

January 2010

CULTURAL HERITAGE MANAGEMENT PLAN



Kings Forest Residential Development

PREPARED FOR PROJECT 28 PTY LTD

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1. DETAILS

Date: 22 January 2010

Parties

PROJECT 28 PTY LTD (“Developer”)

Name

Short form name Project 28

Notice details

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REGISTERED ABORIGINAL STAKEHOLDERS

Short form name

See Appendix 2

Notice details

2. RECITALS

Application has been made by Project 28 Pty Ltd to the Director General, Department of Planning for consideration of a Concept Plan for the Kings Forest Development Area as a residential community and associated retail, commercial, and recreation amenities. The Kings Forest Development Area lies within an important cultural landscape to the Aboriginal people of the Tweed. This Cultural Heritage Management Plan (“CHMP”) sets out the processes and principles that the Developer, Project 28 Pty Ltd, proposes to adopt for the identification, protection and management of Aboriginal Places and Aboriginal Objects in the Kings Forest Development.

The terms of this CHMP have been drafted to reflect the findings of Everick Heritage Consultants Pty Ltd in their Cultural Heritage Assessment (2009) and their Summary Excavation Report (2009). Their methodology and findings can be found in the reports submitted with this CHMP. In accordance with the assessment, this CHMP makes general recommendations for the Cultural Heritage of the whole Development Area and then allows for more detailed management and monitoring process in areas identified as being of a sensitive nature.

It is envisaged that this CHMP will provide the general principles for Cultural Heritage management for the life of the Development, including where new Development Applications are lodged with the Tweed Shire Council. Should the Developer wish to undertake processes that vary from or are in addition to those in this document, they will consult with the Registered Aboriginal Stakeholders and produce a new or revised CHMP.

A central principle of Cultural Heritage management is that items of heritage significance should be retained in an appropriate Setting (*Burra Charter*: Article 8). It is not considered appropriate to agree to detailed landscaping and signage practices at Concept Plan stage. However, the CHMP puts in place consultation practices that will ensure the ongoing participation of the Registered Aboriginal Stakeholders in these works.

3. OPERATIVE PROVISIONS

3.1 Definitions

“Aboriginal Cultural Heritage” or **“Cultural Heritage”** means Aboriginal Objects and/or Aboriginal Places, as defined in Section 5 of the *National Parks and Wildlife Act 1974* (NSW).

“Aboriginal Cultural Heritage Site(s)” or **“Site(s)”** is an area exhibiting one or more attributes of Aboriginal Cultural Heritage.

“Aboriginal Place” has the same meaning as that provided in Section 5 of the *National Parks and Wildlife Act 1974* (NSW).

“Aboriginal Object” has the same meaning as that provided in Section 5 of the *National Parks and Wildlife Act 1974* (NSW).

“All Staff” means all employees, Contractors and sub-Contractors of the Developers involved in the Development.

“CHMP” means this Cultural Heritage Management Plan, all Appendices to this CHMP and any subsequent amendments to this CHMP from time to time as agreed by the Parties.

“Construction” means any surface and sub-surface disturbance during the Construction works undertaken by the Developer within the Development Area.

“Contractor” means a contractor, including Sub-Contractors, employed by the Developer to construct the Development.

“Cultural Heritage Advisor” means a professionally qualified person in the fields of archaeology or anthropology, selected at the discretion of the Developer and Aboriginal Stakeholders and engaged by the Developer to assist in the identification of cultural heritage

“Cultural Heritage Contact” means a person or persons nominated by the Developer to act as the main point of contact between the Developer and the Registered Aboriginal Stakeholders.

“**Cultural Signage**” or “**Signage**” means signage or other interpretive works designed to impart cultural knowledge and cultural significance to the broader community in areas required by Section 13.

“**DECCW**” means the New South Wales Department of Environment, Climate Change and Water.

“**DECCW Guidelines**” means the DECCW draft *Interim Community Consultation Requirements for Applicants* (2005) or such other guidelines or regulations issued by the DECCW that may take their place.

“**Development**” means the Kings Forest Development to which this CHMP applies

“**Development Area**” means the area detailed in **Appendix 1 - Figure 1** and referred to in the **Recitals** on which Construction and associated works are taking place.

“**Development Construction Manager**” means the on-site manager appointed by the Developer to oversee all matters of Aboriginal Cultural Heritage.

“**Developer**” means Project 28 Pty Ltd, including all staff, agents, Contractors and sub-Contractors, and such persons who shall come to own, lease, manage or otherwise exhibit control over the use of land within the Development Area.

“**DOP**” Means the New South Wales Department of Planning.

“**Exclusion Zone**” means the area, not less than twenty (20) metres, around an Aboriginal Cultural Heritage Site that the Developer may not enter for the purposes of any Construction until appropriate arrangements for the management of the Site have been made in accordance with this CHMP.

“**Find**” means an Aboriginal Place or Object, as defined in Section 5 of the *National Parks and Wildlife Act 1974* (NSW).

“**Find Procedure**” means the procedure detailed in Section 11.2 of this CHMP.

“**Human Remains**” does not include –

- a) human remains buried under the authority of a law of the Commonwealth or any State or Territory; or
- b) human remains in or from a place recognized as a burial ground for internment of remains as referred to in paragraph (a).

“**Induction**” means cultural heritage induction training sessions developed by the Tweed Byron LALC or its representatives in consultation with the Developer and presented by persons with knowledge and experience in Aboriginal Cultural Heritage and the obligations imposed by a CHMP.

“**Interpretive Cultural Walk**” means a pathway or track celebrating aspects of Aboriginal Cultural Heritage or tradition, through interpretive signage and landscaping.

“**Monitor**” means a representative of the Registered Aboriginal Stakeholders who shall perform the functions of a Monitor as outlined in Section 5 and **Appendix 3**, and when appropriate will work as part of a Cultural Heritage Team.

“**Monitoring**” means activities undertaken by Registered Aboriginal Stakeholders or their authorised representatives in accordance with Section 7 of this CHMP, and may include Construction works as required by the Developer or Contractors provided such work does not unreasonably interfere with their abilities to identify Cultural Heritage.

“**Monitors List**” means the list contained in **Appendix 5**, as updated by the Developer from time to time, of Aboriginal persons who express an interest in being employed to undertake monitoring activities.

“**Monitor Roster**” means the roster developed in order to effectively monitor the activities to be performed by the Developer in carrying out the Construction.

“**Parties**” means the Registered Aboriginal Stakeholders and the Developer.

“**Registered Aboriginal Stakeholders**” means Aboriginal persons entitled under the laws and departmental guidelines of New South Wales to be consulted on the management of Aboriginal Cultural Heritage (as listed in **Appendix 2**).

“**Setting**” means the area around an Aboriginal Object or Aboriginal Place that may include the visual catchment, which enhances the cultural significance of the area.

“**Significant Ground Disturbance**” means disturbance of the topsoil or surface rock layer of the ground or a waterway by machinery in the course of grading, excavating, deep ripping, digging or dredging.

“**Undisturbed Areas**” means areas where the ground has not previously been disturbed by works or activities.

