



TITEB

Tiwi Islands

Training &

Employment

Board

Annual Report
2018-19



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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.

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, Disability Support Pension or Parenting Payment with children over the age of six.

Registered Training Organisation RTO 4742

Delivering training and development programs, and coordinate training on the Islands, that support employment and improved quality of life for all Tiwi.

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.

Awi ngapaningimarri

Look here, let's get together!

Strategic Overview

Purpose

To provide positive pathways that build 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

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

Strategic goals for 2018-2021

- Governance. Implement an integrated Governance System that transpires into high performance for the organisation.
- Corporate Services. Build and implement a complete Corporate and Finance service that will serve the organisation's needs.

- CDP. Deliver Employment and Activity Services at a high level that secures the service into the future.
- RTO. Re-register and increase the scope for training delivery to secure viability.
- GTO. Re-model the Group Training Organisation to viability and to continue trading into the future.
- RSAS. Maintain high performance of our Remote Attendance services.
- SNP. Be the best practice model for the School Nutrition Program at Milikapiti.
- WRC. Develop strategies that will develop a Tiwi women's specific service.

The 2018-2021 Strategic Plan provides the framework for management plans that are aligned with the strategic direction set by the Board. We are well on our way to achieving all of our strategic goals.



Red Cross Certificate II in Community Services graduates

CEO Report



In our work it's the little things that happen on the ground that make the biggest difference, from helping a little school child to attend school strongly, to helping someone get their licence, or that job they've been waiting for, or getting a participant to attend their activity so they don't end up on the cut off money merry-go-round. These are all things that make TITEB such a special place to work.

While our programs are doing reasonably well, there is so much that needs to be done to improve our service delivery. Some of those challenges include a better transfer of skills for local staff, improving the quality of the CDP Activities, extending our logistics and accommodation, utilising the farm precinct, extending our courses and working with our stakeholders to maintain the Group Training – just to name a few.

As a result of our growth, we now have a Human Resources service to better support our workforce, and over a year ago we brought our Finance and Administration unit in house. This has improved the integrity of our financial systems and both of these strategies ensure our finance and workforce needs can be sustained into the future.

At TITEB everything we do is measured in one way or another. At the end of 2018/19 we have 103 staff and 81% Indigenous. We placed 130 Tiwi job seekers in employment. The Milikapiti School Meals program served 7506 meals. The average school attendance percentage on the Tiwis is 61.85% and without the Yellow Shirts it would be much less. We administered 10 Work for Dole host agreements, and we currently pay around 20 school-based apprentices at Tiwi College.

I would like to thank our staff for believing in me and supporting me to grow in this role over the last three years. I might be the CEO but the fantastic team of people that make TITEB programs run every day is the where the real achievements take place.

Lastly, I would like to acknowledge and thank our Chairman Leslie Tungatulum and board members. You inspire us all of us to aim high and are always thinking of ways to keep the vision alive.

Maria Harvey
Chief Executive Officer



“I might be the CEO but the fantastic team of people that make TITEB programs run every day is the where the real achievements take place.”

Maria Harvey
Chief Executive Officer

Chairman's Report



We have achieved a lot this year and there's a lot of good energy at TITEB now. Managers, supervisors and participants are working well together, taking pride in their communities and setting a good example.

We are supporting our staff and participants, looking after everybody, and picking up on our mistakes. Good communication and planning is vital. We regularly ask participants and stakeholders what they need so that we can develop a program that serves the community.

We need to keep pushing people out of their comfort zones so they will experience how good it feels to achieve something. Staying at home is making it hard. CDP participants, students, trainees and school children are all proof that people feel better about themselves when they get up and join in. That's why we say "Awi ngapaningimarri!"

In Wurrumiyanga, we have been asking the community to support the Yellow Shirts to get our children to school. We need parents to get their kids up and ready for the Yellow Shirts in the morning. When children get to school early, they get a healthy breakfast. After school, parents need to take them home, give them dinner and put them to bed.

