

CIRCULAR

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Contact	Strategic Policy and Programs Support Unit Centre for Aboriginal Health

WELCOME TO COUNTRY PROTOCOLS POLICY

The attached Welcome to Country Protocols Policy applies to all areas within NSW Health and is a guide to assist NSW Health in acknowledging Aboriginal peoples unique position.

The Policy was developed as required by and is consistent with the recently released Premier's Department Circular No 2004-39, Recognising Aboriginal Cultural Protocols and Practices.

The NSW Government recognises Aboriginal peoples' unique position in the history and culture of NSW. Aboriginal peoples are the original owners of the land and it is important that this special position is recognised and incorporated into official protocol.

The Premiers Department Protocols require all Government agencies in NSW to incorporate appropriate Aboriginal cultural practices in official events and provide resources to assist in achieving this.

By incorporating Aboriginal cultural practices into official events, NSW Health is able to:

- Recognise and pay respect to Aboriginal peoples, cultures and heritage.
- Communicate Aboriginal cultural practices to the broader community to promote respect and understanding.
- Demonstrate that Aboriginal cultures are living and enduring through maintenance and practice of ceremonies and protocols.
- Demonstrate recognition of Aboriginal people's unique position, which will assist in building relationships and partnerships.
- The NSW Health policy is to ensure appropriate recognition of Aboriginal people and to demonstrate to the broader NSW community that Aboriginal cultures and cultural practices have survived and continue to be practiced.

Robyn Kruk
Director-General

Distributed in accordance with circular list(s):

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In accordance with the provisions incorporated in the Accounts and Audit Determination, the Board of Directors, Chief Executive Officers and their equivalents, within a public health organisation, shall be held responsible for ensuring the observance of Departmental policy (including circulars and procedure manuals) as issued by the Minister and the Director-General of the Department of Health.

“WELCOME TO COUNTRY PROTOCOL” POLICY FOR NSW HEALTH

Purpose

NSW Health recognises the unique position of Aboriginal people in our culture and history.

Aboriginal peoples in NSW have strong connection to their traditional lands, cultures and heritage. All Australians can be proud to learn of and share these unique histories and cultures.

Aboriginal peoples are the “original owners” and it is important that this unique position of Aboriginal people is recognised and incorporated into NSW Health official protocol to enable everyone to share in Aboriginal culture and facilitate better relationships between Aboriginal cultures and facilitate better relationships between Aboriginal and non-Aboriginal communities.

Official events include health forums, health seminars, conferences and statewide meetings, and ceremonies engaging the attention of participants, observers and the broader community. These events also symbolise the values of our community and the way we envision ourselves.

By incorporating Aboriginal ceremonies into official NSW Health events we are able to:

- Recognise and pay respect to Aboriginal peoples’ cultures and heritage
- Communicate to all people of Australia the cultural heritage of Aboriginal peoples and to promote development of mutual respect and understanding
- Provide opportunities to witness and experience Aboriginal cultures first hand and to change perceptions by demonstrating that Aboriginal cultures are “living” and “enduring”
- Build and strengthen relations with Aboriginal peoples and their communities

The purpose of this policy is to assist the NSW Department of Health and Area Health Services observe the appropriate protocols for the recognition of Aboriginal people at official events or at events where NSW Health is a sponsor.

NSW Health’s policy is consistent with the recently introduced Premier’s Department of New South Wales, Public Sector policy –*Aboriginal Cultural Protocols and Practices Policy* (See *Premier’s Circular 2004-39*).

In NSW Health’s policy the term “*Aboriginal*” is used in preference to “*Indigenous*” as Indigenous refers to both Aboriginal and Torres Strait Islander peoples and is an international term adopted by the United Nations to identify all Indigenous peoples in a global context.

The term Aboriginal peoples is also used to reflect the diversity of languages, cultural practices and spiritual beliefs of the different nations within NSW as referred to in the NSW Health document: *Communicating Positively – A guide to Appropriate Aboriginal Terminology*.

Observation of Aboriginal Protocols

Aboriginal ceremonies and practices differ from place to place and community to community. The planning timetable of official events needs to allow time for consultations and negotiations with Aboriginal communities, as well as discussions and decision-making within those communities.

The type of recognition afforded to Aboriginal peoples at an official NSW Health event needs to follow procedures as set out in this policy and be appropriate to the nature and size of each event.

