



# TITEB Tiwi Islands Training & Employment Board

Annual Report  
2022-23





This report was compiled by  
CEO Maria Harvey on behalf of  
the TITEB Board of Directors.

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unless otherwise indicated.

**Nuwa papuranjuwy!**

*(You can do it!)*



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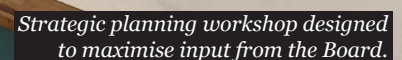
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The Tiwi Islands Training and Employment Board (TITEB) was established by the Tiwi Land Council in 1999 to coordinate training and employment activities on the Tiwi Islands. The Board is owned and managed by a Tiwi Board of Directors and is nationally 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. We are focused on attracting the right people and delivering fully resourced and targeted programs that facilitate improved capacity for employment for our local workforce.

From 2024-2029 the Directorate will progressively elevate TITEB's profile, supporting all the needs of TITEB's programs, and be thought of as the holistic support centre for our education, employment and training services on the Tiwi Islands.

- Leadership and Policy services.
- Services by the people for the people.
- Culturally appropriate Corporate Services
- Excellence in logistics and support to the programs.



# 2023-2029 Strategic Plan

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

## Registered Training Organisation (RTO)

Progressively increase access to practical credentials that support employment entry or enrolment in further study. Aspire to achieve over 150 enrolments each year from 2024 and 20% completion rates. Use current adult English language, literacy, numeracy and digital (LLND) assessment data to design and deliver our own adult literacy, numeracy and digital funded program by December 2026, as follows:

- Harness the strong learning culture on the Tiwi Islands.
- Provide the foundational training required to progress to work or study.
- Implement the VET in School model for the high schools on the Tiwi Islands.

## Community Development Program (CDP) / Job Trials

Broker strong engagement with all local employers to increase paid work opportunities for Tiwi communities progressively by 5% each year, using the benchmark of 125 job placements in 2022, as follows:

- Engage local labour market, incl. local employers and visiting services.
- Be the preferred provider of employment.
- Trial jobs will be the vehicle for increased paid employment.

## Remote School Attendance Strategy (RSAS)

Implement, by education and inclusion, strategies to increase the school attendance rate from 61.75% to 70% by 2026, as follows:

- Awareness Education Campaign for regular school attendance to become a community priority.
- Work directly with parents/carers of disengaged students to improve school attendance.
- Strong local strategies to reinforce the benefits of education.
- Facilitate the Parenting Under Pressure program to 30 families by 2026.

## School Nutrition Program (SNP)

Be the leading School Nutrition Program in the Top End, inclusive of parent/carers and school community directly impacting high attendance by the end of 2026, as follows:

- Food and nutrition education – healthy diet.
- Leaders in school nutrition menus and initiatives.
- Parent engagement and inclusion.
- High 80% Parent Contribution Payments by 2025.

## Group Training Organisation (GTO)

Facilitate an Australian skilled qualified Tiwi workforce by increasing the industries in which we employ apprentices and trainees, develop sports and recreation and construction by end of 2024 and progressively increase enrolments by 5% each year, as follows:

- Capitalise on school-based apprenticeships/traineeships at both Xavier College and Tiwi College.
- Work with local employers and industries to maximise apprenticeship/traineeship opportunities.
- Support existing Tiwi workers to become qualified in a supported environment.

# CEO Report



**Maria Harvey**  
Chief Executive Officer

The slow but sure transition away from the COVID-19 pandemic to the much discussed 'new normal' has paved the way for the 2022-23 financial year. As always, our six program areas have done an amazing job serving the community. Finally free from COVIDz policies and challenges, our teams have been able to deliver services across the board in a more robust way.

From June 2022, the organization has been doing it's best to recruit and reshape all divisions in TITEB, but particularly the RTO. There has been much investment into ensuring that the resourcing of both Tiwi and non-Tiwi staff elevate the services and reignite the training culture across the Tiwi Islands.

One of our biggest achievements this year was being the highest performing CDP out of 64 regions in Australia! For the Performance Period Review 14 (PPR14) October 2022 to March 2023 we were the top CDP Provider in the country. This is a credit to all our teams and

job seekers who are committed to finding meaningful employment.