We are trying to work with all stakeholders on the Islands. We have partnerships with Tiwi Forestry, the Port, the Shire, Red Cross and housing groups. Amongst our CDP participants there are a lot of good workers ready to move into jobs and feeling good about themselves.

CDP participants are leaders in the community, setting a good example. At the farm we are planning to grow fruit and vegetables for the community, and plants for people's gardens. Participants are keen to help with funerals, cut fire wood, build BBQs

and picnic areas, and clean up – whatever people need. We plan to fix up the BMX track and bikes too.

We need to focus on school leavers. We want to partner with all the schools in the Islands to put kids into traineeships. We need to find ways to keep more boys in school, making good decisions for their lives.

We are keeping the community up to date and celebrating our achievements through Facebook and Tiwi Times. It makes a difference when people know about the good work we are all doing here.

Later this year, we will celebrate our 20-year anniversary. It's great to look back and see how far we have come, and know that we are in a good position moving forward.

Keep up the good work everyone.

Leslie Tungatalum
Chairman



“Managers, supervisors and participants are working well together, taking pride in their communities and setting a good example.”

Leslie Tungatalum,
TITEB Chair

Highlights



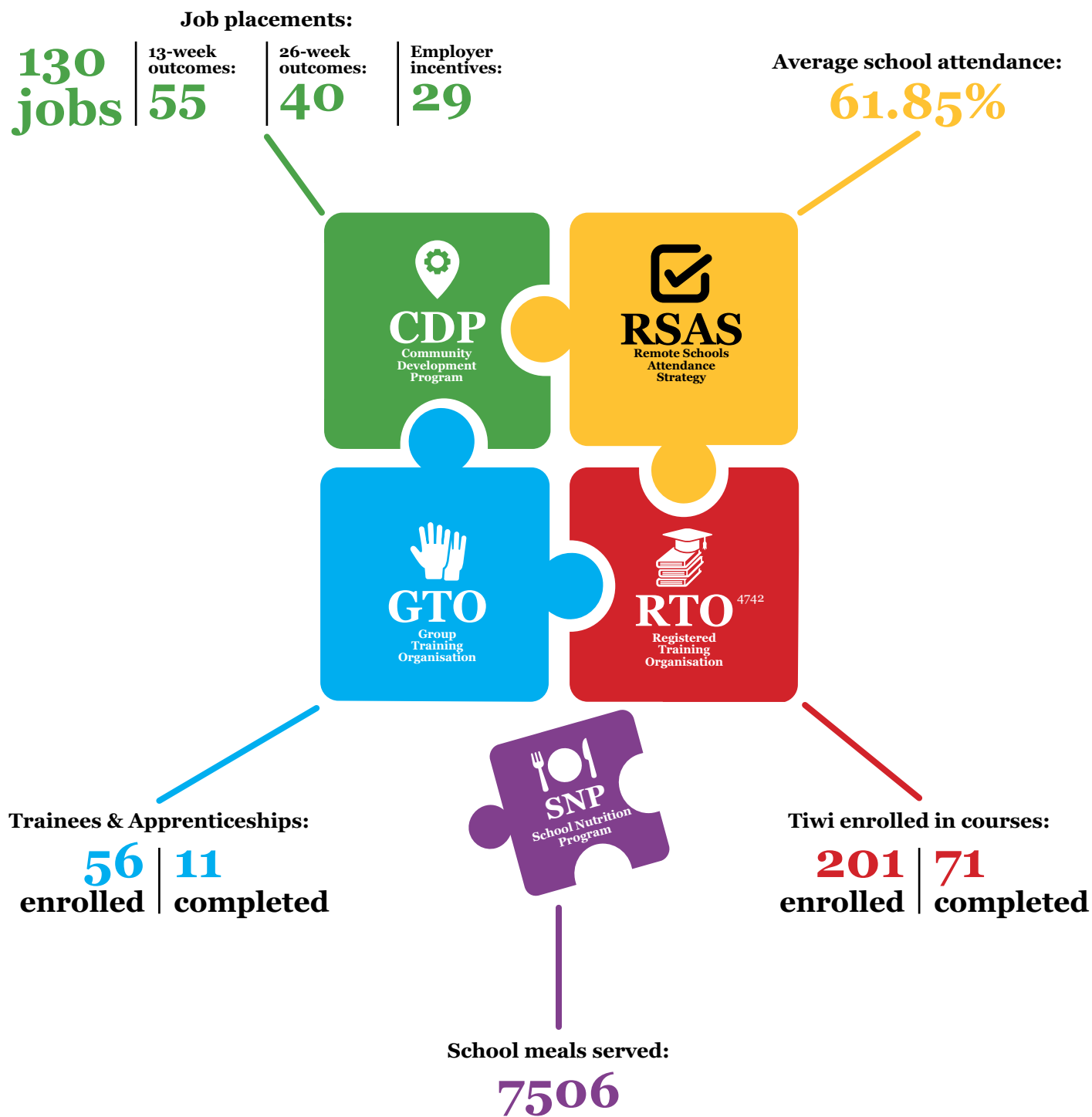
TITEB

Established 1999



Our challenge

2,300 working-age adults **450** jobs including seasonal work



Governance

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.

CEO Maria Harvey, works closely with the Board to direct real progress on the ground. We remain in a continuous process of

improving our systems to support quality service provision on the Islands.

In 2018/19 we successfully completed the transition of all finances in-house, which yielded immediate benefits, including improved monitoring, acquittals, and timely financial services.

Importantly, we achieved 81% Indigenous employment and 80% staff retention, which reflects improved HR support for management and staff.



Christmas celebration

Our Board Members are:



Stanley Tipiloura
Vice Chair & Director,
Wurrumiyanga



Leslie Tungatalum
Chair & Director, Wurrumiyanga



Karina Coombes
Director, Pirlangimpi



Andrew Bush
Director, Milikapiti



Debbie Coombes,
Director, Pirlangimpi



Connell Tipiloura
Director, Milikapiti



Wesley Kerinaia
Director, Wurrumiyanga



