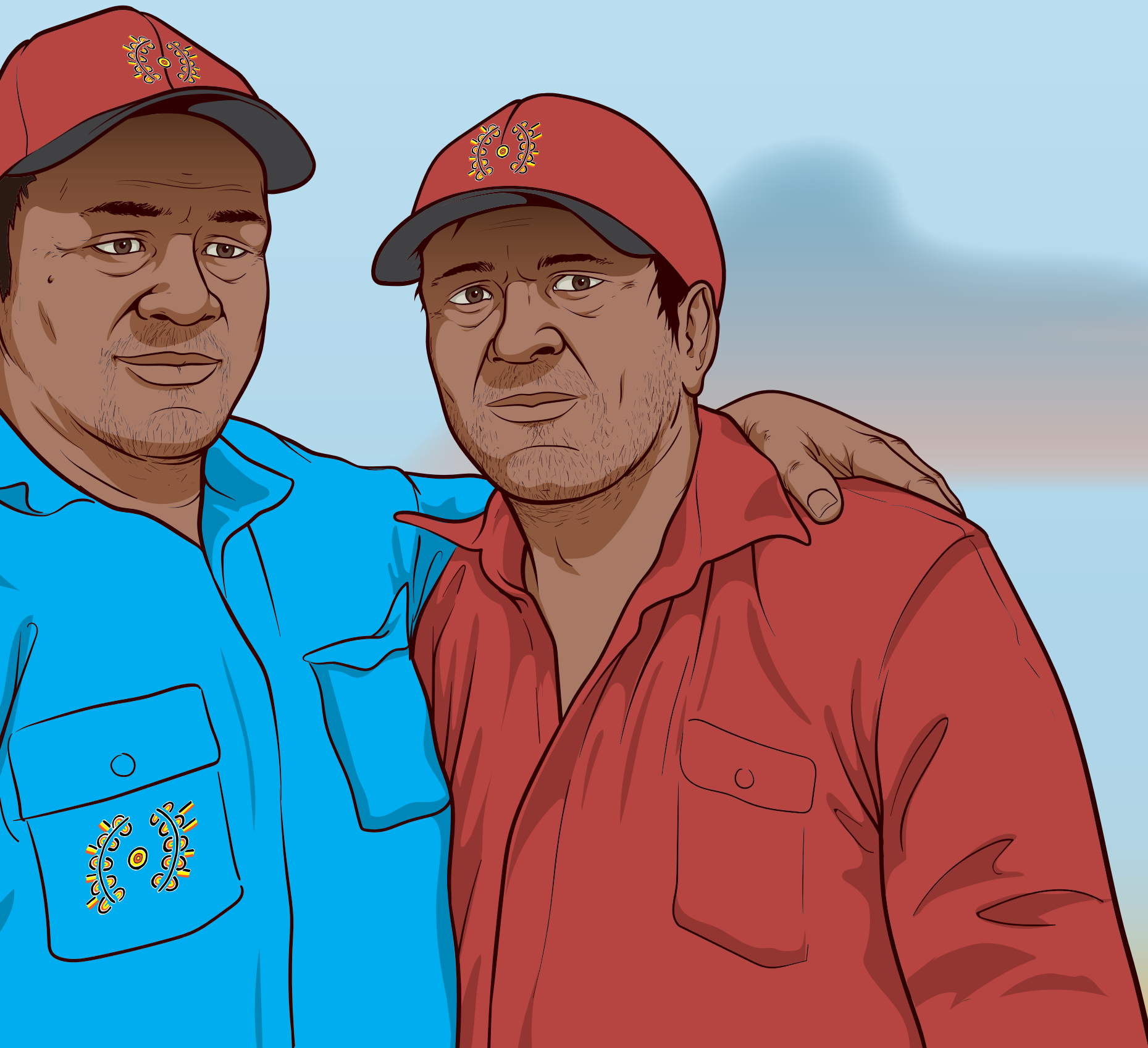
We do this by

- acting in the proper way according to culture
- keeping culture strong and listening to elders
- following Australian laws
- understanding your history
- having shared goals
- knowing your job
- following your CLC rules and code of conduct
- being a good leader and speaking up strong
- working well together
- spending money the proper way
- solving problems
- making good decisions for everyone
- speaking up in meetings

**We are a council of
90 Aboriginal people.**



good governance
=
strong organisations




The Central Land Council is a council of 90 Aboriginal people elected from communities in the southern half of the Northern Territory.

It is a representative body fighting for Aboriginal rights and was set up under the *Aboriginal Land Rights (Northern Territory) Act 1976* (the Land Rights Act).

The CLC is a commonwealth corporate entity under the *Public Governance Performance and Accountability Act 2013* (the PGPA Act).

It also has functions under the *Native Title Act 1993*, the *Pastoral Lands Act 1992*, the *Aboriginal Land Act 1978*, the *Burials and Cremations Act 2022*, and NT laws about parks and reserves.



The council members elect a chair and a deputy chair.

The council's 11-member executive committee is made up of one member from each of the nine CLC sub-regions and chosen by the elected members from that region. It also includes the chair and the deputy chair.

Council elections take place every three years.

The council can review how its members are chosen. Any changes need to be approved by the Minister for Indigenous Australians.

**The CLC
region has nine
sub-regions.**

North West
Region 3
8 members

Tennant Creek
Region 6
13 members

Tanami
Region 4
10 members

Central
Region 9
9 members

Eastern Sandover
Region 7, 9 members

Western
Region 5, 9 members

Eastern Plenty
Region 8
7 members

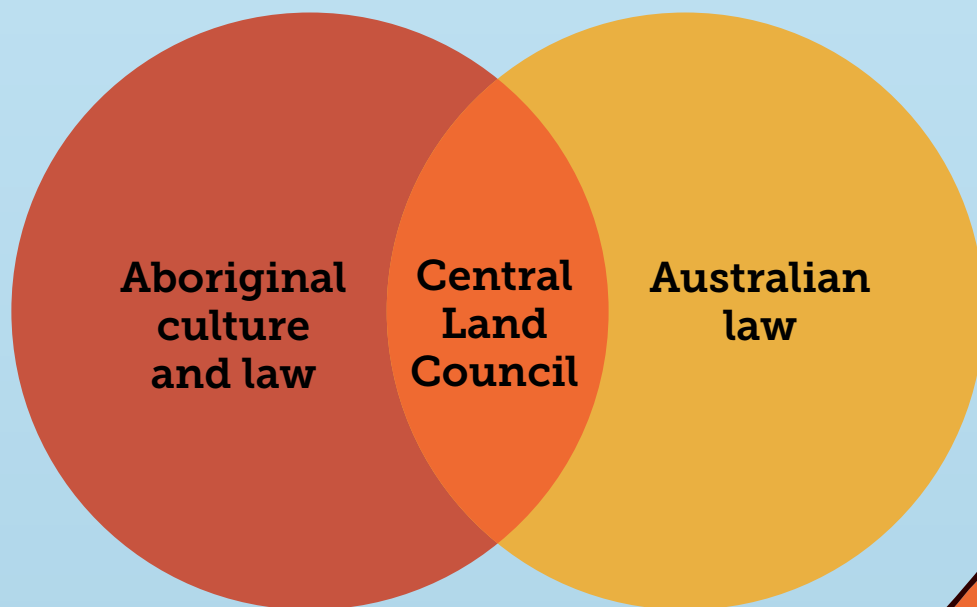
South West
Region 2
10 members

Alice Springs
Region 1, 15 members

The CLC's guiding principles

- respect for people and traditional owners
- respect for country
- respect for culture and Aboriginal law
- achieving justice and equality
- respecting Australian law

Governing in two worlds



Council members work with and respect both Aboriginal laws and Australian laws. Members keep both sides strong to achieve better outcomes for Aboriginal people across the region.



History

The CLC's history starts with the fight for Aboriginal land rights in the sixties and early seventies. In 1963 the Yolngu bark petition asked the Australian Parliament to recognise Yolngu rights to land. Three years later, Aboriginal workers walked off Wave Hill Station to protest the terrible conditions.

These events grew into a demand for land rights and the Tent Embassy was set up on the lawn of Parliament House in Canberra. Australians could no longer ignore that so many Aboriginal people had been dispossessed of their land and the Labor Party made recognition of land rights one of its policies.

In 1974, after consultations in the Northern Territory, Justice Woodward delivered a report that set out procedures for land claims. The report led to the development of the Land Rights Act that was finally passed by the Fraser Coalition government in 1976.

Today the Land Rights Act recognises more than half of the Northern Territory as inalienable Aboriginal freehold land.



Our laws

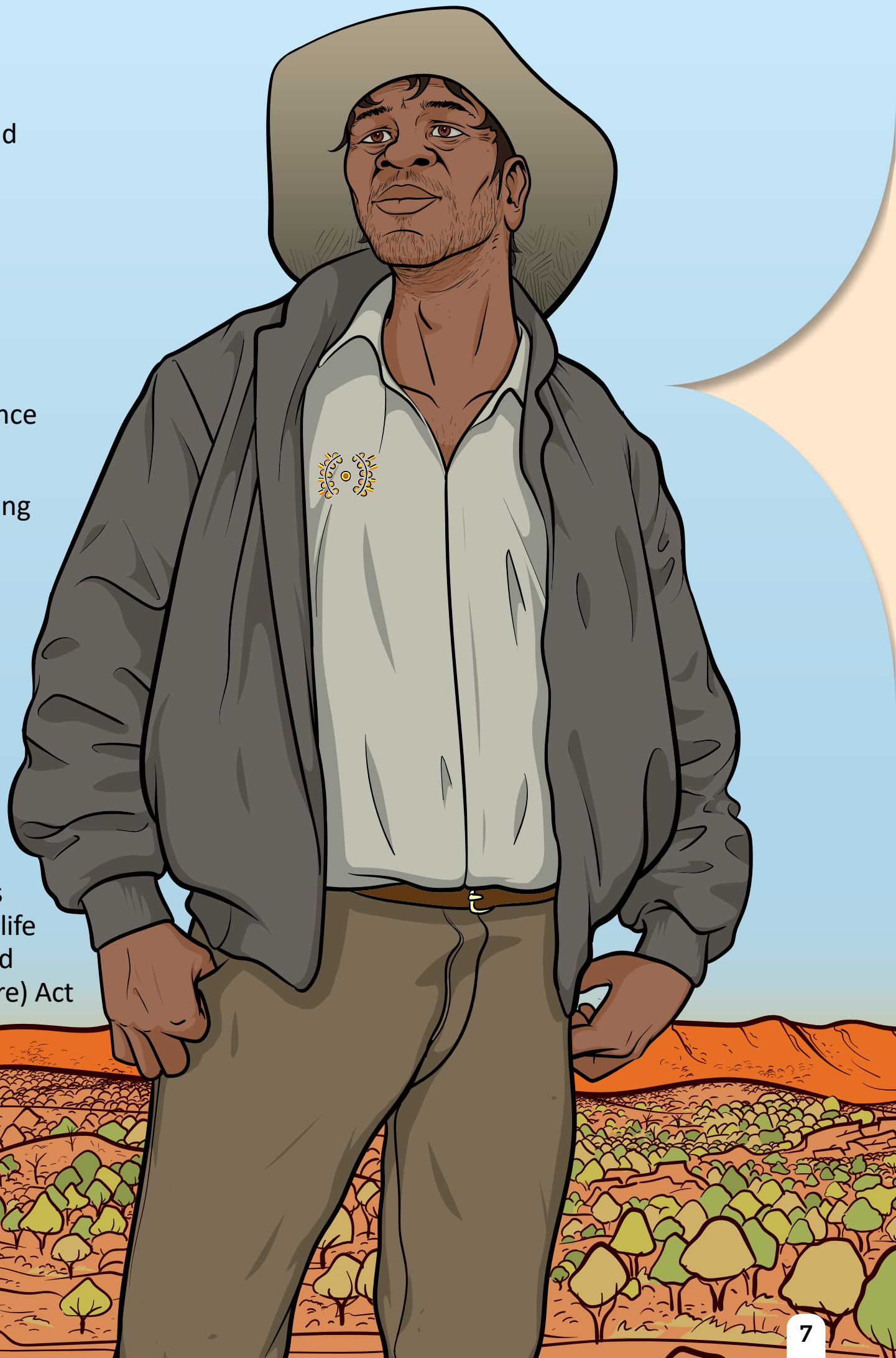
The CLC must follow all Australian and Northern Territory laws.

