



TITEB
Tiwi Islands
Training &
Employment
Board
Annual Report
2017-18

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Introduction

The Tiwi Islands Training and Employment Board (TITEB) was established by the Tiwi Land Council in 1999 to coordinate training and employment activities on the Tiwi Islands. The Board is owned and managed by a Tiwi Board of Directors and is nationally registered as a Registered Training Organisation under the Australian Quality Training Framework. The Board also manages one of only two Group Training Organisations in the Northern Territory.

TITEB coordinates and delivers a range of development and life choice services to the Tiwi communities, including:

Community Development Program (CDP)

Delivering employment and community activities for unemployed job seekers who receive New Start Allowance, Youth Allowance, DSP or Parenting payment with children over the age of six.

Registered Training Organisation (RTO)

RTO No. 4742

Delivering for levels from literacy and numeracy for adults through to Certificate and Diploma level courses that support employment into a range of industries.

Group Training Organisation (GTO)

Supporting Tiwi to become qualified in a range of industries through apprenticeships and traineeships with local employers.

Remote School Attendance Strategy (RSAS)

Supporting all school aged children in three Tiwi communities to attend school and supporting families to improve their children's attendance.

School Nutrition Program (SNP)

Providing a range of nutritious meal options for the children attending Milikapiti Primary School.

Strategic Overview

Purpose

To provide positive pathways that builds the capacity and capability of the Tiwi people, their communities and local employers, through high quality education, training and employment programs.

Vision

Tiwi working in all types of occupations on the Tiwi Islands and beyond, improving their own prospects through self-determination.

Mission

To deliver Employment Services, CDP Activity Services, Adult RTO Training Services, School Attendance Services and School Nutrition Programs that impact positively on students, adult learners, families, skin groups, employers and service providers in all Tiwi communities.

Values

- Tiwi Culture. Foundation of the services we provide.
- Respect. Everyone has the right to good service.
- Belief. Tiwi people can achieve highly.
- Integrity. We strive for excellence.
- Diversity. Our differences together build our strength.

Strategic goals for 2018-2021

1. Governance. Implement an integrated Governance System that transpires into high performance for the organization.
2. Corporate Services. Build and implement a complete Corporate and Finance service that will serve the organisation's needs.
3. CDP. Deliver Employment and Activity Services at a high level that secures the service into the future.
4. RTO. Re-register and increase the scope for training delivery to secure viability.
5. GTO. Re-model the Group Training Organisation to viability and to continue trading into the future.
6. RSAS. Maintain high performance of our Remote Attendance services.
7. SNP. Be the best practice model for the School Nutrition Program at Milikapiti.
8. WRC. Develop strategies that will develop a Tiwi women's specific service.



TITEB Training Centre, Wurrumiyanga

CEO Report



On behalf of our Chairman and Board it is a huge pleasure to launch our first independent Annual Report. Two years ago, we committed to gaining a better understanding of how best to create a high performing business and it is with great pride that we publish our achievements so far.

During 2017/18 our biggest goal to improve the way we do business and maximise our resources. To this end, our new Chief Financial Officer started in May 2018. We also maximised opportunities and performance within all our programs, ensuring there are many options for training and employment across both islands.

Our RTO, the backbone of our organisation, was reformed to ensure that the new AQF and ASQA standards were implemented across all our training programs. We achieved registration for the next two years until 2021.