3.2 Rules for Interpreting this Document

The following rules also apply in interpreting this document, except where the context makes it clear that a rule is not intended to apply:

- (a) a singular work includes the plural, and vice versa;
- (b) a word which suggests one gender includes the other gender;
- (c) if an example is given of anything (including a right, obligation or concept), the example is for clarity and does not limit the scope of that thing;
- (d) the word “agreement” includes an undertaking or understanding, whether or not in writing; and
- (e) subject to this clause, the Appendices, whether or not completed at the dates of this CHMP will be considered part of this CHMP for all purposes.

4. PRINCIPALS OF CULTURAL HERITAGE MANAGEMENT AND PURPOSE OF THIS CHMP

4.1 Principals of this CHMP

The principals of Cultural Heritage management in this CHMP are:

- (a) a practice of respect, understanding and value for Aboriginal traditions and Aboriginal Cultural Heritage should be conveyed to relevant employees, agents, consultants, Contractors and sub-Contractors of the Developer through Induction training;
- (b) Aboriginal traditions should be respected and Aboriginal Cultural Heritage should be conserved and protected; and
- (c) the Developer accepts that Construction within the Development Area has the potential to damage Aboriginal Places and Aboriginal Objects. Consequently, it is necessary to implement a series of actions and procedures to avoid or minimise the potential impact of Construction on these Aboriginal Places and Aboriginal Objects.

4.2 Purpose of this CHMP

With the Cultural Heritage management principals detailed above in mind, this CHMP seeks to:

- (a) encourage direct involvement of the Registered Aboriginal Stakeholders in the development and implementation of this CHMP and future agreements to manage Cultural Heritage in the Development Area;
- (b) provide an acceptable framework for implementing agreements (if required) to identify and protect Cultural Heritage as part of future Development Applications to be submitted to the DOP or Tweed Shire Council for each stage of the Development;
- (c) set up a process through which Area's identified in **Appendix 1** as Exclusion Zones are not disturbed without the prior agreement of the Registered Aboriginal Stakeholders;
- (d) ensure direct involvement for the Registered Aboriginal Stakeholders in all management actions deemed necessary to manage Aboriginal Places and Aboriginal Objects in the areas identified in **Appendix 1** during Construction;
- (e) protect, to the fullest extent possible, those Aboriginal Places and Aboriginal Objects which exist in the areas identified in **Appendix 1** ;
- (f) ensure that, as much as possible, any Aboriginal Objects that are unearthed during Construction are identified and appropriate procedures are in place to ensure that they are protected;
- (g) allow the Developer to fulfill its commercial and corporate obligations and objectives, while protecting or otherwise managing Aboriginal Cultural Heritage, which exist in the Development Area;
- (h) meet the Developer's obligation imposed on the Developer by the DOP, DECCW and the Tweed Shire Council; and
- (i) provide a strong foundation for an ongoing, open and mutually beneficial relationship between the Parties.

4.3 Details of Prior Studies conducted in the Development Area

The reports listed below form a basis for the need to implement a CHMP for the Development.

1. Robins, R. 2009. Kings Forest Cultural Heritage Assessment. Unpublished report for Project 28 Pty Ltd, Surfers Paradise, prepared by Everick Heritage Consultants Pty Ltd.
2. Robins, R. 2009. Summary Excavation Report for Kings Forest Residential Development. Unpublished report for Project 28 Pty Ltd, Surfers Paradise, prepared by Everick Heritage Consultants Pty Ltd.
3. Colvin, I. 2007. Environmental Constraints Assessment Lot 6 DP 875446 Depot Road, Cudgen NSW. (Proposed Electrical Sub Station). Unpublished report for Country Energy.
3. Piper, A. 2004. A Reassessment of Aboriginal Cultural Heritage Issues at Kings Forest Development Kingscliff NSW. Unpublished report for Aspect North Limited, Ballina.
4. Piper, A. 1999. An Archaeological Assessment at the Kings Forest Development Kingscliff North Coast NSW. Unpublished report for Narui Gold Coast.
5. Nicholson, A. and Cane, S. 1989. A Preliminary Investigation of Aboriginal Sites in Kings Forest, Cudgen, NSW. Unpublished report for Foresite Architects and Planners Pty Ltd.

5. OBLIGATIONS OF THE REGISTERED ABORIGINAL STAKEHOLDERS

In implementing this CHMP, the Registered Aboriginal Stakeholders will:

- (a) where employed by the Developer, work diligently to assist with the implementation of this CHMP and enable it to operate successfully;
- (b) provide any reasonable information required by Developer to implement this CHMP;
- (c) co-operate with the Developer to ensure that it is able to go about its activities in a timely and efficient manner; and
- (d) assist the operations of the Developer's staff, agents and Contractors where they are acting in accordance with this CHMP; and
- (e) distribute relevant information on Development Plans, Construction Works, Finds, Monitoring, Design Meetings, employment and business opportunities or other information related to the implementation of this CHMP to other members of the Tweed Aboriginal community who may have an interest in the cultural values of the Development Area, provided they are adequately resourced to do so by the Developer.

6. RESPONSIBILITIES OF THE DEVELOPER

In implementing this CHMP, the Developer undertakes to apply the following practices:

- (a) provide progress reports to the Registered Aboriginal Stakeholders, at a frequency of one every 6 months;
- (b) ensure that breaches of this CHMP are managed in accordance with the Breach Procedures as agreed upon by the Parties;
- (c) provide the Registered Aboriginal Stakeholders with relevant drawings of the proposed Developments as part of their bi-annual progress reports;
- (d) work diligently to make this CHMP operate successfully;
- (e) provide the Registered Aboriginal Stakeholders with resources as necessary for the implementation of this CHMP;
- (f) until agreement as to landscaping and signage can be reached, avoid using roads and tracks or surface disturbance of any nature in areas within the Exclusion Zone of Site K3, K4, K5 and K6 (**Appendix 1**);
- (g) mark the locations of known Aboriginal Cultural Heritage Sites on working plans of the Development Area and these plans will then be displayed at the site office;
- (h) ensure that any Contractor employed for any part of the Development complies with the Developer's obligations under this CHMP to protect Aboriginal Cultural Heritage Sites in the Development Area and that the Contractor is informed of the roles and duties of all Parties involved with the implementation of this CHMP;
- (i) ensure that safety equipment and first aid equipment are available for use by Monitors when required;
- (j) provide workplace health and safety and environmental management Induction training to Monitors;
- (k) adhere to the Site Specific Recommendations contained in Section 12 of this CHMP;
and
- (l) in relation to Section 5(e) of this CHMP, the Developer will provide the Registered Aboriginal Stakeholders with sufficient resources as are reasonably required to ensure this requirement is carried out.

7. CULTURAL HERITAGE MONITORS

7.1 Powers of Monitors

For areas agreed upon by the Parties under this or any subsequent agreement, the Monitors may have the authority to stop machinery working if that machinery is encroaching into an area suspected

to contain Aboriginal Cultural Heritage, when it has not previously been agreed that it may do so, or when the machine is likely to cause damage to an Aboriginal Object or Aboriginal human remains.

7.2 Monitor Training

The Cultural Heritage Advisor will co-ordinate a Monitor training session whereby Monitor's are given instructions on:

- (a) their powers and responsibilities under this CHMP; and
- (b) how to identify a Find.

7.3 General Monitoring Procedures

Monitoring will be required from time to time during initial Significant Ground Disturbance of the Monitoring Areas shown in **Appendix 1 – Figure 5**.

