



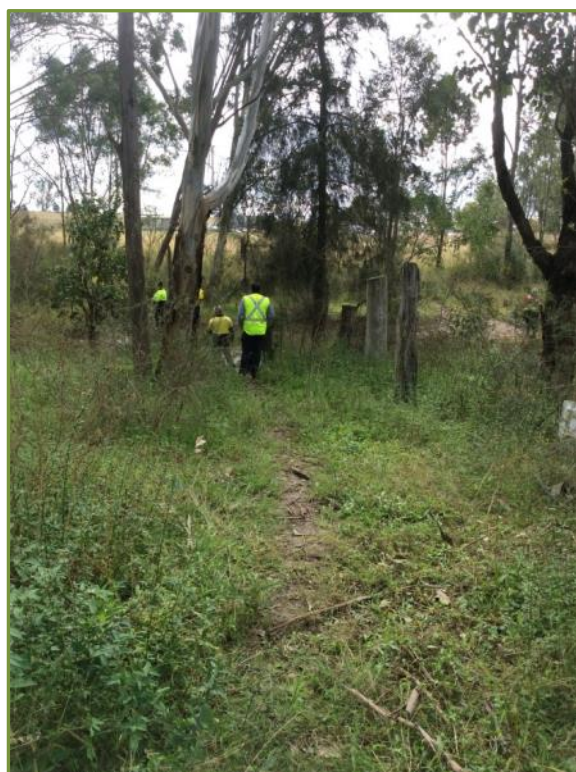
# Initial Survey and Salvage Plan

## Western Sydney Airport - Enabling Activities

### *Aboriginal Cultural Heritage Management Program*

Navin Officer Heritage Consultants Pty Ltd

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## Table of Contents

1. Introduction .....	4
2. Consultation .....	5
2.1 Aboriginal stakeholder consultation .....	5
2.2 Relevant Government Agencies .....	6
3. Airport Plan requirements .....	6
4. Aims .....	7
5. Scope .....	7
6. Relationship to other Plans .....	8
7. Methodology .....	8
7.1 Management of ground surface vegetation prior to survey and salvage actions .....	8
7.2 Targeted surface archaeological survey .....	9
7.2.1 Areas subject to survey .....	9
7.2.2 Selection of contamination remediation locations for survey .....	9
7.2.3 Survey aims .....	9
7.2.4 Field equipment .....	9
7.2.5 Conduct of archaeological survey .....	10
7.2.6 Survey team .....	11
7.2.7 Reporting .....	11
7.3 Salvage of loose surface artefacts .....	11
7.3.1 Sites subject to salvage of surface artefacts .....	11
7.3.2 Aims of salvage .....	11
7.3.3 Survey and salvage may be conducted together .....	11
7.3.4 Conduct of salvage .....	11
7.3.5 Surface salvage team .....	13
7.3.6 Reporting .....	13
7.4 Salvage of artefacts forming part of the surface of bedrock .....	13
7.5 Archaeological salvage excavation .....	14
7.5.1 Objective and aims .....	14
7.5.2 Selection of sites for salvage excavation .....	15
7.5.3 Conduct of salvage excavation .....	15
7.5.4 Hand excavation .....	17
7.5.5 Salvage excavation team .....	18
7.5.6 Lithic analysis .....	19
7.5.7 Protocol to be followed if human remains are encountered .....	19
7.5.8 Environmental safeguards .....	19
7.5.9 Reporting .....	19
7.6 Notification of new and revised Aboriginal site recordings .....	20
7.7 Participation of trainees .....	20
8. Non-fieldwork site visits within Enabling Activity areas by Aboriginal stakeholders .....	20
9. Management of topsoil assessed as likely to contain a relatively high density of Aboriginal artefacts .....	20



10. Care and management of salvaged materials.....	21
10.1 Short-term care and management .....	21
10.2 Long term storage and curation .....	21
11. Timing .....	21
A. Areas of the WSA site subject to the Plan .....	22
A.1 Areas of the WSA site subject to works for the installation of the TransGrid Transmission Line 39 diversion .....	22
A.2 Areas of the WSA site subject to initial enabling earth works.....	26
A.3 Known contamination locations within the WSA site .....	29
B. Areas of the WSA site previously subject to surface archaeological survey .....	30
C. Reducing ground surface vegetation to conduct Aboriginal cultural heritage survey and salvage in Enabling Activity areas .....	31
C.1 Introduction .....	31
C.2 Aim and method of ground vegetation management .....	31
C.3 Timeframe.....	32
C.4 Risks .....	32
C.5 Specifying priority areas requiring ground vegetation management .....	32
C.5.1 Rehabilitation Action Plan sites .....	32
C.5.2 Other Survey and Salvage areas .....	32
D. Conditions of Engagement, and Roles and Responsibilities of Aboriginal stakeholder fieldwork representatives .....	36
D.1 Conditions of engagement .....	36
D.2 Roles and Responsibilities .....	37
D.2.1 Aboriginal Stakeholders.....	37
D.2.2 Site Officers .....	37
D.2.3 Trainees .....	38





## 1. Introduction

In December 2016, the Minister for Urban Infrastructure determined the Airport Plan which sets the environmental and planning authorisation for the development of Stage 1 of the Western Sydney Airport (WSA Stage 1). In May 2017, the Government announced that it would establish WSA Co, to develop and operate the airport.

The Airport site is currently under the control of the Department of Infrastructure and Regional Development (the Department). It is anticipated that responsibility for the site will be handed over to WSA Co in the first half of 2018.

In accordance with Airport Plan Condition 5, if the Site Occupier proposes to commence Aboriginal cultural heritage survey and salvage programs before there is an approved Aboriginal Cultural Heritage Construction Environmental Management Plan, the Site Occupier must prepare a plan addressing those programs and submit it for approval before commencing the survey and salvage programs.

Prior to certain Enabling Activities in specific areas of the WSA Stage 1 site being undertaken, an Aboriginal cultural heritage survey and salvage program will be implemented and completed in the relevant areas of the WSA Stage 1 site. The Department engaged Navin Officer Heritage Consultants (NOHC) to prepare the survey and salvage program for these Enabling Activities in consultation with Aboriginal stakeholders. The survey and salvage program is presented in this Initial Survey and Salvage Plan (the Plan).

The Plan specifies the aims, scope, methodology, programing and conduct of the following Aboriginal cultural heritage archaeological survey and salvage actions:

- targeted archaeological survey for surface archaeological evidence within areas not yet subject to archaeological survey (and which have not been subject to major disturbance);
- collection (salvage) of previously recorded surface artefacts, (where still evident);
- targeted archaeological survey for, and inspection of surface sandstone outcrops, within areas not yet subject to archaeological survey;
- recovery (salvage) of any sandstone surfaces with Aboriginal markings;
- targeted archaeological (sub-surface) salvage excavation of a representative sample of site types and areas with assessed relatively higher archaeological value; and
- management of top soil recovered according to the provisions of the plan for the management of topsoil assessed as likely to contain a relatively high density of Aboriginal artefacts (draft in prep.).

The Plan is specific to the areas of Enabling Activities at the WSA Stage 1 site. The Enabling Activities to which this plan relates are described in section 5 of the Plan. In summary they include the TransGrid Transmission Line 39 diversion, some early enabling earthworks and decontamination activities. Implementation of the Plan is expected to commence in January 2018.

It is intended that the Plan will provide a useful framework for the development of any subsequent survey and salvage programs. Aboriginal cultural heritage survey and salvage plans are required components of the Aboriginal Cultural Heritage Construction Environmental Management Plan which must be developed and approved by an Approver before WSA Stage 1 Main Construction Works can



commence<sup>1</sup>. Subsequent survey and salvage plans will also require consultation with Aboriginal stakeholders before they can be considered for approval.

## 2. Consultation

### 2.1 Aboriginal stakeholder consultation

The Department recognises that Aboriginal people:

- are the primary source of information on the value of their heritage and how this is best conserved;
- must have an active role in any Aboriginal heritage planning process;
- must have input into primary decision making in relation to Aboriginal heritage so they can continue to fulfil their obligations towards this heritage; and
- must control intellectual property and other information relating specifically to their heritage, as this may be an integral aspect of its heritage value.<sup>2</sup>

The development of the Plan has taken into account, and adapted where appropriate, the Aboriginal and Torres Strait Islander consultation and engagement protocols and guidelines that have been developed to guide Commonwealth Departments and agencies and other organisations. The adaptation of these protocols and guidelines has included considering previous experiences of consultation with local Aboriginal communities in Western Sydney during the EIS process and the feedback from Aboriginal stakeholders. It has included, during the course of consultation and engagement, adapting the consultation to address engagement opportunities and approaches suggested by Aboriginal stakeholders.

During development of the Plan, the opportunity was provided for Aboriginal stakeholders to comment on:

- the documentation prepared to support the management of Aboriginal cultural values; and
- Aboriginal stakeholder participation in field actions involving the management of Aboriginal cultural heritage values.

A draft of the Plan was developed and presented at the forum of WSA Aboriginal stakeholders on 25 October 2017 and copies were made available for comment. All Aboriginal stakeholders who expressed interest in the Western Sydney Airport Aboriginal cultural heritage management program were provided a copy of the draft plan (electronic and/or hardcopy), with an invitation to review its contents and provide a response by or at the next forum on 29 November 2017. The draft Plan was further discussed at the 29 November 2017 forum. The timeline for the submission of written responses was later extended to the 8 December 2017 to allow more time for responses to be developed and received.

Written responses were received from thirteen Aboriginal stakeholder groups:

- Bidawal
- Bilinga
- Cubbitch barta Native Title Claimants Aboriginal Corporation
- Darug Custodian Aboriginal Corporation
- Darug Land Observations Pty Ltd
- Dharug

<sup>1</sup> While some elements of the Enabling Activities such as the early earthworks will be considered Main Construction Works for the Airport Plan and an Aboriginal Cultural Heritage CEMP will be required, the survey and salvage program for those activities will proceed before that CEMP is approved and accordingly are included in this Plan.

<sup>2</sup> After principles described in *Ask First, A guide to respecting Indigenous heritage places and values*, Australian Heritage Commission 2002, p. 6.



- Djiringanj
- Elouera
- Eora
- Gangangarra
- Gunyuu
- Kuringgai
- Minnamunnung.

Comments provided at the Aboriginal Stakeholder Forums and the written responses received following the forums were considered in finalising the Plan.

## 2.2 Relevant Government Agencies

NSW agencies were consulted to inform mutual interests with respect to local Aboriginal cultural heritage on the WSA site. The NSW Office of Environment and Heritage (OEH) guidelines have been taken into account in developing the Plan. The Department will keep relevant Commonwealth and NSW agencies informed as needed as the Aboriginal cultural heritage program is implemented.

## 3. Airport Plan requirements

The Western Sydney Airport – Airport Plan specifies the following in relation to Preparatory Activities and Aboriginal cultural heritage survey and salvage:

Condition 5(1)

*If the Site Occupier proposes to commence the Aboriginal survey and salvage programmes described in Table 28-13 in Chapter 28 of the EIS before there is an approved Aboriginal cultural heritage CEMP, the Site Occupier must prepare a plan addressing those programmes and submit it for approval by an Approver before commencing the survey and salvage programmes.*

Condition 11(1)

*The Site Occupier must not:*

- (b) *carry out any Preparatory Activities inconsistently with Table 28-13 in Chapter 28 of the EIS*

Table 28-13, Chapter 28, of the Western Sydney Airport Environmental Impact Statement (EIS) provides for consultation with Aboriginal stakeholder on documents drafted in relation to the management of Aboriginal cultural values and for providing opportunities for Aboriginal stakeholders to participate in field actions involving the management of Aboriginal cultural values.

