



Money Mob Talkabout

Information for Anangu Pitjantjatjara Yankunytjatjara Lands Applicants



Money Mob Talkabout is not-for-profit organisation providing financial capability and counselling programs in the APY Lands in northern South Australia. We have offices in the communities of Ernabella (Pukatja), and the Family Wellbeing Centre in Mimili, as well as a base at the Amata Family Wellbeing Centre which we use during outreach. We are a Service SA and Centrelink agent at our Pukatja Office, as well as providing support to the local community council.

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How We Work

Money Mob Talkabout takes a strong community development approach; we work alongside people to empower them and teach them independent skills – we do not “do for.” We believe that each person has diverse strengths and inherent dignity as a human being. We treat every contact as an opportunity for learning.

Our clients may not know everything about money, but they are the experts in their own lives. We need to listen to them and respect their choices. When we challenge people and encourage them to change, we need to do it in a way that is supportive; that helps people to see why there is a good reason to change. Not make them feel judged.

We emphasise two way learning, where our non-local staff (are expected to) learn as much from community as community learns from them. Understanding how Aboriginal people think about and use money is critical to the success of our work.

Financial counsellors and financial capability workers have an equal and equally valued role within the team where every staff member contributes to supporting a client’s financial capability journey.

There is a strong focus on learning together and reflective practice in the team.

We work hard, and we are honest in everything we do. We talk straight with our clients and with each other.

Money Mob Talkabout Vision, Values and Goals

Vision – what is our dream for the future?

Our vision is that ‘Aboriginal people and communities are empowered to achieve economic wellbeing and self-determination’.

Our focus is ‘Aboriginal people are equal partners in and co-creators of our practice. We advocate, influence, deliver services, build and share knowledge to tackle inequality’.

Values = our attitude and thinking about how we do our work...

Our values guide all aspects of our work including our service delivery, advocacy, governance and management. They are:

- **Courage:** We are committed to advocating strongly for change and confronting injustices.
- **Empowerment:** We work to support Aboriginal and Torres Strait Islander people to exercise their agency in their ongoing struggle for autonomy, rights, opportunities and recognition of the inherent value of their culture and communities.
- **Integrity:** Honesty, openness, accountability, fairness and inclusiveness must be at the core of everything we do and are.

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- **Insight:** We take reasoned action grounded in our organisational knowledge, evidence and ethics; the wisdom of the people, organisations and communities working alongside us; current thinking and research about what works nationally and internationally.
 - **Innovation:** We are an enterprising and agile organisation, motivated to continually improve, adapt and develop inventive solutions that create value and are valued by people.

Goals = what we are aiming to achieve through our work

Goal 1 - Driving change

- We are strong public advocates for social and economic wellbeing and justice for Aboriginal and Torres Strait Islander people.

Goal 2 - Economic security for Aboriginal people and communities

- We deliver culturally respectful, quality services and develop new initiatives aimed at building individual and community capability, financial security and economic opportunities.

Goal 3 - Extending our impact

- We will share what we have learned about financial wellbeing so we extend our impact beyond our own service provision.

Goal 4 - Growth and sustainability

- Our work is supported by a financially secure, strongly governed and well managed organisation.

Money Mob Talkabout Program Overview

Money Mob Talkabout is a not-for-profit financial capability and counselling service for remote Aboriginal people in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands in north-western South Australia. MoneyMob Talkabout receives funding from a number of different sources. Our primary funding is from the Department of Social Services (Commonwealth). We also receive funding from the Department of Human Services (SA), the Department of Planning, Transport and Infrastructure (SA), Services Australia (Commonwealth) and special project funding from various sources..

MMT began as a touring program in regional and remote Northern Territory and WA communities in mid 2010, providing financial literacy education and connecting people to other financial support programs such as money management and financial counselling. Since 2012, MoneyMob Talkabout has run an integrated financial wellbeing service in the APY Lands - known as a "Money Hub" - providing community education, money management, case management, advocacy and financial counselling for the local population. We have offices in Pukatja (Ernabella) and Mimili and provide outreach to eight other communities stretching from the Stuart Highway to the WA Border every month.