The Developer will maintain a list of Aboriginal persons interested in working as Monitors for the Project (**Appendix 5**). The Registered Aboriginal Stakeholders will be asked to nominate interested Aboriginal persons capable of working in a Monitoring Team. The Developer, in consultation with the Cultural Heritage Advisor, will be responsible for selecting monitors from the Monitors List.

The general monitoring procedures are contained in **Appendix 3**. The general conditions of employment for Monitors are contained in **Appendix 4**. If Monitors are unable to perform the tasks agreed upon the Developer will contact a replacement Monitor. Should no replacement Monitors be available, the Registered Aboriginal Stakeholders will be requested to nominate additional replacement Monitors for any unavailable Monitors within twenty-four (24) hours.

7.4 Remuneration of Monitors

Remuneration for the services provided by the Monitors will be \$50 per hour (excluding any breaks from monitoring activities) plus superannuation. Prior to undertaking any Monitoring activities, Monitors will be required to provide the Developer with:

- (a) a completed and signed tax file number declaration form;
- (b) their superannuation fund name and membership number;
- (c) their date of birth; and
- (d) any other such information as required by the Developer under the applicable Commonwealth or State laws.

8. CULTURAL HERITAGE INDUCTIONS

8.1 Briefing on Duties under this CHMP

The Developer will:

- (a) ensure that the Developer's relevant staff and Contractors are aware of the Developer's responsibilities under this CHMP and the roles and responsibilities of the Cultural Heritage Team in implementing this CHMP; and
- (b) allow sufficient time before Construction commences for this briefing to occur.

8.2 Cultural Heritage Induction

All Construction Staff engaged in undertaking initial subsurface disturbance will undergo a Cultural Heritage Induction prior to Construction commencing. The Induction will be run by the Tweed Byron LALC and, if required, the Cultural Heritage Advisor. The purpose of the Induction will be to:

- (a) instruct Construction Staff on the basic principles of identifying Aboriginal Cultural Heritage;
- (b) instruct Construction Staff on areas which are considered potentially likely to contain Aboriginal Cultural Heritage;
- (c) familiarise all persons with the culture and traditions of the Registered Aboriginal Stakeholders;
- (d) promote an understanding and respect for the culture and traditions of the Registered Aboriginal Stakeholders;
- (e) foster good relationships between the Registered Aboriginal Stakeholders and others; and
- (f) instill understanding of the principles embodied in this CHMP.

9. COMMUNICATIONS

9.1 Developer's Cultural Heritage Contacts

The Developer will nominate a person within its organisation as Cultural Heritage Contact, who will be the main point of contact between the Developer and the Registered Aboriginal Stakeholders in relation to the implementation of this CHMP (**Appendix 2**). The Developer will also nominate a Cultural Heritage Advisor, who may act on the Developers behalf where requested by the Developer.

9.2 Aboriginal Contacts

The Registered Aboriginal Stakeholders will be requested to nominate their postal address and phone number where they permit the Developer to contact them.

9.3 Communication Protocol

Where possible, all communication between the Parties is to occur via the contact people defined in this Section, unless otherwise agreed by the Parties.

10. INDEPENDENT CULTURAL HERITAGE ADVISOR

An appropriately selected and qualified independent Cultural Heritage Advisor will be used to provide advice on issues concerning Cultural Heritage:

- (a) during the Construction phase;
- (b) where there is any conflict or disagreement between the Registered Aboriginal Stakeholders and the Developer; and
- (c) at other times when agreed by the Registered Aboriginal Stakeholders and the Developer.

The contact details for the nominated Cultural Heritage Advisor are contained in **Appendix 2**.

11. FIND PROCEDURE

The Developer acknowledges that further Aboriginal Objects, not already identified by past archaeological surveys, may be discovered during the course of the Construction. These potential discoveries fall into two (2) distinct categories: Aboriginal human remains and sub-surface Aboriginal Places and Aboriginal Objects.

11.1 Aboriginal Human Remains

Aboriginal human remains will be dealt with as according to the Aboriginal Remains Procedure outlined in **Appendix 6**, with special regard to the following considerations:

- (a) in all cases suitable dignity is required in the handling of the issue;
- (b) the primary intention of this strategy is to avoid the unnecessary removal or disturbance of the human remains and to allow appropriate Aboriginal people the

- final decision-making powers, if the remains should prove to be those of an Aboriginal person; and
- (c) where this is not the case the discovery Site will be deemed a crime scene and Contractor and its Sub-Contractors will be subject to police direction.

11.2 Aboriginal Objects

In the event of a potential Cultural Heritage Find, the following process will be carried out immediately by Construction Staff, Contractors and/or Monitors:

- (a) Construction work must cease in the immediate vicinity of the potential Find and an Exclusion Zone of at least twenty (20) metres radius be established around the identified Aboriginal Object(s). The Exclusion Zone may be established using flags, pins, tape or temporary fencing, as deemed appropriate by the Developer. All other Construction works may continue in other areas.
- (b) A Monitor or the Cultural Heritage Advisor must be called to inspect and identify the Find.
- (c) If the Monitor or Cultural Heritage Advisor is satisfied that the object is not Cultural Heritage, the Exclusion Zone may then be removed and Construction works may continue.
- (d) If the Monitor is unsure of whether the object is Cultural Heritage or not, they may elect to have a Cultural Heritage Advisor inspect the Find.
- (e) If the object is Cultural Heritage and:
- a. is not part of a series of Aboriginal Objects of density of greater than five (5) per m², the Monitor or the Cultural Heritage Adviser will:
 - i. Fill out a Find Sheet; and
 - ii. Collect the Objects and store them in accordance with the Keeping Place requirements in Section 14; or
 - b. is part of a series of Aboriginal Objects of density greater than five (5) per m², the Monitor or the Cultural Heritage Adviser will:
 - i. Notify the Registered Aboriginal Stakeholders of the Find;
 - ii. Provide a brief report on the contexts of the Find; and
 - iii. agree to management strategies for the area surrounding the Find.
- (f) Any disputes as to the management of a Find will be dealt with in accordance with the Dispute Resolution Protocols (Section 18).

12. SITE SPECIFIC MANAGEMENT STRATEGIES

Each known Site is the subject of Site specific management strategies. In the event of any inconsistency with other sections of this CHMP, those strategies outlined in Section 11 will prevail.

12.1 Sites K1, K7, K8, K11, K12 and K13

Sites K1, K7, K8, K11, K12 and K13 consist of highly disturbed artefact scatters. Following consultation with the Registered Aboriginal Stakeholders, the DOP approved a strategy of excavations and collection of the artefacts. Excavations were undertaken from 10 August 2009 through to 15 August 2009 and on 19 October 2009.

The following management strategies apply to Sites K1, K7, K8, K11, K12 and K13:

- (a) Each Site should be the subject of Signage in accordance with the procedures in Section 13.
- (b) The Find Procedure (Section 11.2) shall not apply to any Aboriginal Objects outside a forty (40) metre radius from the centre point of each Site, shown in **Appendix 1 – Table 1**.

12.2 Sites K2, K9 and K10

Sites K2, K9 and K10 consisted of single artefacts. Following the initial Everick survey, the artefacts at each of these Sites were removed by an unknown person(s). Sites K2, K9 and K10 will be the subject of Signage in accordance with the procedures in Section 13.

No further management strategies are required for these Sites.