Table 28-13 of the EIS also includes the following Aboriginal cultural heritage management requirements which are relevant to the survey and salvage program for areas to be impacted by Enabling Activities:

Recording and salvage of heritage sites	A targeted and selective archaeological surface survey will be conducted within those areas of the construction impact zone not previously subject to surface survey (and excluding highly disturbed areas) before commencement of Main Construction Works. The aim of this survey is to identify all visible surface Aboriginal sites for recording and management prior to commencement of Main Construction Works.	Pre-construction Construction
	A comprehensive archaeological inspection of surface sandstone outcrops across the construction impact zone will be conducted before activities related to Main Construction Works. This action has the aim of appropriately recording and salvaging stone surfaces with evidence of Aboriginal markings.	Pre-construction



A selective salvage programme will be conducted of surface artefacts recovered across known Aboriginal artefact occurrences in the construction impact zone, with the aim of avoiding damage from activities related to Main Construction Works. This action would address strongly held concerns of Aboriginal stakeholders about the protection of artefacts from construction impacts. The collection programme will be conducted using an archaeological methodology and the resulting assemblage will be integrated into the archaeological analysis of salvaged material, where appropriate.

Pre-construction  
Construction

A selective archaeological salvage programme will be conducted in the construction impact zone. The objective of the programme is to manage impacts to archaeological or scientific values by recovering and analysing a representative sample of surface and subsurface archaeological material from the areas subject to construction impact.

The programme will aim to:

- recover archaeological material from all landform types based on a systematic and representative sampling matrix;
- recover additional archaeological material from areas with assessed relatively higher archaeological value, with the objective of providing a large enough artefact population for statistical analysis and from which robust results can be derived; and
- apply archaeological excavation methodologies which are appropriate to the expected archaeological resource and the objectives of the salvage.

As part of designing the salvage programme, consideration will be given to the feasibility of integrating relevant and existing geotechnical data into the process of determining the location and scope of the salvage programme.

Pre-construction  
Construction

A protocol will be developed for the management of topsoil assessed as likely to contain a relatively high density of Aboriginal artefacts, and which would otherwise be impacted by construction activities. The aim of this protocol is to manage excavation, storage and placement of this material in a culturally appropriate manner that minimises potential impact to the Aboriginal cultural values resident in these artefacts from activities related to Main Construction Works. Any excavated material will be placed within the Environmental Conservation Zone where possible. The protocol will be developed in consultation with Aboriginal stakeholders.

Pre-construction  
Construction

## 4. Aims

The aims of the actions specified in this Plan are:

- to fulfil the Aboriginal cultural heritage management requirements in the Airport Plan for certain Enabling Activities in specific areas of the WSA Stage 1 site;
- to develop an initial survey and salvage plan so it can be included and integrated as a component of an Initial Aboriginal Cultural Heritage Construction Environmental Management Plan (CEMP); and
- to effectively support the participation and engagement of Aboriginal stakeholders in implementing the survey and salvage program.

## 5. Scope

The actions specified in the Plan relate to the following areas and activities (Enabling Activities):

- those areas of the WSA site subject to ground surface disturbance as a result of the installation of the TransGrid Transmission Line 39 diversion as shown in Attachment A.1;
- the site area identified for initial enabling earthworks as shown in Attachment A.2;



- the locations associated with the remediation of contaminated sites. Refer Attachment A.3.

## 6. Relationship to other Plans

The Plan will form a component (sub-plan) of, the Initial WSA Stage 1 Aboriginal Cultural Heritage Construction Environmental Management Plan (CEMP). This CEMP will be an overarching document which will include the required sub-plans that will support specific aspects of the Aboriginal cultural heritage management program for WSA Stage 1 Enabling Activities. The CEMP and the related sub-plans are requirements specified by the Airport Plan.

The Initial Aboriginal Cultural Heritage Management CEMP for WSA Stage 1 will contain a number of sub-plans currently under development including the following initial plans:

- a plan for Aboriginal stakeholder consultation and engagement;
- a plan for the management of topsoil assessed as likely to contain a relatively high density of Aboriginal artefacts, and which would otherwise be impacted by Enabling Activities; and
- a plan for the curation of salvaged Aboriginal cultural heritage items (Enabling Activities).

Development of the WSA Stage 1 Aboriginal Cultural Heritage CEMP (inclusive of all sub-plans) is planned for May 2018. This initial CEMP, once approved, is expected to provide a framework for WSA Co to develop subsequent Aboriginal Cultural Heritage CEMPs for other stages of the WSA Stage 1 development.

The development of the CEMP and sub-plans will include consultation with registered Aboriginal stakeholders through the conduct of the Aboriginal Stakeholder Forums.

## 7. Methodology

### 7.1 Management of ground surface vegetation prior to survey and salvage actions

The detection of ground surface artefacts, such as Aboriginal stone artefacts, is an important function of archaeological field survey and salvage. A key variable which influences the detection of artefacts is the type and density of ground surface vegetation and litter.

Prior to the conduct of archaeological survey and salvage, and where feasible, one or more vegetation management strategies will be undertaken with the aim of increasing the proportion of bare ground surface visible to a surveying archaeologist or Aboriginal Site Officer.

These strategies may, subject to safety, biodiversity, and other requirements, include:

- animal grazing;
- burning; and
- mechanical slashing and removal/grazing of debris.

A sub-plan for the conduct of pre-survey and salvage ground surface vegetation management is at Attachment C.





## **7.2 Targeted surface archaeological survey**

### **7.2.1 Areas subject to survey**

Surface archaeological survey will be conducted in:

- selected areas within that portion of the TransGrid Transmission Line 39 diversion within the WSA site (shown in Attachment A.1) and which has not previously been the subject of surface archaeological survey;
- selected areas within that portion of the initial enabling earthworks and related stockpile areas (shown in Attachment A.2) which have not previously been the subject of surface archaeological survey; and
- selected contamination remediation locations and stockpile areas (refer Attachment A.3).

### **7.2.2 Selection of contamination remediation locations for survey**

There are approximately 170 locations or groups of locations of known contamination which require remediation works (Refer Attachment A.3).

Prior to the conduct of the archaeological survey, a desktop review of all known contamination locations will be conducted with the aim of identifying those locations which do and don't warrant the conduct of archaeological surface survey.

The desktop review process for the selection of locations for survey will include consideration of the following factors:

- work place health and safety risks;
- degree and type of ground disturbance from previous land use (highly disturbed sites are unlikely to include recoverable artefacts and would not be included on that basis);
- ground surface visibility;
- Aboriginal cultural values;
- predicted archaeological potential of the landform and soil profile; and
- type of planned remediation activity.

### **7.2.3 Survey aims**

Comprehensive archaeological survey will be undertaken within the specified survey areas. The aim of this survey will be to identify any Aboriginal archaeological sites and areas of potential archaeological deposit (PAD). This will include the inspection of all surface sandstone outcrops for evidence of Aboriginal use and modification, such as grinding grooves, carvings and other utilitarian marks.

### **7.2.4 Field equipment**

The survey team will carry the required field recording equipment: such as compass, GPS, site forms, maps, camera and notebook; and required site and safety equipment such as personal protective equipment (such as hard hats (as necessary), high visibility clothing and sturdy boots), first aid kits, mobile phones and two way radios, specific WSA site instructions and emergency contacts.



### 7.2.5 Conduct of archaeological survey

Archaeological survey will involve:

1. *Foot survey of the project area*

The archaeological field survey will be completed on foot by at least two people walking systematic transects and/or selected traverses, spaced a regular distance apart such as between approximately 5-50 m apart.

The exact nature and arrangement of the transects/traverses conducted will depend on an in-field assessment of visibility constraints and cultural and archaeological sensitivity.

Survey will also include opportunistic inspection of any existing ground exposures in the study area.

Where feasible, all old-growth native trees in the study area will be inspected for the presence of culturally derived scars.

2. *Field participation of representatives of registered Aboriginal Stakeholders*

Suitably qualified representatives of registered Aboriginal stakeholders will be invited to participate in the field surveys according to a roster and specific conditions.

Aboriginal field participants will be invited to communicate any knowledge that they may have regarding the cultural heritage values of the study area, archaeological and cultural sites, and the overall landscape. This knowledge will be treated respectfully in a culturally appropriate manner, including whether it may or may not be recorded or used in other situations.

The project team will conduct the cultural assessment program in a culturally sensitive manner and treat the information provided with respect and in confidence, where requested and required.

3. *Site recording*

All surface archaeological sites, potential archaeological deposits and places of Aboriginal cultural value will be documented. All sites will have the following details recorded using standardised recording forms:

- site name, recorder and date;
- site type;
- GPS coordinates;
- landscape and landform character;
- site dimensions;
- site condition and potential to be larger in spatial extent and/or content;
- site content including numbers and artefact types, raw materials and detailed recording of a sample of artefacts.;
- photos; and
- any other relevant information, such as oral information and informant details.



### 7.2.6 Survey team

A survey team will comprise the following positions:

- one primary archaeologist (NOHC);
- one assisting archaeologist (NOHC); and
- four Aboriginal Site Officers.

The Site Officer roles will be filled according to a roster system, by suitably qualified persons as nominated by Aboriginal stakeholders. Aboriginal stakeholders who have expressed their interest in the WSA survey and salvage program will be invited by NOHC to nominate field representatives in the role of Site Officers. All nominated persons will need to demonstrate to NOHC that they comply with the conditions to be met by Site Officers (refer to Attachment D).

The Department, through arrangements with NOHC, may provide one or more participants/observers.

### 7.2.7 Reporting

All survey results will be added to the survey history and records for the WSA site, and documented in a report which may also, where appropriate, incorporate the reporting of related salvage and other management actions. A copy of the report will be made available to interested Aboriginal stakeholders and may be made more widely available.

In order to facilitate the information and research objectives of the NSW Aboriginal Heritage Information Management System (AHIMS), NSW Office of Environment and Heritage site cards will be completed for all new Aboriginal site recordings and provided to the NSW Office of Environment and Heritage.

## 7.3 Salvage of loose surface artefacts

### 7.3.1 Sites subject to salvage of surface artefacts

All Aboriginal sites within the scope of the Plan, which include the recorded presence of loose surface Aboriginal artefacts, will be the subject of a salvage program for the recovery of surface artefacts.

*Loose surface artefacts* are defined as discrete artefacts present and exposed on the ground surface, and which are not substantially enclosed by original soil deposit. This definition excludes artefacts such as grinding grooves or other extractive marks situated on boulders or surface exposures of bedrock.

### 7.3.2 Aims of salvage

The aims of the surface artefact salvage program are:

- to recover and conserve Aboriginal cultural values;
- to recover, where appropriate, artefacts (with associated locational information), with scientific, representative and archaeological values.

### 7.3.3 Survey and salvage may be conducted together

Where practical, the conduct of archaeological survey and the salvage of surface artefacts may be conducted as part of the same field program.

### 7.3.4 Conduct of salvage

The following methodology will be implemented for salvage collection of surface artefacts:



1. As necessary, re-visit and confirm the location of the recorded surface artefact occurrence;
2. The location of all artefacts or groups of artefacts will be marked using visible flags or equivalent markers;
3. Based on an in-field evaluation of the integrity of the observed artefact locations, (relative to their potential to yield archaeological information about to the Aboriginal use of the site), a decision will be made regarding the required scale of spatial recording across the site. Possible categories are:

Degree of spatial integrity	Scale of required spatial recording
<p>Nil or little integrity</p> <p>Artefact locations relate only to patterns of erosion or land use disturbance</p>	<p>No requirement to record spatial distribution, except to note standard site identification</p>
<p>Artefacts are present in discrete exposures which may display some degree of integrity or relevant relationship to micro-topographic landforms</p>	<p>Artefacts will be collected in separately identified groups according to specific documented areas or exposures. A sketch map will document the location and relative arrangement of the collection areas/exposures.</p>
<p>Moderate or higher integrity</p> <p>The location of artefacts is likely to relate to their former sub-surface situation and relative context within the overall site; or, their modern distribution may still relate to former sub-surface groupings (such as from a flaking floor or particular strata)</p>	<p>Artefacts will be collected in separately identified and documented groups or single incidence locations, where and as appropriate.</p> <p>A sketch or surveyed map will document the location and relative arrangement of the collection areas/exposures.</p> <p>A surface distribution with high assessed integrity may warrant the accurate spatial recording of individual artefacts via GPS, a grid, or two axis offset survey.</p>

4. One or more digital photographs will be taken and logged, showing the general context of the artefact distribution. Photographs of the artefact distribution should be taken prior to the removal of marker flags;
5. Salvage personnel will collect all visible surface artefacts, according to the requirements of the spatial integrity assessment outlined in point 3 above;
6. A map will be drafted for the collected site. This may be a sketch map or a more accurate surveyed map (depending on the spatial integrity assessment outlined in point 3), and will show:
  - Local features, including vehicle tracks and north direction
  - A graphic approximation of artefact densities
  - Spot locations of individual artefacts where and as warranted
  - The spatial extent of the surface distribution and
  - The location of any separate collection areas;





7. GPS positions will be logged for all collection areas, including a site boundary where necessary;
8. All collected material will be appropriately bagged and labelled;
9. All collected material may be temporarily held by the consultants and described by a lithic specialist:
  - o Basic technological traits may be recorded and
  - o Artefacts may be photographed using a digital camera.