Financial counsellors and financial capability workers in the team refer clients to each other, according to who can provide relevant support for a client's financial capability development. We are also a Service SA and Centrelink agent at our Pukatja Office and provide support to the local community council.

We have recently been successful in tendering to run the Mimili Family Wellbeing Centre, which is being outsourced by the Department of Human Services SA from February 2020. Coordination of the Mimili Family Wellbeing Centre will bring a new service stream under MoneyMob's umbrella, that meets our strategic commitments to influence change in relation to systemic issues that affect financial and economic well being, including disability, family violence and housing.

Anangu Pitjantjatjara Yankunytjatjara Lands

Overview

The APY Lands are extremely remote, with the nearest major town being six hours away in Alice Springs. The APY Lands cover an area in excess of 100,000 square kilometres, and are estimated to have a resident population of approximately 2,500 people spread across a number of communities and homelands. The population is very young in comparison with the Australian average.

Community members are collectively known as Anangu, and may have family links into the Ngaanyatjatjara Lands in Western Australia, as well as Coober Pedy, Port Augusta, Adelaide and Alice Springs. Predominant languages spoken are Pitjantjatjara and Yankunytjatjara, as well as varying levels of English.

Travel into the Lands is generally on unmade dirt roads, which can be of poor condition at times, especially during or after periods of heavy or sustained rainfall. The South Australian Government has been progressively upgrading the main APY Lands road by raising and levelling it and has bitumised some sections such as creek/river crossings and at the entry to communities. However the road is still mostly unmade. There are flights into and out of APY Communities, operated by Chart Air on small planes which require advance booking.

Temperature

In summer, temperatures can be extremely hot – regularly exceeding 40 degrees. Winters are milder and temperatures can be cool to cold (sub zero).

Dry Community

APY Lands are dry communities, meaning alcohol must **not** be bought into or consumed on the Lands.

4.1 Communication

Communications on the Lands are limited. There is little home-based or public internet access in most towns for local residents - service providers generally have internet connected by their employing organization. All communities with the exception of Kanypirri & Nyapari now have mobile phone access. Some Anangu have a landline at home.

4.2 Medical Care

Most communities have a Nganampa Health community health clinic. A doctor will not always be present – many clinics rely on visiting doctors and specialists. Employees with conditions which require regular specialist medication to be dispensed need to arrange this with an urban pharmacy or GP prior to departing for the Lands.

Where conditions or injuries require critical medical attention, people are flown to a major centre via the Royal Flying Doctor Service. It can take four hours or more for the RFDS flight to arrive in community. You should have a thorough medical check prior to commencing employment, to ensure that you are fit to work in this physically demanding environment.

There are also Anangu traditional healers, known as ngangkaris. These traditional healers can provide a range of services to both Anangu and non-Anangu people, and sometimes work alongside western medical professionals in the clinics. There is an excellent book which talks about Ngangkaris and how they work. Details are provided at the end of this document.

4.3 Immunisations

You are advised to immunise yourself against hepatitis A & B and tetanus prior to employment. If you are prone to flu, you may also like to consider an annual influenza shot.

4.4 Preparing a Home First Aid Kit

Our staff accommodation, offices and cars all are equipped with first aid kits. However, it is also advisable to prepare your own first aid/medical kit to have at home, in readiness for common illnesses or conditions which you may contract while on the Lands. Recommended medications and equipment include:

- headache/fever/anti-inflammatory tablets such as panadol or nurofen
- rehydration salts or tablets
- saline eye drops, to combat dry eyes
- burn cream
- sunscreen
- scabies cream such as lyclear - scabies can be contracted from handling dogs or close contact with humans who have picked up the disease. it is highly contagious and common on the APY Lands
- head lice treatment
- antihistamines (for allergies to grasses)
- conjunctivitis medication
- anti-fungal cream for ringworm
- Band-Aids and bandages (including a pressure bandage in case of snake bite)
- An anti-nausea medication

4.5 Police

Some, but not all communities have a permanent police presence. At times when there are large events (such as sports carnivals or funerals) or when the police have somebody in custody, it may be difficult for them to respond to other call-out requests in the community.