12.3 Site K3 and K4

Sites K3 and K4 consist of a shell and artefact scatter. These Sites will be retained in an environmental protection area. The following management strategies apply to Sites K3 and K4:

- (a) An Exclusion Zone of at least twenty (20) metres will be established around Sites K3 and K4 to ensure they are protected (**Appendix 1 - Figure 2**). Subject to the works outlined in section 12.3 (b) below, this Zone must be fenced off with temporary fencing and marked on appropriate plans as being an area that must not be disturbed until final agreement as to its landscaping requirements can be reached, in accordance with the procedures in Section 13.
- (b) Activities permitted within the Exclusion Zone prior to final landscaping plans are:
 - a. Where pine trees must be removed and native vegetation replanted, removal is to be undertaken by felling the trees and grinding the stump. The trees must not be pulled, snigged or pushed.
 - b. General maintenance to manage erosion or noxious weeds.
- (c) Sites K3 and K4 will be the subject of Signage in accordance with procedures in Section 13.

12.4 Site K5

Site K5 consists of an artefact scatter. It will be protected, retained *in situ* and incorporated into the parkland of an adjacent golf course. The following management strategies apply to Site K5:

- (a) An Exclusion Zone of at least twenty (20) metres will be established around Site K5 to ensure it is protected (**Appendix 1 - Figure 3**). This Zone must be fenced with temporary fencing and marked on appropriate plans as being an area that must not be disturbed until final agreement as to its landscaping requirements can be reached, in accordance with the procedures in Section 13.
- (b) Site K1 will be the subject of Signage in accordance with the procedures in Section 13.

12.4 Site K6

Site K6 consists of an artefact scatter. It will be protected, retained *in situ* and incorporated into the surrounding environmental protection zone. The following management strategies apply to Site K6:

- (a) An Exclusion Zone of at least twenty (20) metres will be established around Site K6 to ensure it is protected (**Appendix 1 - Figure 4**). This zone must be fenced with temporary fencing and marked on appropriate plans as being an area that must not be disturbed until final agreement as to its landscaping requirements can be reached, in accordance with the procedures in Section 13.
- (b) The existing track running through Site K6 will be either
 - a. blocked off with appropriate fencing or obstruction and re-vegetated; or
 - b. diverted around the Site K6 Exclusion Zone.
- (c) Site K6 will be the subject of Signage in accordance with the procedures in Section 13.

12.7 Site K14

Site K14 is a potential cultural scarred tree. Under the Development plans the tree will be situated within an environmental protection area and will not be disturbed. Site K14 will not be the subject of Signage or landscaping.

12.7 Site KQ

Site KQ is the Site of an Aboriginal stone quarry. Under the Development plans the quarry will be situated within an environmental protection area and will not be disturbed. It will not be the subject of Signage or landscaping.

12.8 Site C1

Site C1 has previously been excavated by the Tweed Byron LALC. Site C1 will be the subject of signage in accordance the Section 13.

12.8 Sites P1 and P2

The location of Sites P1 and P2 is unknown, as the survey has failed to locate them. As they are located in Environmental Protection Zones, they will be the subject of monitoring procedures should any significant ground disturbance occur in close proximity to their recorded location.

12.9 Sites BMP1

Site BMP1 is a small artefact scatter located close to Site KQ. Under the Development plans Site BMP1 will be situated within an environmental protection area and will not be disturbed. It will not be the subject of Signage or landscaping.

13. SIGNAGE & LANDSCAPING

13.1 The Purpose of Interpretative Signage and Landscaping

The Registered Aboriginal Stakeholders and the broader Aboriginal community of the Tweed Valley will be invited to participate in the design of open space/public park landscaping and interpretative cultural signage near known Aboriginal Sites and areas of cultural significance. This is viewed by the Registered Aboriginal Stakeholders as an important part of maintaining connections to Country.

Cultural signage can act as an educative tool. It can assist in creating an overall 'story' of Aboriginal occupation within the Subject Lands. It can demonstrate aspects of Aboriginal culture such as

language, tools, story, song, dance and the connection between Aboriginal people and their environment. It can also assist in maintaining the connection of the Traditional Owners to the land.

Culturally sympathetic landscaping can serve to enhance the cultural values of an area. This is an important part of retaining an appropriate Setting in which the Cultural Heritage within Kings Forest is to be located.

From the perspective of the Developer, cultural signage and landscaping can play a dual role acknowledging past Aboriginal occupation of the area and establishing a sense of community for future residents of Kings Forest. In this way, cultural signage and landscaping is viewed as a mutually beneficial partnership between the Developer and the Registered Aboriginal Stakeholders.

13.2 The Implementation of Cultural Signage

The following processes and principles will guide the implementation of cultural signage:

- (a) Cultural signage will occur at Sites K1 through to K13, C1 and in areas adjacent to the Interpretive Cultural Walk.
- (b) Signage need not be in the exact location of the recorded Site. It is more important that it is situated in a nearby area where it can be accommodated within the general open space/park landscaping.
- (c) Traditional names or story will only be used where it is approved by all Registered Aboriginal Stakeholders. Where the Registered Aboriginal Stakeholders cannot agree on appropriate names or story to be used in cultural signage, the signage may detail the results of archaeological or ethnographic knowledge of use and occupation of the area.
- (d) Where agreement as to the final content and location of signage cannot be reached between the Registered Aboriginal Stakeholders, the final decision will rest with the Cultural Heritage Advisor, who may decide either:
 - a. the location and the content of the signage; or
 - b. that signage in that location should not be built.

13.3 The Implementation of Landscaping

The following processes and principles will guide the implementation of cultural landscaping:

- (a) The Registered Aboriginal Stakeholders will, through the holding of Design Meetings (Section 13.4), be consulted over the landscaping of Sites K3, K4, K5, K6 and the Interpretive Cultural Walk.
- (b) The primary purpose of landscaping a Site is to ensure it is preserved. All other landscaping concerns shall be considered secondary to ensuring the Site's preservation.

- (c) Landscaping may involve burying the artefacts under a suitable layer of topsoil/sand.
- (d) The Registered Aboriginal Stakeholders will provide input on appropriate flora species to be planted around Sites of Cultural Heritage significance.
- (e) Registered Aboriginal Stakeholders will be invited to nominate persons to participate in the cultural landscaping works, in accordance with Section 15.1.

13.4 Cultural Signage and Landscape Design Meetings

All Registered Aboriginal Stakeholders will be invited to attend a minimum of three (3) Design Meetings. Also in attendance will be qualified landscape and graphic designers, a representative of the Developer, and (only if requested by the Parties) the Cultural Heritage Advisor.

The meetings will be staged through the life of the Development to ensure the Registered Aboriginal Stakeholders are consulted at appropriate times over the landscaping and Cultural Signage of Aboriginal Sites and the Interpretive Cultural Walk as required by Sections 12 and 13 of this CHMP.

13.5 Interpretive Cultural Walk

The Developer will Construct an Interpretive Cultural Walk in the southern portion of the Development Area near Cudgen Lake. This area is significant to the Registered Aboriginal Stakeholders. The Interpretive Cultural Walk will provide the opportunity to celebrate Aboriginal culture through the implementation of cultural signage and landscape design.

14. KEEPING PLACE

Aboriginal Objects originating from the Development Area must at all times be kept in the care and control of the Tweed Byron LALC. The Developer will continue to consult with the Aboriginal Stakeholders and the Land Council over alternative arrangements for the artefacts should they be requested.