#### **7.3.5 Surface salvage team**

A surface salvage team will comprise of the following:

- one primary archaeologist (NOHC);
- one assisting archaeologist (NOHC); and
- four Aboriginal Site Officers.

The Site Officer roles will be filled according to a roster system, by suitably qualified persons as nominated by Aboriginal stakeholders. Aboriginal stakeholders who have expressed their interest in the WSA survey and salvage program will be invited by NOHC to nominate field representatives in the role of Site Officers. All nominated persons will need to demonstrate to NOHC that they comply with the conditions to be met by Site Officers (refer to Attachment D).

The Department, through arrangements with NOHC, may provide one or more observers.

#### **7.3.6 Reporting**

The conduct of the salvage and recovery data will be added to the salvage history and records for the WSA site, and documented in a report which may also, where appropriate, incorporate the reporting of related survey and other management actions. A copy of the report will be made available to interested Aboriginal stakeholders and may be made more widely available.

In order to facilitate the information and research objectives of the NSW Aboriginal Heritage Information Management System (AHIMS), NSW Office of Environment and Heritage site cards will be completed for all new Aboriginal site recordings and provided to the NSW Office of Environment and Heritage.

### **7.4 Salvage of artefacts forming part of the surface of bedrock**

This section applies to the salvage of artefacts such as grinding grooves or other Aboriginal extractive marks (such as carvings ('engravings') or other impact features), which form part of the surface of a large rock boulder or surface exposure of bedrock.

In the event that such artefacts are detected within the WSA site and are situated within an area subject to construction impact, an appropriate form of conservation management will be drafted on a case by case basis, in consultation with the Aboriginal stakeholders and approved by the Department.

A minimum management requirement will be the creation of an archival quality recording involving the following sequence and methodology:

1. Accurately record the location of the artefact(s) and define, as relevant, 'no-go' areas for vehicles and plant;
2. Identify the area of the artefact by installing temporary fencing, inclusive of an appropriate buffer distance;



3. Conduct a detailed archaeological recording of the artefact(s) and its context. The type, scale and method of this recording will be determined according to the assessed significance, nature and characteristics of the artefact(s). Recording components may include scale drawing, digital photography; 3D laser recording integrated with visual light capture; photogrammetry and surface contour recording; and
4. Prepare a report documenting the results of the archival recording.

Where it is determined that salvage of the artefact(s) is required, the following additional sequence and methodological steps will be followed:

5. Evaluate the requirements for the physical salvage of the artefact(s) including:
  - a. the extent of the significant fabric and the required physical recovery
  - b. the method(s) to be used and the risks involved to dislodge or separate the required rock mass
  - c. any other material conservation requirements or precautions to address risks
  - d. the method of packing, supporting, protecting and transporting the recovered rock mass to a place of temporary and secure storage;
6. Prepare a plan to conduct the salvage, in consultation with Aboriginal stakeholders, and submit for approval by the Department;
7. Conduct salvage in each location as defined by the approved salvage plan; and
8. Prepare a report documenting the method and results of the salvage program.

It is recognised that the short-term and long-term curation of salvaged material relating to these site types is a significant issue for Aboriginal stakeholders. It is acknowledged that retaining connection to country is a primary objective in long-term management.

## **7.5 Archaeological salvage excavation**

### **7.5.1 Objective and aims**

The objective of the archaeological salvage program is to manage impacts to archaeological or scientific values by recovering and analysing a representative sample of surface and subsurface archaeological material from the targeted areas subject to the Enabling Activities.

The program will aim to:

- recover archaeological material from landform types based on a systematic and representative sampling matrix for each targeted area;
- recover additional archaeological material from areas with assessed relatively higher archaeological value, with the objective of providing a large enough artefact population for statistical analysis and from which robust results can be derived;
- apply archaeological excavation methodologies which are appropriate to the expected archaeological resource and the objectives of the salvage; and
- avoid undertaking survey and salvage activity that could adversely impact on the WSA site or site preparations including excavation in biodiversity sensitive areas and damaging survey and other markers (e.g. for setting out the WSA site boundary, easements, fence lines and laydown areas).



### 7.5.2 Selection of sites for salvage excavation

The Airport Plan specifies that the subsurface archaeological salvage program is to be targeted, selective and based on a sampling of representative sites and locations. The combined area of the Enabling Activities for the TransGrid transmission line deviation and within the planned areas for early enabling earthworks is approximately 75 hectares. This comprises about 4% of the total WSA site (1780 ha). The initial estimate is that that three to four sites will be selected for the conduct of archaeological subsurface test excavation within this 75-hectare area.

The selection of locations for the conduct of archaeological subsurface salvage excavation will be determined by an evaluation of the following factors:

- the views and preferences of Aboriginal stakeholders, including the consideration of Aboriginal cultural values;
- the degree and type of land use disturbance - preference will be given to locations with assessed lesser land use disturbance;
- assessed archaeological sensitivity - preference may be given to locations with assessed relatively moderate or high archaeological sensitivity;
- logistical and access constraints;
- the type, context and representativeness of the landform; and
- existing relevant geotechnical data.

### 7.5.3 Conduct of salvage excavation

The conduct of the salvage excavation will be divided into four phases.

The purpose of phases 1 to 3 is to sample or 'test' the deposit and micro-topographic variation across the salvage location, within a consistent spatial arrangement and using a consistent sample unit. The results from these phases will inform where and if phase 4 excavations are conducted. Refer to Figure 1.

#### *Phase 1:*

A series of 1.0 x 0.5m excavation pits will be placed along two cross transects (or axes) situated across the salvage site at 10 metre intervals.

In salvage locations where a previous archaeological test excavation program has created a series of now infilled test pits, this previous transect may be adopted as a phase 1 axis.

The number of pits will depend on the dimensions of the salvage site.

#### *Phase 2 (optional – results dependent):*

In the event that no artefacts are identified during the first phase of testing, additional 1.0 x 0.5m excavation pits may be placed at intermediary 5 metre intervals along the existing transects.

#### *Phase 3:*

Depending on the size and shape of the salvage location, additional 1 x 0.5m excavation pits (at 5 or 10 metre intervals) may be placed on parallel (or non-conforming) transects to test the broader site/landform location.



#### Phase 4:

If artefacts are found during any of phases 1, 2 and 3, then additional pits may be excavated around excavation points with one or more of the following characteristics:

- a relatively high incidence of artefacts;

This judgement will be made according to how high the incidence of artefacts within the excavated square is, relative to the density of artefacts within the site overall. Essentially this strategy will focus on opening up additional pits in the richest areas of the site, to maximise the amount of artefactual material salvaged.

- rare artefacts;

Artefacts that are rare (either within the Western Sydney region or more broadly) are encountered, and it is judged possible that additional similar artefacts are present in the surrounding area.

- diverse range of artefacts/materials;
- evidence of *in situ* knapping;
- *in situ* bone material relating to Aboriginal occupation;
- evidence for deposits in an undisturbed condition<sup>3</sup>;
- stratified deposits;

Any level of artefact incidence within a stratigraphic or pedological context which warrant further investigation;

- an arrangement of stones (showing evidence of deliberate placement by a human agency) in a relatively undisturbed condition; or
- other features indicative of substantial archaeological deposits.

The minimum phase 4 additional pit unit area will be 0.5 x 0.5m. Where appropriate, Phase 4 excavation pits may be up to 1.0 x 1.0m in size and may be progressively combined in multiples to form larger broad area excavations. Excavation pits may be combined in any one salvage location to explore the distribution artefacts across the site – e.g. excavation will attempt to follow higher artefact numbers.

A similar approach may also be used to check apparent “zeros” by excavating trenches out from an area devoid of artefacts to explore whether or not the phase 1-3 pits have “missed” a node of artefacts or other archaeological deposits within the salvage area.

If zero artefacts are found in a portion of the salvage excavation area, further testing in the form of a test trench, by joining a series of excavation pits, may be excavated to test the “zero” finding. Additionally, if a density of artefacts is discovered then this “node” may also be further tested. See Figure 6 for examples of this.

Excavation at each salvage location may follow a combination of all of the above phases, or it may only comprise Phases 1, 3 and 4. Additionally, if artefact numbers appear to be increasing towards

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<sup>3</sup> The term *undisturbed condition* in this context is defined as: *Archaeological material evidence which can be reliably interpreted to be in a context, arrangement or position, which is substantially unchanged since the human behaviour that resulted in its current context, arrangement or position.*

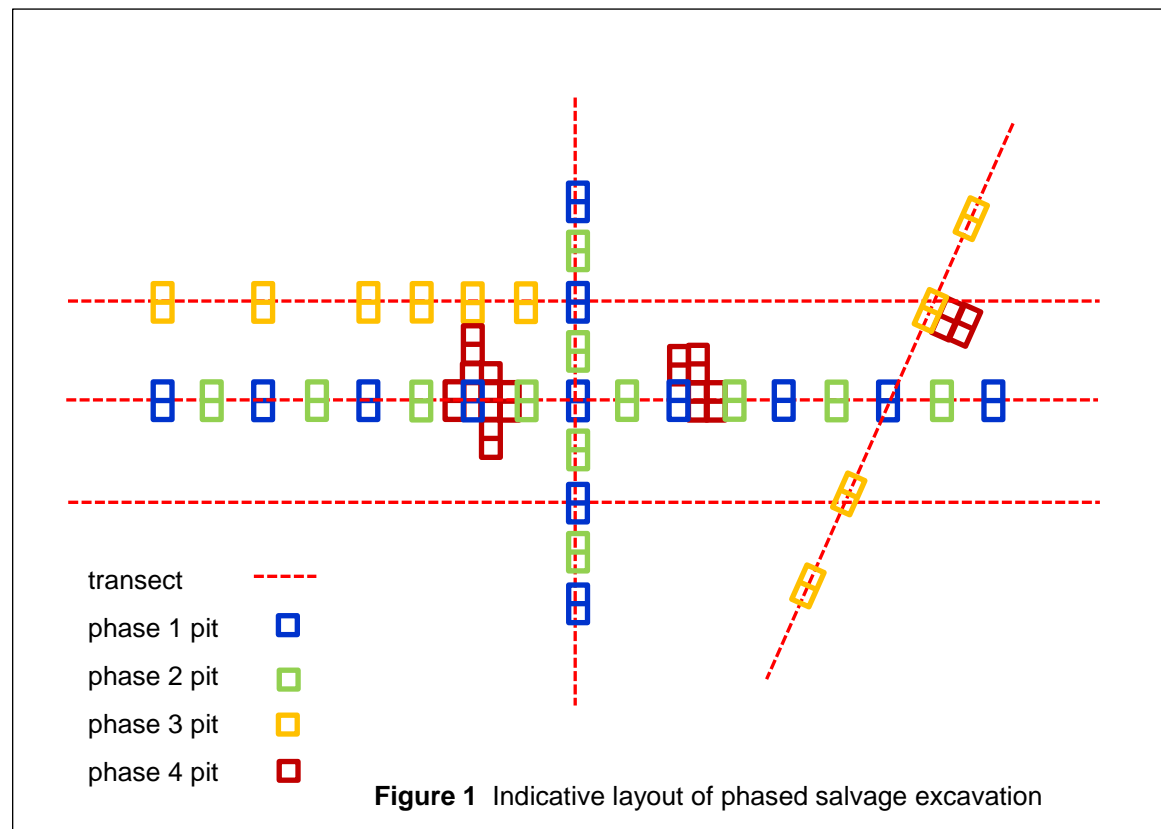




the margins of the area being tested, transects will be extended in an attempt to identify site boundaries.