4.6 Schooling and Children

Most communities have a combined primary and secondary school. At the moment it is unusual for Anangu to complete secondary education, particularly on the Lands. Some Anangu children attend boarding school in Adelaide, Melbourne or Alice Springs. Some non-Anangu children attend local schools, however it is recommended that applicants considering relocating with children undertake your own thorough investigation of local schooling options. Non-Anangu children - in particular teenagers - living in communities are rare, and community life can be a very challenging, isolating experience for adolescents if they are not adaptable and resilient.

There are ongoing issues with child sexual abuse and the sexualised behaviour of young children on the APY Lands. Child sexual abuse has been the subject of a past Royal Commission and continues to be a

focus for support services and schools in the Lands. Employees who are considering bringing their children to the APY Lands and/or placing them in local schools should be aware of these concerns and evaluate the potential risk to their family.

As members of a local community, MMT employees have responsibilities to that community. If an MMT employee, as part of their work, becomes aware of child sexual abuse or develops a suspicion that a child has been harmed, or is at risk of harm, that employee may directly notify their suspicion of abuse to the Child Abuse Report Line (“CARL”) on 13 14 78. The line is open 24 hours a day, 7 day per week.

Alternatively, if the employee does not wish to report the concern themselves, the employee can speak to a mandated notifier, for example the local school principal, and tell them about the concern. The principal (or other mandated notifier) will then notify the concern while keeping the name of the employee confidential.

4.7 Shopping

Most communities have one community store, with the exception of Pukatja which also has a garage with a supermarket.

Stores stock a reasonable but limited range of food and drink, and receive weekly deliveries by road-train. Limited hardware/household and motor vehicle goods and clothing are available. Limited fresh vegetables and fruit are stocked. Meat, chicken and fish are generally frozen.

Prices are approximately 34% higher than in metropolitan locations. Delicatessen items such as specialty cheeses, cured meats, dips, coffee, breads, many snacks and confectionery and ingredients for ethnic cuisines are generally unavailable.

Personal hygiene and cleaning products selection is also limited. There is very little in the way of stationery. Many stores have a take-away outlet that sells fried food such as chips, dim sims, chiko rolls, chicken wings, pies and sausage rolls, as well as some pre-prepared meals.

Most stores close at midday for approximately two to two and half hours, and on Saturday at 11am or midday. The take-away may remain open during this time, depending on the community.

It may be possible to buy groceries through Coles or Woolworths Online, and have them delivered to the Lands. There may be a delivery charge which can be around \$15 per bag of groceries. The local community store or other non-Anangu service providers should be able to advise you about online orders and how to arrange them. The receiving community store will not take any responsibility for these goods – you need to ensure that you are present when the truck arrives to pick up your consignment, or it may be left or taken. It may also be possible to have large furniture/whitegoods delivered in this way, by pre-arrangement with the transport company. Note that MMT provides furnished housing for staff.

4.8 Car Repairs

There are few operating garages on the Lands. Regional Anangu Services operate two garages from their depots at Umuwa and Pipalyatjara (close to the WA border). Employees may be able to have a vehicle or tyre repaired here. They will accept payment by credit, EFTPOS or purchase order.

4.9 Petrol

Opal and diesel are both available on the Lands. Prices are significantly higher than metropolitan

locations and can be around \$2.15-\$2.30 dependent on the local store. Fuel is generally not available after 5pm on weekdays, during lunchtime closures, or after 11am on Saturdays. Asking for the bowser to be opened outside of these times may incur a “bowser opening fee” of about \$10, if the store attendant can be located and will agree to open the bowsers in the first place. Fuel is also available at the RASAC depots in Umuwa and Pipalyatjara

During the COVID-19 restrictions, fuel on the APY Lands has been limited to \$20 on alternate weekdays, and at restricted times. There have also been restrictions placed on fuel sales to people who do not reside in that particular community.

4.10 Other Amenities

There are no services such as cafes/restaurants, department stores, hairdressers, dentists, pharmacies, cinemas or other forms of amenity/entertainment in community. The closest places to access these services are Alice Springs (north) or Coober Pedy (south).