Richard Tungatalum
Director, Wurrumiyanga



**Marius (Pirrawayingi)
Puruntatameri**
Director, Pirlangimpi

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 job seekers to meet their mutual obligations with Centrelink, and prepare Tiwi for employment. Our consultants work with around 740 job seekers on the Islands to identify their individual goals and develop a plan working towards employment.

During 2018/2019, we assisted 130 Tiwi people to gain employment, with 40 of these people reaching a 26-week employment outcome. We have been commended by employers for the level of job readiness referred clients demonstrate.

They are encouraged and supported to apply for positions as they become available, with resumes updated and mock job interviews conducted. Our mentors will also attend interviews if requested by the job seeker and accepted by the employer.

Work for the Dole

Work for the dole activities are designed to be as work-like as possible. Based on community consultation, activities are regularly reviewed and refreshed to provide renewed interest and opportunities. All three sites are well equipped to undertake high value projects and training.

In 2018/19 outdoor men's activities once again focused on community benefit, such as the grandstand refurbishment at Pirlangimpi oval and bin stands at Milikapiti to stop bins being knocked over by dogs, horses and pigs. We hope to install them in 2020.

At Pirlangimpi, the Strong Men meeting ran one or two times per week at the Men's Shed or town beach. Sessions were conducted by elders in Tiwi language and discussion included the No More Violence campaign, alcohol and drug issues, domestic violence, diabetes and health checks, cultural men's talk, traditional stories, fishing, writing, dancing and carving. The sessions were met with great enthusiasm.

Some job seekers have health issues which can affect their motivation, mobility, energy and confidence. Wherever possible we have incorporated health promotion and education into the CDP program.

EMPLOYMENT			
	2016/17	2017/18	2018/19
Job placements	148	187	130
13-week outcomes	47	86	55
26-week outcomes	30	58	40
Employer incentives	11	54	29



CatholicCare AOD workers met with participants over breakfast once a week at Wurrumiyanga Training Centre, and fortnightly at Milikapiti and Pirlangimpi.

Job seekers also visit other communities to share ideas and discuss what works. This interaction boosts energy and enthusiasm between sites and participants take ideas back to their own communities.