Following an on-site review, the test pit locations may be varied slightly in order to avoid the following:

- large stone cobbles or tors (with maximum linear dimensions greater than 300 mm);
- outcropping bedrock;
- highly disturbed or eroded ground; and/or
- substantial vegetation (with stem diameter of 100 mm or greater).



#### 7.5.4 Hand excavation

All pits will be excavated by hand. An indicative excavation methodology would consist of the following:

1. *Mark out and record pit location(s).*

The size of an individual testing point on a transect would be 1.00 x 0.50 metres (i.e. comprising two minimum excavation units side by side).

Additional test excavation units may be added to create a test trench comprising up to 12 excavation units (3m<sup>2</sup>) at any one testing point on a transect.

2. *Excavate pit.*

Pits would be excavated using standard by-hand archaeological methodologies including vertical and horizontal recording of spit levels and sedimentary, cultural and stratigraphic features.



Tools employed for excavation will include brushes, spades, trowels, mattocks, picks, shovels, buckets and pans. Where it is necessary to excavate highly compacted, hard or stony deposit, a hand-operated pneumatic drill/hammer may be deployed.

Excavation will be conducted in separate spit intervals normally 100mm in depth but potentially 50mm or according to an excavator's interpretation of stratigraphic boundaries. The first excavation unit at each site may be excavated and documented in 5 cm spits. Depending upon the results of the first excavation unit, subsequent spit intervals would be at 10 cm, except in circumstances where the excavation of cultural features or stratigraphic units necessitates a smaller interval.

Excavation would cease in each pit according to an on-site appreciation of the vertical extent of the archaeological deposit.

3. Where cultural features are identified, such as heat treatment pits or hearths, detailed plans would be drawn and samples of dateable material (such as charcoal, bone, or shell) would be obtained.
4. Other samples may be obtained for the potential analysis of palaeoenvironmental indicators such as pollen, phytoliths and microfauna.
5. Following cessation of excavation, the face of one or both sides of the pit may be cleaned and the stratigraphic, geomorphological and pedological characteristics of the soil profile described and checked with the separately documented incremental spit descriptions. Measurements of soil acidity and alkalinity (pH) may be taken from representative pits at various vertical increments down the profile. The soil profile may be photographed, and where appropriate, also drawn and measured.
6. All excavated archaeological deposit will be sieved, either dry or with the aid of water. All material will be sieved through 4 x 4 millimetre mesh, with use of a top larger mesh (10 x 10 mm) where appropriate. All identified or suspected cultural material recovered from sieving would be retained, bagged and labelled.
7. All pits will be backfilled as soon as practicable after completion of excavation, using excavation spoil and, as necessary, other locally sourced materials.

#### **7.5.5 Salvage excavation team**

A salvage excavation team will comprise of the following positions:

- one primary archaeologist (NOHC);
- three assisting archaeologists (NOHC); and
- eight Aboriginal Site Officers;

The Site Officer roles will be filled according to a roster system, by suitably qualified persons as nominated by Aboriginal stakeholders. Aboriginal stakeholders who have expressed their interest in the WSA survey and salvage program will be invited by NOHC to nominate field representatives in the role of Site Officers. All nominated persons will need to demonstrate to NOHC that they comply with the conditions to be met by Site Officers (refer to Attachment D).

The Department, through arrangements with NOHC, may provide one or more participants/observers.



### 7.5.6 Lithic analysis

All lithic items will be examined in detail by a lithic specialist<sup>4</sup>, using a low-power binocular microscope and incident illumination and/or hand lens. Descriptive recording of collected material would be to a level concomitant with the stated salvage aims of the investigation, and the number of artefacts/type of material recovered.

The primary aim of the analysis of the lithic items retrieved from the salvage locations would be to provide an effective descriptive record of the assemblage and enable an analysis of its technological and artefactual characteristics and any past behaviours these may indicate.

Raw material type would be recorded for each stone artefact. Attributes for each artefact in the assemblage would be entered into a relational database and digital photographs may be taken of selected artefacts, where appropriate. Information for each specimen recorded in the analysis would be provided in an appendix in the final report.

Analysis will be consistent (where applicable) with standards and guidelines defined by the NSW Office of Environment and Heritage.

### 7.5.7 Protocol to be followed if human remains are encountered

In the event that human remains are encountered during any of the archaeological salvage excavations, the relevant sections of the *Western Sydney Airport Interim Protocol on the Discovery of Aboriginal Cultural Heritage Objects and Human Remains 12 September 2017*, will be applied to ensure that appropriate authorities are informed and their directions followed.

Depending on the evaluation of the find(s), the management of the find(s) and their location may become a matter for the Police and/or Coroner.

In the event that the Police or Coroner confirm that responsibility for the management of the find(s) rests with the Site Occupier (and their obligations under the provisions of the WSA Airport Plan), the Department will consider further consultation with registered Aboriginal stakeholders and an appropriate course of action.

### 7.5.8 Environmental safeguards

All proposed salvage locations will be checked to ensure that: they do not include known areas of contamination, or are associated with other site restrictions or constraints related to items of heritage, biological or ecological value.

Where water is used to aid sieving, all waste water runoff will be subject to passage through constructed silt fencing. Wherever possible, the location of wet sieving will be selected with the aim of maximising the distance to a natural water course, and directing runoff through ground vegetation to act as a silt filter.

All pits would be backfilled as soon as practicable after completion of test excavation using material that is excavated from the pits and, as necessary other locally sourced materials. Pits left open at the end of the day will be appropriately flagged or marked as a safety measure to protect personnel on the site.

### 7.5.9 Reporting

The conduct of the salvage excavation and the analysis of the recovered material will be added to the history of salvage excavation for the WSA site, and documented in a report which may also, where appropriate, incorporate the reporting of related survey and other management actions. A copy

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<sup>4</sup> Such as Dr Oliver McGregor or other suitably qualified lithic specialist, depending on availability.



of the report will be made available to interested Aboriginal stakeholders and may be made more widely available.

## **7.6 Notification of new and revised Aboriginal site recordings**

Notification of all new Aboriginal site recordings or revisions to the known spatial extent of sites will be provided to the WSA Site Manager within the Department, and where relevant, site cards will be provided to the NSW Office of Environment and Heritage.

All relevant details and GPS locations will also be added to an electronic spatial dataset of all known Aboriginal sites on the WSA site.

Where appropriate, spatial recording data will include a spatial buffer around known artefacts and cultural features.

## **7.7 Participation of trainees**

There will be an allowance for one trainee position to be included in each field team. This position will be allocated by NOHC on a daily basis according to a roster and shared across those Aboriginal stakeholders which have previously applied for, nominated and had approved, suitable trainee personnel. Each trainee is the responsibility of, and must be accompanied by, an approved Site Officer from the nominating Aboriginal stakeholder, who has a rostered position on that team.

Trainees must comply with all conditions and requirements of fieldwork engagement (refer Attachment D). Responsibility for the provision of training rests with the accompanying Site Officer. Any fees or costs related to the attendance of the trainee is the responsibility of the nominating Aboriginal stakeholder and is not payable by NOHC or the Department.

## **8. Non-fieldwork site visits within Enabling Activity areas by Aboriginal stakeholders**

It is proposed to conduct a limited number of site visits with the objective of providing an opportunity for Aboriginal stakeholders who do not wish to, or are unable to be engaged in the archaeological fieldwork program, to visit, observe and inspect Aboriginal sites in the Western Sydney Airport project area. The conduct of these site visits would be based on expressions of interest.

It is envisaged that site visits would involve the use of mini-buses, and a guiding commentary from NOHC and Department personnel. Such visits may include sites undergoing active archaeological salvage excavation. Participation in these visits would not be subject to payment, however remuneration would be provided for travel fuel or public transport expenses to and from the excursion start point as per the rates quoted for forum meeting attendance<sup>5</sup>.

## **9. Management of topsoil assessed as likely to contain a relatively high density of Aboriginal artefacts**

A protocol is to be developed for the management of topsoil assessed as likely to contain a relatively high density of Aboriginal artefacts, and which would otherwise be impacted by construction activities. Such a circumstance is likely to arise where the conduct of an archaeological salvage program has determined that a location is known to, or is likely to contain a relatively high density of Aboriginal artefacts, and that following the completion of that salvage, a substantial proportion of the remaining deposit would be impacted by construction activities.

This protocol is the subject of consultation and discussion and it will be included in a plan being developed by NOHC for the management of topsoil impacted by Enabling Activities or Early

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<sup>5</sup> Fees, rates and charges, and invoicing requirements are documented on a separate document.





Earthworks. The plan will be considered for approval by the Department before work of the type described is undertaken.

## **10. Care and management of salvaged materials**

### **10.1 Short-term care and management**

All excavated material will be temporarily transported to and stored at the NOHC laboratory in Canberra for the purpose of sorting, cleaning, description and analysis. Following the completion of analysis, all excavated material will be transported to and stored at a temporary storage facility to be established on the WSA site. It is anticipated that this facility will comprise of a modified shipping container(s), situated within a secure works depot.

Aboriginal stakeholders may, in certain circumstances or from certain contexts, consider and advise that a specific salvaged item or group of items should have particular care and management requirements. In such cases, discussion with the appropriate knowledge holders would help identify appropriate care and management. Examples may be that an artefact must not leave the airport site, or should be managed only by a specific gender.

After examination and measurement, all recovered artefacts will be stored individually in standard resealable plastic bags or bagged in appropriate and identifiable units. The bags will be labelled using a permanent black pen with the item's unique identification number (where generated and appropriate), and/or details of its provenance within the excavation (as appropriate). These details will be recorded electronically for future access and use, as culturally appropriate.

### **10.2 Long term storage and curation**

A plan for the storage and curation of materials salvaged during the Enabling Activities stage is currently in preparation. The long term storage and curation of salvaged materials is the subject of continuing consultation and discussion and will be the subject of a plan to be developed for the curation of salvaged Aboriginal cultural heritage items.

## **11. Timing**

The proposed timing for undertaking this Plan is:

### Mid-January 2018

- NOHC finalise fieldwork representative nominations from interested Aboriginal stakeholders, prepare a trial roster for nominated Site Officers, and plan for, and commence the survey and salvage program.