One of my highlights was our Board Members attending and completing their second installment of annual professional development through the Australian Institute of Company Directors (AICD) Foundations in Governance Financials. We also kept our commitment to staff to keep them up to date with trends in Tiwi industries.

In March, we took a huge delegation (4 Directors and 9 CDP staff) to the annual Jobs Australia Conference in Melbourne. This conference showcases the CDP and other employment programs and has sessions and workshops that are designed to increase our CDP employees' knowledge and understanding of employment programs, opportunities and challenges. It was also a great opportunity for networking and making connections with other Aboriginal-owned employment services.

In April/May the first ever Yirriwinari Festival was held in Pirlangimpi to celebrate Tiwi Culture. The festival was an amazing display of music, art, bush foods, basket weaving, and educational activities for the children. It was a great example of what communities can do when they work together. I would like to say a huge thanks to Artback NT, Tiwi Islands Regional Council, Wungka Tungka Strong Women's Group, ALPA Store, Pirlangimpi Social Club and, most importantly, the community for making the festival such a success.

There are so many wonderful things that we accomplished during the year, but I can only highlight a few here. I hope this year's report is informative and provides a good understanding of our charter, achievements, and commitment to making a positive difference in the lives of the everyday Tiwi.

**Maria Harvey**  
Chief Executive Officer



“One of our biggest achievements was  
being the highest performing CDP out  
of 64 regions in Australia!”

Maria Harvey  
Chief Executive Officer



CDP Employment staff member, Joachim Tipiloura with  
one of the 93% cakes celebrating TITEB's achievement.

# Co-Chair Reports



**Leslie Tungatulum**  
Co-chair, Wurrumiyanga

One of the biggest achievements of 2022/23 was our CDP PPR14 score of 93.83% making TITEB the highest scoring CDP provider in Australia. It was good to see teams at all three sites celebrating with 93% cakes and morning teas – they earned it!

But we need to keep going! We need to create more jobs and encourage people to aspire to management level jobs. With the right support, mentoring and training, people can prove their capabilities and commitment.

The more Tiwi people we have in management positions, the better. With positive role models, young people will see a good future for themselves and want to stay in school, finish year 12 and do well.

It looks like the Job Trials Program will create scope for start-ups that meet the needs of the community and provide more meaningful employment. For example, the ladies at the Wurrumiyanga Women's Centre can develop a baked goods business,

making and selling healthy bread and cakes, and catering for events. We know there's high demand because people bring cakes over from the mainland all the time for birthdays and other celebrations.

We want our young people to step up and not be afraid to speak about what they want in life. Then TITEB can provide guidance and inspire, motivate, and support young people, and look after their safety and wellbeing.

We need to show young people all the careers, start-ups, and jobs on the Islands, wherever they are. We need to show them how to achieve success, through education or job training, and how to work their way up the career ladder. We need to look after everyone and make everyone feel good based on what success means for them.

Looking forward, we have two important celebrations coming up – the Wurrumiyanga Farm opening and Tiwi Graduation event in September. It has been a while since we held public

celebration of our achievements, and it's important that our staff, stakeholders, and graduates are all acknowledged for their achievements.

Thank you to our staff in Bathurst Island, Melville Island and in Darwin for their dedication and commitment to a better future the Tiwi people. Let's keep up the good work.

**Leslie Tungatulum**  
Co-chair, Wurrumiyanga



“We want our young people  
to step up and not be  
afraid to speak about  
what they want in life.”

Leslie Tungatulum  
Co-chair, Wurrumiyanga



RTO staff members, Ange Evans and Natarsha Krug join  
in the RSAS Back to School Walk in Wurrumiyanga.



## Co-Chair Reports



**Karina Coombes**  
Co-chair, Melville Island

We developed a strong core team through COVID and now we're building on that. I'm excited to see people moving up through the ranks from supervisor to team leader to manager, not just older people but young ones as well. We have some young staff with leadership potential, and we want to help them to step up and achieve their dreams.