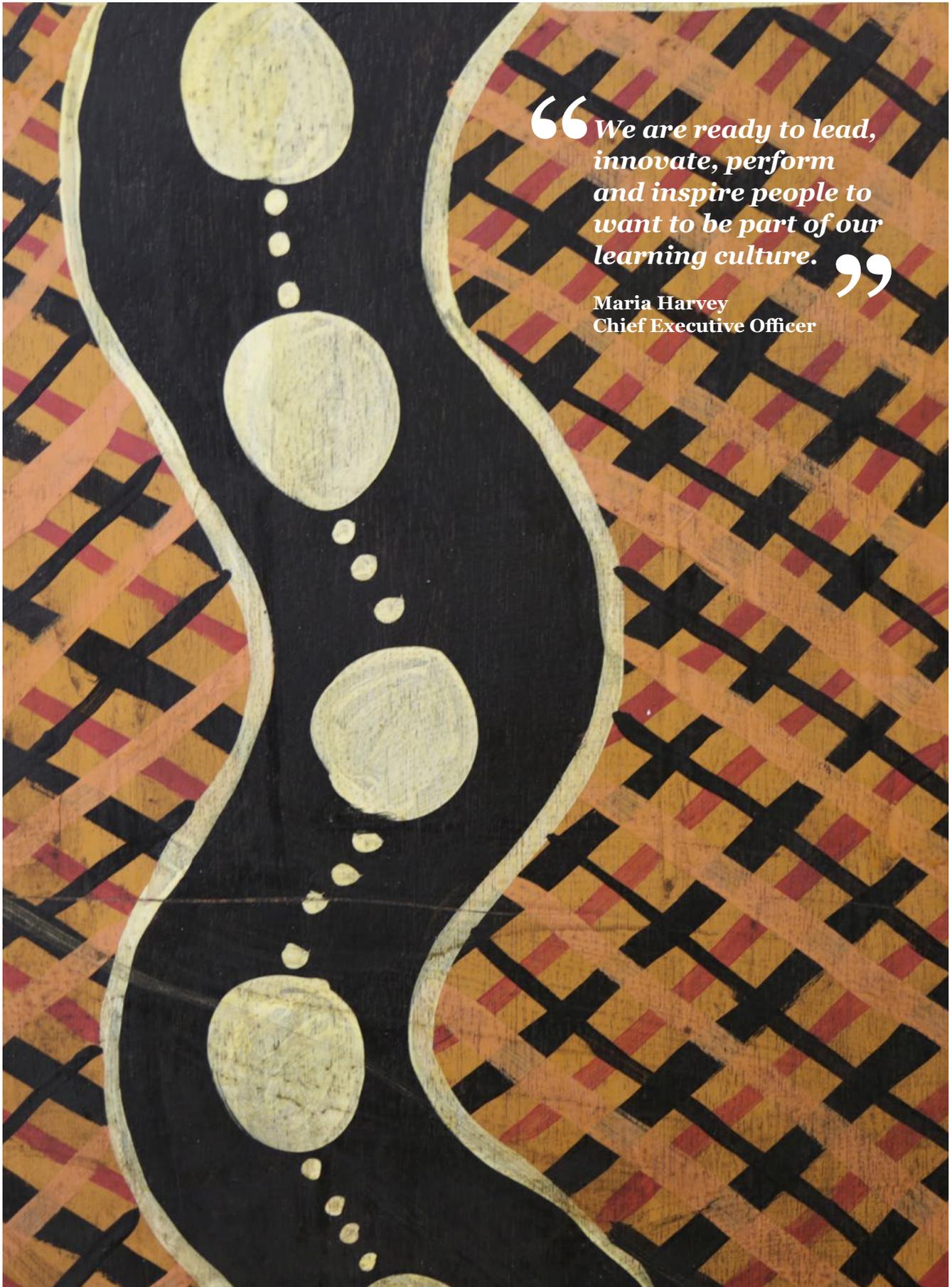
Our CDP contract was renewed for the next three years, a huge achievement given that PMC had issued a breach for the contract 18 months prior. All our work for the dole activities are aimed at supporting and benefiting the local communities, and preparing participants for paid work. In addition, our GTO continues to support Australian standard qualified trainees and apprentices across a range of industries.

Our RSAS School Attendance Services continue their work in developing a culture that values and engages in education for our children. I am extremely proud of our Yellow Shirts who went to the inaugural RSAS National Conference in Alice Springs. They outshone many other teams, demonstrating a deep understanding of the industry and their role within the community. In Milikapiti, our School Nutrition Program does a sensational job in providing school meals and helping the kids on their learning journey.

TITEB is committed to strengthening the Tiwi community and economy with a holistic approach to training and employment. It is extremely important that we have the right people, with the right skills to support our mission and Tiwi culture at the heart of everything we do. After two years of team-building, I am pleased to say we have high calibre staff who are physically, mentally and emotionally present on the ground on the islands.

I would like to encourage all Tiwi people and businesses to come in and talk to us about their ideas and dreams for the future. We are ready to lead, innovate, perform and inspire people to want to be part of our learning culture, and committed to continuing this important work for the Tiwi communities for years to come.

Maria Harvey
Chief Executive Officer



*“We are ready to lead,
innovate, perform
and inspire people to
want to be part of our
learning culture.”*

Maria Harvey
Chief Executive Officer

Report from the Chair



At TITEB, our focus is trying to get people a job and help people improve their lives. There are jobs available for Tiwi people. To get a job you have to do the training and tick all the boxes – resumes and certificates. That’s what our training centre is about. We are going to guide you all the way, but you have to do it yourself. You have to be strong inside and, when you have achieved something, that will take you far.

We are working with employer incentives trying to put people into better jobs. People need to stay in their jobs and get paid, better themselves and their family. It is good to see new enterprises being set up. The new fishing enterprise and women’s horticulture will attract new staff and new people to come and train – and we are feeding people healthy local food.

Every year we try to attract young people before they leave school to do apprenticeships. If we target them in year nine or 10 we will have more young people graduating year 12, who might go to uni. School attendance is generally good but we had a bad year in Wurrumiyanga this year impacted by violence and unrest, and suicide has really hurt everyone. We need to work with the police to make sure children can get to school safely.