Women's Centres

Women's Centres in each community provide daily choices of accredited training, health promotion, sewing, cooking, gardening, jewelry making, print

making and weaving. Job seekers also have the opportunity to go out on country and collect materials for production, such as collecting pandanus and roots required for dying and weaving of traditional baskets.

In 2018/19, the women benefited from programs such as Bringing up Great Kids, which was funded by Red Cross Communities for Children and delivered by Relationships Australia, and the Rise Up program for young women who didn't know how to speak out about what they wanted.

In September 2018, Wurrumiyanga Women's Centre registered for National Women's

Health Week which included a full week of activities and giveaways. Women from Milikapiti and Pirlangimpi visited Wurrumiyanga twice during Women's Health Week to join in activities and network with other job seekers.

At Pirlangimpi, 12 women are completing the Certificate II in Visual Arts to assist them with their fabric, jewellery and clothing production. The Women's Centre also conducted its first Women's Open Day, which was a huge success. Women from Wurrumiyanga and Milikapiti look forward to visiting the next one.



Hosted activities

Hosted activities provide important work experience and give participants more variety and choice. Work-ready job seekers are encouraged to participate in hosted activities where recruitment is most likely.

TITEB wishes to thank local employers who hosted activities in 2018/19, including:

Wurrumiyanga

- Bathurst Museum
- Bima Wear
- Ngaruwanajirri Arts Centre
- Red Cross
- Tiwi Design
- Xavier College

Milikapati

- Jilamara Arts

Pirlangimpi

- Munupi Arts
- Pularumpi School

We actively encourage all Tiwi employers to come and meet participants, and present upcoming projects and employment opportunities.



Women's activities



Women's activities

Registered Training Organisation RTO 4742

Vision: Prosperity through skills development and training.

TITEB RTO delivers training and development programs that support progress into employment and improved quality of life for all Tiwi. Our courses target adult language, literacy and numeracy (LLN) and industry-related VET.

This year, we successfully renewed our RTO registration with the Australian Skills Quality Authority (ASQA). We cut back our scope

to ensure that we deliver quality outcomes for target groups, and we will continue to align accredited courses with jobs and industry.

Reforms to the Federal Government's national literacy program, SEE, meant that TITEB was not allowed to bid for delivery on the Tiwi Islands alone. This has diminished our ability to deliver structured literacy and numeracy training. To compensate for this, every course that we deliver is supported with contextualised literacy and numeracy.

The VET training environment has also changed significantly and funding is much harder to secure unless there is evidence of employment outcomes as a direct result of the training. We greatly appreciate the support of the NT Department of Business Workforce Unit who are the funding body for training in the NT.

Training	Enrolled
Certificate I in Business	2
Certificate II in Business	7
Certificate II in Community Service	10
Certificate II in Construction	18
Certificate I in Engineering	23
Certificate I in Hospitality and Tourism	8
Chainsaw	23
Chemical Application	8
Coxswain	28
Small Motors	23
White Card	55
Total	201



Certificate II in Community Services



Coxswain training



Coxswain training

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 trainees and apprentices to develop a qualified and competent Tiwi workforce on the Islands. We work closely with employers on the Islands to offer traineeships and apprenticeships for new and existing staff.

In 2018-19, we supported 56 people participating in apprenticeships and traineeships across the Tiwi Islands. Of these, 11 successfully completed their training, gaining formal qualifications, and 10 cancelled due to relocation or were school-based apprenticed 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, Tiwi Enterprises, Red Cross, DT Hobbs and the Bathurst Island Housing Association, and we are actively seeking partnerships with other potential employers. We have observed the many benefits of the GTO. It is very rewarding to see people grow in ability and confidence.

We would like to thank Tiwi employers for offering work experience opportunities, apprenticeships and trainee opportunities for Tiwi people. We would also like to acknowledge lecturers and staff at Charles Darwin University for their support.

School-based traineeships (Tiwi College)

The senior young men at Tiwi College are continuing traineeships in Certificate II in Sport and

Recreation. The opportunity is providing them with valuable work skills to prepare them for life after school and the opportunity to earn some money. The young men are paid to deliver coaching sessions at primary schools on the Tiwi Islands.