The main Australian laws are

- Aboriginal law
- the Land Rights Act
- the Native Title Act
- the Public Governance, Performance and Accountability Act

The CLC also works under the following Northern Territory laws. It

- issues permits under the Aboriginal Land Act
- can help get burial grounds recognised under the Burials and Cremations Act
- supports community living areas under the Pastoral Land Act
- supports the joint management of national parks and park land trusts under the Territory Parks and Wildlife Conservation Act and the Parks and Reserves (Framework for the Future) Act



The Land Rights Act

The Land Rights Act is the first Australian Government law that recognises Aboriginal systems of land ownership.

The Land Rights Act

The Land Rights Act is Australian law. It can only be changed by both houses of the Australian Parliament. It deals with

- setting up Aboriginal land councils
- setting up the Aboriginals Benefit Account and the NT Aboriginal Investment Corporation (known as Aboriginal Investment NT)
- granting of land to Aboriginal land trusts
- processes for making decisions about exploration and mining
- processes for making decisions about land
- sacred site protection
- permits
- income from land use agreements



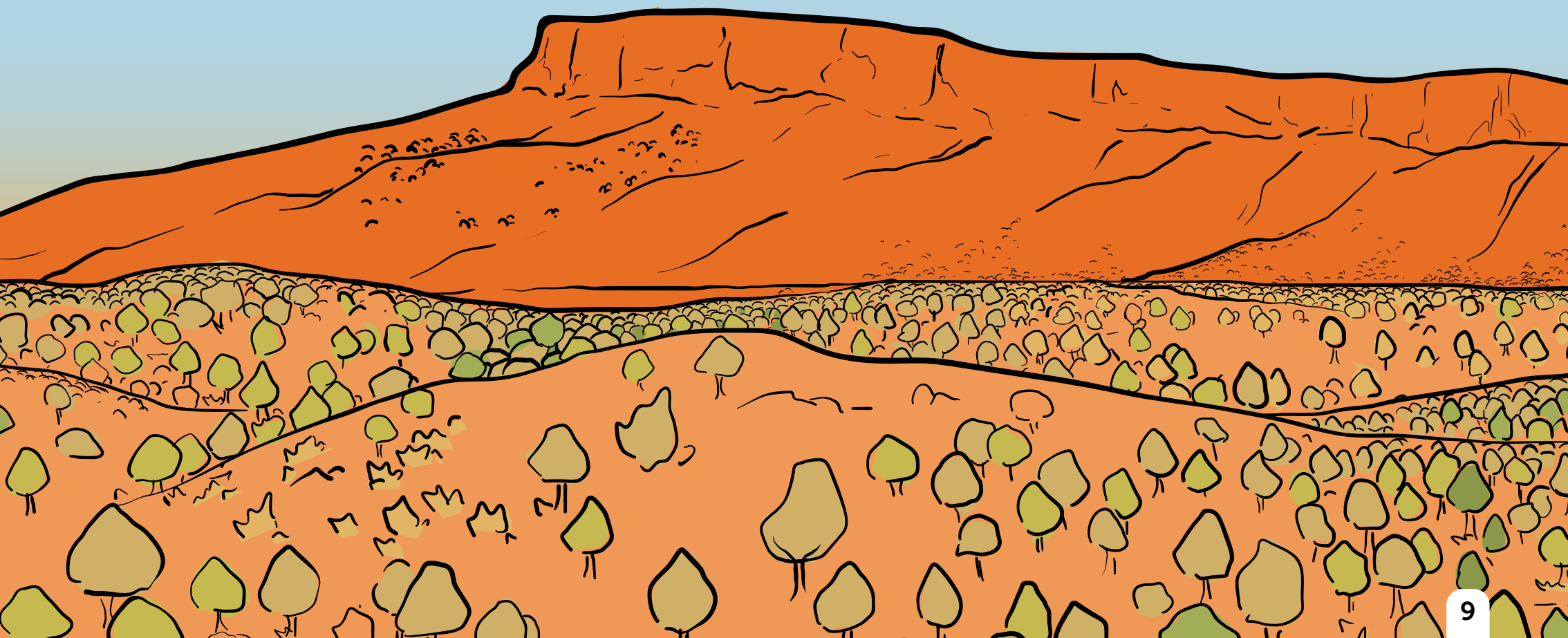


Land grants

The main purpose of the Land Rights Act is to allow traditional owners to win back, manage and use their land. It gave them title to most of the Aboriginal reserves in the NT and allowed them to claim other land not owned, leased or being used by someone else.

In the beginning the CLC mostly helped traditional owners to claim their land back. It had to stop new claims for land in 1997 because the Australian parliament changed the Land Rights Act to end new land claims.

There is only one land claim in the CLC region that has not yet been granted, the Frances Well claim.

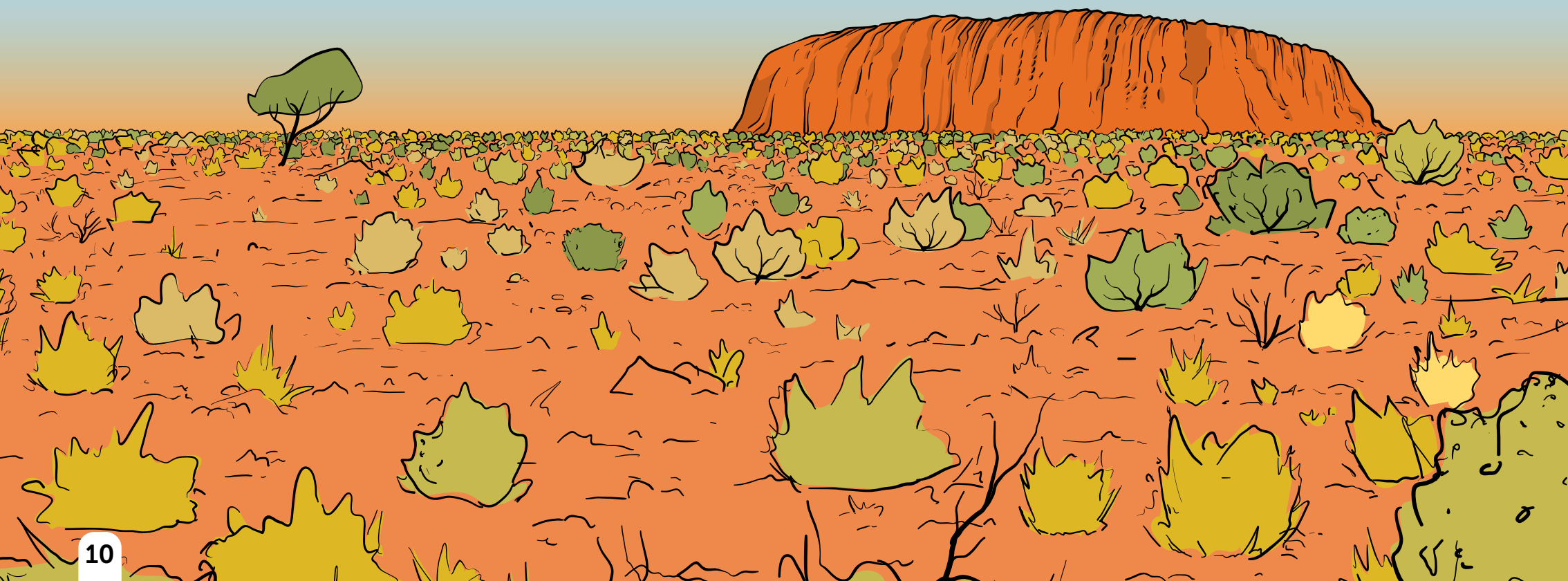


Aboriginal land councils

The Land Rights Act gives functions and powers to the land councils.

The land councils

- help Aboriginal people get back their country
- help traditional owners to manage and look after country
- consult with and get decisions from traditional owners on mining, development and other land use proposals
- protect Aboriginal culture and sacred sites
- assist with economic projects on Aboriginal land
- promote and implement community development programs
- fight for legal recognition of Aboriginal people's rights
- speak up about laws and policy that affects Aboriginal people and land
- help resolve land disputes and native title claims
- protect traditional owners, native title holders and other Aboriginal peoples' rights and interests
- help Aboriginal people living on community living areas
- help administer Aboriginal corporations



A very important job of the CLC is to consult with traditional owners and residents when people or companies want to enter or do something on Aboriginal land.