Minimum requirements

When planning an official event, Departmental and Area Health Service Officers are recommended to consult on:

- Appropriate ceremonies and performances;
- Aboriginal Elders and communities who are to be contacted;
- Contacts for Aboriginal cultural practice providers.

These consultations can be undertaken with:

- The Area Managers Aboriginal Health (AMAH), Area Health Services;
- Centre for Aboriginal Health;
- NSW Aboriginal Land Council;
- The Local Aboriginal Land Council;
- Local Aboriginal health partnerships;
- Recognised local Elders where the event is being held;
- The Department of Aboriginal Affairs;
- The Indigenous Coordination Centre;
- Other regional Aboriginal representative or advisory structures; and/or
- Native Title Services NSW.

Chief Executive Officers, Area Health Services are also to be consulted on and kept informed of the types of ceremonies being performed at official functions.

Contact details for the NSW Aboriginal Land Council, Local Aboriginal Land Councils, Indigenous Coordination Centres, are at Annexure 3. Area Health Services or the Centre for Aboriginal Health is able to provide contact details for Area Managers, Aboriginal Health.

The minimum requirement for NSW Health events is for an *Acknowledgement of Country* ceremony is to be undertaken. An *Acknowledgement of Country* is outlined in another section within this document.

Major Official Events

All major NSW Health official events are to include a ***Welcome to Country*** ceremony, where members of the public, representatives of NSW Health and other Government agencies and/or the media are present. Events in this category include but not limited to:

- Commemorations and major festivals
- Area Health Service meetings
- Opening of new hospital wards

- Major launches of NSW Health policies and programs
- Conferences and forums held or sponsored by NSW Health
- Statewide meetings conducted by NSW Health
- Major and international sporting events (such as the Rugby World Cup and the Inter-Hospitals Mini-Olympics) where NSW Health is participating or is a major sponsor

All areas within the NSW Department of Health, Area Health Services and partners of NSW Health are encouraged to be innovative in recognising local Aboriginal heritage. Other ceremonies or practices may also be undertaken as considered appropriate and desirable by Aboriginal people, including dances and performances. However as indicated above, a *Welcome to Country* is to be incorporated into all major events.

At all times ensure that appropriate consultations and negotiations are undertaken as outlined under minimum requirements.

At events that are not official but where NSW Health is a major sponsor and where Aboriginal people believe it appropriate, negotiations are to be undertaken with the event organiser to incorporate some form of recognition of Aboriginal heritage into the event.

Flags on display

Events at which flags are shown, the order of display from an audience perspective from left to right is, the Australian flag, NSW flag, the Aboriginal flag and the Torres Strait Islander flag.

Calendar

To assist in planning for events it is recommended that each Area Health Service and Divisions of NSW Health develop their own calendar/database of events in which Aboriginal ceremonies can be incorporated. For future reference and with their permission, the database is also to contain details on Aboriginal Elders and organisations for each region where ceremonies are undertaken.

If Aboriginal Elders are not available then their children or siblings may agree to be contacted to participate in significant events.

APPROPRIATE CEREMONIES

Each Division and Area Health Service within NSW Health may choose to include one or more of the following ceremonies when organising official events:

- Welcome to Country;
- Acknowledgement of Country;
- Other ceremonies such as “smoking ceremonies”;
- Personal or cultural histories;
- Dance or other performances.

Welcome to Country

The *Welcome to Country* ceremony is to be undertaken ONLY by Elders, locally recognised Aboriginal community spokesperson or locally recognised cultural service provider.

There is no exact wording for *Welcome to Country*. As such, the content of the ceremony should be negotiated between the agency and the provider with reference to the nature of the event and community practices. Generally, providers offer participants local Aboriginal history and cultural information and will go on to welcome the delegates to the country.

The traditional owners/custodians are to be approached to undertake the *Welcome to Country* ceremony. This is dependent upon the location of the event and the practices of the local Aboriginal community. It is important to ensure that negotiations with the local Aboriginal community have occurred and that appropriate Aboriginal Elders are invited to undertake the ceremony.

Local Aboriginal Land Councils and Indigenous Coordination Centres are a key contacts for Elders, who can undertake a *Welcome to Country*. The Department of Aboriginal Affairs and the Centre for Aboriginal Health may also be contacted for advice on the appropriate persons to approach. Also refer to the Section – Minimum Requirements for further contacts.