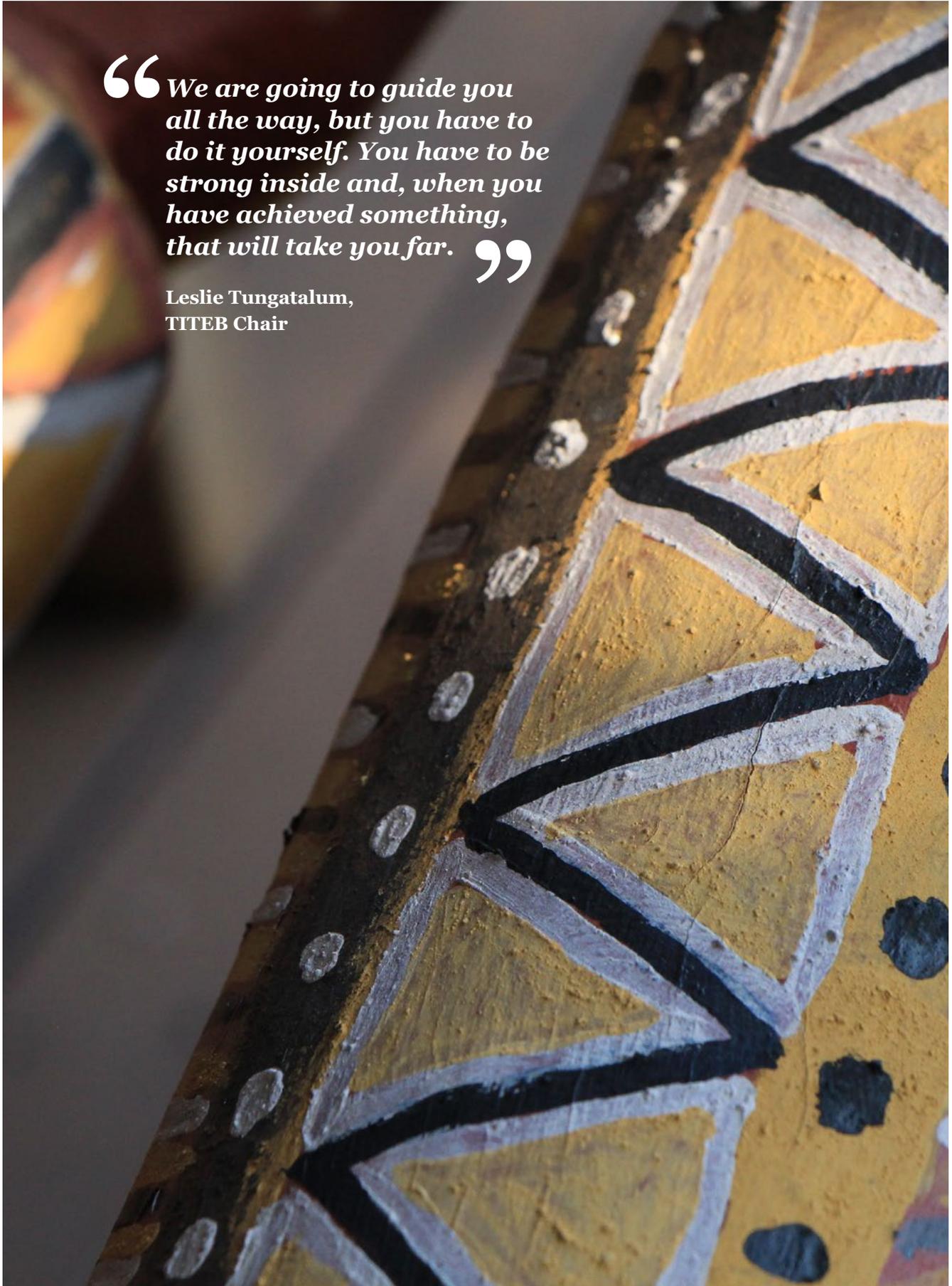
We need to thank the people helping to beautify the islands, the cemetery, put rubbish in the bins, put gardens in and put a smile on everyone’s faces. They make us all feel good about living in the community. We are here to better the community and help our people. We have to encourage each other and help each other in life.

I would also like to thank our TITEB directors. We are working together, learning together and planning the future to make this business good. This year, the board retreat allowed us to get away and focus, and plan for the year to come. We are constantly upgrading our skills. Things change, policies change, and we need to stay up to date and flexible. We are here to work with everyone to improve the lives of Tiwi people – TITEB, Shire and Land Council – we all need to work together.

Leslie Tungatalum
Chair

**“We are going to guide you
all the way, but you have to
do it yourself. You have to be
strong inside and, when you
have achieved something,
that will take you far.”**

Leslie Tungatalum,
TITEB Chair



Highlights



TITEB

Established 1999



Our challenge

2,500 working-age adults **410** jobs including seasonal work

CDP Job Placements **187**





149 RTO
Enrolments

GTO Trainee &
Apprenticeships **56**



TITEB Employees

69 total
staff

81% Indigenous

RSAS Average
school attendance **67.5%**



SNP School
meals served
January to June, 2018

3742

Governance

Vision: A prosperous future for all Tiwi through lifelong learning and skills development.

TITEB governance is strong and focused. Our Board of Directors is made up of eight representatives from the skin and clan groups across both Islands, with long-

term vision and passion for the Tiwi. Board members provide a vital link between employers and job seekers on the Tiwi Islands, and we encourage all Tiwi to talk to us about their ideas and dreams for the future.

Chief Executive Officer, Maria Harvey, works closely with the

Board to direct real progress on the ground. 2017/18 has seen a program of ongoing reform to improve the business intelligence and corporate framework of the organisation. Some significant changes have taken place, particularly in the areas of Governance and Corporate Services.

Our Board Members are:



Leslie Tungatalum, Chair



Karina Coombes, Vice Chair



Debbie Coombes, Vice Chair (Proxy)



Marius (Pirrawayingi) Puruntatameri



Richard Tungatalum



Wesley Kerinaia



Connell Tipiloura



Andrew Bush



Stanley Tipiloura



Beginning in May 2018, we began to transition the Finance and Corporate functions back into the organisation to enable closer controls and more streamlined procedures and processes for staff. This is a 9-12 month staged program aimed at demonstrating a high level of corporate compliance and integrity. It will also deliver an electronic network across the three main communities, streamlining frontline operations and service provision.