The Land Rights Act says the CLC must

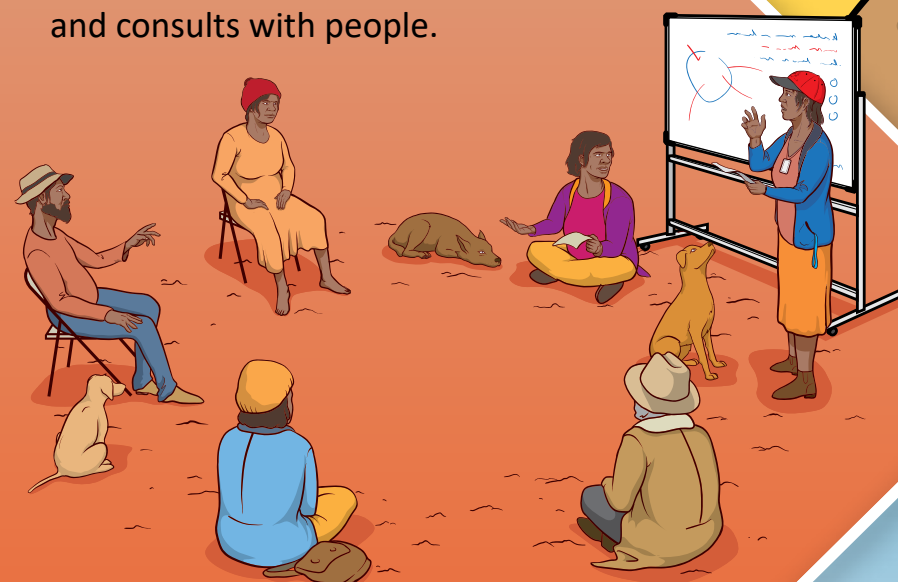
- explain the proposal to Aboriginal people
- consult with affected communities and listen to what residents are saying
- consult with traditional owners so they can make informed decisions
- make sure an agreement about a proposal is fair



Decisions on Aboriginal land

CLC staff

helps the right Aboriginal people to make informed decisions. This takes time. The staff does research, informs and consults with people.

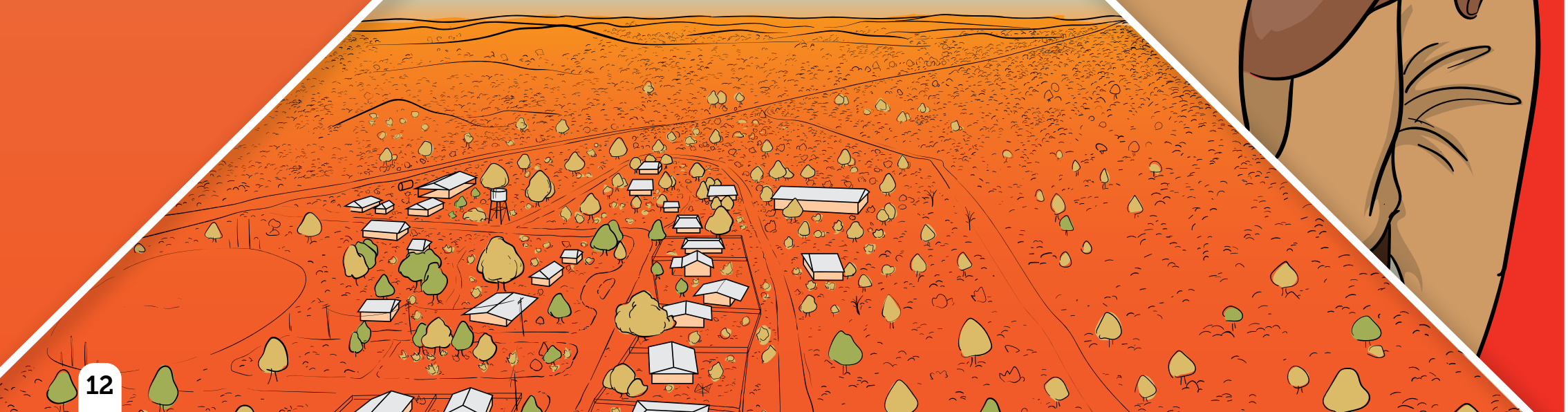


Traditional owners

decide about any proposal to use Aboriginal land.

Communities have a say

The CLC consults residents of affected communities.





The council

checks if

- staff have properly consulted with the traditional owners and affected community residents
- the right people have made the decisions
- the agreement is fair and reasonable

It passes a resolution and directs the Aboriginal Land Trust to sign a land use agreement.

The council has given executive the power to do these checks.



Minister

Some proposals also need the consent of the Minister for Indigenous Australians.



The Aboriginal Land Trust

signs the land use agreement, as directed by the council resolution. The CLC signs the agreement too and helps to enforce it.



The Aboriginals Benefit Account

The Land Rights Act also set up the Aboriginals Benefit Account. The Australian Government pays money into the ABA. The amounts are the same as the royalties the mining companies operating on Aboriginal land in the Northern Territory pay to the NT Government.

The ABA funds

- the operation of the four NT land councils
- the operation and grants program of the NT Aboriginal Investment Corporation (known as Aboriginal Investment NT)
- affected areas (compensation) money
- the office of the Executive Director of Township Leasing



The Native Title Act

The Native Title Act gives the CLC responsibility to help Aboriginal people with native title.

Native title recognises some of the rights to land that Aboriginal people have through their traditional laws and customs.

Usually native title does not give rights to own that land. The Native Title Act does not give Aboriginal people the right to stop ('veto') development proposals.

A native title determination by the Federal Court can recognise native title rights such as

- visiting country, hunting and gathering
- protecting sites
- camping or (in some cases) living on the land
- holding ceremonies and teaching

The Native Title Act also gives native title holders a say about development proposals on their country.

Sometimes a developer must try to make an agreement with the native title holders.

Some of these agreements are called Indigenous Land Use Agreements.



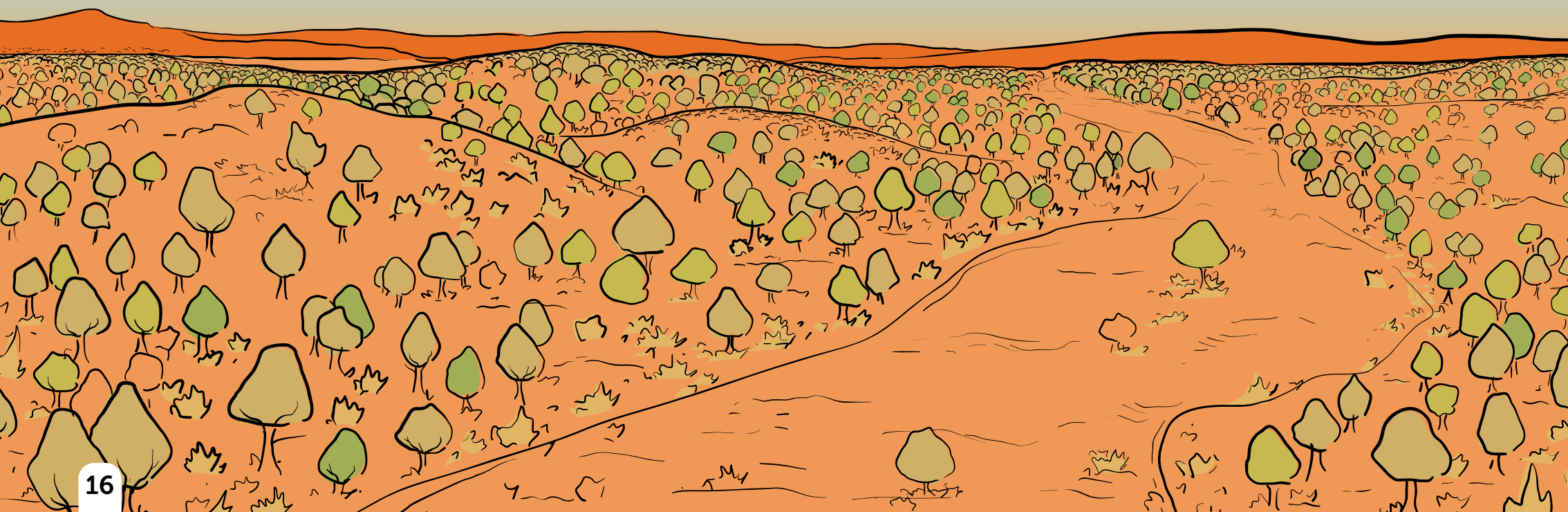
If native title holders oppose a development, sometimes the CLC can help take the development to court.

When a native title determination is made, a prescribed body corporate (PBC) is set up to hold and manage native title rights. The PBC's members and directors are native title holders. The PBC has to respond to development proposals after asking the affected native title holders what they want to do. It can ask the CLC for help with these jobs.

The CLC has these responsibilities because it is a native title representative body. The Australian Government gave the CLC this job in 1994 and it has held it ever since.

In this role the CLC helps Aboriginal people make native title claims, respond to applications for future developments on the land and negotiate agreements.

When native title holders want the CLC to be a party to an agreement, the executive committee or council checks if the agreements are fair and reflect the views of the native title holders.



	LAND RIGHTS	NATIVE TITLE
	Strong title for traditional owners	No title, but some rights
History	Woodward Commission 1974	Mabo High Court 1992
Law	Aboriginal Land Rights Act (NT) 1976	Native Title Act 1993
What	Freehold title – ownership of land, right to control entry with permits*	Native title – recognition of traditional rights to access and hunt
Where	NT – vacant land and Aboriginal reserves	Australia – vacant, station or town land
Who	Traditional owners with ‘primary spiritual responsibility’ for sites	Native title holders – Aboriginal people who have rights to land according to their traditional laws and customs
Land council role	<p>The CLC was established by the Land Rights Act</p> <p>The Land Rights Act outlines functions and powers of land councils. The CLC directs Aboriginal land trusts to manage Aboriginal land.</p>	<p>The CLC became a native title representative body in 1994.</p> <p>The Native Title Act outlines the role of these bodies.</p> <p>The CLC helps native title holders to claim native title and respond to development proposals.</p>
Who decides?	Traditional owners (after hearing what people in affected communities said)	Prescribed body corporate (can ask for CLC help)
Who checks?	The CLC	Prescribed body corporate (can ask for CLC help)
Proposal	Traditional owners can say “no” to a proposal	Native title holders can negotiate about a proposal, but only a court can say “no”
Leasing	Traditional owners can lease, sublease	Native title holders cannot lease their land because they don’t have the right title
How?	Land claim before 1997	Native title claim – Federal Court
Who decides on grants/titles?	Minister for Indigenous Australians	Federal Court

*permits do not apply to government workers and contractors, or to communal areas in communities.

The Public Governance, Performance and Accountability Act

The PGPA Act sets the rules for good governance of commonwealth corporate entities such as the CLC. The law holds the chair and the chief executive officer (also known as the accountable authority) responsible for the good governance of the organisation. It also describes what CLC members and staff (also known as the officials) must do.

1. Accountable authority

Together, the CLC's chair and the chief executive officer must manage how the CLC uses its money and resources.

The accountable authority must

- govern the CLC
- have systems to manage and control risks, for example procedures to keep workers safe
- work well with other organisations
- check if the CLC makes working with other organisations as easy and straightforward as possible (the risks and requirements imposed on others)
- keep the Minister for Indigenous Australians and the Finance Minister informed

2. Officials

The PGPA Act calls all CLC members and staff 'officials' and says they must

- be careful and diligent
- be true and honest ('act in good faith' and 'for a proper purpose')
- not misuse their position or CLC information
- speak up ('declare') when they have a conflict of interest

The code of conduct on page 37 says how officials must behave.