This year, we welcomed a new RTO manager and prepared for the new Job Trials program, developing better training and employment opportunities for people in the communities. When you think about it, TITEB is really the one stop shop; we can help you with training and all the basics to get into employment.

Our new RTO Manager, Tony is running training at all three sites, with young Tiwi people working together with the trainers in an assistant's role. Hopefully we can get trainees involved in a back-up system across all program areas, so that trainees get experience in

different areas and can progress into higher roles.

We would like to see organizations coming to TITEB for their staff training needs. In the employment space, we need local employers to keep sending vacancies and our teams will support you and your new staff with post-placement support.

We also want more Tiwi employers getting involved in the Futures Expo to show the young ones what's out there. We share a common goal and together we can build a stronger future for Tiwi people.

Last year, Bima Wear asked for our support, and we have been building their capacity with Host Agreements, wage subsidies and promotion. The business is making a comeback and we are proud to be able to assist - Tiwi to Tiwi. We hope that Bima Wear will provide opportunities for women to continue their design, textiles, printing and manufacturing into the future.

People look at TITEB as the place to go to try to get help, and we always do whatever we can to support the communities. We have cultural support officers now, which makes a huge difference. People know exactly who to go and talk to - the team at TITEB.

Thanks to all TITEB board members, our CEO and staff for all their hard work.

**Karina Coombes**  
Co-chair, Melville Island





“I’m excited to see people moving up through the ranks from supervisor to team leader to manager, not just older people but young ones as well.”

Karina Coombes  
Co-chair, Melville Island

CDP Employment staff, Nelsina and Charlotte Portaminni  
in Melbourne for the Forces for the Future Expo.