Annual Board Retreat

In June 2018, the Annual Board Retreat in Darwin saw the completion and endorsement of the TITEB Strategic Plan 2018-2021 and complete overhaul of the TITEB Articles of Association. Articles incepted in 1999 have been updated to current corporate law standards. This is a huge achievement will pave the way for a high standard of service delivery.

“*Leading TITEB to become a high performing organisation that serves the Tiwi is a huge, but rewarding role.*”

Maria Harvey,
CEO

We pride ourselves on being responsive to the community needs and an integral part of the Tiwi Islands community development. The board reaffirmed its commitment to providing strong leadership to ensure TITEB programs grow and develop for the benefit of all Tiwi. To this end, key stakeholders will be invited to attend board meetings held at Wurrumiyanga, Pirlangimpi and Milikapiti.

Meetings are an essential source of information that influences our strategic direction as well as our short term goals. The TITEB is officially invited to most community and stakeholder meetings, and attends many family group meetings. Our directors are also developing outcome-based brokerage with other Tiwi governance groups.

Community Development Program

Vision: Tiwi using the knowledge and skills gained at TITEB in all areas of their lives, jobs, training, home, country and family.

Our aim is to increase the Tiwi capacity and capability through the delivery of high quality employment and activity services. The CDP is focused on creating a skilled Tiwi workforce, and encouraging young people and parents to be the best version of themselves.

Employment Services

Employment services at Wurrumiyanga, Milikapiti and Pirlangimpi support jobseekers to meet their mutual obligations with Centrelink. We provide a positive and encouraging experience for around 740 job seekers across the Tiwis, ranging in age from 16 to 60 years old.

In 2017-18 we have been conducting regular JSCI assessments, getting people with disabilities off Newstart and onto their right payment. We provide referrals, training opportunities, post placement support, work clothes, etc. and make sure that employers are aware of the employer incentive.

People want to work and the employer incentive ensures that more Tiwi join the workforce. In the last 12 months, we have established good relationship with Bathurst Island Housing Association (BIHA) responsible for maintenance and refurbishments, and Tiwi Enterprises. For the Employment Services team, the highlight is when someone gets into work and stays there, building their skills and networks.

EMPLOYMENT			
2016/17		2017/18	
Job placements	148	Job placements	187
13-week outcomes	47	13-week outcomes	86
26-week outcomes	30	26-week outcomes	58
Employer incentives	11	Employer incentives	54



Milikapiti Hydroponics Team



Activities

Work for the dole participants report to Activities in Wurrumiyanga, Milikapiti and Pirlangimpi every day. On average, there are 410 jobs on the Islands (including seasonal work) and around 2500 working-age adults. As there are not enough jobs to go around, we place strong emphasis on creating meaningful CDP activities in three key areas: meeting community aspirations; work-ready training and enterprise development; and addressing barriers to employment.

Meeting community aspirations

Activity managers work to identify work for the dole activities that benefit community members. This includes preparation for funerals, community clean-ups, cooking for community meetings, and collecting firewood for the elderly. Participants also build and maintain community infrastructure such as community buildings, furniture and BBQs.

Work-ready training

TITEB regularly offers training to all job seekers to ensure that they are job ready, including White Card, First Aid and driver training, which are often a minimum requirement for employers. In 2017-18 we also offered the Cert III in Civil Construction, Cert I in Engineering, Welding and Timber Production, and a new project will see participants doing the Cert II in Fishing Operations.

We work closely with employers who genuinely want to employ Tiwi. For example, the Cert II in Community Services has led to employment with Red Cross. We are also working with Tiwi Plantation and Port Melville to develop an appropriately skilled local workforce.

Likewise, as TITEB grows we are also able to offer more training and employment. At Wurrumiyanga, we have three new Tiwi staff. Our two cleaning staff moved into the reception role and now job-

share both roles. We also have a Tiwi employment consultant who joined as a trainee and is now a permanent staff member.

Enterprise development

Micro enterprises present new opportunities for employment. There are plans for micro enterprises in each community, including furniture building, recycling, commercial fishing, oyster farming, egg farming, horticulture, hydroponics, aquaponics, tourism services, screen printing and bush medicine. The Darwin Art Fair also provides significant stimulus for cultural activities throughout the year.

Addressing barriers

These activities are aimed at addressing barriers to work. They provide a work-like routine, cultural activities and programs that support participants' health and wellbeing. Activities are separated deliberately into male and female to ensure we are supportive of cultural protocols.



TITEB CDP Women's Activities, Wurrumiyanga



TITEB CDP Men's Activities, Pirlangimpi



Special interest groups

Women's Centres

Each community has a Women's Centre, activity hubs where women can support each other and develop their skills. Women's activities include cultural activities like weaving and bush medicine, as well as the Cert II in Horticulture, sewing, women's health, Family As First Teachers (FAFT), exercise classes, painting and block printing.

In Wurrumiyanga, two women from the Wangatunga Strong Women's Group have joined with CDP to teach weaving and bush

medicine to the next generation. They are last women on the Island with this cultural knowledge and we hope to one day build an enterprise from these activities.

Men's Shed

At Wurrumiyanga, the Men's Shed provides a supportive, culturally appropriate environment for older men and men with disabilities. These men are meeting their mutual obligations through training and activities including chainsaw operations, carving, making ceremonial poles, timber milling and painting.