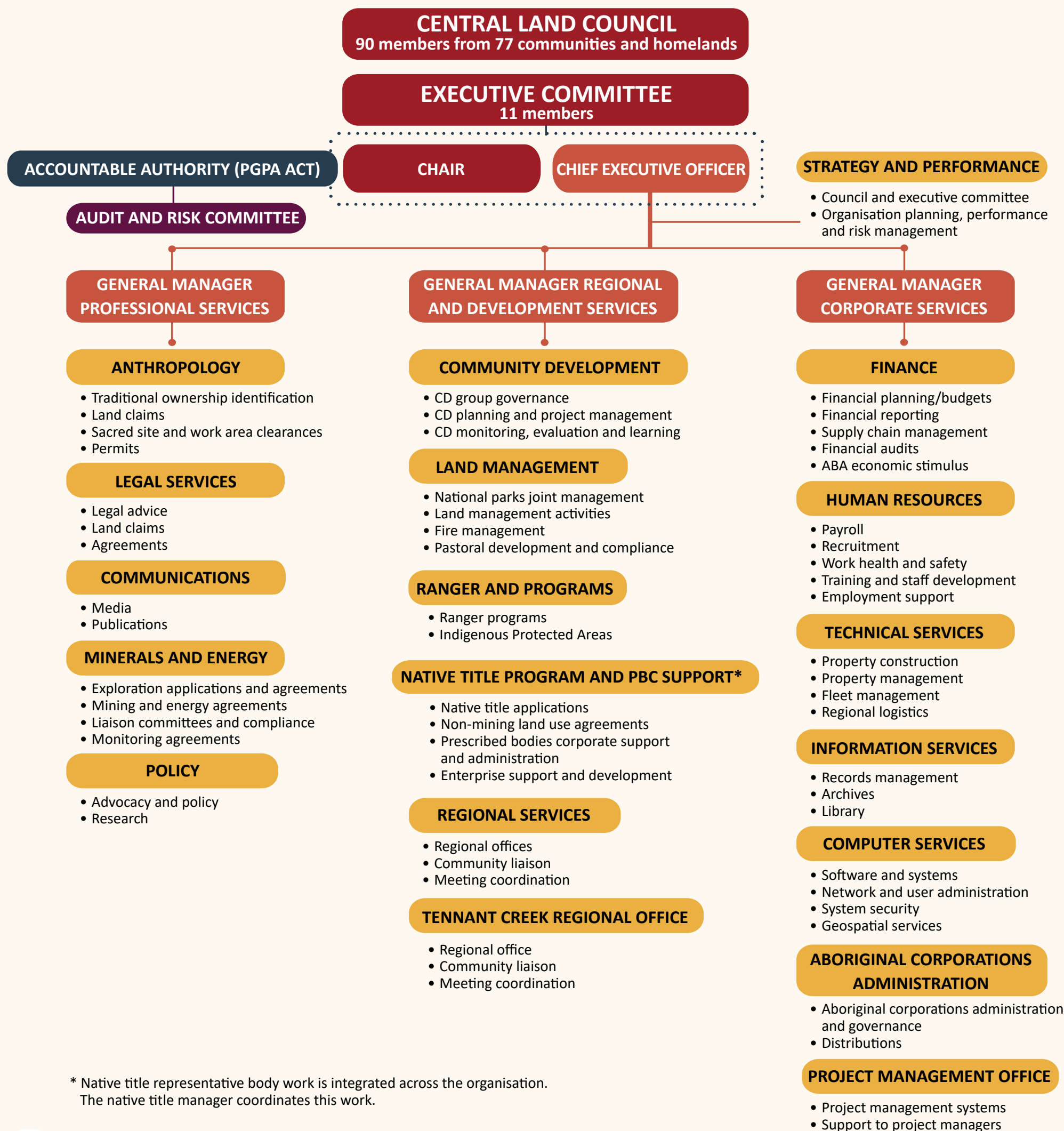
3. Planning and reporting

The PGPA Act describes how the CLC must plan and carry out its work, and account for what it does.

The CLC must

- keep records to show its money story ('financial position') and results ('performance')
- publish a corporate plan every year
- have an audit and risk committee
- give the Minister for Indigenous Australians an audited annual report every year that includes financial and performance statements
- publish an annual report every year





* Native title representative body work is integrated across the organisation.
The native title manager coordinates this work.

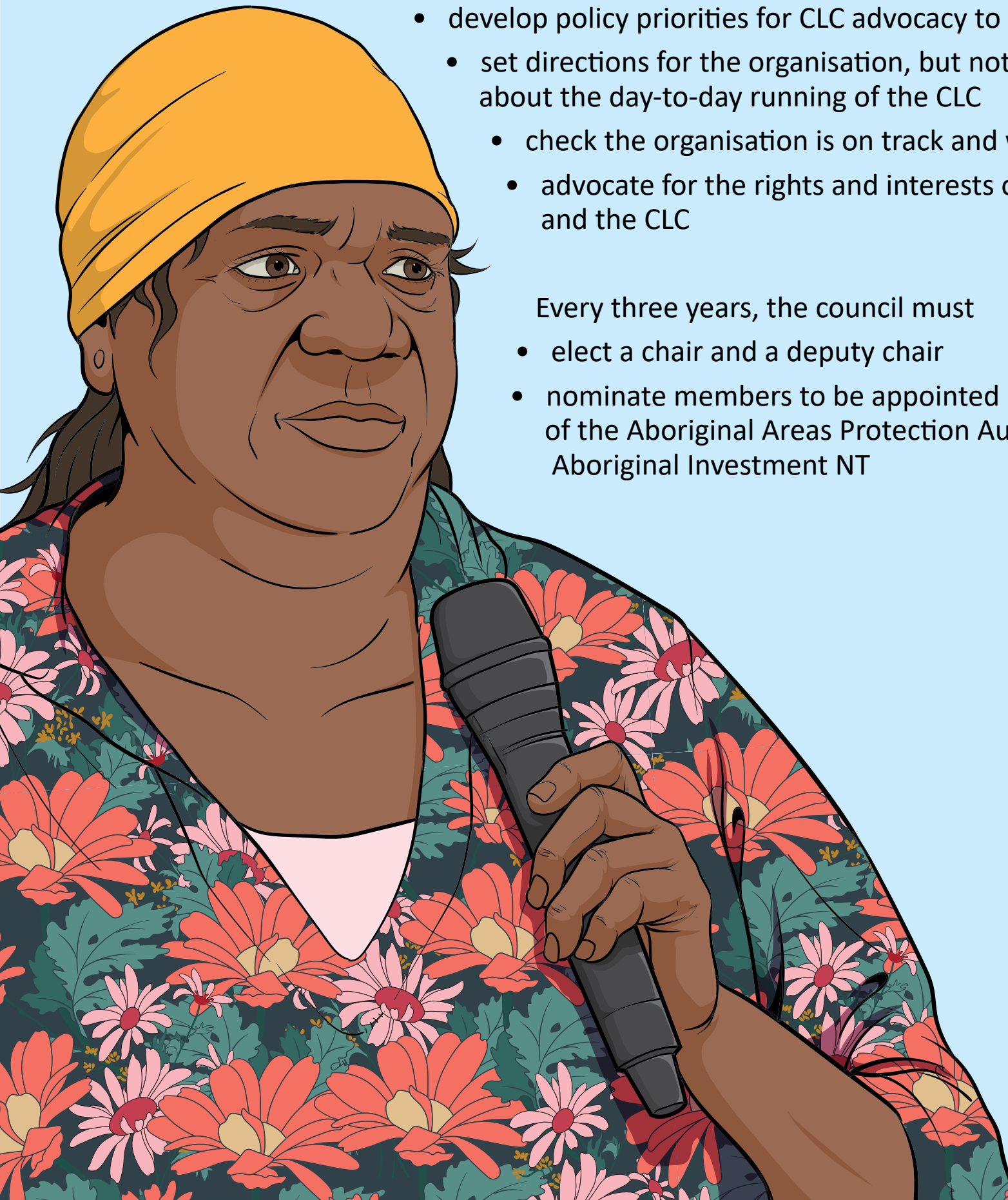
The council

The council meets three times a year to

- review relevant government policy and legislation
- develop policy priorities for CLC advocacy to government
- set directions for the organisation, but not operational policies about the day-to-day running of the CLC
- check the organisation is on track and well managed
- advocate for the rights and interests of Aboriginal people and the CLC

Every three years, the council must

- elect a chair and a deputy chair
- nominate members to be appointed board members of the Aboriginal Areas Protection Authority and Aboriginal Investment NT



Council members

Council members or their proxies attend three council meetings per year to

- contribute to council policy and the direction of the CLC
- select the executive member for their region
- speak up for their region and community
- make decisions as part of the council
- show leadership by listening to others, speaking up, caring for the community and letting people know what the CLC is doing

Council members also follow the CLC code of conduct, the council meeting rules and laws such as the Land Rights Act, Native Title Act and PGPA Act.

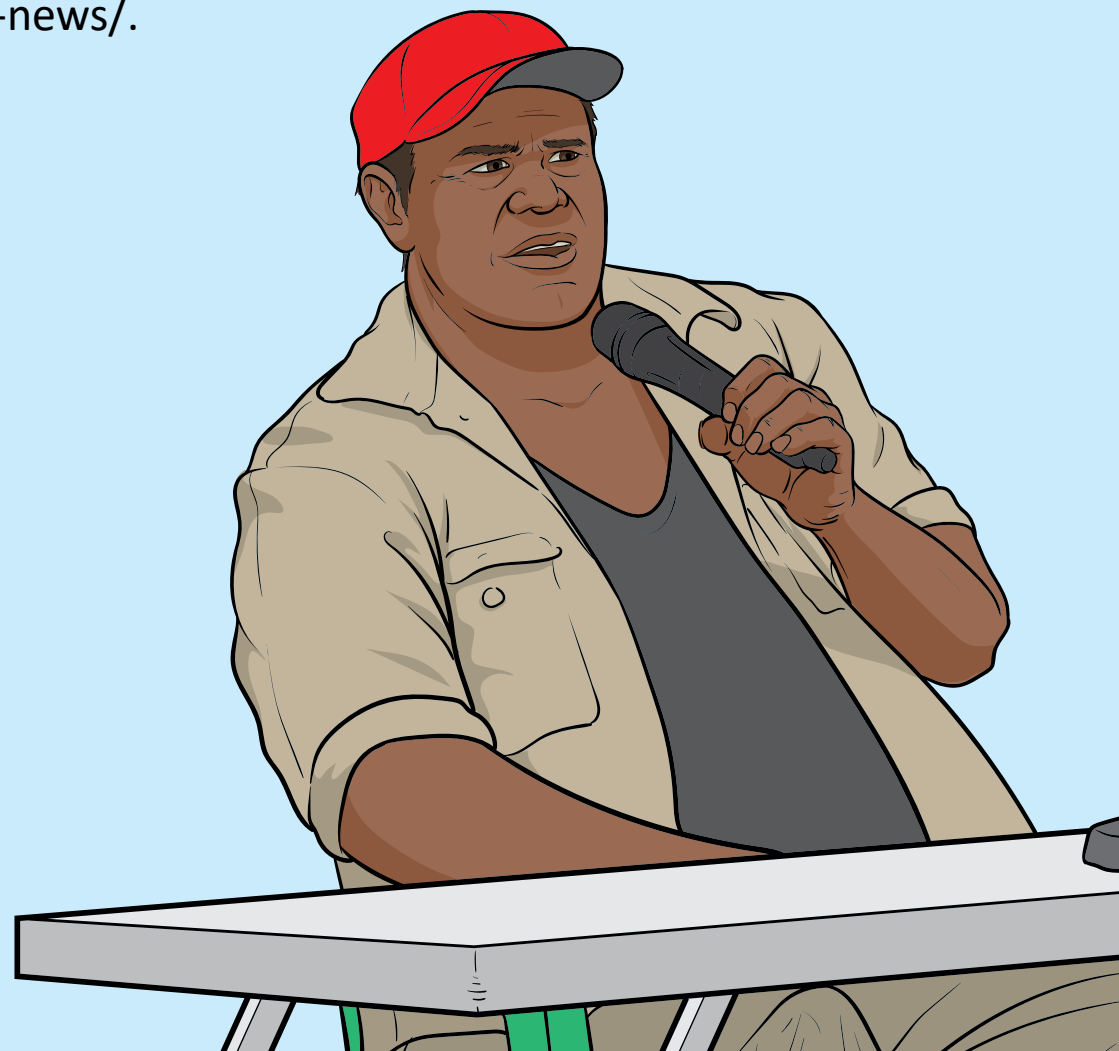
They also advise regional officers and other staff on cultural matters, but don't direct staff.