15. BUSINESS, EMPLOYMENT AND TRAINING OPPORTUNITIES

15.1 Training

The Developer will offer two (2) scholarships or traineeships to Aboriginal persons undertaking training in the fields of Construction, Engineering, Architecture, Cultural Heritage Management or Landscaping. The Registered Aboriginal Stakeholders will be asked to nominate interested Aboriginal persons capable of fulfilling these roles. The final decision on who is offered the scholarship or traineeship will rest with the Developer.

15.2 Landscaping Employment

The Developer will provide employment for a minimum of four (4) Aboriginal persons to undertake landscaping works within the Exclusion Zones at Sites K3, K4, K5 and K6 and the Interpretive Cultural Walk.

The Registered Aboriginal Stakeholders will be asked to nominate interested Aboriginal persons capable of undertaking these works. The final decision on who is employed to undertake these works will rest with the Developer.

15.3 General Employment Opportunities

The Developer, during the course of the Development, will look to employ the Registered Aboriginal Stakeholders, as is practicable, where they are capable of carrying out in a satisfactory manner the particular work or services required at a competitive price and to the Contractor's usual standards. The Developer will communicate with the Registered Aboriginal Stakeholders, to ensure this takes place.

The Developer will request that the Registered Aboriginal Stakeholders nominate several people as potential employees to be assessed by the Developer. The Developer will select and offer employment to the person or people who are most suitable to the skill mix requirements of the Developer.

The Developer commits that:

- (a) except as otherwise agreed between the Parties, general working standards, including rates of pay, hours of work and roster period requirements for Aboriginal employees, will be as for other employees; and
- (b) they will consider whether there are areas in which an Aboriginal person(s) or an incorporated Aboriginal body might successfully be employed or contracted for the

supply of goods and services; and they will look to provide tenders to these persons or Aboriginal bodies.

15.4 Aboriginal Business Opportunities

The Registered Aboriginal Stakeholders will, at their earliest convenience, provide the Cultural Heritage Contact with a list of local Aboriginal businesses interested in providing services during Construction of the Development. The Developer will invite these businesses to tender for undertaking Construction works that the Developer considers the nominated businesses are capable of fulfilling to a sufficient standard.

16. REMUNERATION

Remuneration of the Registered Aboriginal Stakeholders for services provided under this CHMP, excluding Monitoring services, will be the subject of further negotiations between the Developer and the Registered Aboriginal Stakeholders, having regard to the nature of the work and its duration.

17. OWNERSHIP OF INFORMATION

The Developer will own all information, reports or other documents generated or compiled in the implementation of this CHMP (“the Reports”), except where such information is the property of another person or is already in the public domain.

The Registered Aboriginal Stakeholders will be requested to provide any information to the Developer that is required to for meeting requirements of law, including for the purpose of applying for any permits, licences, approvals or other consents required by law for the Development or for the purpose of any programs associated with this CHMP.

Where information generated in the course of implementing this CHMP is of a confidential nature to the Registered Aboriginal Stakeholders and where the Registered Aboriginal Stakeholders have informed the Developer of this fact, then that information:

- (a) may not be used for any purpose other than in fulfillment of the Parties’ obligations under this CHMP; and
- (b) cannot be supplied to or used by any third Party, or used for any other purpose, other than as required by law, without the express written permission of the Registered Aboriginal Stakeholders.

The Developer, with the consent of the Registered Aboriginal Stakeholders, will look to use traditional names wherever practical and appropriate. Names could be used for streets and parks in the

Development Area. The Registered Aboriginal Stakeholders must be consulted about the appropriateness and spelling of any language names. The Parties agree that traditional names may be used solely for these purposes.

18. DISPUTE RESOLUTION

During the implementation of this CHMP, if disputes occur in relation to the management of Aboriginal Places and Aboriginal Objects, the following principles and procedures will apply:

- (a) wherever possible, issues will be negotiated directly between the Registered Aboriginal Stakeholders and the Cultural Heritage Advisor, with minimum disruption to Construction;
- (b) failing resolution under (a), an on-site meeting at a time convenient to the Parties, will be convened between the Developer's Staff, the Registered Aboriginal Stakeholders and the Cultural Heritage Advisor; and
- (c) if resolution under (b) is not achieved, a permit under Section 87 or Section 90 of the *National Parks and Wildlife Act 1974 (NSW)* will be sought by the Developer.

19. NOTICES

The Developer will, where practicable, provide any notices, consents or other communication under this CHMP in writing, signed and either left at the Registered Aboriginal Stakeholders address or sent to the Registered Aboriginal Stakeholders by mail or fax.

20. TERM

This CHMP will commence on 1 January 2010, and will continue until alternative agreements or CHMP's are entered into between the Developer and the Registered Aboriginal Stakeholders, or until such time as Construction by the Developer ceases within the Development Area.

21. REVIEW

The Developer and the Registered Aboriginal Stakeholders will review the implementation of this CHMP, either in meetings or through correspondence, on an annual basis.

22. SAFETY ISSUES

The Developer may not direct Monitors to do any act or thing, except in relation to specific issues of workplace health and safety, or other administration issues, as agreed between the Parties from time

to time. The Developer will provide (if required) hard hats, safety glasses, hearing protection, safety vests and sunscreen to the Monitors while the Monitors are in the Development Area. The Monitors must supply their own steel capped boots.

23. COSTS

Costs of the investigation, salvaging and storage of any Aboriginal Cultural Heritage are to be borne by the Developer.

24. APPROVAL OF THE DIRECTOR-GENERAL

The Developer will lodge this CHMP with the Director-General of the Department of Planning for approval.