Sistagirls

This program is hosted by Tiwi Design and has provided meaningful work and support for a previously disengaged group of Tiwi. Most participants have completed the Cert I & II in Visual Arts, as well as suicide intervention training. Their designs are showcased at local art fairs and fashion shows. The Sistagirls are currently designing and producing their own line of clothing with the ultimate goal to establish their own business within Tiwi Enterprises.

Registered Training Organisation

RTO No. 4742

Vision: Prosperity through skills development and training. Be the best version of yourself today and every day.

TITEB RTO aims to deliver training and development programs that support progress into employment and improved quality of life for all Tiwi. In 2017-18, the RTO underwent significant reforms and a massive overhaul of its scope. We deliberately reduced our courses on offer to return to basics and structure the training according to three main needs: adult literacy and numeracy; industry-related VET; and tertiary and higher education.

TITEB is currently going through the five-yearly ASQA re-registration process. We are hoping to continue to deliver training outcomes in the Tiwis into the future. There has been an

emphasis on planning for more structured training to be delivered more frequently at Milikapati and Pirlamgimpi.

In the lead-up to the re-registration audit, a number of strategies were implemented to increase enrolments and ensure we meet ASQA standards, including:

- Full review and scaling back of our scope, realigning it with the audience/target group needs;
- Introduction of a credible compliance IT system that matches the ASQA frameworks;
- Improved assessment tools and documentary evidence; and
- Created fixed point of service at our Training Centre to increase customer service quality.

One of the highlights of 2017/18 was a two-day camp at Cape Fourcroy organised by Certificate II in Skills for Work and Vocational Pathways (foundation skills) students as part of their course. Before the camp, participants had to plan and develop their own training program, including how to camp, fish, fish and hunt for oysters. At the camp, the group then followed the students' written instructions, which was a lot of fun.

Our trainers have enjoyed seeing students' confidence and ambition increase as the benefits of study show up in all aspects of their lives. Next year, in addition to the Certificate I and II in Business, we be offering Certificate I and II in Tourism through CDU. The course will target staff from Tiwi Design and Tiwi Tours, but anyone can apply.



TITEB RTO Training Room



TITEB RTO Team



TITEB RTO in the field

Group Training Organisation

Vision: Qualified Tiwi in all professions on the Tiwi Islands and beyond.

The aim of TITEB GTO is to coordinate and support successful Tiwi trainee and apprentices to develop a qualified and competent Tiwi workforce on the Islands. We work closely with employers on the Islands to offer trainee and apprenticeships for new and existing staff, and are currently working with the NT Government to secure reliable funding levels for 2018-19.

In 2017-18, TITEB GTO supported 56 people participating in apprenticeships and traineeships across the Tiwi Islands. Of these, five successfully completed their training, gaining formal qualifications, and 15 cancelled due to relocation or were school-based apprentices who completed

their schooling at Tiwi College. Overall, retention rates remained high due to the high level of support provided to trainees and apprentices within their workplaces.

We have strong partnerships with Tiwi College and Red Cross, and are seeking partnerships with other potential employers. We have observed the many benefits of apprenticeships or traineeships and watched people grow in ability and confidence.

Many employers see the potential of engaging with students while they are still at school to support a smooth transition into jobs after graduation. There is some concern and frustration at the seemingly constant cycle of young Tiwi men and women disengaging once they leave school and joining the queue with the large

number of other jobseekers on the Islands. The GTO continues to support high schools and employers to overcome this issue, through information sessions, work experience opportunities, mentoring and school-based training.

We have also found that trial periods are beneficial prior to sign-up. For example, casual labourer positions within the building and construction industry allow potential apprentices to decide on a trade before committing to a 4-year apprenticeship. For young women in male dominated work places and young men having to work away from home, relationships can be strained. A trial period allows us to identify potential issues and work to resolve these before a longer-term commitment is made.

Current trainee and apprenticeships:

- Red Cross, Wurrumiyanga – Cert II in Community Services.
- Tiwi College – Cert II in Sport and Recreation for school-based trainees.
- Tiwi College – Cert III in Education Support for teacher’s assistants.
- DT Hobbs Pty Ltd – Cert III in Carpentry apprenticeships with Darwin-based construction company with ongoing projects on the Tiwi Islands.
- TITEB RTO – Cert III in Civil Construction Plant Operations for CDP Activities staff at Wurrumiyanga, Pirlangimpi and Milikapiti.

Future opportunities:

- Bathurst Islands Housing Association - apprenticeships in carpentry, plumbing and electrical;
- Tiwi College – school based trainee and apprenticeships in a range of industries;
- Nguiu Garage – mechanical apprenticeship;
- AANT – remote mentoring services; and
- TITEB RTO – to deliver training for local employers in Cert II & III in Community Services, Cert II Business, Construction, Horticulture, and Sport and Recreation.