# Highlights



**TITEB**  
Established 1999

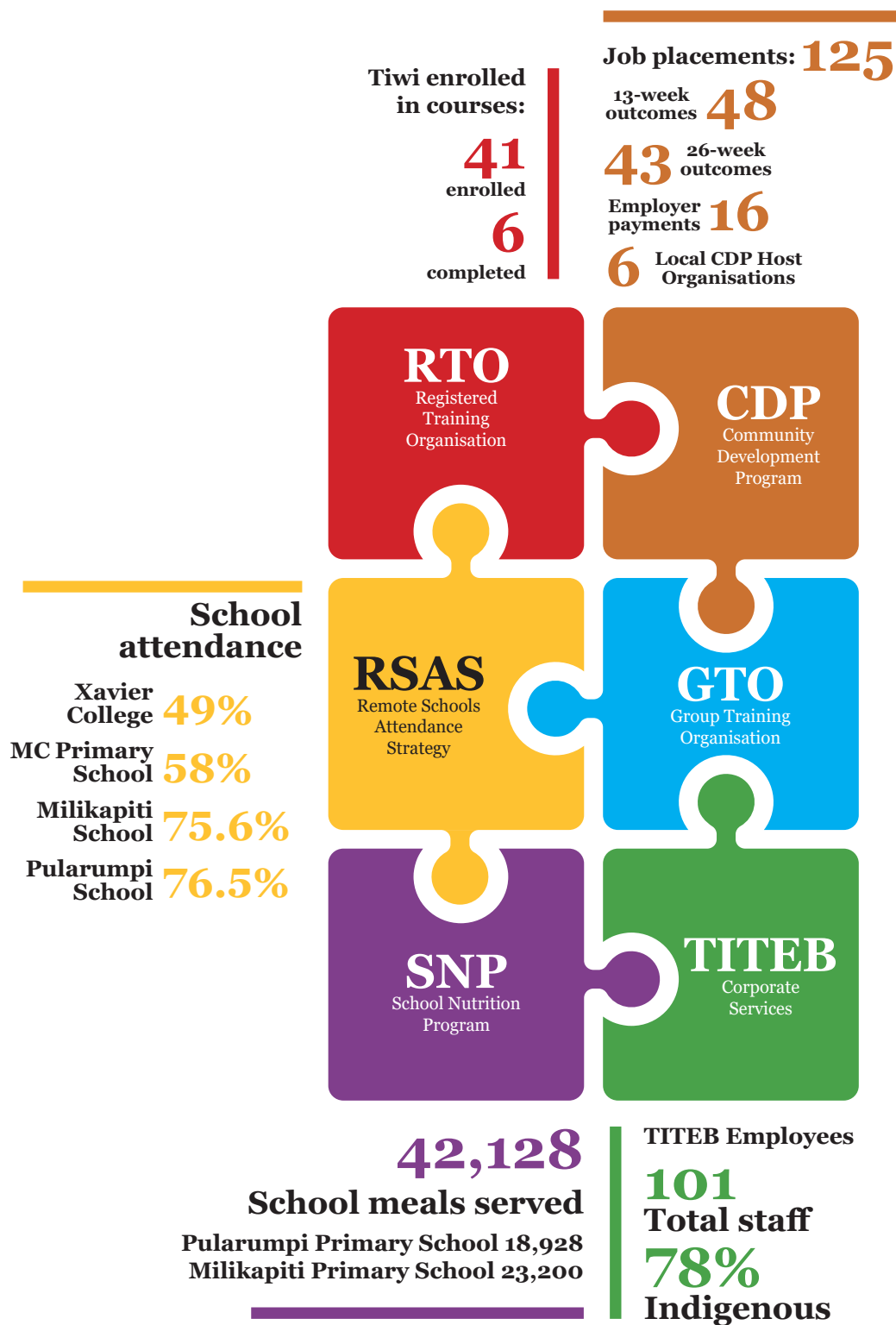


**Our challenge**

**2,000** working-age adults

**550** jobs including seasonal work





# Governance

**2023-26 Goal: Progressively elevate TITEB's profile, supporting all the needs of TITEB's programs, and be thought of as the holistic support centre for our education, employment and training services on the Tiwi Islands.**

In 2022/23 the TITEB Board held five meetings, including the Annual General Meeting in November, with only five apologies for the year. In response to how much the business has grown, the decision was made to establish two independent committees: the Finance, Audit, Investment & Risk (FAIR) Committee and the Governance Committee. Each committee includes board members and an independent advisor.

The Board also continued to increase their directorship skills and knowledge to ensure they can make fully informed decisions about the business and address the challenges and risks we face. Over the year, the Board attended four

meetings dedicated to professional development, including National Association for Prevention of Child Abuse and Neglect (NAPCAN) workshops, a site visit to Tiwi Plantations (forestry) and two-day professional development in June.

In addition, early in 2023 all Board members attended and completed their second installment of annual professional development through the Australian Institute of Company Directors. Last year they completed 'Company Governance Foundations' and this year they successfully completed the financial management training, 'Governance Financial Foundations'. In 2024, the professional development will be focused on strategy and risk.

## Our Board Members



**Leslie Tungatalum**  
Co-Chair, Wurrumiyanga

The more Tiwi people we have in management positions, the better. With positive role models, young people will see a good future for themselves and want to stay in school, finish year 12 and do well. We need to look after everyone and make everyone feel good based on what success means for them.



**Karina Coombes**  
Co-Chair, Melville Island

In the future, we would like to see organizations coming to TITEB and letting us know what type of training their staff need. In the employment space, we need local employers to keep sending vacancies and working with us. We share a common goal and together we can build a stronger future for Tiwi people.



**Andrew Bush**  
Director, Milikapiti

I'm very happy about the Milikapiti Men's Centre and take my hat off to Mr Andrew Tipungwuti for his leadership and his team for getting the job done. Hopefully we'll get the Women's Centre going as well so the women have the space for kitchen facilities, printing and sewing.



**Debbie Coombes**  
Director, Pirlangimpi

My main interest is the education side of things at TITEB. With the help of the Yellow Shirts, school attendance for the Melville Island schools is pretty good, and even though the two Bathurst Island schools are still low, there's been improvement and hopefully that gets better and better. So I think that's still a good outcome regardless. Improvement is always welcome.