After a council meeting, members report back to their communities.

Council News is a good meeting summary for reporting back.

They can get copies from their regional officers, the CLC's social media channels or the CLC website at <https://www.clc.org.au/council-news/>.

Land Rights Act rules about who can and cannot be a member are on page 47.



The chair

The chair runs council and executive meetings. They

- approve the agenda for these meetings
- keep order and make sure everyone can have their say at these meetings
- make sure members follow the meeting rules and the CLC code of conduct
- have the final say (casting vote) when equal numbers of members are for and against a proposed decision

They also

- represent (speak for) the council at high level meetings and public events
- help to keep communities informed about what the CLC does
- advise staff on cultural matters and disputes
- check if the land council is following relevant laws

The chair does not manage the operation (day-to-day running) of the CLC.

The deputy chair supports the chair. When the chair is away or has a conflict of interest, the deputy chairs the council or executive committee meeting, and can be asked to do other jobs of the chair.

Together, the CEO and the chair are the ‘accountable authority’ under the PGPA law.

This is explained at page 18. The deputy chair is not part of the accountable authority, even when the chair is away.



The executive committee

The executive committee carries out the functions the council has delegated to it.

It meets about eight times per year to manage business between council meetings. It

- checks the CLC's performance (activities and results)
- endorses traditional owner decisions
- checks if staff have consulted with the right people in the proper way about land use and access agreements
- passes resolutions
- contributes to the CLC's policy and political strategy development, and its positions on government policy
- reviews issues relating to the CLC code of conduct and can take action against a council member if the member has breached the code
- hires and manages the chief executive officer
- checks and approves reports and other paperwork
- helps with legal issues
- reviews and helps to develop strategic plans and other guiding documents
- reviews the council meeting agenda
- At council meetings, members also show leadership and support the council to have good meetings



The chief executive officer

- manages the day-to-day running of the CLC
- ensures that the CLC is in line with all legal and administrative duties (for example stays within budgets, follows health and safety laws, negotiates an enterprise agreement)
- reports to and informs the council and executive committee
- advises the council and executive committee on policy, planning and compliance matters
- implements CLC policies
- hires and manages staff
- ensures that the CLC does what it must do under laws such as the Land Rights Act and the Native Title Act
- ensures that the CLC works towards the council's goals
- listens to feedback and ideas from traditional owners and residents

Together, the CEO and the chair are the 'accountable authority' under the PGPA law.

See page 18 for more explanation.



General managers

The CLC's three most senior managers are called general managers. They are the general manager corporate services, who is also the chief finance officer, the general manager professional services and the general manager regional and development services.

Each manages separate sections of the CLC, advises, and follows the instructions of, the chief executive officer (see page 20).

Section managers

Each section (team) of the CLC has a manager. These section managers

- follow council policies and the instructions of their general manager and the chief executive officer
- manage the staff of their section and help them to do a good job
- advise and report to the chief executive officer, their general manager, the council and executive committee about their section's work
- help to keep the corporate plan, policies and procedures up-to-date
- help to prepare the annual report and budgets
- monitor and manage their section's budget
- listen to feedback and ideas of traditional owners and communities

Important governance documents

The Land Rights Act is the main law that sets rules for land councils, but other important governance documents are below.

Document	Who decides the rules?
Method of Choice Rules about choosing members, such as: <ul style="list-style-type: none">• number of members for each area, community or ‘recognised entity’ (for example a native title holder corporation)• nominating members Also rules about how members hold their positions	Land Rights Act* says the council decides and the minister approves
Council meeting rules Rules about how to run meetings	The Land Rights Act* says the council decides and the minister approves
Code of conduct for members Says how CLC members must behave and what their duties as officials are	Council PGPA Act*

**all rules must be in line with the Land Rights and PGPA acts*

Council meetings

The council's meeting rules and code of conduct guide how the chair runs council meetings.

Holding meetings

There are three council meetings every year.

Sometimes, the chair, or deputy chair, or the minister can call additional special meetings, and the Land Rights Act sets the rules for these meetings.

Members get written meeting notices with the main agenda items at least two weeks before the meeting.

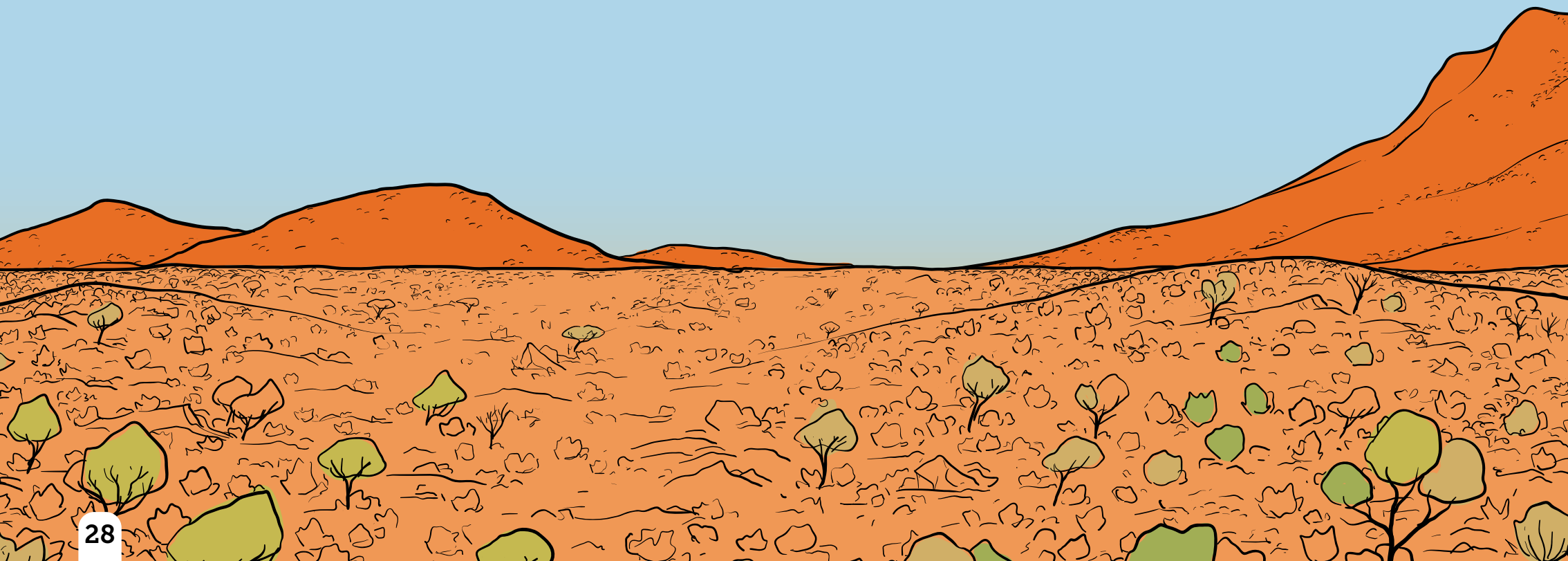
Meeting places

The council decides the next meeting location by voting at the end of each council meeting.

If the next meeting location is unavailable the chair decides on a new location after talking to the chief executive officer and the executive committee members.

The council meets in different remote areas of the CLC region and usually not in major towns.

Staff try to make sure that toilets, showers and medical care are available.



Number of members needed for a meeting to go ahead

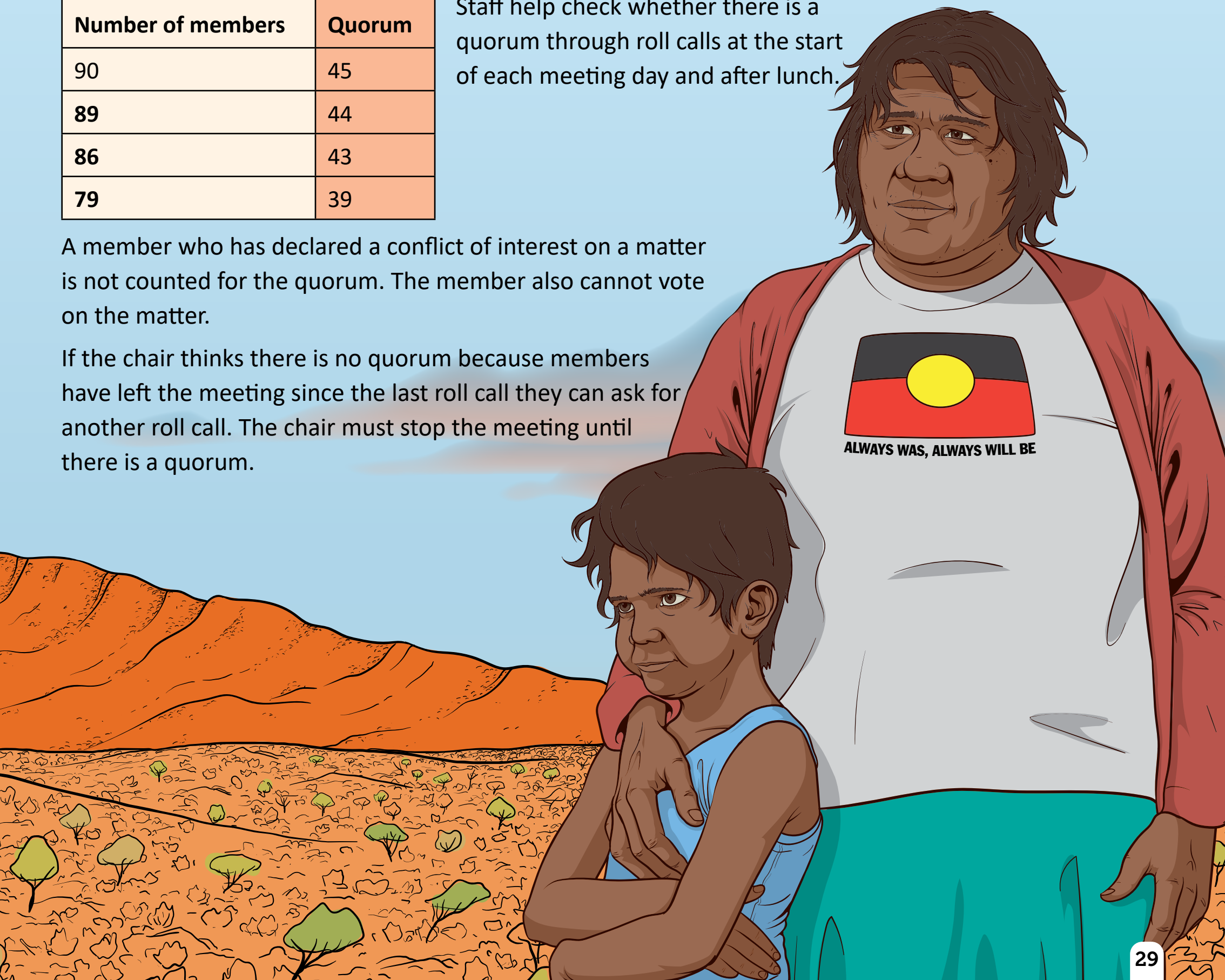
Before a meeting can start and make decisions, half of the council members, rounded down to a whole number (a quorum) must be present.