TITEB GTO Team

Workplace training	Job	Total students	Completed	Cancelled	Continuing
Pickertaramoor					
Cert II Sport and Rec	Sport & recreation officer	26	0	8	18
Cert II Education support	Teachers assistant	6	0	2	4
Wurrumiyanga					
Cert II in Community Services	Community worker	13	0	0	13
Cert III Civil Construction (Plant Ops)	Activities supervisor	4	3	1	0
Cert III Light Automotive	Apprentice mechanic	2	0	2	0
Cert III Business	Administration officer	1	0	1	0
Milikapiti					
Cert III in Carpentry	Carpentry apprentice	1	0	0	1
Cert III Civil Construction (Plant Ops)	Activities supervisor	1	1	0	0
Pirlangimpi					
Cert III Civil Construction (Plant Ops)	Activities supervisor	2	1	1	0
TOTAL		56	5	15	36

Remote Schools Attendance Scheme

Vision: Tiwi families understand the benefits of education and all school-aged children attend school on a regular basis.

In 2017/18 we employed 18 Tiwi RSAS staff known as ‘yellow shirts’. Every day our yellow shirts attempt to speak to every child that is reported absent from school, and their family. A reporting procedure has been implemented to record data from these visits that includes details of referrals to Red Cross, Catholic Care, Night Patrol, truancy officers, clinics and other support services.

Since data reporting commenced in Wurrumiyanga [add date], 544 family visits have been recorded identifying a large number of children not attending due to being tired or not having clean clothes. We continue to search for ways to best influence families about the need to prioritise their children and establish healthy routines.

The RSAS Coordinator attends monthly meetings held at Red Cross to discuss issues affecting school attendance. These meetings provide a platform to discuss and address issues collaboratively, including schools, Night Patrol, PMC, Department of Children and Families, Improving School Enrolment and Attendance through Welfare Reform Measure (SEAM) staff, and other government and community organisations.

In 2017/18, Tiwi communities were impacted by one or two funerals per week. This has significantly impacted school attendance and staff absences as families travel to other communities to pay their respects and attend ceremonies.

The Darwin Show continues to be an issue, as many families fail to return to community in time for children to return to school. We are looking at implementing additional communication strategies, including notices

and reminders on community noticeboards and Facebook.

The RSAS team works tirelessly to promote harmony in communities, which sometimes means spending quality time with students and their families to support strong attendance at school. RSAS is proactive in working with all community stakeholders, including Night Patrol, Red Cross, Catholic Care and Medical Clinic to support a balanced lifestyle for all school-aged Tiwi kids.

In November 2017, three RSAS Staff attended the RSAS National Conference in Alice Springs where they had the opportunity to share their experiences with officers from other regions. The conference provided staff with a better understanding of how the work they impacts on the lives of children and the future of their communities, as well as Indigenous people across the country.

School	End of 2017	End of Term 2 2018	% Change
Pularumpi School	78.4%	79.1%	↑ 0.9%
Milikapiti School	73.8%	73.4%	↓ 0.5%
Xavier Catholic College	56.4%	53.7%	↓ 4.8%
Murrupurtiyanuwu Catholic Primary School	74.5%	64.1%	↓ 15%



TITEB RSAS Team



TITEB Yellow Shirts, Wurrumiyanga

School Nutrition Program

The School Nutrition Program is a wonderful initiative that has made a real difference to Milikapiti families. The program is administered by the Department of Education, Employment and Workplace Relations on behalf of the Australian Government. The Department works with each community to employ local workers to prepare and deliver the meals, to ensure adequate kitchen facilities and equipment are available, and to support any related professional development activity.

In October 2017, TITEB took over management of the School Nutrition Program providing

nutritious and healthy meals for students at Milikapiti School. The program was originally managed by a Queensland accounting firm and a lot of the work fell to the Principal, which was not sustainable.

TITEB is proud to support the Milikapiti ladies in the kitchen; nanas, mums and aunties, who provide delicious food and warm, family environment at school. There is pretty solid evidence that hungry children cannot focus on learning. They have a low attention span and are disruptive in the classroom and playground. Children who are well fed feel more secure, which leads to better

behaviour and more learning.

We have 66 parents signed up through the electronic payment system, making sure their children are healthy and attend school regularly. It is also great to see support from our CDP activity, Milikapiti Hydroponics, who had some bumper crops during the year, supplying fresh produce to the School Nutrition Program.

Based on this success, we plan to publish an SNP recipe book for parents and families of the children who love our cooking. The recipe book may also support the establishment of other school meals programs down the track.





TITEB SNP Team



Milipakiti School flag

Corporate Services

Vision: Compliant and responsive Finance and HR Services that support and complement TITEB programs.

This year, our focus was on re-integration of corporate services back into TITEB. Up until 2013, TITEB had systems and processes to manage 13-20 staff. Then, in 2014, when we began delivering

services for CDP one of the pre-requisites was to partner with someone who could handle a lot more revenue and staff. Thus, the finance and administration functions were outsourced to Tiwi Enterprises/Entity One.

Fast forward five years and our staff numbers have increased from 13 to 70-plus.

To ensure a high level of service to our staff and efficient finance and administration systems, the TITEB Board approved for these services to be reintegrated into the organisation from January 2018. The process of recruiting a CFO took place and was appointed in May 2018.



Human Resources

TITEB staff are our greatest resource. They bring commitment, dedication and skill to our work.

In 2017/18 we employed our first Human Resources Officer with the aim of developing an HR Framework that supports our employees and facilitates good workplace practices.

TITEB has a culturally diverse, progressive and collaborative workplace where we believe in gender equality and also in empowering our staff to be able to

contribute and make a difference. TITEB employs 68 staff, 59% identify as female and 41% as male. Ninety percent of our staff are based on the Tiwi Islands, specifically at our Wurrumiyanga, Ranku, Pirlangimpi and Milikapiti offices. Whilst we employ 100% Indigenous workforce in Pirlangimpi, Ranku and the RSAS program, on average we employ 81% Indigenous staff.