**Stanley Tipiloura**  
Director, Wurrumiyanga

Now that we have the proper facilities at Wurrumiyanga Farm, people will have training and full-time employment growing vegetables, fruit, and fresh eggs for sale locally. I can't wait to see it. There was a lot of people saying we can't do this, you won't be able to do that. And we did it, that's one thing I'm proud of.



**Connell Tipiloura**  
Director, Milikapiti

We need more funding to create jobs in the community. Milikapiti is a small community and people can work at the store, farm, schools, printing, or lawn mowing, but we need more training and start-ups for men and women. We also need a Women's Centre with a kitchen and space for sewing, painting, printing - somewhere they can thrive.



**Richard Tungatalum**  
Director, Wurrumiyanga

Compared to previous years, things are coming good. It took a while, but we are now seeing young men working for real wages in the headstone project, market garden project, at BIHA or the Oyster Farm, and ladies baking cakes for sale at the Women's Centre or working at the museum. More is possible, we just need the right partnerships.



**Cheryl Kerinaiaua**  
Director, Wurrumiyanga

I'm happy the young men are involved in getting the farm up and running, and the headstones. It's an opportunity for them to lead. The women are also doing well with cooking at the Women's Centre and back at home cooking good food for their kids. They also are mowing and planting gardens there now, so it's looking great.



# Community Development Program

**2024-2029 Goal: Broker strong engagement with all local employers to increase paid work opportunities for Tiwi communities progressively by 5% each year, using the benchmark of 125 job placements in 2022.**

## Employment

The Employment Services team is focused on matching Tiwi people with sustainable employment opportunities. We continue to place people into jobs on the Islands, including new opportunities associated with the Job Trials Program, which has already led to ongoing permanent employment.

We invite prospective employers to meet Tiwi jobseekers at TITEB. This gives aspiring recruits

the opportunity to learn more about the job, the workplace, and expectations in familiar surroundings.

## Outstanding Results

Earlier this year, we received the news that the TITEB CDP was the highest scoring CDP provider in Australia for PPR14 with an overall score of 93.83%. Our job preparation services were a big part of this success, scoring a well-deserved 100%.

We were commended by the National Indigenous Australians Agency (NIAA) for our high-quality activities that benefit the community and the outstanding level of case management and post placement support to both the employers and participants.

It was 93% cakes all round to celebrate our achievements. Congratulations to the team!

See the NIAA letter on page 20-21.



Employment Service team celebrating outstanding results (L-R) Britney Alimankinni, Charlotte Portaminni, Nelsina Portaminni, Liz Angell, Jeff McClarnon and Lena Puruntatameri.

## Power of the Past, Forces for the Future

In March, members of the Employment Services team, together with management and board members attended the Jobs Australia 'Power of the Past, Forces for the Future' Expo in Melbourne. This was a great opportunity to learn, with speakers from not-for-profits from around Australia, including our own CEO, Maria Harvey.

There was a strong wellbeing focus during the conference with speakers giving tips on work-life balance and managing priorities.

Attendees were able to share their experience and knowledge at networking functions and to bond as a team.

## Employment Outcomes

Congratulations to two voluntary CDP participants in Pirlangimpi, who transitioned from the CDP to into employment in May this year. Both men were offered work in recognition of their skills and work ethic.

Dermot Tipungwuti transitioned from the Market Garden Crew to the newly-created position of Cultural Activity Senior

Supervisor. Dermot will be working with volunteers to clean and prepare cultural sites for ceremony and carry out repair work on historic sites.

Graham Puruntatameri transitioned from the Lawn Mowing Crew to a full-time position with DT Hobbs. Congratulations to Graham for taking the initiative to approach DT Hobbs and thanks to the Employment team for assisting with his application.

Lastly, we are pleased to report that two young women have taken on roles in the Milikapiti office, Marie Brynes in a trainee administration position, and Belinda Lorenzo as the cleaner. We also have three women employed as farm hands at Milikapiti Farm, Consolata Mungatopi, Sally Wilson and Nancy Kerinauia.