If a *Welcome to Country* ceremony cannot be undertaken for reasons specified above then an *Acknowledgement of Country* is to be conducted.

Acknowledgement of Country

An *Acknowledgement of Country* is a way, that an Aboriginal person who is not a traditional owner or custodian of the land where the event is being held or for non-Aboriginal people, to respect Aboriginal heritage.

An Acknowledgment of Country is only to be undertaken when no traditional owner or custodian is available to do so and all avenues to locate one within the community have been undertaken.

A Chair, Speaker, Master of Ceremonies or other can begin the meeting by acknowledging that the meeting is taking place in the country of the traditional owners. There are some areas where debate is ongoing as to who are the traditional owners of certain land areas. In these instances those who acknowledge the county can acknowledge all the traditional owners of this land without naming those people.

If it is clear who are the '*traditional owners of land*' it is appropriate to say so. An example of an *Acknowledgement of Country* is at Annexure 1.

Acknowledging Elders

It is important that all speakers, both Aboriginal and non-Aboriginal, acknowledge any Elders in attendance prior to presenting or speaking.

Cultural or personal histories

Aboriginal people are often asked to give personal or cultural histories to non-Aboriginal communities to create a greater understanding and awareness about Aboriginal history and culture.

National Reconciliation Week and National Aboriginal Islander Day Observance Committee provide opportunities for Aboriginal people to speak at Forums, public

meetings, and schools and at local and State government functions. The guest speaker may be able to give a personal account, talk on history and/or provide audiences with knowledge of Aboriginal cultural heritage and practices.

Dancers

Dancers are often used as part of 'Welcome' ceremonies. There are many professional Aboriginal dance troupes and individuals in NSW. Charges vary according to level of training, the size of the company, the nature of the dance required and whether the dancers charge by the hour or per performance.

Didgereedoo

Didgereedoo players are frequently used in 'Welcome' ceremonies to "call" speakers, special guests and the audience to begin the ceremony. A didgereedoo player may also be used as a soloist in other parts of the ceremony.

Smoking ceremony

Smoking ceremonies are only to be conducted by Aboriginal people with specialised cultural knowledge. The ceremony aims to cleanse the space in which the ceremony takes place. Given the significant nature of the ceremony, smoking ceremonies are usually only performed at major events.

Other Ceremonies

As indicated previously, other ceremonies may be undertaken along with those outlined above. Such ceremonies might include personal or cultural histories, dance or other forms of performance. NSW Department of Health and Area Health Services are encouraged to consult with local Aboriginal communities, on the best form of recognition for each event reflecting the NSW Government and NSW Health's commitment to Reconciliation.

Further information on the Government's commitment to Reconciliation can be obtained by accessing the *Statement of Commitment to Reconciliation by NSW Public Sector Chief Executives* at the website - <http://www.eeo.nsw.gov.au/atsi/commit.htm>.

REMEMBER: to consult with the Aboriginal communities at all times on the best form of recognition and cultural practice ceremonies.

FEE FOR SERVICE

Intellectual Property

In providing cultural services such as *Welcome to Country*, artistic performances and ceremonies aboriginal people are using their intellectual property. As such providers of these services should be appropriately remunerated.

Appropriate remuneration and/or assistance should be negotiated between the cultural service provider and the NSW Department of Health and/or Area Health Services and is to also take into consideration:

- Travel to and from the event – In more rural and remote areas of NSW, where transport is a major issue, Area Health Services are also to consider providing transport to and

from the event. This requirement is especially important for Elders performing *Welcome to Country* ceremonies; and

- Public profile of the event.

The Department of Aboriginal Affairs maintains a fee for service schedule. The schedule sets minimum fees for a range of Aboriginal cultural services. It is important to note that the schedule is only a guide and stated minimum fees are current as per the relevant certified agreement.

A copy of the Scale of Fees as outlined in Premier's Circular 2004-39 is at Annexure 2.

Payment methods

Payment for performers of Aboriginal protocols by the NSW Department of Health and Area Health Services will be largely determined by government procedures. Professional performers are to be asked to provide a tax invoice quoting an ABN number before payment can be made.