Money Mob Offices

Money Mob’s offices are basic in comparison to most urban, corporate offices. Options for office accommodation on the Lands are limited. While we have done our best to create safe appropriate space for our staff, it is important to be aware that conditions can be challenging, with dust, dirt, noise, dogs and environments that can be difficult to control. In particular, it is hard to find and retain reliable cleaners for our offices, and staff realistically have to pitch in to assist with keeping the office clean and tidy - including kitchen and toilet areas.

5.1 Amata Office

Our Amata outreach office is located at the Amata Family Wellbeing Centre, and is used when we undertake regular outreach to Amata community. It is not staffed at other times. The office can accommodate three staff, however is crowded at this point. It is suggested that no more than two staff ideally work from this space, and keep client privacy in mind. It may be necessary, if there is more than one client present, to take someone outside or into an alternative space in the Family Centre to ensure they can speak freely. The toilet block is outside, and may need to be opened with a separate key.

Amata Office





5.2 Pukatja Office

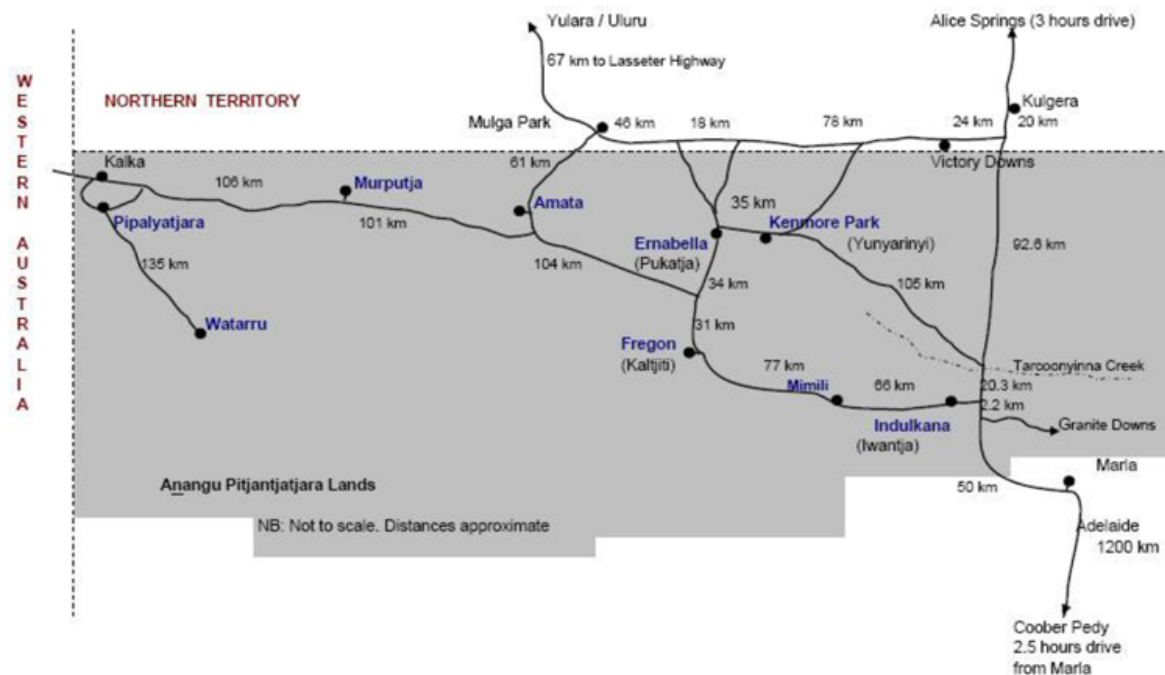
We use the main office space within the Pukatja Council building with two offices for client consultation. The building is older so has some limitations with regard to functionality. It is located near the art centre and general store. It is the 'hub' of the community. The office is used to distribute mail, for Centrelink and Service SA agency services and has a council meeting room attached to the side of the building where the Council meets periodically.

This office can be busy with community people visiting the office for various purposes. It is fully air conditioned and has Internet and telephone. In the client waiting room, clients have access to self service Centrelink phones and computers.