APPENDIX 1

SITE MAPS - IDENTIFIED ABORIGINAL CULTURAL HERITAGE SITES

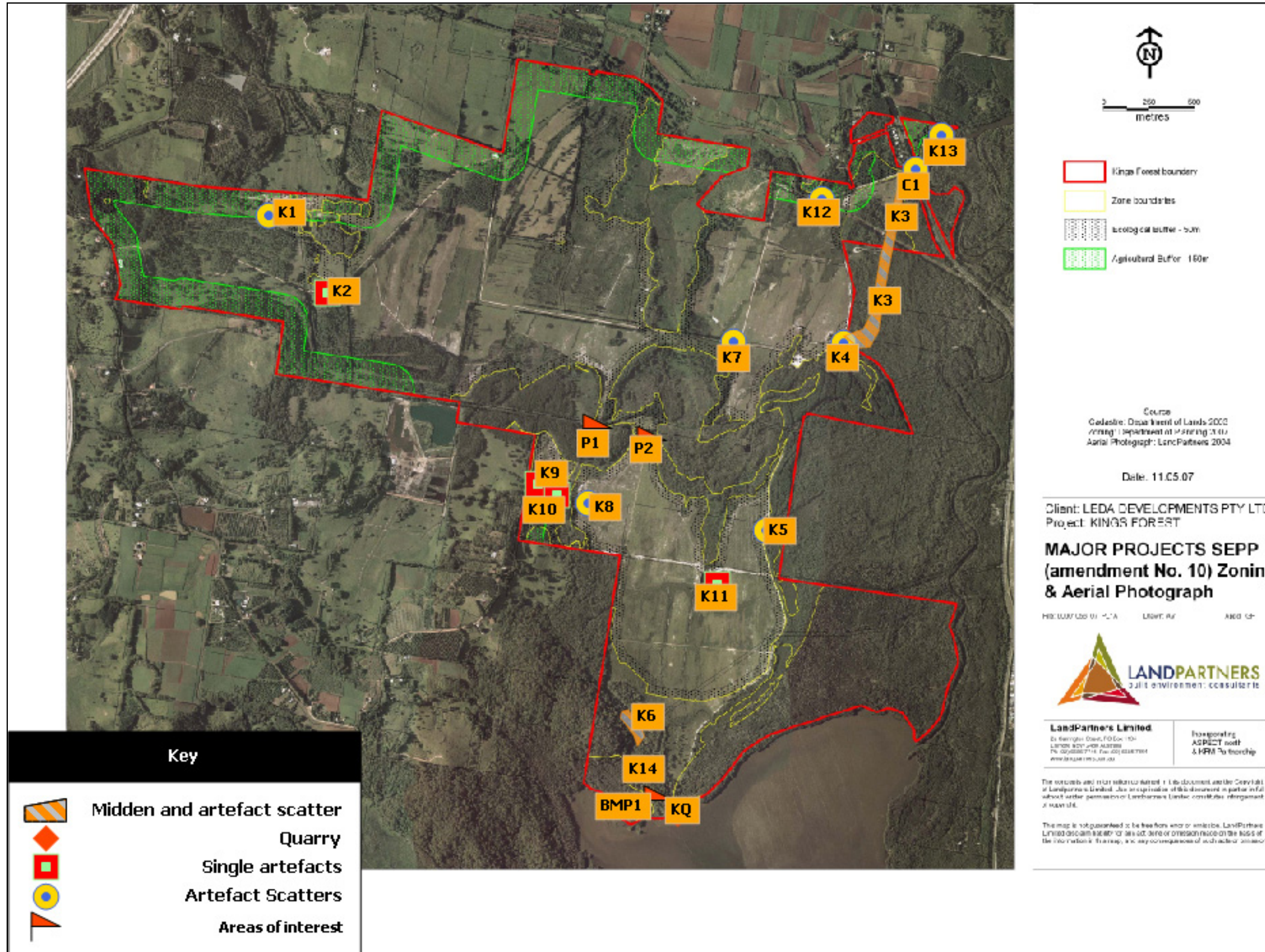


Figure 1: Site Map

Table 1: Central Locations of Identified Aboriginal Cultural Heritage Sites (WGS 84)

Site Name	Longitude	Latitude
K1	153.5275	-28.2905
K2	153.5299	-28.2938
K3	153.5621	-28.2889
K3	153.5631	-28.2886
K3	153.5624	-28.2907
K3	153.5618	-28.2920
K4	153.5599	-28.2964
K5	153.5555	-28.3050
K6	153.5483	-28.3163
K6	153.5487	-28.3168
K7	153.5534	-28.2966
K8	153.5454	-28.3039
K8	153.5450	-28.3045
K9	153.5437	-28.3037
K10	153.4400	-28.3039
K11	153.5527	-28.3082
K12	153.5580	-28.2896
K13	153.5650	-28.2858
K14	153.5496	-28.3182
KQ	153.5501	-28.3203
BMP1	153. 3309	-28.1830
C1	153.5633	-28.2877
P2	153.5487	-28.3016
P3	153.5456	-28.3013



Figure 2: Site K3 Exclusion Zone

Table 2: Site K3 Exclusion Zone Boundaries (WGS 84)

Point	Longitude	Latitude
1	153.563107410660	-28.2884912626287
2	153.562301664685	-28.2887026042396
3	153.561957723129	-28.2888427011294
4	153.562068155748	-28.2889878620514
5	153.562240418243	-28.2889732848868
6	153.562717309090	-28.2887910351996
7	153.562827086237	-28.2888113850513
8	153.562850951173	-28.2888806273415
9	153.562611286846	-28.2894848783513
10	153.562315692208	-28.2898813373183
11	153.562318315712	-28.2903805790432
12	153.561610778041	-28.2913958635306
13	153.561630812707	-28.2922278685370
14	153.561717383423	-28.2923037871602
15	153.561975894481	-28.2923027236240
16	153.562038053909	-28.2922053909691
17	153.561981069578	-28.2917965158634
18	153.562119743606	-28.2913521652074
19	153.562306000917	-28.2910185634792
20	153.562539622904	-28.2907541070268
21	153.562662990890	-28.2903791594578
22	153.562981064613	-28.2897884533509
23	153.563166623246	-28.2893231061101
24	153.563172997030	-28.2890457172975
25	153.563091816856	-28.2885051950484



Figure 3: Site K5 Exclusion Zone

Table 3: Site K5 Exclusion Zone Boundaries (WGS 84)

Point	Longitude	Latitude
1	153.555548793706	-28.3040558736538
2	153.555358756207	-28.3041179110075
3	153.555274457508	-28.3045471033518
4	153.555259776607	-28.3050525927592
5	153.555227233667	-28.3054509424229
6	153.555211598265	-28.3057726430537
7	153.555420375982	-28.3059862185312
8	153.555679797355	-28.3059545307840
9	153.555712497906	-28.3055868125138
10	153.555727654237	-28.3051732174829
11	153.555794646393	-28.3047440953659
12	153.555793372818	-28.3044990437324
13	153.555878147048	-28.3041617454627
14	153.555496958087	-28.3040714006191



Figure 4: Site K6 Exclusion Zone

Table 4: Site K6 Exclusion Zone Boundaries (WGS 84)

Point	Longitude	Latitude
1	153.548187010158	-28.3161967970357
2	153.548066606882	-28.3163427828971
3	153.548145745357	-28.3165875216740
4	153.548242112794	-28.3168168751552
5	153.548459473742	-28.3170151103506
6	153.548771199479	-28.3170521474631
7	153.549029745137	-28.3168443412556
8	153.549028053749	-28.3165150533287
9	153.548914692470	-28.3163470328895
10	153.548680300198	-28.3162024729841
11	153.548446340768	-28.3161421491260
12	153.548212892173	-28.3161813770482
13	153.548169781658	-28.3162121822649