Where an ABN cannot be provided, the service providers are to complete a Statement by a Supplier form. This will ensure the earnings are not taxed at the highest margin of 48%. The Statement by a Supplier Forms can be obtained by accessing the Australian Taxation Office website:

www.ato.gov.au/content/downloads/nat3346.pdf.

It is best if payments can coincide with the actual event. When making a booking ensure that a tax invoice is provided to the NSW Department of Health or Area Health Service as soon as possible so that payment for the performance can be made without delay.

CONTACTS

Local Aboriginal Partnerships, the NSW Aboriginal Land Council and Local Aboriginal Land Councils are able to identify people who can perform *Welcome to Country* and assist with other relevant information for a *Welcome to* or *Acknowledgment of Country*. Some Local Aboriginal Land Councils have officers who perform these ceremonies. Refer also the Section – Minimum Requirements.

REMEMBER: As with most contact lists, changes often occur. When this happens consult with the Centre for Aboriginal Health, NSW Department of Health for up-to-date contact details.

A comprehensive list of Local Aboriginal Land Councils is at Annexure 3.

ACKNOWLEDGEMENT OF COUNTRY AND ELDERS

Wording for an Aboriginal person who is not a traditional owner of the land where the event is being held:

“I am (name) an Aboriginal person from (tribe/clan) and I acknowledge the traditional owners of the land (insert name if known) we are meeting on and remind people that we are on Aboriginal land. I also acknowledge our Elders and in particular those attending today’s event

Wording for a non-Aboriginal person:

“I would like to acknowledge the traditional owners of the land (insert name if known) we are meeting on and remind people that we are on Aboriginal land. I also acknowledge the Elders and in particular those attending today’s event“

**Cultural Practices and Performances Fee Schedule
Department of Aboriginal Affairs**

Cultural Practice	Certified Agreement	Minimum Fee
Welcome to Country	nil	\$100.00
Smoking Ceremony	Performers Certified Agreement 2003-2005	\$530.00
Didgereedoo performance	Musicians Certified Agreement 2003-2005	\$360.00
Dancer category 1 (inexperienced)	Performers Certified Agreement 2003-2005	\$430.00
Dancer category 2 (experienced)	Performers Certified Agreement 2003-2005	\$450.00
Guest Lecturer (based on 2 hours preparation and 1 hour delivery)	University of Sydney (Academic and Teaching Staff) Enterprise Agreement 1999-2002	\$110.00

NSW LAND COUNCILS**NSW State Head Office:**

New South Wales Aboriginal Land Council

Telephone: 02 9689 4444

Fax: 02 9687 1234

Toll Free: 1800 647 487

LALC name	Number	Fax	Address
Albury & District LALC	260257075	260254340	917 Chenery Street GLENROY NSW 2640
Amaroo LALC	267771100	267772490	36N Derby Street WALCHA NSW 2354
Anaiwan LALC	267233022	267233023	18 Sweaney Street TINGHA NSW 2369
Armidale LALC	267713395	267722763	Unit 1 87 Beardy Street ARMIDALE NSW 2350
Ashford LALC	267254238	267254328	25 Albury Street ASHFORD NSW 2361
Awabakal LALC	249654532	249654531	127 Maitland Road ISLINGTON NSW 2296
Bahtahbah LALC	249714800	249714671	44 Pacific Highway BLACKSMITHS NSW 2281
Balranald LALC	350201932	350201940	200 Church Street BALRANALD NSW 2715
Baradine LALC	02 68431090	02 68431151	24 Wellington Street Baradine NSW 2396
Baryulgil LALC	266472207	266472205	Baryulgil Square via GRAFTON NSW 2460
Batemans Bay LALC	244727390	244728622	Unit 3 34D Orient Street BATEMANS BAY NSW 2536
Bathurst LALC	263326835	263323623	149 Russell Street BATHURST NSW 2795
Bega LALC	264923950	264924087	17-19 Bunyarra Street Cnr Auckland & Carp Streets BEGA NSW 2550
Birpai LALC	265849066	265838172	1 Aston Street PORT MACQUARIE NSW 2444
Birrigan Gargle LALC	266461664	266461672	2 Robinson Street Youth Stadium - Pippie Beach YAMBA NSW 2464
Bodalla LALC	244735404	244735215	68 Princes Highway BODALLA NSW 2545
Bogal LALC	266832510	266832698	156 Bridge Street CORAKI NSW 2471