Pukatja Office



APY Lands Map



Adjusting to Community Life & Fitting In

It is important that applicants are confident in creating their own opportunities for socialisation and becoming part of the community, including socialising with local Anangu people. Making concerted efforts to learn the local language, culture, history and find a cultural mentor will assist greatly in this regard. Understanding the social and political experience of Aboriginal people in Australia will also greatly enhance your work - there are many logical reasons for Aboriginal people to mistrust non-Aboriginal people, and for why things happen as they do in communities. MoneyMob encourages you to read widely, and do your research. Remember, Aboriginal people have had to educate generations of non-Indigenous people about culture, language and history and it's tiring for them. Don't be afraid to ask questions, but make an effort to find things - don't just expect things to be given to you on a plate.

It may take time for established community members – local and non-local – to warm to or connect with you. It is important not to take this personally. It is likely that they have seen many white people/new workers come and go over the years. They will be waiting to see what you are like and whether you are likely to stay. If you are pleasant, reliable and behave with integrity and respect for them, Anangu are very likely to respond warmly and generously within a relatively short time. You may be given privileged insight into their lives and culture.

7.1 Personal Safety

On the whole, staff are safe while working in the APY Lands. Those most at risk from Anangu are

generally other Anangu - particularly women. While we don't want to exaggerate any dangers, there are risks to personal safety which need to be understood and taken seriously. Sensible behaviour and getting a feel for community dynamics will go a long way to mitigating any risks for working and living remote.

7.2 Home and out of hours visits

MoneyMob encourages staff to undertake home visits **where safe**. A home visit may be the most comfortable place for your client to talk, and may provide you with valuable insight into that client's personal circumstances.

MoneyMob would advise caution if you do not feel safe with the client. In this case, restrict visits to an office or other publicly visible community area, or arrange to have another person (such as a staff member, community member, other service provider or police officer) attend with you. Female staff alone should also exercise caution if visiting a male client alone. Attacks on service providers are uncommon, but have occurred in the past.

In particular, do not visit clients at night alone or allow them access to your accommodation/house if you do not know them very well and are not 100% confident that they pose no risk to you. Other service providers and community members are a good source of intelligence about who to be wary of. Also check the MMT database for alerts about clients who may pose a risk.

7.3 Relationships Between Genders

Staff need to pay attention to what is considered appropriate communication and body language between genders. Clear professional and physical boundaries should be maintained and a polite (but not over-friendly) demeanour shown. Unless you know them very well, Anangu men or women may misconstrue excessively friendly or jokey communication or touching as flirting. Anangu may also assume that an opposite gender work colleague is a sexual partner. This is a guide only, and will differ depending on the individual. It is safest to observe these guidelines until you know the person well. If asked, you can clarify the situation directly.

There are certain subjects which are not generally discussed in mixed-gender company. These include matters of a sexual or bodily nature, domestic violence and gender-specific cultural business.

Attitudes to dress are changing, however many Anangu women still dress conservatively and consider it inappropriate to wear tight or revealing clothes, including sleeveless tops, very short shorts or tight pants/tops.

7.4 Same Sex Relationships, Transgender People

There are a few Anangu in same-sex relationships, and a few transgender individuals. However on the whole this is still not familiar territory for many Anangu. Some Anangu are familiar with non-Anangu people being in same-sex relationships, however many may still find this surprising or shocking. Anangu reactions to the disclosure of a same sex relationship or transgender person mirror the range of reactions in the general population - from surprise, to curiosity, discomfort, ignorance, disapproval, indifference or acceptance. Generally speaking, Anangu will move on from such disclosures quickly, and treat you as they find you. You should feel free to speak of your situation and be yourself if the subject arises, without feeling like your personal life has to be a big focus of your relationships with local people.

7.5 Aggressive Clients, Difficult Situations

Money can cause tension and conflict in relationships, including relationships with Money Mob staff. There are a number of ways in which this can happen.

Clients may ask you for a loan, to assist them with purchasing items for which they will pay you back, ask you to buy things outright for them or ask to transfer money into your personal account. It is a strict organisational policy that we do not do these things under any circumstances. This protects staff from requests which make them uncomfortable or out of pocket, which cause client dependence and unrealistic expectations, and from accusations that staff have mishandled or stolen money. An appropriate response is “My boss says I am not allowed to help you in that way.”