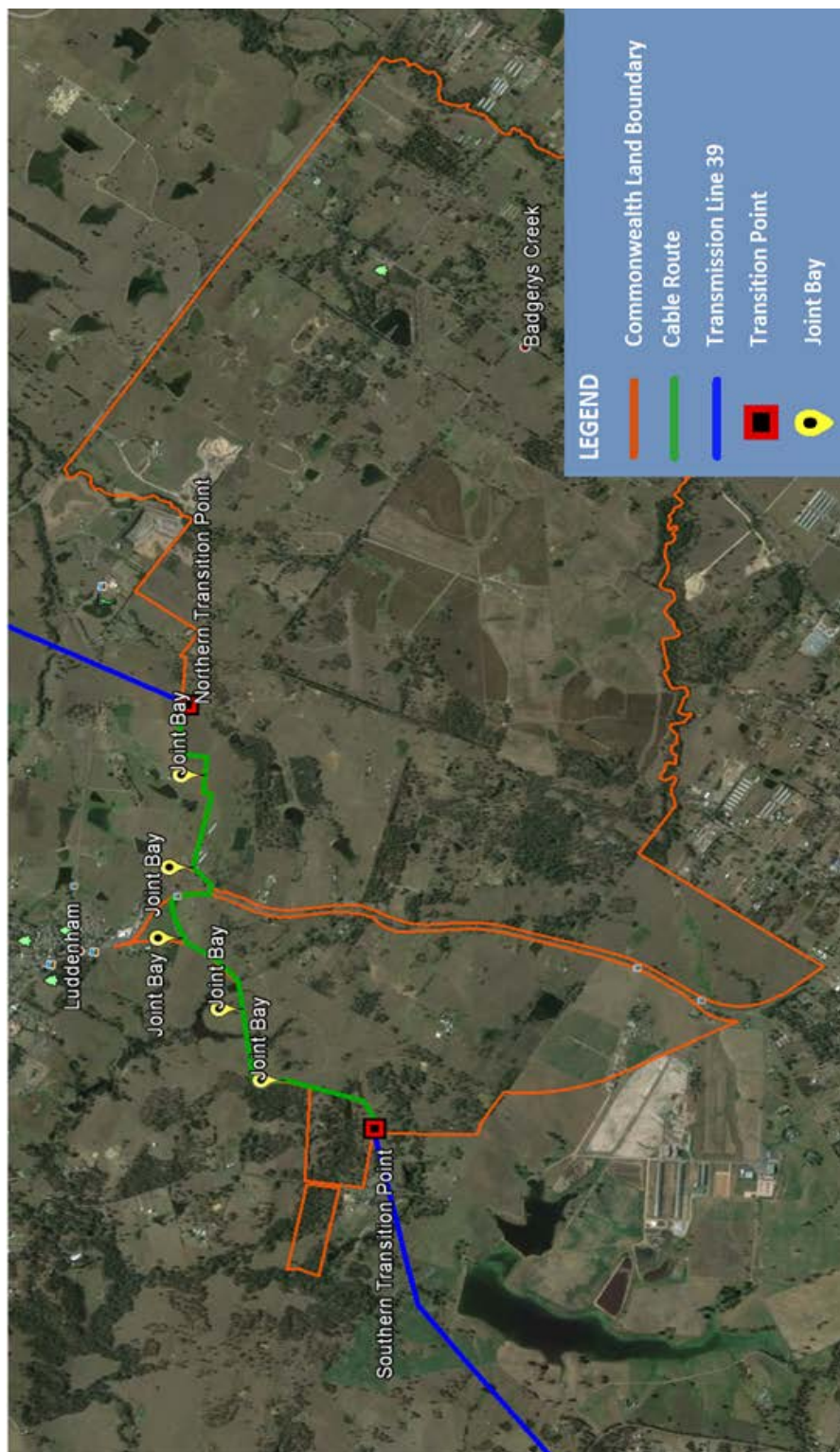
### Mid-May 2018

- NOHC to complete implementation of the Plan and provide a report for acceptance by the Department of survey and salvage outcomes, Aboriginal participation and recommendations for future survey and salvage programs.



## A. Areas of the WSA site subject to the Plan

### A.1 Areas of the WSA site subject to works for the installation of the TransGrid Transmission Line 39 diversion<sup>6</sup>

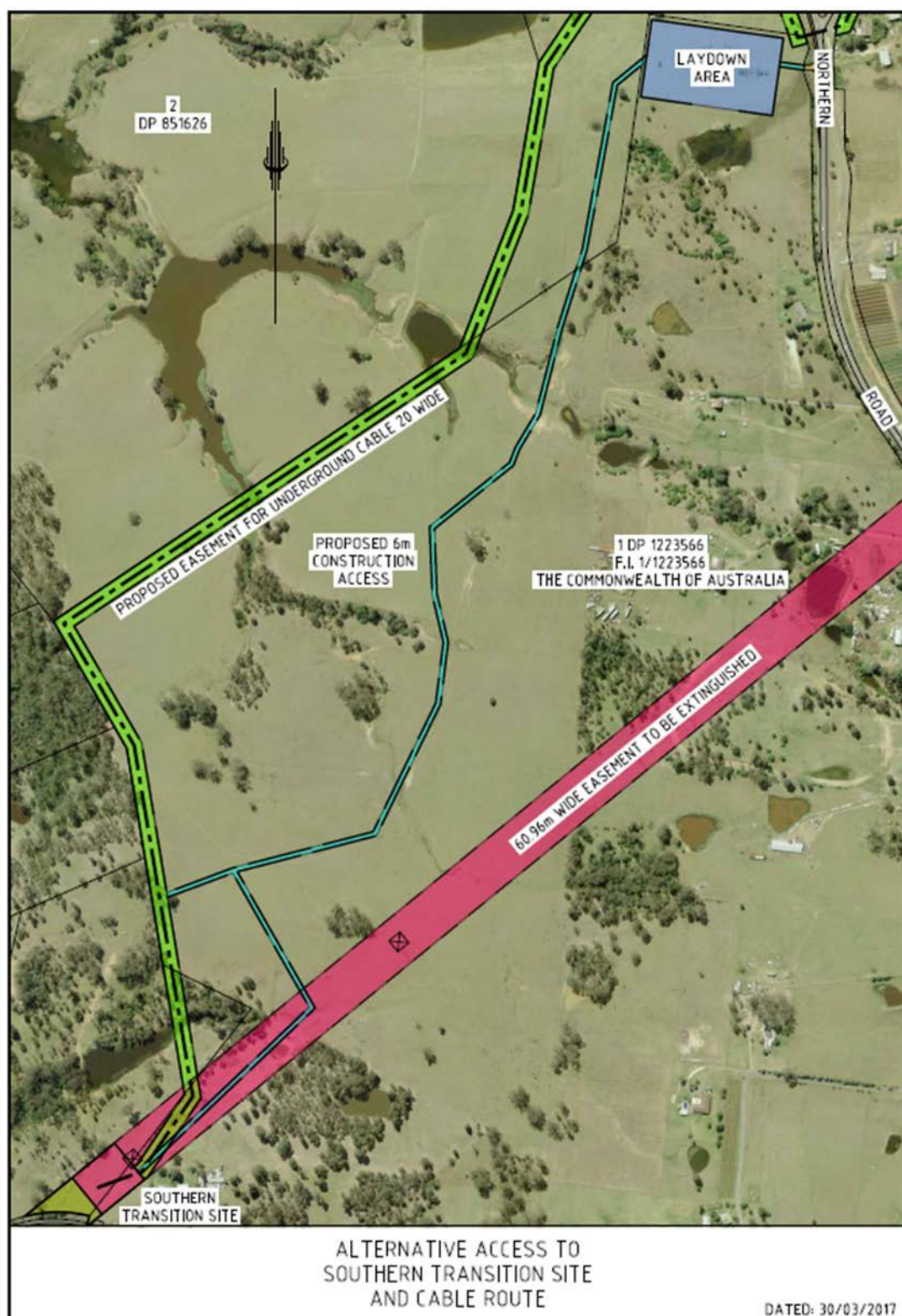


<sup>6</sup> The Plan will address actual areas to be used (e.g. for the easement, laydown areas and access tracks) should these areas have changed from the areas shown in the maps).