We are seeing the benefit of school-based traineeships with the work readiness of students leaving school. Students are enthusiastic and reliable, with the kind of work ethic that makes them highly sought after by Tiwi employers. Some step straight into jobs out of school, which is a fantastic outcome.

This year, two young women commenced Certificate II in Business. Both women will be doing their work placements at the school reception and library putting their administrative skills into practice.

Workplace training	Job	Total students	Completed	Cancelled	Continuing
Pickertaramoor					
Cert II Sport and Rec	Sport & recreation officer	22	0	5	17
Cert II Education support	Teachers assistant	7	0	2	5
Cert II in Business (School-based)	Administration assistant & Library Assistant	2	0	0	2
Wurrumiyanga					
Cert II in Community Services	Community worker	23	11	2	10
Cert III Light Automotive	Apprentice mechanic	1	0	0	1
Milikapiti					
Cert III in Carpentry	Carpentry apprentice	1	0	1	1
TOTAL		56	11	10	36



Tiwi College senior young men

TITEB is also working with Xavier Catholic College to support senior students to transition into employment and encouraging students to take up school-based apprenticeships. Local employers are encouraged to offer work experience to senior students while they are attending school.

Apprenticeships

TITEB continues to support employers who are eager to offer apprenticeships to Tiwi people. Together we are working to overcome challenges facing Tiwi people who want to gain trade qualifications. Key challenges are literacy and numeracy levels,

humbug and jealousy issues, as well as the challenges that come with having to travel regularly to Darwin to attend training.

Unfortunately, trade school training cannot be delivered in community. However CDU has been very flexible with training dates for our remote apprentices, providing support and accommodation for apprentices at Casuarina Campus in Darwin.

In 2018/19, one mechanical apprentice commenced at Tiwi Enterprises Nguui Garage. The apprentice is an existing employee at the Nguui Garage who is finally able to commit to an apprenticeship as his children

are older and he is able to travel to Darwin regularly for trade school. Due to his work experience, he was able to apply for Recognition of Prior Learning (RPL) and fast track his apprenticeship.

Once qualified, the future looks bright for our apprentices. They are great role models and supervisors for other young Tiwi apprentices in the future.

Remote Schools Attendance Strategy

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

RSAS staff are local staff members, parents, grandparents and family members of children who attend school. They engage with families on a daily basis providing support and sharing the message of the importance of school attendance. Staff are expected to lead by example, prioritising the education of their own children and children in their care.

Low self-esteem and lack of sleep is having a negative impact on school attendance. Some families do not prioritise their children's needs, such as healthy meals and bedtime routine, and a quiet environment for children to sleep. Disengaged parents often make poor lifestyle choices themselves, including substance abuse and gambling, and they lack the skills to discipline their children.

Community Attendance Plans

As the RSAS provider for the Tiwis since 2014, we have a good understanding of the issues and strengths of each community. Community planning is informed by this knowledge, together with input from school principals and the community.

In 2018/19, Community Attendance Plans for three communities were finalised. Plans aim to support school engagement and attendance initiatives, and identify additional initiatives. The RSAS Coordinator will continue to meet with school principals to update and review daily activities, schedules of events and meetings, and attendance data. Copies of Community Attendance Plans are available at RSAS and TITEB offices, schools and the TITEB website.

Governance Committee

Establishment of the Governance Committee is underway, including school principals, school representatives, key stakeholders and members of the community with cultural authority who value education. The group will work together to find solutions to address attendance and community issues impacting attendance, and inform Community Attendance Plans.

By direction of the TITEB Board, our June meeting was postponed out of respect for the family of a young lady who passed away, a direct relative of staff and community leaders. It is expected that the Governance Committee will be finalised in July and meetings scheduled four times per year with special meetings held as necessary.