Some clients may be or become aggressive if they feel they have some seniority and are entitled to be seen immediately, or think they have been waiting for too long. It is important for all staff to follow office procedures and observe client dynamics continually, to watch for risks which might be developing and de-escalate the situation. At the same time, it is important to maintain a boundary, and respectfully require that clients will be seen according to appointment times or the order in which they presented. This ensures that the office runs smoothly, reduces stress of constant demand for staff and ensures that everyone in the community gets a fair chance to be seen.

7.6 Family and Domestic Violence, Substance Abuse, Gambling

Clients may be experiencing financial difficulty due to family pressure/coercion, domestic violence/elder abuse or drug use/gambling. Money Mob staff are often asked or required to try to address these problems with people. This is a legitimate part of our work. However people in these situations (particularly if they are the cause of the issues) can become defensive and sometimes aggressive. Conversations about these matters needs to be undertaken sensitively, in a planned way, and in accordance with organisational policy so that staff and clients stay safe.

Clients who are experiencing domestic violence may sometimes report this to staff. Such reports are handled according to our domestic violence policy, ensuring that staff and client safety is maintained as far as possible at all times.

7.7 Community Violence

At times, disputes in community may escalate into large-scale fights or riots. This may play itself out around our offices or occasionally spill into waiting areas. It is important for staff to follow safety procedures, secure the office and remain inside or leave as appropriate and when safe to do so.

Events which raise heightened emotions, such as sports carnivals/football matches and funerals, can be a source of communal tension and fighting.

7.8 Animals

Anangu do not have regular access to vets, and some still consider it cruel to have pets neutered. Stray dogs or groups of roaming dogs in community are therefore common. Be prepared to see animals in conditions and experiencing treatment which you may find distressing. Some dogs may be aggressive towards humans or each other. It is unwise to feed dogs in a group, as fights over food may ensue in which you could also be injured. Occasionally, puppies are attacked or eaten by older dogs.

In some communities, you may also encounter stray donkeys and pigs which can be aggressive.

Many service providers adopt or care for dogs when working on the APY Lands. Before doing this, there are some things you should consider carefully:

- Are you going to be able to take the dog home with you? If not, then perhaps it is not a good idea to make it dependent on you, as it will be left alone again when you go
- Just because a dog looks like it has no owner, it is important to check this. Dogs in community are allowed to roam freely, and may belong to someone. If you have asked around a number of people, and no-one identifies an owner for the dog, then you may be safe to claim it.
- Dogs are not permitted in MMT cars or houses, as these are shared resources. Some staff have allergies to pets, and other staff need to be considerate of this.

7.9 Vicarious Trauma and Keeping Yourself Healthy

It is critical to look after your physical and emotional health when working in a challenging environment. Vicarious trauma is a common experience for staff who are working with populations that are highly traumatised, have complex needs and face systemic oppression or indifference.

Consider the following tips for staying healthy while working remote, and plan to incorporate them into your regular routine

- Don't expect to change the world overnight. Focus on small positives, and doing your best for each person. That way both you and they will feel satisfied.
- Exercise daily - find somewhere to go for a walk, run or swim for at least 30 minutes. Buy a yoga mat and exercise at home. Buy some DVDs or a Netflix subscription, download interesting podcasts to keep yourself entertained.
- Eat well. It's tempting to eat junk food when you feel tired or stressed, but this can turn into a vicious cycle. If your body can't get good nutrients from the food you give it, it will let you down in the long run and you will be more prone to colds, flu, tiredness, headaches, depression and chronic disease like diabetes. As a wise yoga instructor once said, "If you don't look after your body, where will you live?"
- Keep your work to a reasonable level - take lunch breaks; don't get into the habit of starting early and finishing late; plan your day so it has some structure and you feel like you achieve something; don't see too many clients - quality over quantity!
- Find a local person who you can help guide you in community. Learning language and culture can help you understand what is happening around you. It might also help you avoid common mistakes that new workers/outsideers can make.
- Write a journal or diary - even if it is not beautifully written, getting all the "noise" and frustration out of your head can be a really good way to keep you sane and balanced. This also works well if you find you are waking up in the middle of the night, or "stuck" on a particular thing you just can't let go.
- Find an appropriate person to regularly debrief with - this might be another worker in community, a colleague, friend or partner. It might only be a 5 or 10-minute check in each day, to say, "I had a terrible day!" Or "I had a fantastic day!" Make sure that they are comfortable with this, and you are not overloading them with your stuff! Make sure you make use of MoneyMob's employee assistance program and other supervision opportunities available to you regularly.
- Stay in regular touch with family and friends. Call or Skype regularly to talk to people who know