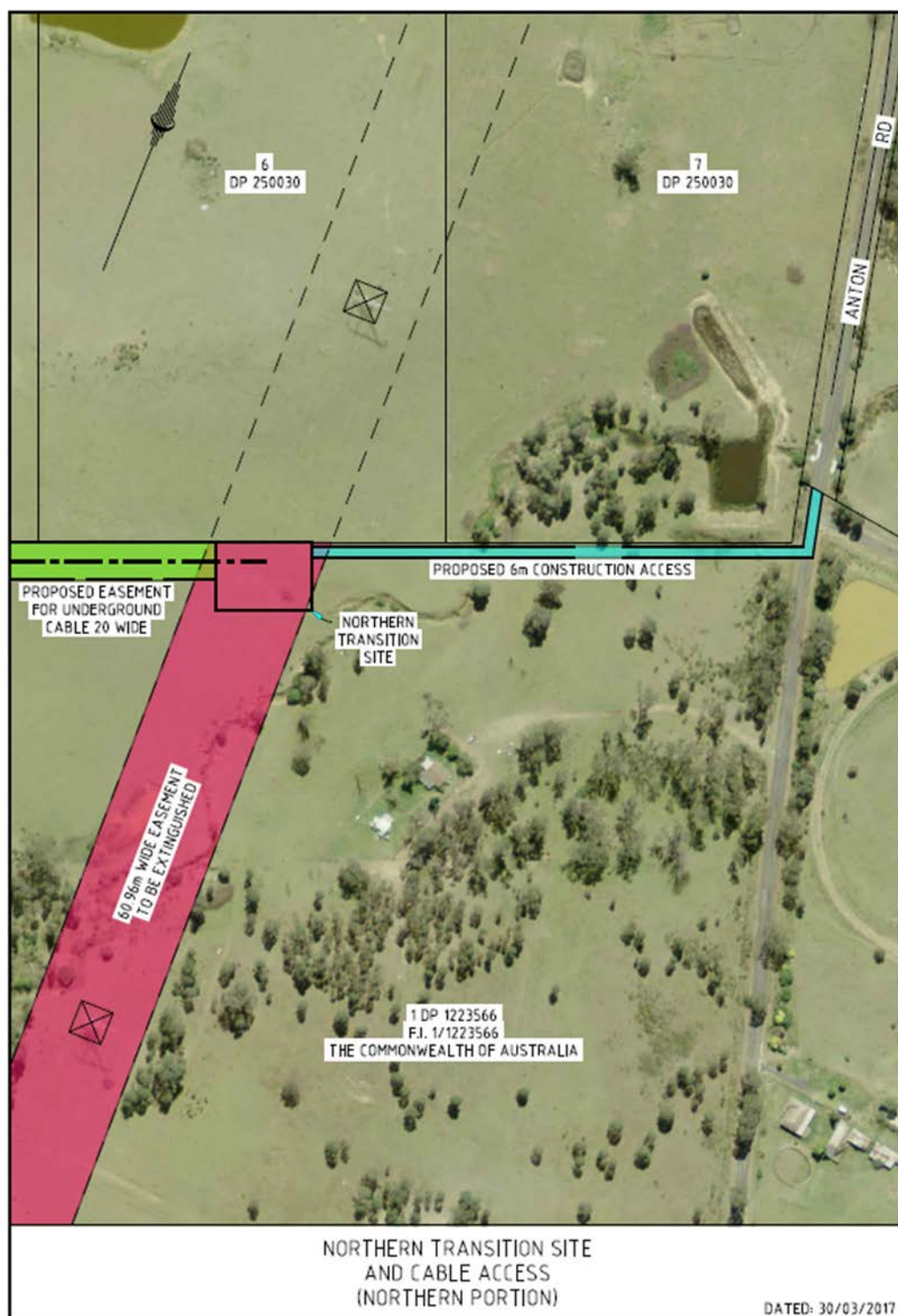


# Western Sydney Airport





# Western Sydney Airport



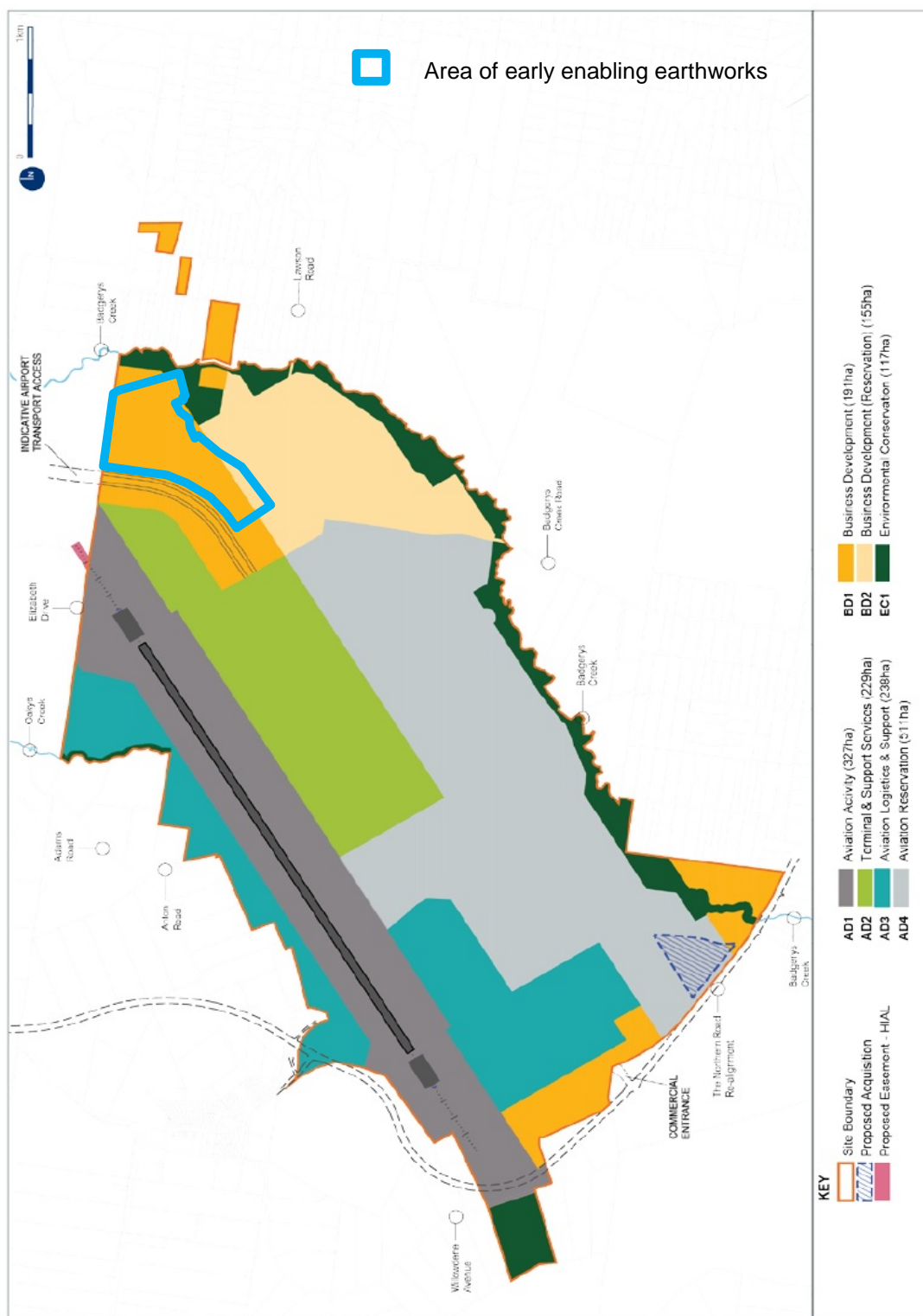




# Western Sydney Airport



 Area of early enabling earthworks

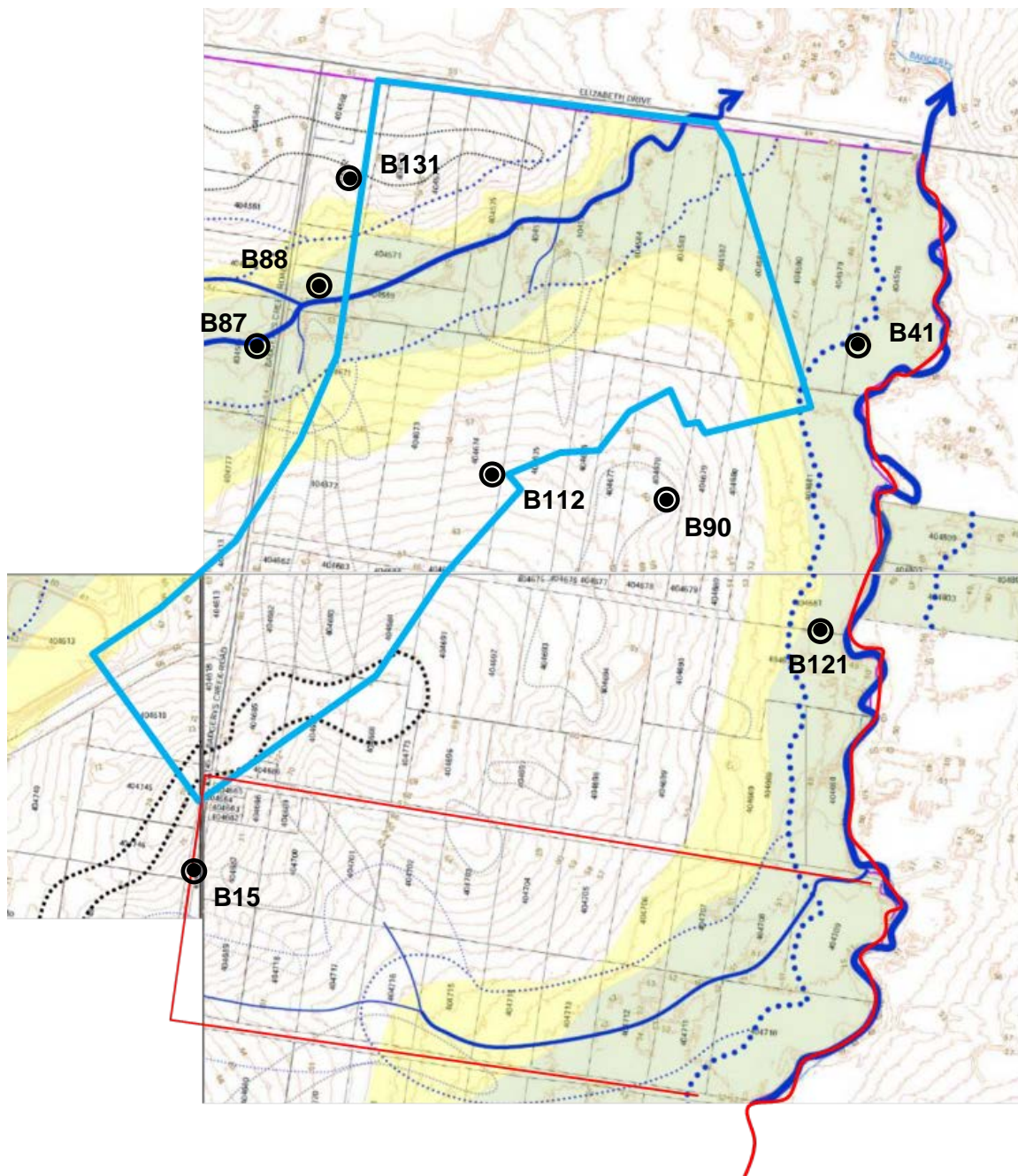


<sup>7</sup> Note that this is an indicative map and an approximate area. The Plan will consider the indicative area and any subsequent refinements to this area, and use landform mapping to determine the extent of survey and salvage areas in the general location.





# Western Sydney Airport



Area of early enabling earthworks



**B32** Aboriginal archaeological site

Area of the WSA site subject to enabling earth works compared with landform mapping (refer key on following page).








## Key to landform mapping

### Drainage lines

First order	<i>not delineated</i>
Second order	
Third order	
Fourth order	
Fifth order	

### Crests

(5) Major watershed (Nepean R – South Creek)	
(4) Secondary watershed (Cosgroves Creek – Badgerys Creek)	
(3) Tributary watershed (eg Oaky Creek)	
(2) Secondary spurline	
(1) Minor spurline or locally elevated ground	

### Valley Context

Valley Floor Flats/infill sediments	
Basal valley slopes	
Upper and mid valley slopes	

### Riparian zone

100 metre radius around:

Second order drainage line

Third order drainage line

Fourth order drainage line

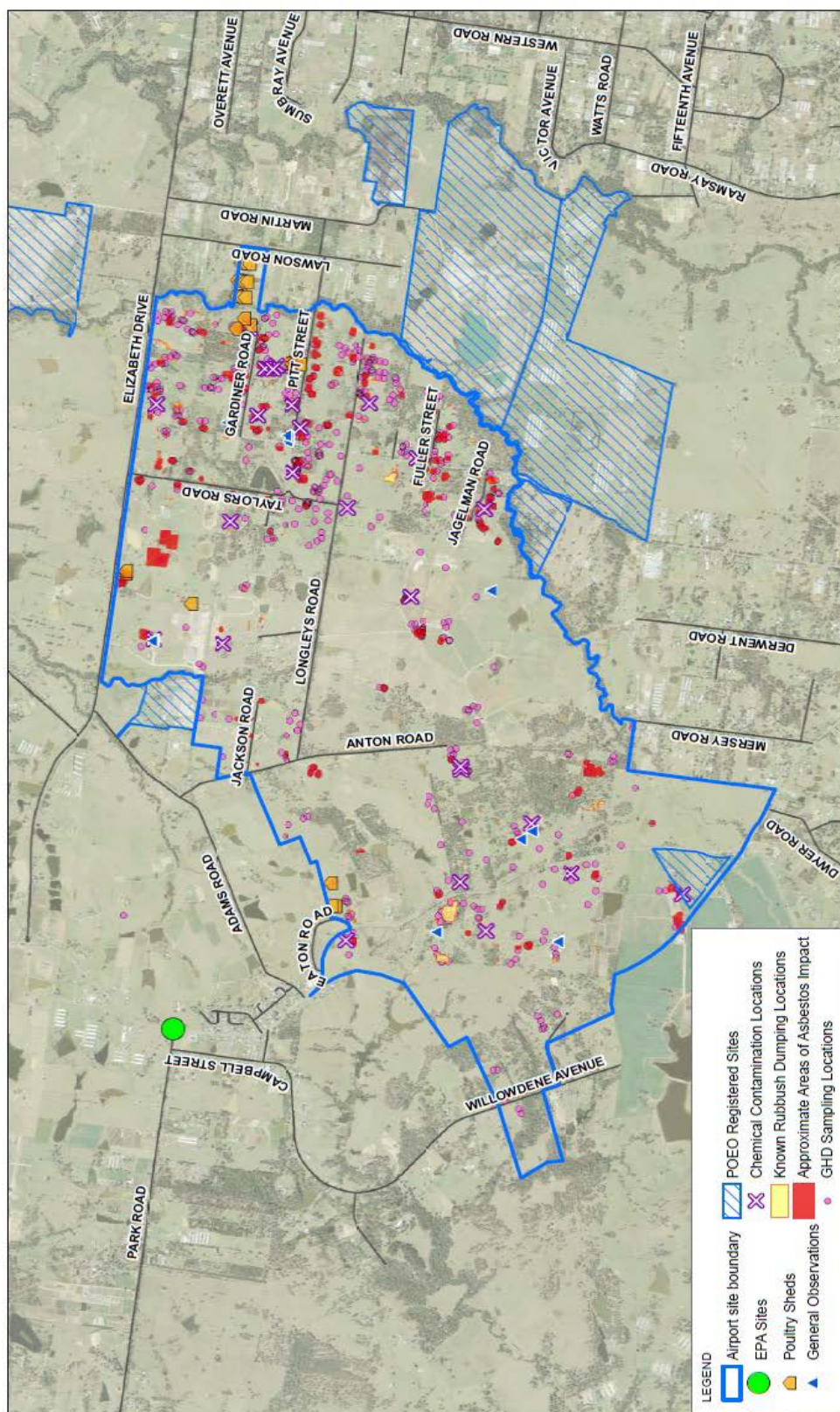
Fifth order drainage line







## A.3 Known contamination locations within the WSA site<sup>8</sup>



Job Number 21-20091  
Revision A  
Date 16 May 2017

DIRD  
WSA Early Works



Known contaminated locations **Figure 1**

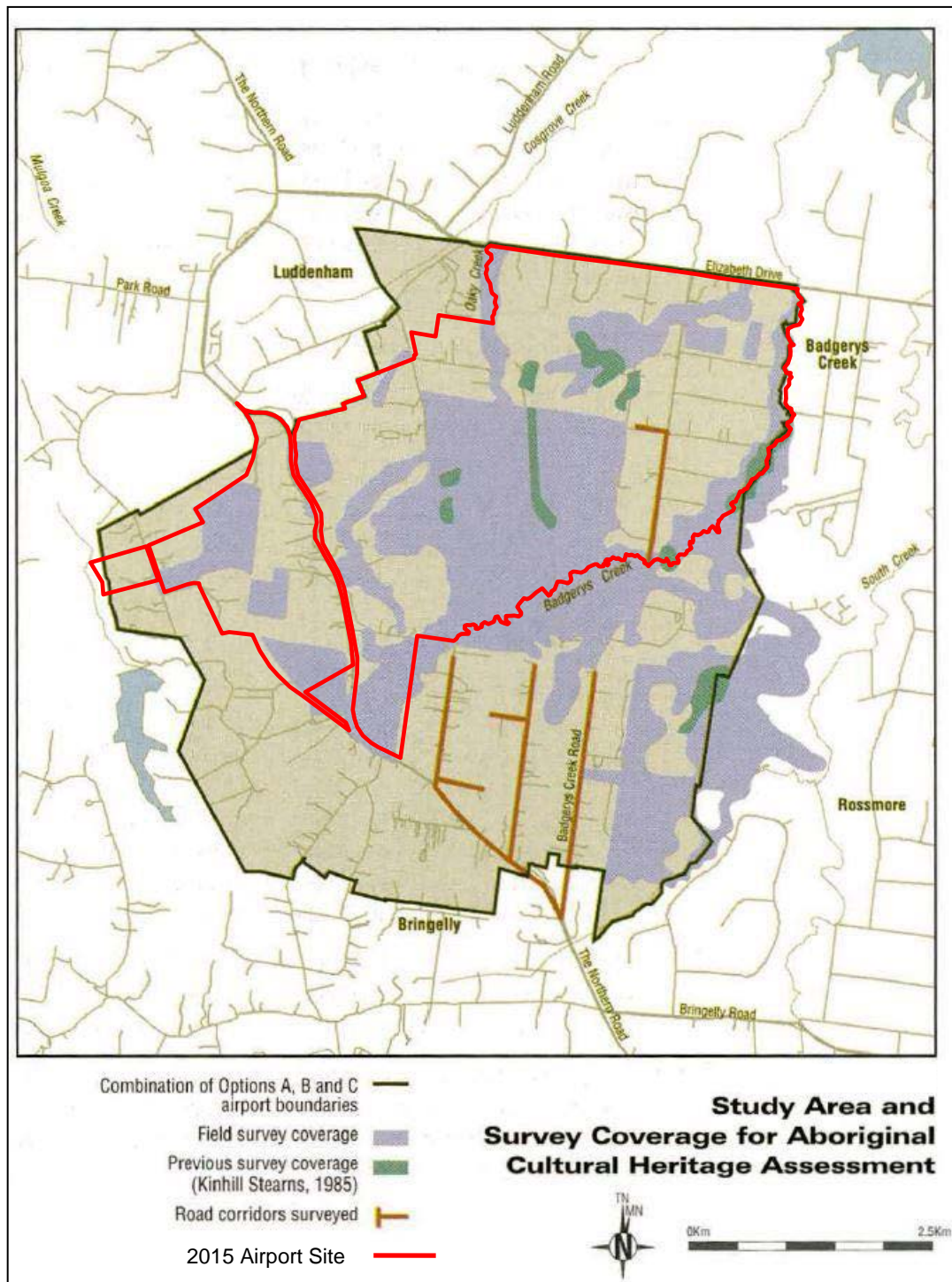
Level 15, 133 Castlereagh Street Sydney NSW 2000 T 61 2 9239 7100 F 61 2 9239 7199 E sydney@ghd.com.au W www.ghd.com.au  
© 2017. Whilst every care has been taken to prepare this map, GHD and DIRD make no representations or warranties about its accuracy, reliability, completeness or suitability for any particular purpose and cannot accept liability and responsibility of any kind (whether in contract, tort or otherwise) for any expenses, losses, damages and/or costs including indirect or consequential damages which are or may be incurred by any party as a result of the map being inaccurate, incomplete or unsuitable in any way and for any reason.  
Data source: Aerial Imagery, NSW Department of Lands 2005. Created by bahamby

<sup>8</sup> Note that this is an indicative map of known contamination locations. The Plan will consider any subsequent refinements to the known contamination locations.





## B. Areas of the WSA site previously subject to surface archaeological survey



Archaeological survey areas previously conducted within the WSA site (red boundary) (Figure 5.4, page 67, EIS Volume 4, Appendix M1, after Figure 3-1 from 1997 Second Sydney Airport EIS).



## **C. Reducing ground surface vegetation to conduct Aboriginal cultural heritage survey and salvage in Enabling Activity areas**

### **C.1 Introduction**

The detection of ground surface artefacts, such as Aboriginal stone artefacts, is an important function of archaeological field survey and salvage. A key variable which influences the detection of artefacts is the type and density of ground surface vegetation and litter. The rate of artefact detection increases with the proportion of bare ground visible to the surveyor.

Within the Western Sydney Airport site, the main factors affecting ground surface visibility are the height and density of ground vegetation and litter. Following the removal of tenants and their agricultural activities from the site, it is likely that the density and height of pasture grass, other ground vegetation, and litter across the airport site will increase. Given this likelihood, the management of ground surface vegetation will be required before Aboriginal cultural heritage survey and salvage work occurs.

Low levels of ground surface vegetation are critical for the success of broad area archaeological survey and the salvage collection of surface artefacts within those areas. Both actions require a high proportion of bare ground and surface contouring to be visible to the archaeologist or Aboriginal sites officer.

In the case of salvage archaeological excavation, the requirement for low vegetation is specific to the selected areas of the excavation which are each generally less than one hectare. This requirement can be effectively satisfied by the slashing of pasture grasses prior to the excavation set-up.

Broad area survey and surface artefact collection will be conducted first. The selection of excavation sites is dependent on the results of the survey and will be conducted subsequently.

### **C.2 Aim and method of ground vegetation management**

The aim of ground vegetation management is to increase the proportion of the bare ground surface visible to a surveying archaeologist or Aboriginal sites officer. This could be achieved by one or more of the following methods:

- animal grazing;
- burning; and
- mechanical slashing and removal/grazing of debris.

It is important to note that methods which involve the disturbance of the soil are not appropriate because they are likely to damage the archaeological values of any archaeological deposits which may be present. Such methods include ploughing and tilling.

The following process will be followed within the Department's Western Sydney Unit:

1. Determination of areas for survey and salvage by the Environmental Conditions and Approvals Section with the Aboriginal heritage consultant, and the provision of this information to the Land Use Planning Section/site manager;
2. Determination of the feasibility of implementing each vegetation reduction method and the likely timeframes by the Department's Land Use Planning Section/site manager (The advice of the site manager and stock manager must be taken into account when determining the optimal grazing interval and site specific constraints);



3. Land Use Planning Section/site manager advises Environmental Conditions and Approvals Section on the options available and any constraints, and agree on the best methods in each area; and
4. Environmental Conditions and Approvals Section advises the Aboriginal heritage consultant on the methods and timeframes for each area and determines the schedule for survey and salvage.

### **C.3 Timeframe**

Archaeological survey and salvage related to the specified Enabling Activities will be conducted from mid-late January 2018. Ground vegetation and litter would need to be reduced and managed in a number of specified areas, as identified in Figures 1 and 2 by mid-January 2018.

It is estimated that the conduct of archaeological survey, and the collection of surface artefacts across the specified areas will require up to 14 work days. The archaeological excavation program is expected to involve three specific sites and would be conducted after completion of the survey program. The excavation program may require up to 15 work days.

### **C.4 Risks**

Where management practices to reduce ground vegetation and litter are not implemented, the resulting growth can render the conduct of archaeological survey ineffective.

There is also a risk that the methods available may not be possible, or they may take longer than estimated. In each case, Department's Western Sydney Unit may need to decide whether or not to delay the survey or salvage work in an area.

### **C.5 Specifying priority areas requiring ground vegetation management**

The following Enabling Activities sites will be subject to Aboriginal cultural heritage survey and salvage:

- The TransGrid easement and related sites;
- The Rehabilitation Action Plan sites;
- Sites identified for initial enabling earthworks and stockpiling of topsoil and mulch.

#### **C.5.1 Rehabilitation Action Plan sites**

The contamination remediation sites are dispersed across the WSA site and are often in highly disturbed contexts. The management of ground vegetation across all of these sites does not have a high priority due to the expected lower archaeological values at these locations (a consequence of the high degree of ground disturbance), and the logistical constraints presented by multiple and disparate sites.

It is planned to conduct a desktop review of the Rehabilitation Action Plan sites with the aim of identifying a select sub-group which warrants archaeological field inspection. The need for site-specific vegetation management across this select group will be reviewed once the sites have been identified.

#### **C.5.2 Other Survey and Salvage areas**

Areas requiring ground surface vegetation and litter management to support effective survey and salvage are shown in Figures-1 and 2. These areas have been identified with reference to the following factors:

- the location of the specified Enabling Activities;
- avoidance of areas previously subject to archaeological survey;



- avoidance of grossly disturbed ground;
- the location of previously recorded Aboriginal sites; and
- areas of greater predicted archaeological potential.

The areas have been classified according to the following priority rankings:

- High priority

These areas include previously recorded sites or are situated in zones of predicted high archaeological potential or investigation interest.

- Moderate priority

These areas have high or moderate predicted archaeological potential.

- Low priority




These areas have less than moderate predicted archaeological potential but will be the subject of archaeological survey, the conduct of which would be more effective with ground surface vegetation management.



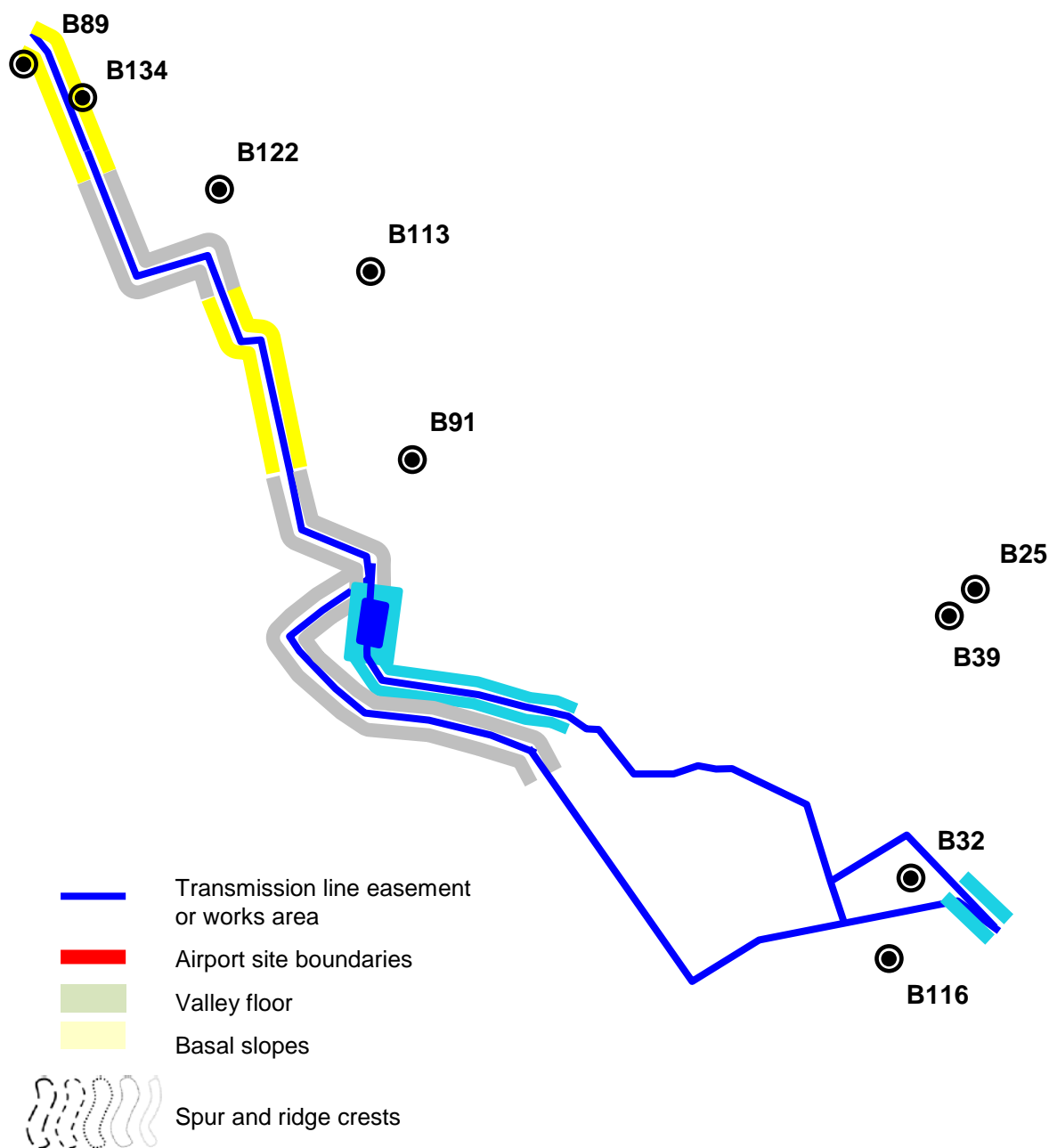
**Figure C.1**

Recommended areas of ground vegetation management along TransGrid transmission line deviation

**Ground vegetation management categories**

-  High priority
-  Moderate priority
-  Low priority

 **B32** Aboriginal archaeological site







**Figure C.2**

Recommended areas of ground vegetation management within area of Enabling Activities (Earthworks) in NE of the airport site.