LALC name	Number	Fax	Address
Bowraville LALC	265647812	265647843	66 High Street BOWRAVILLE NSW 2449
Brewarrina LALC	268392066	268392174	107 Bathurst Street BREWARRINA NSW 2839
Broken Hill LALC	880877310	880877708	84 Oxide Street BROKEN HILL NSW 2880
Brungle Tumut LALC	269474518	269474501	95 Capper Street TUMUT NSW 2720
Bunyah LALC	265853882	265852550	214 High Street WAUCHOPE NSW 2446
Casino Boolangle LALC	266626286	266626290	110 Walker Street CASINO NSW 2470
Cobar LALC	268361144	268361292	23 Railway Parade COBAR NSW 2829
Cobowra LALC	244744188	244744181	193 Vulcan Street MORUYA NSW 2537
Coffs Harbour and District LALC	266528740	266525923	301-329 Pacific Highway COFFS HARBOUR NSW 2450
Collarenebri LALC	267526150	267562103	Cnr Herbert & Wilson Streets COLLARENEBRI NSW 2833
Condobolin LALC	268954194	268954333	122 Bathurst Street CONDOBOLIN NSW 2877
Coonabarabran LALC	268423137	268422840	Lot 568 Gardner Street COONABARABRAN NSW 2357
Coonamble LALC	268222100	268222554	38 Maule Street COONAMBLE NSW 2829
Cowra LALC	263424808	263424030	Ermabie Mission (West) COWRA NSW 2794
Cummergunja LALC	(03) 5869 3372	(03) 5869 3348	1 Tongala Road CUMMERAGUNJA VILLAGE NSW 2731
Dareton LALC	350272450	350274718	42 Tapio Street DARETON NSW 2717
Darkinjung LALC	243512930	243512946	Shop 3 61 Howarth Street WYONG NSW 2259
Deerubbin LALC	298322457	298322496	5/271 Beames Avenue MOUNT DRUITT NSW 2770
Deniliquin LALC	358814891	358812852	2/347 Cressy Street DENILIKUIN NSW 2710
Dorrigo Plateau LALC	266572606	266572607	69 Hickory Street DORRIGO NSW 2453
Dubbo LALC	268845276	268843441	Cnr Wingewarra & Darling Streets DUBBO NSW 2830
Eden LALC	264961922	264963450	11 Chandos Street EDEN NSW 2551
Forster LALC	265555411	265555532	Cabarita Community Hall Lot 1 Cabarita Avenue FOSTER NSW 2428

LALC name	Number	Fax	Address
Gandangara LALC	296021708	296022741	Shop 2 103 Moore Street LIVERPOOL NSW 2170
Gilgandra LALC	268471477	268471461	72 Warren Road GILGANDRA NSW 2827
Glen Innes LALC	267321150	267326413	181 Lang Street GLEN INNES NSW 2370
Goodooga LALC	268296211	268296270	Brenda Street GOODOOGA NSW 2831
Grafton Ngerrie LALC	266426020	266426994	50 Wharf Street SOUTH GRAFTON NSW 2460
Griffith LALC	269626711	269641477	5 Wiradjuri Place GRIFFITH NSW 2680
Gugin Gudduba LALC	266321056	266322324	Flat 2 (Rear) 84 Summerland Way KYOOGLE NSW 2474
Guyra LALC	267791803	267791649	187 Falconer Street GUYRA NSW 2365
Hay LALC	269932243	269932290	412 Belmore Street HAY NSW 2711
Illawarra LALC	242622978	242622981	37-39 Baan Baan Street DAPTO NSW 2530
Ivanhoe LALC	269951120	269951429	Columbus Street IVANHOE NSW 2878
Jali LALC	266834413	266834679	Cabbage Tree Island via WARDELL NSW 2477
Jana Ngalee LALC	266472115	266472119	Malabugilmah Village VIA GRAFTON NSW 2460
Jerrinja LALC	244474207	244474230	Roseby Park ORIENT POINT NSW 2540
Jubullum LALC Jubullum LALC	02 6666 1337	02 6666 1386	Jubullum Village (Aboriginal Reserve) TABULAM NSW 2469
Karuah LALC	249975733	249975750	16 Mustons Road KARUAH NSW 2324
Kempsey LALC	265628688	265631293	Greenhill's 7 Frank Archibald Street KEMPSEY NSW 2440
Koompahtoo LALC	249506777	249506704	38 York Street TERALBA NSW 2284
La Perouse LALC	293114282	296617423	Yarra Bay House Elaroo Avenue PHILLIP BAY NSW 2036
Leeton & District LALC	02 69534 344	02 6953 5248	Shop 1 5 Belah Street LEETON NSW 2705
Lightning Ridge LALC	02 6829 0105	02 6829 0274	12 Pandora Street LIGHTNING RIDGE NSW 2834
Menindee LALC	880914541	880914500	Yartla Street MENINDEE NSW 2879
Merrimans LALC	02 4473 7288	02 4473 7478	13 Umbarra Road WALLAGA LAKE NSW 2546