In 2017/18, we had a number of key appointments in our corporate

division with the appointment of the Chief Finance Officer, Accounts Officer and Human Resources Officer, as well as the appointment of the Employment Services Manager.

We are committed to developing our staff and helping to build their knowledge and understanding of their often complex roles. We facilitate training or send staff to attend relevant workshops and training within the Territory or interstate.

Staff by Location

Location	Indigenous staff	Non-indigenous staff	Total staff	% of Indigenous staff
Wurrumiyanga	34	7	41	83%
Milikapiti	8	2	10	80%
Pirlangimpi	10	0	10	100%
Ranku	1	0	1	100%
Corporate HO	3	4	7	43%
Total	56	13	69	81%

Staff by Program

Program	Indigenous staff	Non-indigenous staff	Total staff
CDP	38	6	44
RTO	3	3	6
RSAS	13	0	13
GTO	0	1	1
Corporate HO	2	3	5
Total	56	13	69

Senior Management Team



Maria Harvey
CEO

Maria has worked in the employment and recruitment industries for over 20 years. She has vast experience applying for, winning and implementing NT and Federal Government programs, and ensuring good governance. She is committed to working holistically to develop TITEB into a high performing organisation that serves the Tiwi people.



Bronwyn Rossing
Chief Finance Officer

Bronwyn has spent over 25 years working with remote Aboriginal communities in WA and the NT specialising in audit, accounting, governance, financial literacy, training, education, evaluation and community development. She is passionate about Aboriginal communities achieving their vision and committed to building sustainable financial and governance foundations for TITEB.



Louis Malaibe
HR Manager

Originally from PNG, Louis joined TITEB in April 2018 following nine years in HR at ANU. Louis has been getting to know the team and different work environments, and creating systems and processes to support our 69 employees. Louis lives by Sir Edmund Hillary's inspirational quote, "It is not the mountain we conquer but ourselves."



Moya Perry
Employment Services Manager

Moya has over 30 years' experience at Senior Management level in the Community Services sector working with remote communities in the NT, WA and QLD. Moya manages our caseload of approx. 750 people through the CDP program. She believes that employment plays a vital role in the health and wellbeing of families.



Kristine Mulholland

*CDP Senior
Employment Advisor*

In 2016, Kristine joined TITEB and has worked her way up to CDP Employment Site Manager, Bathurst Is. She has strong people skills, empathy and understanding of Tiwi culture, barriers and opportunities. She hopes that that one day Tiwi will have the knowledge and confidence to manage this site on their own.



Tony Furness

CDP Activities Manager

Tony joined TITEB in 2015, bringing vast experience in training, logistics, supply chain, contract and operations management based on 30 years in the military and allied industries. Since then, CDP attendance has increased from 30 to 150 jobseekers per day, and jobseekers have had the chance to do some terrific job-related training.



Gerald Oelofse

RTO Manager

After 10 years delivering training for communities, government and mining corporations, from Groote Eylandt to the Tanami Desert, Gerald joined TITEB in October 2017. He is fully aware of the training challenges in remote communities and committed to delivering to the same standard of training received by city folk and setting people up to succeed.



Philippa Walsh

GTO Manager

Philippa joined TITEB in 2013 bringing over 10 years' experience in employment services and workforce development. She is committed to creating opportunities for Tiwi people to build their capacity to reduce the non-local workforce across the Islands, including management and specialist positions.



Jackie McSkimming

*CDP Women's Centre
Coordinator,
Wurrumiyanga*

Jackie is a proud Tiwi woman who left school early, but later returned and graduated. Since then, she has worked in patient advocacy, employment services, Night Patrol and 20 years in Aboriginal health services. After many years away, Jackie has returned home to help and teach her people at the TITEB Women's Centre.



Robbie Joran

*RSAS Coordinator,
Wurrumiyanga*

Robbie grew up in Milikapiti and completed year 12 in 1999. From 2003-2012 he worked as an Aboriginal Community Police Officer, followed by two years as Fleet Officer/Driver Trainer for the Tiwi Islands Regional Council. In 2014, Robbie joined TITEB and was recently promoted to RSAS Coordinator helping Tiwi kids get an education.



Alasdair Kofed

*CDP Men's Activities
Manager, Milikpaiti*

Alasdair enjoys helping people discover and explore their potential. Born in Tokoroa NZ, he emigrated to Australia as a young man and worked in forestry, mining, construction, transport and, finally, employment services. Over the years he has managed programs including New Work Opportunity, LEAP and Green Corps in remote WA and QLD.



Chris Handicott

SNP Manager, Milikpaiti

Chris has worked in Indigenous communities for 22 years, starting at the bank agency at Angurugu, followed by school admin at Ramingining and Gapuwiyak, Bima Wear at Nguiu, and the Good Food Kitchen at Maningrida. Five years ago, Chris joined TITEB at Milikapiti as CDP Women's Activities coordinator. She is now SNP coordinator.



Cherylee Hodgson

*Activities Coordinator,
Pirlangimpi*

Cherylee joined the TITEB team in January 2018. Cherylee has worked in numerous communities throughout Central Australia, in employment services and the Alcohol and Other Drugs sector. She is driven and creative and hopes to motivate the Tiwi people and encourage them to work towards economic self-sufficiency.