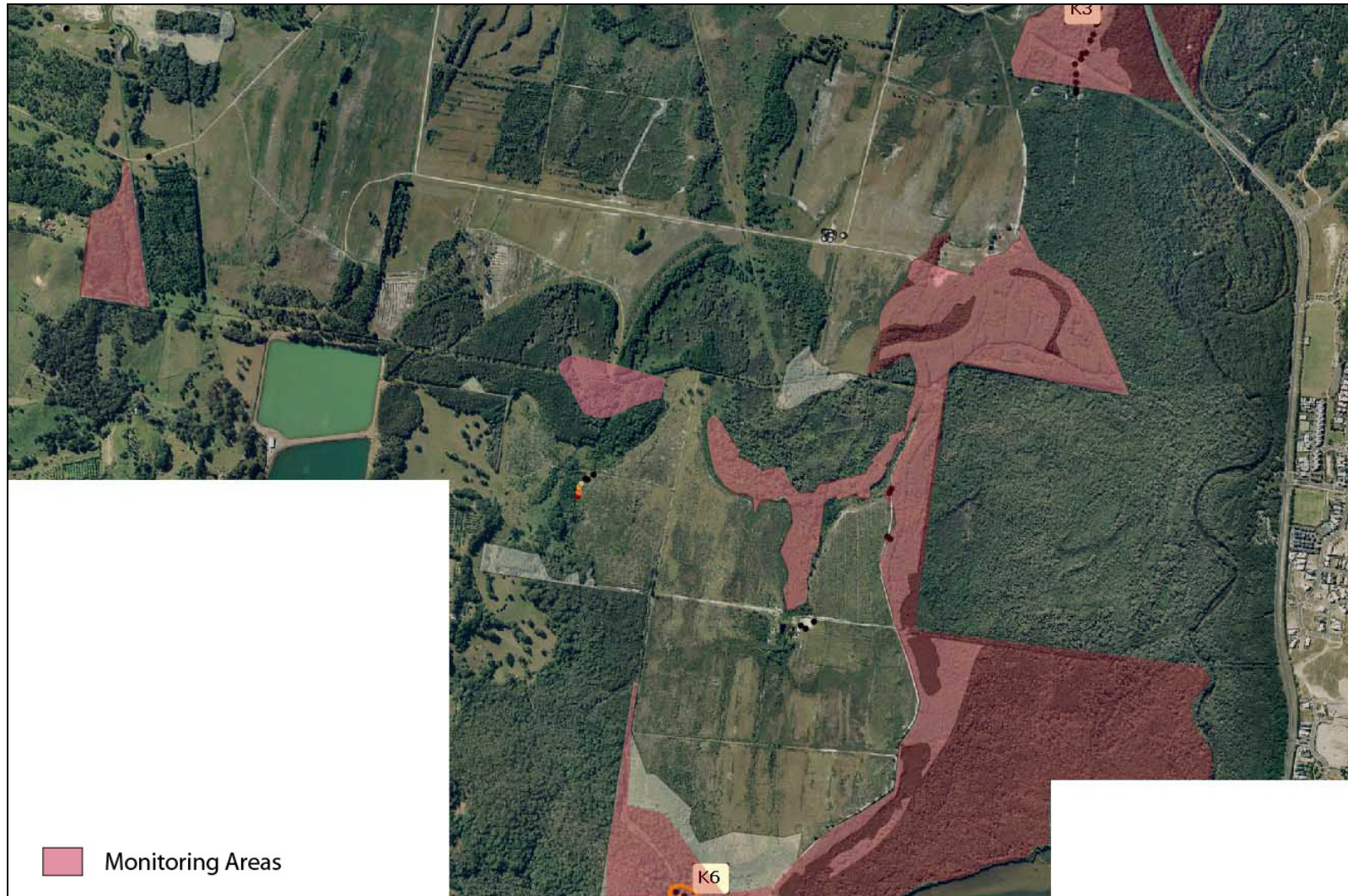


Figure 5: Monitoring Areas

APPENDIX 2

Registered Aboriginal Stakeholders:

Name	Address	Phone Number
Bartie, John	15 Turpentine Place, Tyalgum, NSW, 2484	-
Boyd, Harry	C/O Bo (Mike) Lourey PO Box 862, Murwillumbah, NSW, 2484	-
Currie, Deirdre	11 Flamingo Place, West Tweed Heads, NSW, 2485	-
Dawney, Carol	3 / 2 Seymour Street, Tweed Heads South, NSW, 2486	-
Logan, Russell	C/O WICEEDO 9 Tathra Street, Pottsville Beach, NSW, 2489	-
McDonald, Jackie	On behalf of Jason McDonald, Levi McDonald, Adam Mazzarella, Peter Buxton and Paul Buxton. 63 Tringa Street, Tweed Heads West, NSW, 2485	-
Slabb, Kyle	C/O Tweed Byron LALC PO Box 1410, Kingscliff, NSW, 2487	-
Summers, Joyce	26 Brier Crescent, Varsity Lakes, QLD, 4227	-
Tweed Aboriginal Co-op	C/O Desare Rotumah PO Box 6231, Tweed Heads South, NSW, 2486	-
Tweed Byron LALC	21/25 Ourimbah, Road, Tweed Heads, NSW, 2485 PO Box 1410, Kingscliff, NSW, 2487	-

Developers Cultural Heritage Contact:

Name	Address	Phone Number
Mr Reg van Rij	PO Box 1914, Gold Coast Surfers Paradise, QLD, 4217	(07) 5570 5500

Cultural Heritage Advisor:

Name	Address	Phone Number
Tim Robins Everick Heritage Consultants	47 Arthur Terrace, Red Hill, QLD, 4059 PO Box 146, Red Hill, QLD, 4059	0432 816 460 (07) 3368 2660

APPENDIX 3

MONITORING PROTOCOLS

Monitors will:

- Participate in Cultural Heritage Monitoring and sub-contract works.
- Assist in Construction works as directed by the Development Construction Manager, provided it does not interfere with their Monitoring duties.
- Report to the Development Construction Manager at a brief daily meeting to discuss all work to be undertaken by them during that day, completed by them on the previous day, and otherwise relating to their performance of the duties of Monitors in accordance with this CHMP.
- Provide preliminary determination of the extent of any previously unidentified Finds and approximate determination of the appropriate Exclusion Zone for any identified Aboriginal Cultural Heritage Object or Site.
- Report back to the Project Construction Manager and Registered Aboriginal Stakeholders with regard to Monitoring activities and any Finds.
- Attend the Site within 4 hours of an Aboriginal Cultural Heritage Object or Site being discovered.
- Undertake the Developers specific Workplace Health and Safety Induction training.
- Wear safety clothes and equipment as required by the Developer, including but not limited to steel capped boots (to be provided by the Monitor) and safety vest and hard hat (to be provided by the Developer).
- Not impede the operations of Construction Staff.
- Complete time sheets at the beginning and end of each day or part day that the Monitor is on Site as reasonably required by the Developer.
- Comply with any protocols and procedures for visitation to the Development Area.
- Immediately inform the Development Construction Manager of the location and nature of any Cultural Heritage Find during Monitoring.
- In the event that skeletal material is found, follow procedures detailed in **Appendix 6**.
- At the end of each relevant working day, finalise a Monitoring Clearance Sheet which will be provided by the Developer.
- Ensure that they arrive at the designated part of the Development Area at the designated time.
- Collect Monitors Kit at the beginning of each day and return them at the end of each day (See below).
- Monitor the Significant Ground Disturbance of Areas shown as Monitoring Areas in **Appendix 1 – Figure 5**.
- Be available to work on 48 hours' notice.
- Remain at their assigned locations except in an emergency.

On-site Monitoring Procedure

- If the Monitors are late on-site, work will proceed whether they are present or not.
- The Development Construction Manager will inform the Monitors of the type of work that will be carried out during the day.
- Once this has been established, the Monitors will begin monitoring for Cultural Heritage (e.g. stone artefacts, shell material, bone, etc) unearthed during the clearing work.
- Monitors will stay at the designated Monitoring location unless the Development Construction Manager advises or requests otherwise.
- Monitors will be introduced to the driver(s) of the earthmoving equipment who will be undertaking the clearing. The driver and Monitor are to come to a mutual arrangement regarding procedures they will follow (e.g. hand signals) when the Monitor wishes the driver to temporarily stop so that he can inspect any suspected Cultural Heritage material that may have been exposed.
- When working in proximity to large earthmoving equipment, such as bulldozers, graders or excavators, stringent safety rules are to be observed.
- Monitors will check-in any Cultural Heritage (e.g. stone artefacts, shell material, bone etc) collected during the day's work, along with the Collection Record Sheets, any completed Clearance Sheets and their Monitoring Kits. Cultural Heritage Objects will be stored by the Developer until such time as it can be handed into the care and control of the Tweed Byron LALC.