LALC name	Number	Fax	Address
Metropolitan LALC	283949666	283949733	Suite 9 245 Chalmers Street REDFERN NSW 2016
Mindaribba LALC	249348511	249348544	Lot 457 Chelsford Drive METFORD NSW 2303
Moama LALC	03 5482 6071	03 5482 6085	31 Meninya Street MOAMA NSW 2731
Mogo LALC	244725229	244745219	Mogo Post Office 32 Sydney Street MOGO NSW 2536
Moombahlene LALC	02 6736 3219	02 6736 1486	299 Rouse Street TENTERFIELD NSW 2372
Moree LALC	02 6751 1127	02 6751 1116	68 Heber Street MOREE NSW 2400
Mudgee LALC	263722624	263722624	c/- Christine Maynard 62 Oporto Road MUDGEES NSW 2850
Muli Muli LALC	266351487	266351498	Muli Muli Crescent Via WOODENBONG NSW 2476
Mungindi LALC	02 6753 2355	02 6753 2709	47 Goondiwindi Street MUNGINDI NSW 2406
Murrawari LALC	02 6874 7558	02 6874 7556	9 Irrara Street ENNOGONIA NSW 2840
Murrin Bridge LALC	268981119	268981158	39 Foster Street LAKE CARGELLIGO NSW 2672
Mutawintji LALC	880915953	880915046	Hood Street WILCANNIA NSW 2836
Nambucca Heads LALC	02 6568 9281	02 6568 9161	Unit 2 3 Sussex Street NAMBUCCA HEADS NSW 2448
Narrabri LALC	02 6792 4228	02 6792 4258	96 Barwon Street NARRABRI NSW 2390
Narrandera LALC	269591823	269592811	174 East Street NARRANDERA NSW 2700
Narromine LALC	268892340	268891014	13 Burraway Street NARROMINE NSW 2821
Ngulingah LALC	02 6621 5541	02 6621 5068	53 Conway Street LISMORE NSW 2480
Ngunnawal LALC	02 6297 4152	02 6299 3941	28 Rutledge Street QUEANBEYAN NSW 2620
Nowra LALC	02 4423 3163	02 4423 3163	59 Bienda Street BOMADERRY NSW 2541
Nulla Nulla LALC	02 6872 2056	02 6872 1549	4-6 Oxley Street BOURKE NSW 2840
Nungaroo LALC	02 6746 2356	02 6746 2670	2 Station street QUIRINDI NSW 2343
Nyngan LALC	02 6832 1456	02 6862 6611	36 Mitchell Highway NYNGAN NSW 2825
Onerwal LALC	262263911	262262714	76 Grampian Street YASS NSW 2582