you well and can give you some perspective on how you are going.

- Plan regular breaks - as a guide, you should have a good break (such as a long-weekend or more) every three months.
- Have something to look forward to. Planning for an overseas or interstate trip to do something fun, visit family or to go and buy something you've been wanting for ages can keep you positive.

7.10 Signs of Vicarious Trauma

There are many signs that a person may be suffering vicarious trauma. These can include:

- Emotional numbing
- Easily angered or irritable
- Social withdrawal
- Work-related or uncharacteristic nightmares
- Feelings of despair and hopelessness
- Loss of sense of spirituality
- More negative view of the world
- Reduced sense of respect for your clients
- Loss of enjoyment of sexual activity
- No time or energy for yourself
- Feeling that you can't discuss work with family or friends
- Finding that you talk about work all the time (can't escape)
- Sense of disconnection from your loved ones
- Increased (possibly disproportionate) sense of danger/reduced sense of safety
- Increased fear for safety of children or loved ones
- Sense of cynicism or pessimism
- Increased illness or fatigue
- Increased absenteeism
- Greater problems with boundaries
- Difficulties making decisions
- Reduced productivity
- Reduced motivation for your work
- Loss of sense of control over your work and your life
- Lowered self esteem, lowered sense of competence in your work
- Difficulties trusting others
- Lessened interest in spending time alone
- Less time spent reflecting on your experiences
- Blaming others for everything - colleagues, management, other services, clients

It is important to monitor your emotional health while working remote, and let somebody know as soon as possible if you think you are suffering from vicarious trauma.

Staff Accommodation

Money Mob staff in the APY Lands live in fully furnished housing for the duration of their employment. Accommodation for our Pukatja office is on a remote homeland – single or small clusters of dwellings located at a distance from major communities. The housing has been rented from traditional owners

and refurbished. Our Pukatja housing is approximately 10 kilometres (15 minutes) from Pukatja Community. It is a four bedroom house, which has a staff member permanently present. Other staff are able to stay, but must respect that it is somebody's home and ensure that they take care to clean and wash up after themselves. A separate housing manual is provided for visiting employees.

At Mimili - a two bedroom house provided by the SA government - you will have the house generally to yourself. However, you **must** be prepared to share accommodation with other team members who visit regularly. This is not negotiable. You must also be prepared and take care if working at home that client confidentiality is appropriately maintained - even with other team members. As with Pukatja, visiting staff will be instructed to be mindful of the permanent resident of the house, and ensure that they clean and tidy after themselves appropriately.

8.1 Sharing Accommodation and Visitors

Due to the shortage of local housing on the lands, staff may be asked to share their permanent accommodation at times (within reason) with visiting services who can find no other options. Accommodation booking is handled by our Alice Springs office, who will notify staff of impending visitors and consult to make sure that this will not cause any significant inconvenience. Visiting services are required to pay \$25 per head per night, or \$150 for a full 7-day stay, to contribute towards the cost of housing. They are expected to clean up after themselves, and respect that it is the staff member's living space. Visiting services are entitled to use phone and internet, within reason, and are provided with guidelines about use of accommodation on booking.

If staff are intending to have non-Anangu visitors while employed with us, they must respect local protocols. **Each visitor must apply for and receive an APY Lands permit before visiting.** They must not bring any alcohol or illegal substances onto the Lands. They must respect neighbours and not cause any disturbance. As staff are required to pay for phone and internet use above the standard plan (see information in Job Application Process), caution is advised when allowing other people to use phone or internet.