School	2018 Semester 1	2019 Semester 2	% Change	2018 Term 3	2019 Term 3	% Change
Pularumpi School	79%	79%	No Change	74%	76%	↑ 2%
Milikapiti School	75%	68%	↓ 7%	67%	74%	↑ 7%
Murrupurtiyanuwu Catholic Primary School	70%	63%	↓ 7%	67%	62%	↓ 5%
Xavier Catholic College	56%	41%	↓ 15%	47%	37%	↓ 10%

Wurrumiyanga

We are calling on skin group and community leaders to intervene and assist in addressing major challenges impacting school attendance in Wurrumiyanga, such as children staying up late at night and being too tired for school. RSAS staff do not have cultural authority to tell community members what to do, they can only encourage people to put their children first.

RSAS staff continue to raise concerns at community meetings and attend forums to address these challenges. We also encourage community members to prioritise children and school attendance through parenting workshops, the 'Yellow Shirt Day' initiative to get the community behind the RSAS team and be part of solution. We are planning to produce RSAS promotional videos to help communicate positive message about the importance of school and a healthy routine. Addressing these issues will take time as RSAS staff have limited influence over families and their lifestyles.

Pirlangimpi

Prior to late-April 2019, we achieved limited activity in Pirlangimpi until a suitable School Attendance Officer (SAO) was appointed. Since then, the SAO has been mentoring disengaged children and attendance has improved.



For example, the SAO worked with one child who had not attended school for some time. The SAO went to the child's home every morning and encouraged him to come to school, helping him to get ready and walking with him. After a couple of weeks, the child began making his own way to school and now has very good attendance. Success stories like this are shared with the team, and all staff are encouraged to take the time to talk, listen to and get to know children in their communities.

Milikapiti

To address lower attendance on Mondays, the Big Brekky Cook-up was established in Milikapiti. The excitement of bacon and eggs on a Monday morning gets children up and off to school in time for breakfast and a good start to the week.

Although the School Nutrition Program runs in the community, breakfasts are basic cereal and, due

to nutrition guidelines, children are not allowed to have sugar on their cereal. This is an issue for some children who sneak in their own sugar or opt to go without. As most families are able to provide a very basic breakfast, the Big Breakfast is a great incentive to start the school week.

Training

Our RSAS staff are faced with conflict situations on a daily basis. The team attended Management of Actual or Potential Aggression training, which provided them with the skills to effectively deal with potential conflict situations and improve personal safety. The training helped staff to understand how to respond appropriately and de-escalate conflict. We believe it will also assist them in their lives outside of work. Staff at Wurrumiyanga are also completing the Certificate II in Community Services.

School Nutrition Program

Since 2017, TITEB has managed and run the School Nutrition Program at Milikapiti School and 2018/19 was another successful year of providing healthy and nutritious meals. Around 40 children are fed twice a day, Monday to Friday during the school terms. We adopt a healthy options policy using the 'traffic light' system based on nutrient content so that we cook and provide wholesome and nutritious meals giving kids the energy they need to learn.

The meals cost around \$5.50 per day and are prepared in a fully equipped kitchen within the school

grounds. The produce we order for the school meals is monitored and supported by a dietician from the NT Department of Health. We currently have a number of staff including a kitchen supervisor and two assistants. Our staff have completed certificates with CDU in food preparation, food handling, cooking and Work Health and Safety. The kitchen staff are supported by a mentor and we have a co-ordinator overseeing the day to day activities and collating data for performance and other reporting back to NIAA.

We try to vary the meals depending on seasonal produce and special

occasions. This year, the school was abuzz with excited students, parents and teachers looking forward to their hot roast pork rolls and gravy with fresh fruit and juice.

In the last six months the popular meal was oven baked fish with fried rice. Another popular treat is hommus and avocado dips. We find that the children quite like using hommus and avocado instead of butter on sandwiches.





Corporate Services

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

Human Resources

The success of TITEB and the programs we run is determined by the quality and commitment of our employees. Our workforce is 81% Indigenous. Our HR strategies are aimed at keeping Tiwi people employed through strong HR policies and processes, ongoing on-the-job training and incentives

such as professional development workshops and conferences.