Raising Issues

If the Monitors wish to raise any issues, or report incidents or accidents that may have occurred while they were monitoring that day, they should contact the Development Construction Manager or the Cultural Heritage Advisor.

Monitoring Kits

Monitors will receive Monitoring Kits when undertaking their work. It is their duty to ensure that the Monitoring Kits are complete with the required contents each day.

The Cultural Heritage Advisor will prepare the Monitoring Kits and deliver them to the site office. The Development Construction Manager will be responsible for issuing the kits and having available in the site office additional materials required for restocking them.

Monitoring Kits will contain at least the following:

- Collection Record Sheets x 3

- Clearance Sheet x 1
- Collection Bags x 3
- CHMP x 1
- Daily Time Sheet
- Stop Work Forms x 2
- Contact Details Form x 1
- Back pack/carry bag x 1
- Clipboard / ring binder x 1
- Pen x 1
- Marker x 1
- Safety Vest
- Hard Hat

The Developer will also provide the lead Monitor with a camera and a GPS as required.

Monitors are to ensure that these kits are stocked sufficiently, and that they are returned at day's end in an appropriate state. Cameras are to be only used for photographing Cultural Heritage Objects and Sites.

Monitors must wear prescribed safety equipment and abide by the following rules:

- Never walk in front of a moving or operating machine.
- Never be in the close vicinity when trees are being felled or pushed or pulled.
- Observe a safety zone distance of at least twenty (20) metres between the Monitor and the machine.
- Machinery such as bobcats can be approached reasonably safely, provided that the bobcat operator is aware at all times of the position of the Monitor and that eye contact is maintained between the Monitor and the operator.

APPENDIX 4

CONDITIONS OF EMPLOYMENT FOR ABORIGINAL MONITORS

- Monitors shall be employed by the Developer. The Developer will oversee the employment, management, administration and remuneration of the Monitors, including the provision of workers compensation, superannuation, tax contributions and insurance cover.
- Monitors must comply with all relevant legislation including all Workplace Health and Safety Regulations.
- Monitors shall be nominated by the Registered Aboriginal Stakeholders based on their qualifications, experience and availability.
- Taxation provisions will govern the net dollar figure paid for every Monitor engaged in Monitoring the Development. The Remuneration as outlined in Section 7.4 is to be made clear to the Monitors before the commencement of the Cultural Heritage Monitoring.
- Time sheets must be signed by each Monitor before payments are processed. It is not necessary for the Developer to provide a copy of the time sheet to the Monitor unless he/she requests it.
- Transport to and from the relevant Site will not be provided by the Developer.
- No alcohol or non-prescription drugs will be allowed in the Development Area. Persons found in possession of, or on reasonable grounds suspected of being under the influence of alcohol or non-prescription drugs, will be summarily dismissed and not paid for that day.
- Monitors will work only as required by the Developer under the terms of this CHMP.

The Developer recognises that certain protocols or cultural events may exist or occur within the Registered Aboriginal Stakeholders' community (particularly in relation to family issues and bereavement) that may within reason affect the ability of the Monitors to perform in accordance with the terms of the CHMP. In such cases the Registered Aboriginal Stakeholders will communicate with the Contractor as soon as possible, and use their best endeavours to avoid any cessation of Monitors' activities and thereby avoid disruption of Work Programs. Failure of the Monitors to be on site at an agreed time without prior notification will not constitute a reason for the Developer to cease work. The Developer will assume that the Registered Aboriginal Stakeholders has decided that no monitors are required on that day or at that location. Where notification is provided, the Developer accepts that operations if Monitors are required will cease where necessary for the period agreed between the Parties.

APPENDIX 5

MONITOR LIST:

Name:	Group/Organisation:	Address:	Contact Numbers:

APPENDIX 6

HUMAN REMAINS POLICY: MANAGEMENT OF ABORIGINAL BURIAL REMAINS

The following principles have been developed to conform with the National Parks and Wildlife Service “*Standards for Archaeological Practice in Aboriginal Heritage – Aboriginal Ancestral Remains*” published in September of 1997.

1.1 Guiding Principals

Death in all human societies is a significant event. It occurs on a regular, but unpredictable basis, removing individuals from family, close relations and friends. Death is often associated with complex rituals. This was and still is the case with Aboriginal people. Disturbance to burials is therefore of major concern to them, as it is for other people in the community.

Aboriginal and Torres Strait Islander people have been in New South Wales for more than 40,000 years. In that time they have buried hundreds of thousands of their dead in a variety of ways. In some cases people were cremated, in others their bones were placed in hollowed-out logs or trees or wrapped in bark cylinders and placed in rock shelters. Many were also buried in the ground with grave goods. Burials commonly occur in sand dunes and alluvial deposits which were easy to dig. Wind and water easily erode such locations and frequently these natural processes expose remains. Other common burial locations are rock shelters, rocky overhangs and hollow trees. The close proximity of scarred or carved trees and stone arrangements and the remains of fireplaces, stone artefacts and food refuse may be suggestive of an Aboriginal burial.

When acting under this CHMP, the Cultural Heritage Advisor will follow the following Principles and Rules contained in the *Code of Ethics of the Australian Archaeological Association*:

Principle 3: ‘To acknowledge the special importance of indigenous ancestral human remains, and Sites containing and/or associated with such remains, to the indigenous people.’

Rule 5: ‘Members shall not interfere with and/or remove human remains of indigenous peoples without the written consent of representatives authorised by the indigenous people whose cultural heritage is the object of investigation.’

1.2 Legislation and Regulations Background

The *National Parks and Wildlife Act 1974* (NSW) gives protection to all ‘Aboriginal remains’ except those occurring within cemeteries in which non-Aboriginals are also buried and those being dealt with

in a forensic or related context (e.g., by a Coroner). The relevant section of the Act [Part 1 Section 5(1)] reads:

“Aboriginal remains means the body or the remains of the body of a deceased

Aboriginal, but does not include:

- a) a body or the remains of a body buried in a cemetery in which non-Aboriginals are also buried, or
- b) a body or the remains of a body dealt with or to be dealt with in accordance with a law of the State relating to medical treatment or the examination, for forensic or other purposes, of the bodies of deceased persons”

The Police Commissioner’s Instruction 120.08 is intended to help police deal sensitively with the skeletal remains of Aboriginal people. It states:

If any material is suspected of being of Aboriginal origin and there are no suspicious circumstances, then the Site must be secured and a National Parks and Wildlife Officer contacted to identify the remains. Police are also asked to contact the nearest Aboriginal Community Liaison Officer (ACOL).

1.3 Procedure for when Aboriginal remains are Located

Where human remains are found, the Site should be cordoned off and the remains themselves should remain untouched. Efforts should then be made to notify the New South Wales Police Service.

The remains should be examined by a physical anthropologist or medical practitioner in order to establish their ancestry (as Aboriginal or European). The antiquity of the remains should also be determined by a physical anthropologist.

The Find should then be reported to the Registered Aboriginal Stakeholders. Any report should use respectful language, treating them as the remains of Aboriginal people rather than as scientific specimens, and be written in plain English.