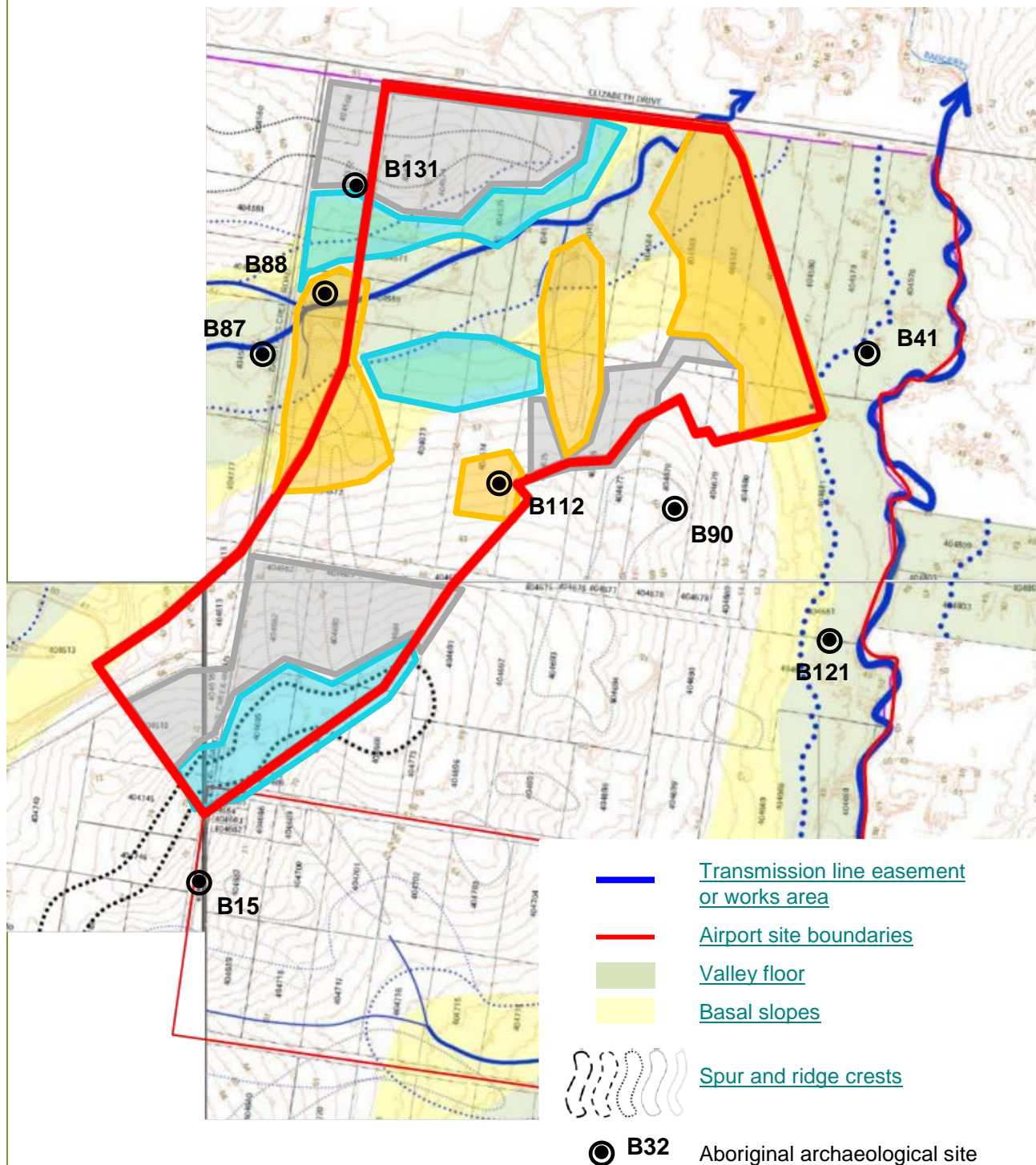
Area of Enabling Activities

**Ground vegetation management categories**

High priority

Moderate priority

Low priority





## **D. Conditions of Engagement, and Roles and Responsibilities of Aboriginal stakeholder fieldwork representatives**

### **D.1 Conditions of engagement**

The participation of Aboriginal stakeholders in Aboriginal heritage fieldwork programs will be dependent on agreement to certain conditions and requirements. These will be listed in a Letter of Offer provided to Aboriginal stakeholders who seek to be involved in fieldwork.

Aboriginal stakeholders who are interested in being represented in fieldwork by a Site Officer must indicate their interest to NOHC. NOHC will send an invitation and formally request Site Officer participation and indicate the dates available. Site Officers who have not been rostered but attend the site will not be able to access the WSA site. They will be informed of this on the day and will not be entitled to any travel reimbursement.

In order to maintain Aboriginal stakeholder independence, and compliance with insurance cover, payments for Site Officer fieldwork will only be made to an Aboriginal stakeholder organisation, company or other body which is the employer of the Site Officer field participant. However, in cases where there is no such body, participation through an employment agency may be possible.

The conditions of Site Officer fieldwork participation will include:

- the scope of work and expected work tasks;
- the Site Officer field participant being nominated as a field representative by an Aboriginal stakeholder based on receipt of a formal Letter of Offer from NOHC and the availability of a rostered placing;
- the provision by Aboriginal stakeholders of suitably qualified and/or experienced representative Site Officer participants to undertake field investigations;
- participants complying at all times with all Western Sydney Airport Site Protocols and any Health, Safety and Environment or other administrative or logistical requirements of the fieldwork as advised by NOHC, the WSA Site Manager and/or the Department;

Persons unable to adhere to the Safe Work Method Statement (or equivalent document) requirements as specified in the safety briefing will be asked to leave the site.

- participants supplying their own required personal field equipment (such as a back pack and water bottle, and personal protection equipment (PPE) in satisfactory condition (PPE includes hard hat, wide brimmed sun hat or helmet visor, high visibility clothing, sturdy boots, gum boots for wet sieving, leg gaiters during survey, etc.).

Provision and appropriate use of the required Personal Protection Equipment (PPE) is the responsibility of each individual. Persons without appropriate PPE, including PPE in unsatisfactory condition or not meeting the requirements of the Safe Work Method Statement, will not be able to participate in fieldwork.

- the provision by stakeholders of current Business names and Australian Business Numbers (ABN);
- the provisions by stakeholders of proof of current public liability insurance (minimum level of \$10,000,000) and current Workers Compensation Insurance;



- participants meeting obligations to sign attendance registers and to attend Site Protocol briefings and Work Health and Safety briefings and sign on to Safe Work Method Statements (or equivalent);
- invoicing and payment conditions including Aboriginal stakeholders providing a properly rendered tax invoice to receive payment for Site Officer fieldwork participation and any associated travel payments.

## **D.2 Roles and Responsibilities**

### **D.2.1 Aboriginal Stakeholders**

Aboriginal stakeholders who express an interest in participating in field work are responsible for:

- nominating the names and required details of proposed Site Officers (and trainees where applicable) to represent the Aboriginal stakeholder in rostered fieldwork programs;
- providing suitably qualified and/or experienced Site Officer representatives to undertake field investigations;
- providing the Aboriginal stakeholder's full Business name and an Australian Business Number (ABN) if held. Please note that under Australian Tax Office regulations, 50% of payments must be withheld if no valid ABN can be provided; and
- providing copies of Certificates of Currency for the following:
  - Public Liability Insurance (minimum level \$10,000,000) and
  - Workers Compensation Insurance.

### **D.2.2 Site Officers**

Stakeholder fieldwork representatives (Site Officers) who are invited to undertake fieldwork will be expected to complete the following site-based tasks:

- undertake field surveys, inspections, salvage collection, archaeological excavation and the processing of excavated material as directed by the Aboriginal heritage assessment consultant (NOHC) and as specified in the Initial Survey and Salvage Plan;
- complete an attendance register each day and ensure the attendance register is authorised by an NOHC representative;
- attend a Health Safety and Environment (HSE) briefing and sign onto the Safe Work Method Statement (or equivalent document) for each day of fieldwork. The safety of all participants is a primary consideration for the project;

The absence of a signature will result in any payment including transport costs being refused for that day.

- comply with all health, safety and environmental or other administrative or logistical requirements of the fieldwork advised by NOHC;
- if Site Officers intend to use their own vehicles during survey and salvage to access WSA sites, the vehicle must be registered and the driver must hold a current driver's licence.

Some Site Officers may prefer to use their own vehicles during travel to and from WSA sites but transport will be provided by NOHC in any case.



- communicate with other members of their stakeholder organisation or group regarding their experience and understanding of the fieldwork program and WSA survey and salvage sites;
- provide heritage and cultural advice during the investigations as considered appropriate;
- participate in a manner which will ensure the health and safety of themselves and others;
- act reasonably with honesty and in good faith; and
- refrain from any conduct that may cause a reasonable person unwarranted offence or embarrassment.

### **D.2.3 Trainees**

There will be an allowance for one trainee position to be included in each field team. This position will be allocated by NOHC on a daily basis according to a roster and shared across those Aboriginal stakeholders which have previously applied for, nominated, and had approved, suitable trainee personnel.

Each trainee is the responsibility of, and must be accompanied by, an approved Site Officer from the nominating Aboriginal stakeholder, who has an otherwise rostered position on that team.

All trainees must be covered by Workers Compensation and Public Liability Insurance. It is the responsibility of the nominating Aboriginal stakeholder to obtain this cover and to show proof of currency to NOHC.

Trainees must comply with all conditions and requirements of fieldwork engagement as outlined in this Attachment. Responsibility for the provision of training rests with the accompanying Site Officer. Any fees or costs related to the attendance of the trainee is the responsibility of the nominating Aboriginal stakeholder and is not payable by NOHC or the Department.

Trainees who are invited to accompany a Site Officer during a fieldwork program will be expected to complete the following tasks and fulfil the following responsibilities:

- participate in field surveys, inspections, salvage collection, archaeological excavation and the processing of excavated material as directed by the Aboriginal heritage assessment consultant (NOHC) and as guided by their accompanying Site Officer;
- comply with all fieldwork related directions provided by NOHC personnel and/or their accompanying Site Officer;
- complete a daily attendance register each day when at the site. The daily attendance register must be authorised by a NOHC representative;
- attend a Health Safety and Environment (HSE) briefing and sign onto the Safe Work Method Statement (or equivalent document) for each day of fieldwork.

The safety of all participants is a primary consideration for the project;

- comply with all health, safety and environmental or other administrative or logistical requirements of the fieldwork advised by NOHC;
- trainees are not authorised to drive or use their own vehicles on the Western Sydney Airport site or during work hours;
- participate in a manner which will ensure the health and safety of themselves and others;
- act reasonably with honesty and in good faith; and



- refrain from any conduct that may cause a reasonable person unwarranted offence or embarrassment.