We have very stable workforce with 80% staff retention. Our biggest churn is in senior management positions. The challenge is having Head Office in Darwin and staff at three remote sites. Staff on the Islands need to feel supported and satisfied they are getting timely responses from management so they can achieve the desired outcomes. Part of our challenge is identifying areas we need to improve on.

We believe that recruitment is key. Working on the Islands has its own challenges and finding suitable candidates who will be able to contribute professionally and thrive in a remote setting is vital. Our senior managers need to have strong management, teamwork and networking skills.

In 2018/19 we had a number staff movements due to people leaving and transferring to new positions within the organisation. We welcomed some really great new people to the team.



End of year staff celebration

In Wurrumiyanga, we bid farewell to Tony and Christine Furness and sincerely thank them for their contribution over the last four years. In the employment space, we welcomed Employment Consultant, Sureka Armstrong and local Tiwi Anthony Timaepatua returned to the Employment Services team. We also welcomed Brenda Ryle as the Women's Activity Coordinator and Geoffrey Collins as the Men's Activity Coordinator. In the RSAS space,

Jackie McSkimming moved from her role as Women's Activity Coordinator to RSAS Coordinator. Lastly, we welcomed Trainer/ Assessor Uilelea Uilelea from Canberra to the RTO team.

In Milikapiti, Employment Consultant, Tabatha Burt from Sydney joined our team. In Pirlangimpi, Basil Campbell joined as the Men's Senior Supervisor and Michelle Murakami as School Attendance Officer with the RSAS.

Over the last 12 months, we have put a lot of work into developing HR processes and policies to help stabilise our workforce and these are already beginning to pay off. The next annual report should see a lot of positive outcomes.

Staff by Location

Location	Indigenous staff	Non-indigenous staff	Total staff	% of Indigenous staff
Wurrumiyanga	30	10	40	75%
Milikapiti	9	2	11	82%
Pirlangimpi	10	1	11	90%
Darwin HO	4	5	9	44%
Total	53	18	71	75%

Staff by Program

Program	Indigenous staff	Non-indigenous staff	Total staff
CDP	41	6	47
RTO	2	4	6
RSAS	11	0	11
GTO	0	1	1
Corporate HO	2	4	6
Total	56	15	71

Management Teams



Maria Harvey
CEO



Bronwyn Rossingh
Chief Finance Officer



Louis Malaibe
HR Officer



Philippa Walsh
GTO Manager



Moya Perry
Employment Services Manager



Gerald Oelofse
RTO Manager



Kristine Mulholland
Employment
Manager,
Bathurst



Sheryl McDonald
Accounts Officer



Geoffrey Collins
Men's Activity
Coordinator



Brenda Ryle
Women's Activity Coordinator



Alasdair Kofoed
Site Manager, Milikapiti



Matthew Watts
Site Manager,
Pirlangimpi



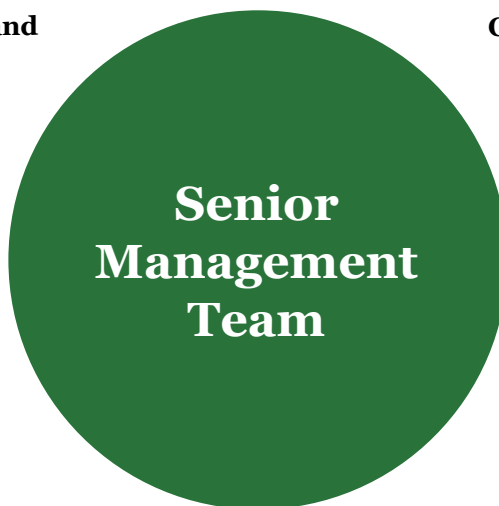
Robbie Joran
RSAS Team Leader



Chris Handicott
School Nutrition
Program Coordinator



Jackie McSkimming
RSAS Coordinator



CFO Report



This year we successfully completed the transition of all finances in-house. This process took over six months and has brought about efficiencies on many levels for the organisation. We remain in a continuous process of improving our systems to support quality service provision on the Islands.

The in-house accounting function has enabled a number of immediate benefits, with more to be gained. As a result, TITEB is able to monitor closely its income and expenditure, ensure that grants are compliant and acquitted correctly, keep abreast of issues and resolve in a timely fashion.