Staff housing for Pukatja Office



Accommodation when travelling for work

When travelling to other communities, staff need to identify and book visitor accommodation available through various other organisations such as PYKu, Mimili Maku Accommodation, Nganampa Health and others. Staff are provided with information about visitor accommodation during their induction, and our administration worker can assist with bookings. Accommodation can range from basic – such as a donga - or a comfortable level of amenity in a western-style house. Visiting accommodation may require sharing with workers from other agencies, depending on various agencies' policy.

As visitor accommodation is used by multiple services, be aware that it may not meet your particular standards of cleanliness. Some accommodation does not provide linen at all. You should take your own linen and pillows, a sleeping bag or blanket and towel at all times, to ensure that you will be comfortable and confident that your bedding is clean.

Further Information

For further information about the APY Lands or working with Aboriginal communities, you may like to visit the following websites/look at the following resources:

Websites

Anangu Pitjantjatjara Yankunytjatjara Inc. (the body with statutory responsibility for the land area)
www.anangu.com.au

Ananguku Arts - body for many of the Arts Centres on the APY Lands
<http://anangukuarts.com.au/Default.aspx>

Anangu Ngangkari Tjutaku Aboriginal Corporation
www.antac.org.au

Nganampa Health - Primary Health Service for Anangu
www.nganampahealth.com.au

Ngaanyatjatjarra Pitjantjatjara Yankunytjatjara Women's Council - large regional multi-service agency
www.npywc.org.au

PY Media - local radio and television for Anangu
www.pymedia.org.au

SA Government - Mullighan Report into Children on the APY Lands
<https://www.sa.gov.au/topics/crime-justice-and-the-law/mullighan-inquiry>

The Anangu Lands Paper Tracker - regularly broadcasts about issues topical to APY Lands and keeps track of government and other service promises.

www.papertracker.com.au/

Why Warriors - Arnhem Land based organisation that has strong focus on cross-cultural ways of working with Aboriginal people

<http://www.whyyarriors.com.au/>

Other Resources

1. *Black Politics: Inside the Complexity of Aboriginal Political Culture*, Maddison S, 2009, Allen & Unwin
2. *Cleared Out: First Contact in the Western Desert*, Yuwali, Davenport S, Dean B, Johnson P, 2005, Aboriginal Studies Press (Book and Video)
3. *Dog Ear Cafe: How the Mt Theo Program Beat the Curse of Petrol Sniffing*, Stojanovski A, 2010
4. "Kartiya Are Like Toyotas", Mahood K, 2012 Griffith Review Edition 36, article can also be found online at <https://griffithreview.com/articles/kartiya-are-like-toyotas/>
5. *Maralinga: The Anangu Story*, Mattingley C, 2009, Allen & Unwin
6. "Money, Cultural Identity and Financial Well-being in Indigenous Australia", Godhino, Dr V, 2014, viewed 1/12/2015 at <https://www.tasa.org.au/wp-content/uploads/2014/12/Godinho.pdf>
7. "Money is for Caring: Exploring Money, Financial Capability and Wellbeing in Indigenous Australia", Godhino Dr V, 2014, PHD Thesis presented at the Australian Bankers' Association Conference in September 2014
8. *Nothing Rhymes with Ngapartji*, 2010, Ronin Films
9. *Palya: Pitjantjatjara Yankunytjatjara Country*, Roper S
10. *Traditional Healers of Central Australia: Ngangkari*, NPY Women's Council 2013
11. *Whitefella Culture*, Hagan S, 2008, Australian Society for Indigenous Languages
12. *Working Together: Aboriginal and Torres Strait Islander Mental Health and Wellbeing Principles and Practice*, Dudgeon P., Milroy H., Walker R (eds) 2014.
13. *Why Warriors Lie Down and Die: Towards an Understanding of Why the Aboriginal People of Arnhem Land Face the Greatest Crisis in Health and Education Since European Contact-Djambatj Mala*, Trudgen S, 2000, Why Warriors Pty Ltd
14. *Yami: The Autobiography of Yami Lester*, Lester Y, 1993, Jukurrpa Books, IAD Press.