CFO Report



Before I introduce myself I would like to acknowledge the vision of the TITEB Board and CEO to bring the accounting and finance function in-house, benefits of which are already having a substantial positive impact for the organisation.

I have lived in the NT for over 20 years with my husband and our two children who are now adults. My background includes working with chartered accounting firms in the areas of audit, taxation, accounting, IT and governance. I have spent over 25 years working with remote Aboriginal communities and organisations in WA and the NT undertaking projects relating to financial literacy, business enterprise development, youth leadership, community development, governance, evaluation and education pathways. Since

commencing in the Chief Financial Officer role with TITEB in May 2018, I have been responsible for transitioning TITEB's finances to an in-house arrangement as well as finalising the 2018 yearend accounts and ensuring a smooth audit process.

TITEB has seen a solid improvement in its bottom line over the past couple of years culminating in a healthy surplus for 2018. This is a reflection of the hard work by the Board, CEO and management team over those years ensuring the organisation's sustainability. For the financial year ending 30th June 2018, TITEB's revenues exceeded its operating expenses yielding an operating profit of \$2,068,579. CDP income of \$7,337,016 represented the main revenue source (77% of total income) and employee related costs remained

the largest expense at \$3,856,315 (52% of the total expenses). The Net assets increased by \$1,9323,216 or 63.67%. This increase is primarily driven by the operating profit.

Looking towards 2019, continuing to bring finances in-house will serve the organisation well by providing readily accessible business and financial information, effective internal controls and procedures, strengthening governance and raising organisational accountability. More importantly, these services will provide critical support for the core training and employment activities that TITEB delivers.

Dr Bronwyn Rossingh
FCPA GAICD

Chief Financial Officer

Financial Report

Independent Audit Report

This summary financial report is an extract from the full financial report for the year ended 30 June 2018.

The financial statements are derived from, and are consistent with, the full financial report of Tiwi Islands Training and Employment Board.

The summary financial report cannot be expected to provide as detailed an understanding of the financial performance and financial position as the full financial report. A copy of the full financial report and auditor's report will be sent to a member, free of charge, upon request.



CDP Office, Wurrumiyanga

GRAY PERRY - DFK

Chartered Accountants

PARTNERS

James W Perry CA

Michael D Gray CA

Brendon Skates CA

Tiwi Islands Training and Employment Board

69 079 341 838

Independent Audit Report to the members of Tiwi Islands Training and Employment Board

Report on the Financial Report

We have audited the accompanying financial report of Tiwi Islands Training and Employment Board, which comprises the statement of financial position as at 30 June 2018, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by members of the board.

Committee's Responsibility for the Financial Report

The committee is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and Associations Act (NT) 2003 (as modified by Part 3, Division 2 of the Stronger Futures in the Northern Territory Regulations 2013), and for such internal control as management determines is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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Tiwi Islands Training and Employment Board

69 079 341 638

Independent Audit Report to the members of Tiwi Islands Training and Employment Board

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional pronouncements.

Opinion

In our opinion, the financial report of Tiwi Islands Training and Employment Board for the year ended 30 June 2018 are prepared, in all material respects, in accordance with Associations Act (NT) 2003 (as modified by Part 3, Division 2 of the Stronger Futures in the Northern Territory Regulations 2013).

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report which describes the basis of accounting. The financial report is prepared to assist Tiwi Islands Training and Employment Board to comply with the financial reporting provisions of contract. As a result, the financial report may not be suitable for another purpose.

Gray Perry - DFK
Chartered Accountants



Brendon Skates

1st Floor 89 South Terrace, Adelaide SA 5000

Dated this 13TH day of FEBRUARY 2019

Statement of Profit or Loss

For the Year Ended 30 June 2018

	2018	2017
	\$	\$
Revenue	9,521,577	6,064,412
Depreciation and amortisation expense	(203,325)	(234,705)
Other expenses	(3,393,358)	(2,702,074)
Employee benefits expense	(3,856,315)	(3,926,607)
Profit/(loss) for the year	2,068,579	(798,974)
Total comprehensive income for the year	2,068,579	(798,974)

Statement of Financial Position

As At 30 June 2018

	Note	2018 \$	2017 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	4,154,441	1,850,029
Trade and other receivables	4	73,286	115,680
TOTAL CURRENT ASSETS		4,227,727	1,965,709
NON-CURRENT ASSETS			
Investments in associates		2	2
Property, plant and equipment	5	2,290,577	2,402,868
TOTAL NON-CURRENT ASSETS		2,290,579	2,402,870
TOTAL ASSETS		6,518,306	4,368,579
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	490,813	424,851
Employee benefits	8	223,152	208,367
Other financial liabilities	7	485,163	348,399
TOTAL CURRENT LIABILITIES		1,199,128	981,617
NON-CURRENT LIABILITIES			
TOTAL LIABILITIES		1,199,128	981,617
NET ASSETS		5,319,178	3,386,962
EQUITY			
Trust settlement sum		10	10
Accumulated surplus		5,319,168	3,386,952
		5,319,168	3,386,952
TOTAL EQUITY		5,319,168	3,386,952

DARWIN

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Open: By appointment

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Melville Island

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Email: reception@titeb.com

Open: By appointment