Number of members	Quorum
90	45
89	44
86	43
79	39

Staff help check whether there is a quorum through roll calls at the start of each meeting day and after lunch.

A member who has declared a conflict of interest on a matter is not counted for the quorum. The member also cannot vote on the matter.

If the chair thinks there is no quorum because members have left the meeting since the last roll call they can ask for another roll call. The chair must stop the meeting until there is a quorum.



Meeting attendance

Members

If a member can't make it to a meeting they should tell the chair or send a proxy in their place.

A proxy is a person a member chooses to take the member's place at a meeting when the member can't come to the meeting.

If a member misses three meetings in a row without either telling the chair or sending a proxy, the chair will ask the member to resign.

The chair will write to the community, area or entity the member represents, asking it to nominate a new member.

Non-members

Any Aboriginal resident of the CLC region can attend non-confidential parts of a council meeting if they are with a member, unless the chair or the council say “no”.

Other non-members can attend non-confidential parts of the meeting with the permission of the chair or the council.

Non-members need the chair's permission to speak to the meeting. They cannot vote.

If members don't want a non-member to attend they can ask for a vote about whether non-members should be present.

Non-members must leave the meeting during that vote. If the council votes that the non-member can stay they can come back. Otherwise they must leave.



Proxies

If a member can't attend a meeting, they should give their place to a proxy. Sometimes the council can direct a member to send a proxy.

Who can be a proxy?

The proxy must be an Aboriginal adult living in the community the member represents for at least five years. If they live elsewhere they must have stayed connected to and visited that community, or be a traditional owner for that area.

How to nominate a proxy

The member is responsible for nominating the proxy. The member must give the signed proxy form, including the reason the member can't make it, to the regional officer before the meeting.

Once the meeting has started, it is too late to nominate proxies.

Proxies have the same voting rights and get the same pay and support as the member.

Alcohol and drugs

No person can bring or use alcohol and illegal drugs in CLC vehicles or bring them to meetings.



Talking and recording at the meeting

Members help the chair to keep the meeting on track and follow the agenda.

The chair asks members to raise things that are not on the agenda during the 'other business' agenda item. These things need to have something to do with the functions of the CLC (see page 10).

The chair decides who can speak and how often. The chair can ask members not to speak for too long.

If members speak in Aboriginal languages the chair and executive committee members do their best to interpret the main points.

When someone complains about CLC business, the council will address the issue or ask a CLC manager to answer.

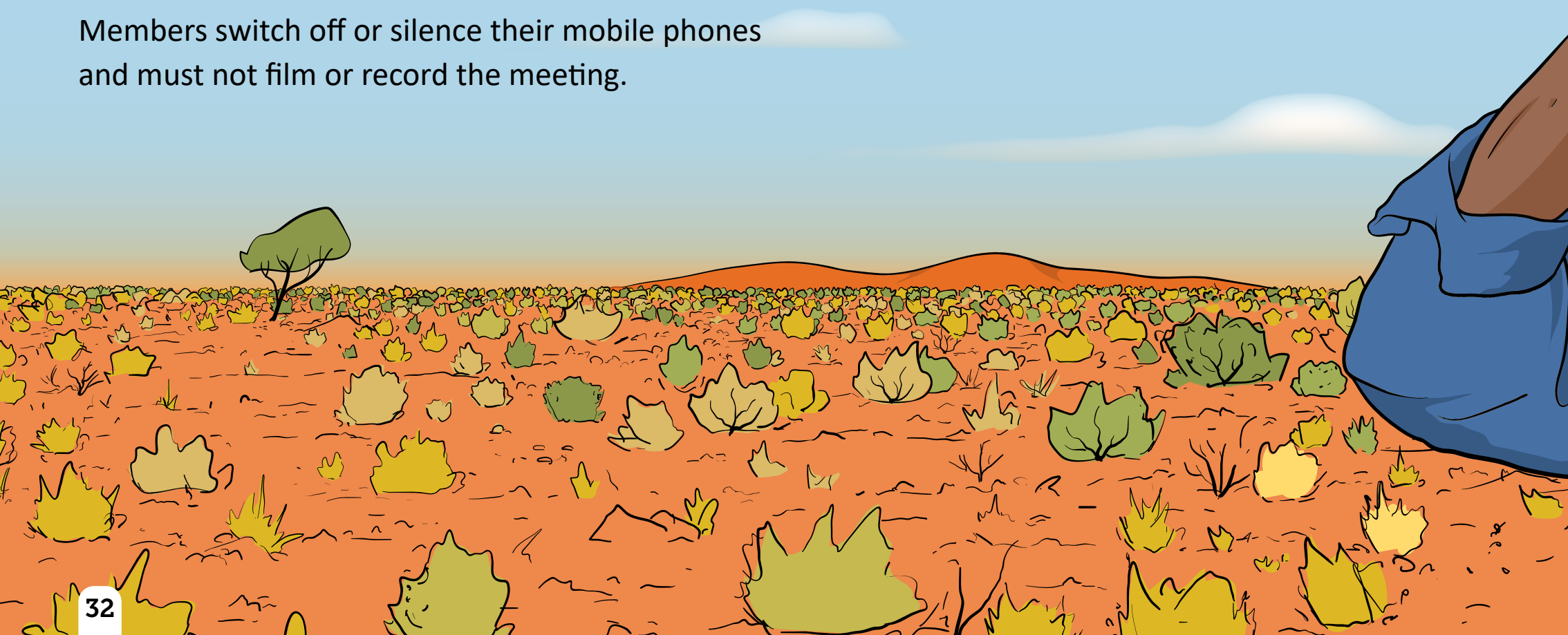
Members switch off or silence their mobile phones and must not film or record the meeting.

The code of conduct guides how member should act at meetings. Some of those rules say that members must

- respect and follow the directions of the chair
- get the chair's permission to speak
- not talk over others
- listen to and respect others

They must not

- abuse or yell at others
- interrupt others
- assault or threaten to assault others
- make personal comments about others
- harm the CLC's reputation



Council decisions

Before every decision members must put a motion which must be moved and seconded.

The council then decides by a majority vote (more than half of the votes of the members and proxies who can vote on that item at the meeting).

Members can vote by calling out, but if asked by members, or if the chair thinks a large number of members do not support the motion, members can vote by a show of hands. They can do this either as a council or within each regional group. The chair must watch the show of hands.

Or they can hold a secret ballot. This means marking a ballot (voting paper) in a private space, such as a voting booth, and putting it in a box (ballot box) with all the other papers to be counted.

The chair decides how to vote, but members can ask for one of these options.

If the vote is tied (equal numbers of votes for and against) the chair will have the final say (casting vote).



Conflict of interest

Council members play different roles in their communities, jobs or on other boards – they wear different hats.

At a CLC meeting they must only wear their 'CLC hat' and speak and make decisions as a council member.

A member has a conflict of interest when they could use their position to benefit themselves or a family member. This can happen when what's best for them or their family or friends goes against what is best for the people the CLC represents.

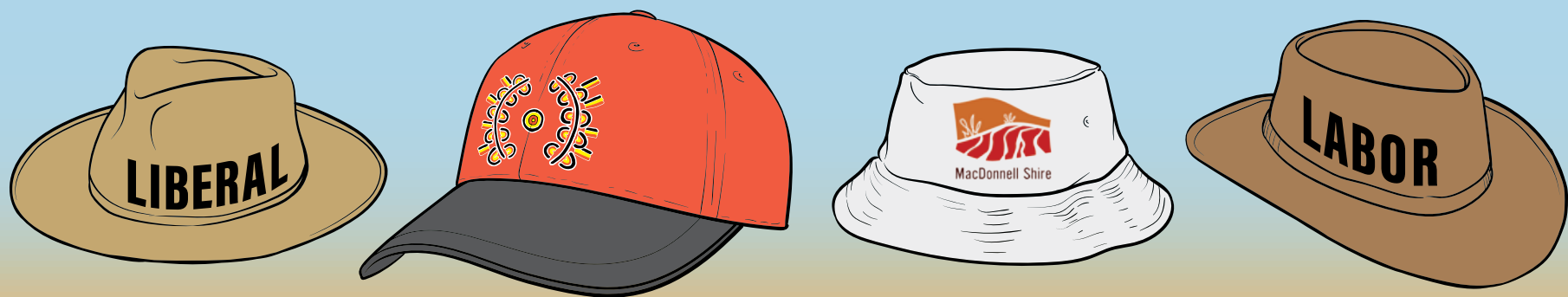
It is also a conflict of interest when they can take part in a council decision that directly benefits themselves, their corporation, their family or friends.