We continue to maintain a healthy working capital. TITEB's short term finances are healthy and being used efficiently creating a strong position for the organisation. In addition, we have experienced a strengthening of our wealth comfort (solvency)

position. In 2017 the wealth comfort factor was 2.00, in 2018 it was 3.53 and 2019 has seen further improvement to 3.67. This means that TITEB can comfortably cover its short term liabilities.

In 2018/19 we experienced a surplus of \$20,959 which is represented by income of \$7,531,657 and expenditure of \$7,510,698. Income comprised mostly of CDP-related earnings, being 80% of total income. Grant income for our Remote School Attendance Scheme and the School Nutrition Program amounted to \$877,139 representing 8% of total income. The monthly average income is \$627,638.

TITEB's expenditure comprised mostly of employee-related expenses including salaries, superannuation and other on-costs of \$4,046,905 representing 54% of total expenditure. Other key expenditure items include Host payments of \$515,040

representing 7% and Rent and Leases of \$438,696 representing 6%. The average monthly expenditure is \$625,892.

The results for the year indicate that most of TITEB's earnings went straight back into activities on the islands to generate employment and training outcomes. By generating more activities, TITEB maintained a steady income, increased its assets, maintained a healthy bank balance and slightly increased its wealth comfort.

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.



GRAY PERRY - DFK

Chartered Accountants

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

Report on the Audit of the Financial Report

PARTNERS

James W Perry CA

Michael D Gray CA

Brendon Skates CA

Opinion

We have audited the financial report of 2019 Tiwi Islands Training and Employment Board (the Entity), which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes to the financial statements and the statement by members of the board.

In our opinion, the accompanying financial report presents fairly, in all material respects, including:

- (i) giving a true and fair view of the Entity's financial position as at 30 June 2019 and of its financial performance and its cash flows for the year ended; and
- (ii) complying with Australian Accounting Standards and the Associations Act (NT) 2003 (as modified by Part 3, Division 2 of the Stronger Futures in the Northern Territory Regulations 2013).

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Entity in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibilities of Management and Those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the 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 of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

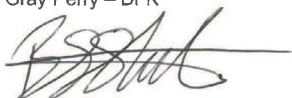
- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial reporter, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the management with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the management, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Gray Perry – DFK



Brendon J Skates
No 428188
89-92 South Terrace
Adelaide SA 5000

Dated this 28th day of November 2019

Statement of Profit or Loss

For the Year Ended 30 June 2019

	2019 \$	2018 \$
Revenue	7,531,657	9,521,577
Depreciation and amortisation expense	(179,999)	(203,325)
Other expenses	(3,222,707)	(3,393,358)
Employee benefits expense	(4,107,992)	(3,856,315)
Profit/(loss) for the year	20,959	2,068,579
Total comprehensive income for the year	20,959	2,068,579

Statement of Financial Position

As At 30 June 2019

	Note	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	3,840,704	4,154,441
Trade and other receivables	6	538,953	73,286
TOTAL CURRENT ASSETS		4,379,657	4,227,727
NON-CURRENT ASSETS			
Investments in associates		2	2
Property, plant and equipment	7	2,155,033	2,290,577
TOTAL NON-CURRENT ASSETS		2,155,035	2,290,579
TOTAL ASSETS		6,534,692	6,518,306
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	669,116	490,813
Employee benefits	9	246,450	223,152
Other financial liabilities	10	278,989	485,163
TOTAL CURRENT LIABILITIES		1,194,555	1,199,128
NON-CURRENT LIABILITIES			
TOTAL LIABILITIES		1,194,555	1,199,128
NET ASSETS		5,340,137	5,319,178
EQUITY			
Trust settlement sum		10	10
Accumulated surplus		5,340,127	5,319,168
		5,340,137	5,319,168
TOTAL EQUITY		5,340,137	5,319,168

Awi ngapaningimarri!

Look here, let's get together!

DARWIN

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WURANKUWU

Bathurst Island

Via Wurrumiyanga

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Open: By appointment