LALC name	Number	Fax	Address
Orange LALC	263614742	263619119	42 Dalton Street ORANGE NSW 2800
Peak Hill LALC	268691726	268691455	88 Caswell Street PEAK HILL NSW 2869
Pejar LALC	248223552	248223551	81 Bourke Street GOULBURN NSW 2580
Pilliga LALC	02 6796 4310 / 4325	02 6796 4307	Lot 4 Dangar Street PILLIGA NSW 2388
Purfleet / Taree LALC	265524106	265510847	2A Edward Drive TAREE NSW 2430
Quambone LALC Red Chief LALC	02 6742 3602	02 6742 3815	26 Chandos Street GUNNEDAH NSW 2357
Stuart Island Tribal Elders Des LALC Tamworth LALC	02 6766 9028	02 6766 9036	123 Marius Street TAMWORTH NSW 2340
Tharawal LALC	246810059	246831375	220 West Parade COURIDJAH NSW 2571
Thungutti LALC	265672050	265672169	C/- Bellbrook Post Office BELLBROOK NSW 2440
Tibooburra LALC	880913435	880913446	Briscoe Street TIBOOBURRA NSW 2880
Toomelah LALC	07 4676 2348	07 4676 2011	Toomelah Reserve BOGGABILLA NSW 2409
Trangie LALC	268887661	268887470	18 Dandaloo Street TRANGIE NSW 2823
Tweed Byron LALC	02 6674 3600	02 6674 3603	9 Moreton Street CHINDERAH NSW 2487
Ulladulla LALC	02 4455 5883	02 4454 0440	Deering Street ULLADULLA NSW 2539
Unkya LALC	265682786	265682610	Suite 7-9 Skylight Arcade Wallace Street MACKSVILLE NSW 2447
Wagga Wagga LALC	269214095	269217625	153 Docker Street WAGGA WAGGA NSW 2650
Wagonga LALC	02 4476 1144	02 4476 1483	16 Canty Street NAROOMA NSW 2546
Walgett LALC	02 6828 2426	02 6828 2421	87 Fox Street WALGETT NSW 2832
Walhallow LALC	02 6747 4802	02 6747 4822	QUIRINDI NSW 2343
Wamba-Wamba LALC	03 5032 3113	03 5032 2445	Moulamein Road MURRAY DOWNS via SWAN HILL VIC 3585
Wanaaring LALC	268747757	268747757	Vicary Street WANAARING NSW 2840
Wanaruah LALC	02 6543 1288	02 6542 5377	17-19 Maitland Street MUSWELLBROOK NSW 2333
Warren Macquarie LALC	268474599	268474427	164 Dubbo Street WARREN NSW 2824

LALC name	Number	Fax	Address
Wee Waa LALC	02 6795 3735	02 6795 3731	Rose Street WEE WAA NSW 2388
Weilmoringle LALC	02 6874 4972	02 6874 4973	15 Brown Street WEILMORINGLE NSW 2839
Weilwan LALC	268251336	268251072	Cnr Yoolundry & Armatree Sts GULARGAMBONE NSW 2828
Wellington LALC	02 68451909	268454689	163 Simpson Street WELLINGTON NSW 2820
West Wyalong LALC	269723493	269722070	76-78 Main Street WEST WYALONG NSW 2671
Wilcannia LALC	880915828	880915073	Moore Street WILCANNIA NSW 2836
Winbar LALC			Contact NSWALC
Worimi LALC	024965 1500	024965 1799	173 Nelson Bay Road WILLIAMSTOWN NSW 2318
Yaegl LALC	02 6645 3676	02 6645 3754	Hillcrest MACLEAN NSW 2463
Young LALC	263825669	263822522	27 Blackett Avenue YOUNG NSW 2594

Indigenous Coordination Centres

Sydney Indigenous Coordination Centre	Level 9, 300 Elizabeth St, Sydney NSW 2000 PO Box K1176, Haymarket NSW 1240	Tel: 02 9288 6100 Fax: 02 9282 9178 Free call: 1800 079 098
Bourke Indigenous Coordination Centre	26 Mertin Street, Bourke NSW 2840 PO Box 29, Bourke NSW 2840	Tel: 02 6872 1904 Fax: 02 6872 1906 Free call: 1800 079 098
Coffs Harbour Indigenous Coordination Centre	17 Duke Street, Coffs Harbour NSW 2450 PO Box 1335, Coffs Harbour NSW 2450	Tel: 02 6648 5800 Fax: 02 6648 5888 Free call: 1800 079 098
Queanbeyan Indigenous Coordination Centre	1 Monaro Street, Queanbeyan NSW 2620 PO Box 172, Queanbeyan NSW 2620	Tel: 02 6200 5150 Fax: 02 6200 5156 Free call: 1800 079 098
Tamworth Indigenous Coordination Centre	468-470 Peel Street, Tamworth NSW 2340 PO Box 684, Tamworth NSW 2340	Tel: 02 6766 7966 Fax: 02 6766 8186 Free call: 1800 079 098
Wagga Wagga Indigenous Coordination Centre	1st Floor, 2 O'Reilly Street, Wagga Wagga NSW 2650 PO Box 144, Wagga Wagga NSW 2650	Tel: 02 6937 3040 Fax: 02 6937 3055 Free call: 1800 079 098