Members who have a conflict of interest

- declare that conflict before the council discusses the matter
- leave the meeting while the council discusses the matter
- do not vote on the matter, and are not counted in the quorum
- can only talk about the matter if the council passes a resolution to allow them to do so

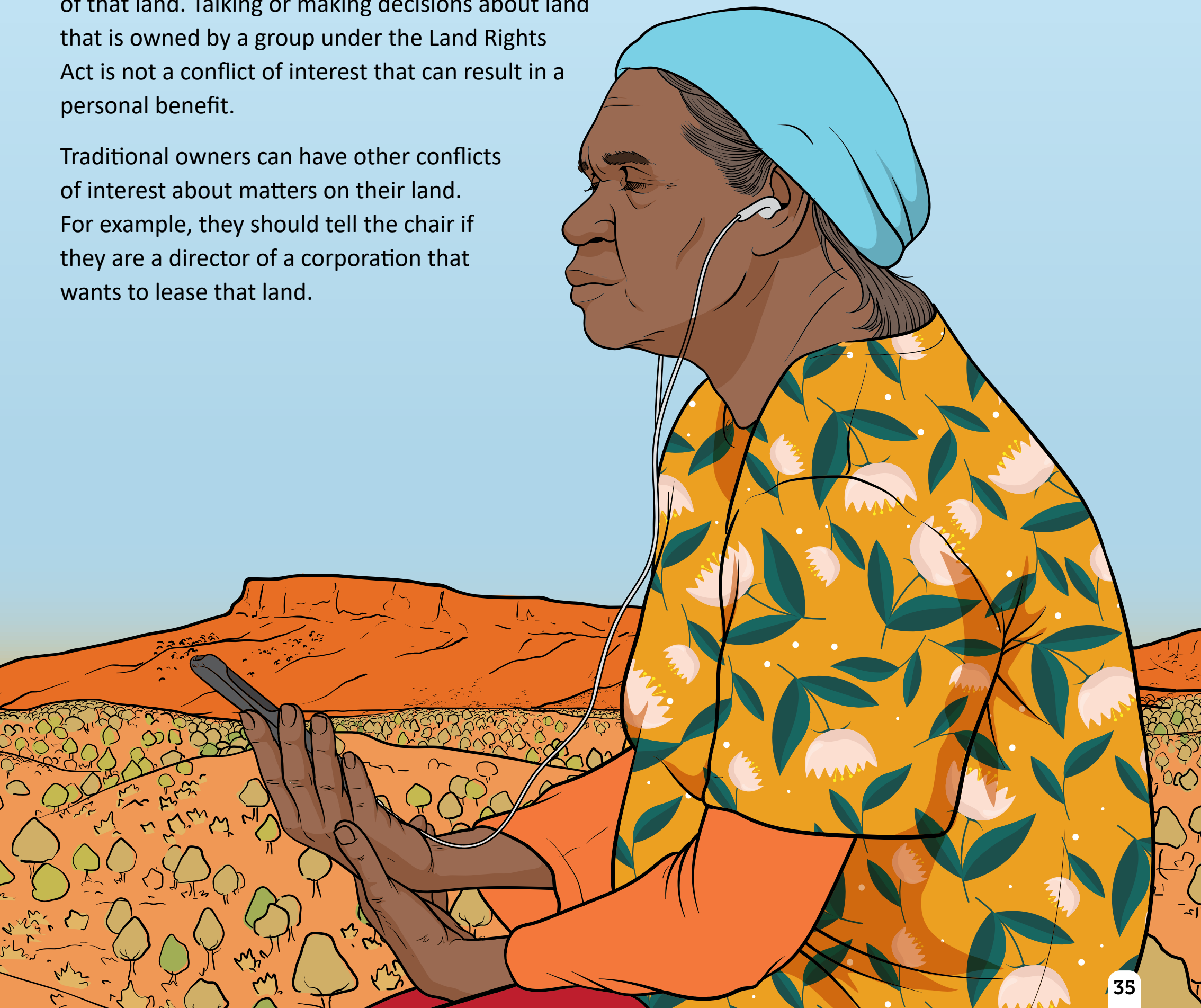
Even if the council passes a resolution the member does not take part in the decision about the matter.

If both the chair or deputy chair have a conflict of interest, the council may nominate another member to chair the part of the meeting that deals with that matter.



When the council is discussing land, members do not need to declare if they are a traditional owner of that land. Talking or making decisions about land that is owned by a group under the Land Rights Act is not a conflict of interest that can result in a personal benefit.

Traditional owners can have other conflicts of interest about matters on their land. For example, they should tell the chair if they are a director of a corporation that wants to lease that land.



Media or public comment

Members may not make media or public comment on behalf of the CLC, or about council business, without the council's permission.

Only the chair and the chief executive can speak for the CLC. The council and the executive can pass resolutions about media releases. The chair may allow a member to talk about something with the media. The chief executive may allow a staff member to speak with the media.

Minutes

CLC staff keep accurate minutes for each meeting. Minutes include resolutions, who attended and how conflicts of interest is were managed.

Staff also make an audio recording of the meeting to help with minute-taking.

If the chair or council do not want a matter recorded, the chair asks staff to stop recording.

All Aboriginal people in the CLC area are allowed to see the minutes at the CLC office at no cost. They are not allowed to see matters that must stay private, such as culturally sensitive information, legal advice to the council or confidential things, such as personal problems or private business matters.

Meeting allowances and sitting fees

Council members (or their proxies) get travel allowance and mileage to cover their meeting costs. The Australian Tax Office says how much.

They also get sitting fees. The Australian Remuneration Tribunal says how much.

Code of conduct

Council members are responsible for making decisions that are in the best interests of Aboriginal people in the CLC region and to keep the CLC strong.

The rules in the CLC's code of conduct have been developed with, and agreed to by, the council. The code sets out how CLC members behave and what their duties as officials under the PGPA Act are.

CLC members follow these rules and teach them to new members. If a member breaks these rules the council can take action (see page 46).

This governance manual only summarises the code of conduct. Copies of the full code of conduct are always in the delegate folders at council meetings.



The CLC code of conduct

The code of conduct is important because good rules make for good meetings and help the CLC to achieve good outcomes for Aboriginal people.

They also help the council to manage the behaviour of members.

Members must follow the code of conduct and encourage others to do the same.

General member behaviour

Members put the best interests of the CLC first and do not harm the council or anyone. They

- are honest
- stay within the law and follow CLC rules and policies
- respect the CLC's guiding principles on page 6
- don't do anything to make the CLC break its duties to members, traditional owners, staff or meeting visitors.



Care and attention

Members do their best to represent their region and communities, think about the information they get and make careful decisions.

Members tell the chair if they cannot do their job as a member or follow the code of conduct.



Honesty, good faith and proper purpose

Members tell the truth and show good will ('act in good faith'). They must do the job for which they were elected – to represent their communities and make good decisions for them in accordance with the law ('act with proper purpose').

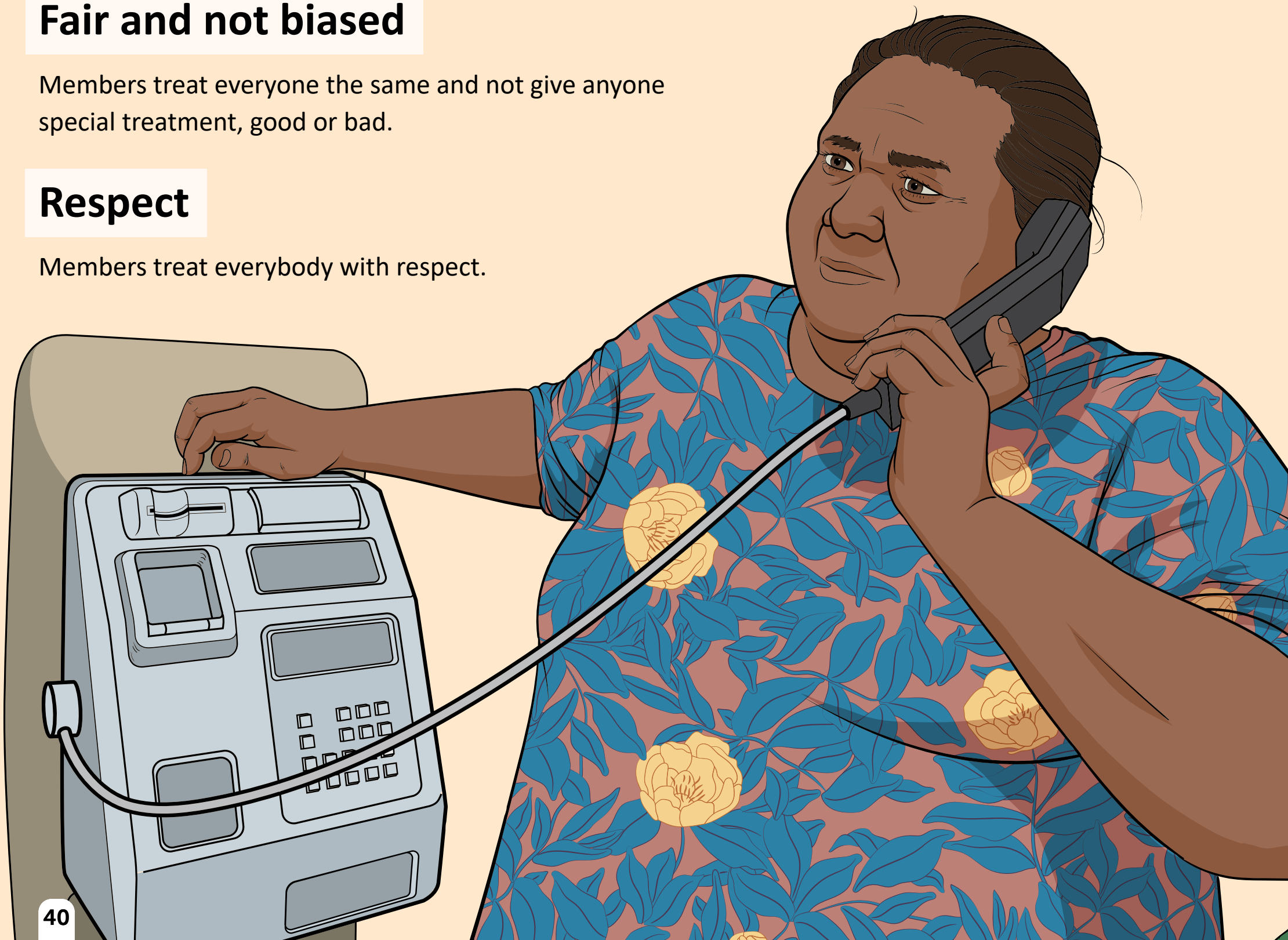
They are open about, and stand up for, the decisions they make.

Fair and not biased

Members treat everyone the same and not give anyone special treatment, good or bad.

Respect

Members treat everybody with respect.



Integrity, proper use of the position

Members use their powers responsibly and only to do the job for which they have been elected.

They do not use their position on the council and information they get as a council member to get a benefit for themselves or others or to harm the CLC.



Conflict of interest

At the start of their council term members fill in a form to declare personal interests.

Members get help to recognise and manage their conflicts of interest.

What they are and how they do this in a meeting is explained on page 34.

Gifts and benefits

Council members do not ask for, or take, a bribe or a gift or benefit that has something to do with, or could influence, their duties as a member.

Getting a gift or benefit worth more than \$200 can make others think it influences members in their work as a council member.

Members tell the chair and chief executive about such gifts or benefits and get help to record them on their personal interests declaration form.

Grievances (concerns)

When members are unhappy with other members or CLC staff (have 'grievances' about them) they talk with the chair or chief executive first, and try to find a solution.

They do not attack anyone personally.

Harassment, discrimination, bullying

Harassment is unwanted behaviour that offends, humiliates or intimidates someone or makes them feel unsafe.

Bullying is repeated behaviour that intimidates or hurts someone. It can be words or actions.

Members do not harass, bully and humbug others or treat them unequally ('discriminate' against them). They also do not help anyone to do this to others.



Keeping council information confidential and not using it for personal benefit

During CLC meetings council members hear confidential (private and secret) information – secrets they can only share with other members. It may be sensitive personal or cultural information, legal advice or confidential information about negotiations.

Members must not use information they hear as council members for their own private benefit or the private benefit of others. They also must not use that information to harm others or the CLC.

Demands on staff

Members must not make personal demands of staff, such as ask them for money, phone numbers or addresses.

Recordings

Only the minute takers are allowed to record the meeting.

Nobody is allowed to record, broadcast or transmit what happens at a council meeting unless the council has given permission.

Public comments

Only the council, the executive, chair and chief executive can speak on behalf of the CLC. The chair may allow an individual council member to speak on a particular subject.

Members are encouraged to talk up about issues affecting their community and region, but must not talk publicly about private CLC business without permission.

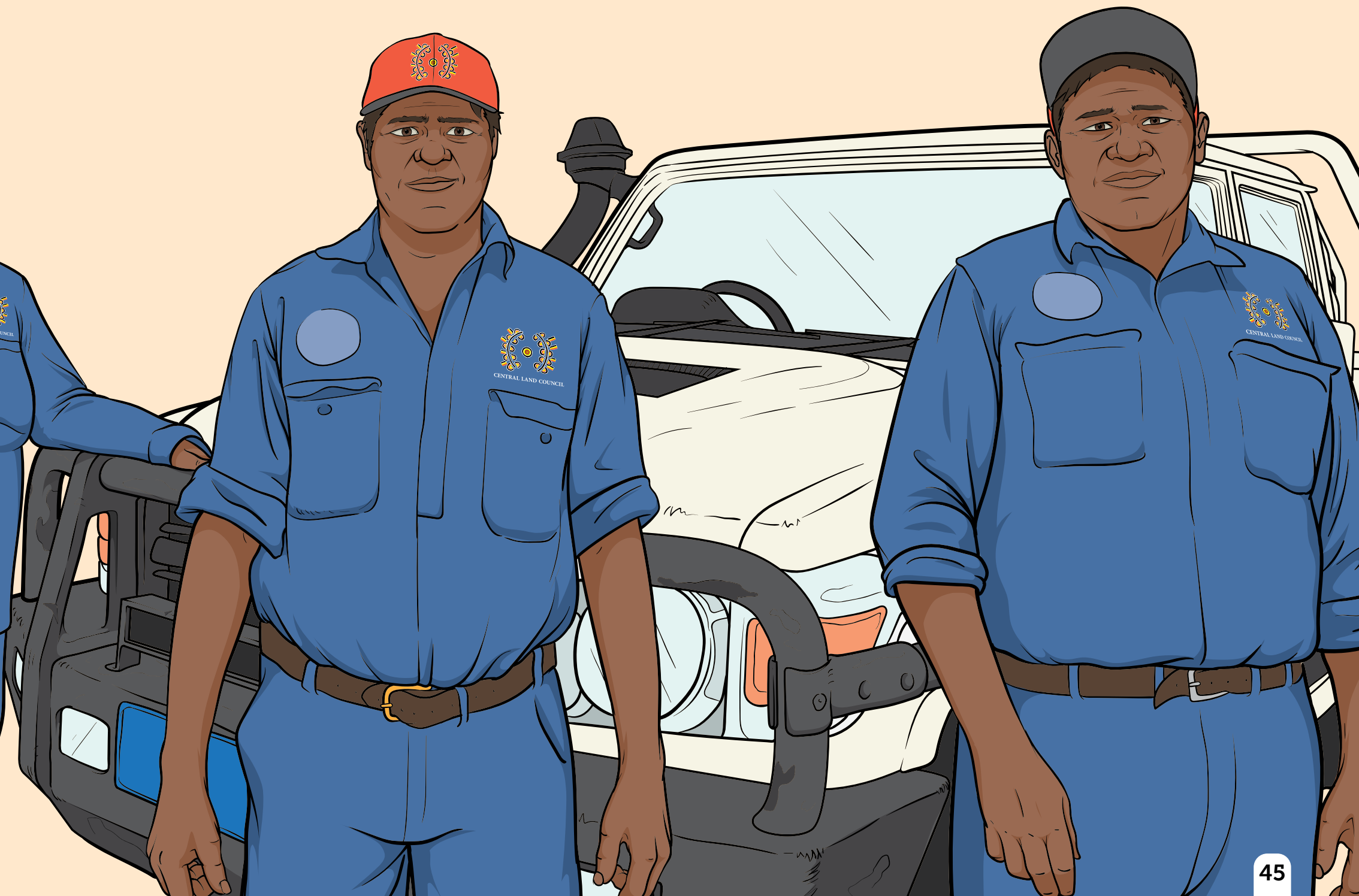


Using CLC resources

CLC cars, equipment and buildings ('resources') can only be used for CLC business.

Council members are not allowed to drive CLC cars unless there is an exceptional reason, such as a medical emergency.

When staying in accommodation paid for by the CLC, members must leave it clean and tidy.



Breaking the code of conduct

If a member breaks the code of conduct, the executive committee or council may look into this and take action.

They can warn or counsel the member, not pay their sitting fees, ask them to send a proxy to a meeting, talk about their behavior with their community or suspend or dismiss them from the council.

The code of conduct says what process has to be followed if the executive committee is considering taking action, and if a member does not agree with the action. Members can also refer the matter to the council.

If someone breaks a rule during a meeting the executive committee member from their region can talk with the chair and deputy chair about what action to take during the meeting.



Land Rights Act rules about who can and cannot be a council member

Council members must be

- Aboriginal adults living in the CLC region or traditional owners of land in that region
- chosen by their community, area, or recognised entity, in line with the method of choice

The Land Rights Act says a person can't be a council member if they are 'disqualified'.

A person is 'disqualified' if they are

- sentenced to 12 months or more in jail for a crime.
- sentenced to three months or more in jail for a crime that involves dishonesty (such as stealing or fraud).
- sentenced (or given a 'suspended sentence') to 12 months or more total jail time, for two or more crimes.
- sentenced (or given a 'suspended sentence') to three months or more total jail time, for two or more crimes involving dishonesty.

The person who is 'disqualified' can't be a member for two years

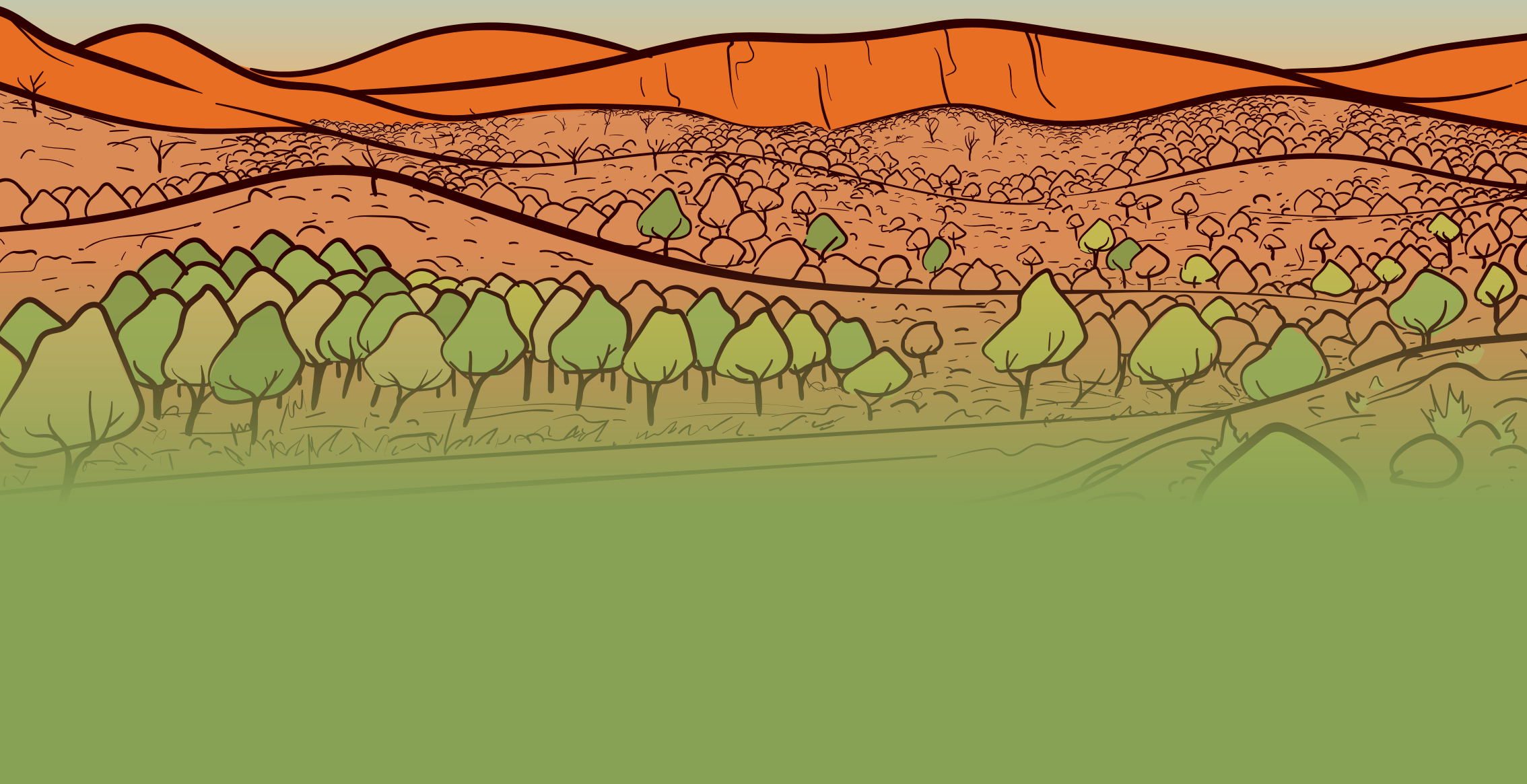
- if they went to jail, the two years start on the day they get out of jail.
- if they didn't go to jail (suspended sentence), the two years start on the day they were convicted.

Members need to tell the chair or chief executive if any of these things happen.

If one of those things happens, that person stops being a member of the council.



Good Governance = Strong Organisations



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