Congratulations to all Tiwi who transitioned to employment in 2022-2023 - you are an inspiration to us all!



Jobs Aust visit (L-R) Kelly Bow, Jocelyn Tipungwuti, Shane Ponter, Nicole Steers, Debra Cerasa, Tabatha Burt, Brenda Ryle.



NIAA DCEO visit (L-R) Evita Puruntatameri, Melissa Conn, James Christian, Maria Harvey.





Australian Government  
National Indigenous Australians Agency

Maria Harvey  
Tiwi Training & Employment Pty Ltd

Dear Ms Harvey,

Community Development Program (CDP)  
Results of Provider Performance Review 14 (PPR14)

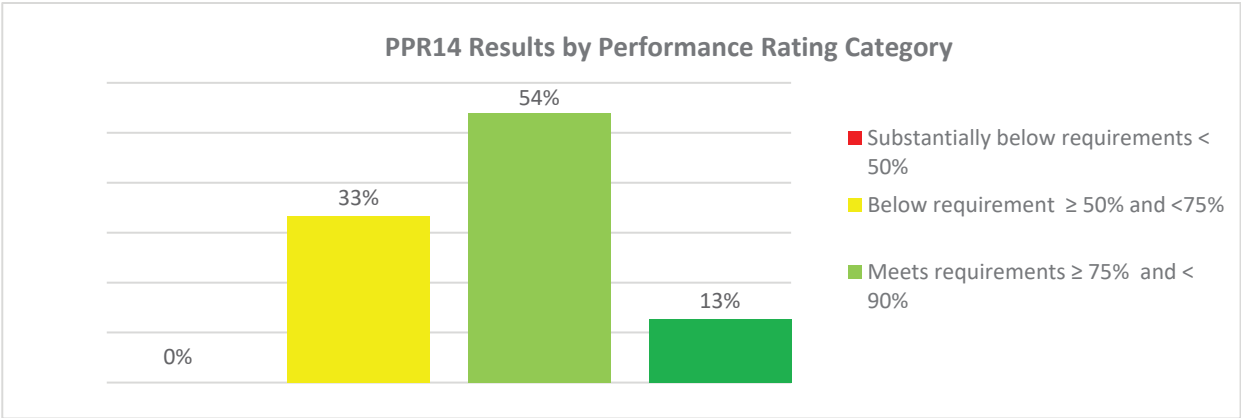
Thank you for your time and contribution to PPR14. I am writing to congratulate you on your PPR14 result and to encourage you to continue to build upon your strong performance.

Performance Results

Your overall rating for PPR14 is presented in the table below. Details of your assessment is attached to this letter.

| Region # | Region Name    | Score  | Rating   |
|----------|----------------|--------|--|
| 36       | Tiwi Region NT | 93.83% | Delivery meets requirements to a high standard |

The average overall score in PPR14 was 78.03%. The performance of all providers is summarised in the chart below.



Thank you for your dedication to supporting job seekers. In particular, I commend the high-quality activities that benefit the community and the outstanding level of post placement support to both the employers and participants. I am pleased to inform you Tiwi Training & Employment Pty Ltd was the highest scoring CDP provider for PPR14.



### **Background**

This PPR assessed your organisation's performance during the period April to September 2022, across 5 of the 6 performance measures which underpin the Key Performance Indicators in the PPR process.

As advised in September 2022, the following changes to the assessment of measures 1 and 5 (implemented in April 2022) were placed on hold and not assessed for PPR14:

- Measure 1 - Case management and support, was changed to include Assessment Matrix 1A relating to your strategy and processes for engaging job seekers and delivering high quality, integrated case management support).
- Measure 5 - Post-placement support, was changed to include Assessment Matrix 5A relating to your strategy and processes for working with job seekers and employers to support ongoing employment opportunities.

Measure 2 results have also been excluded due to ongoing issues with the CDP IT system which has impacted on the accuracy and reliability of attendance data.

I encourage you to build upon your achievements and explore opportunities to further improve the quality of services you are delivering to support job seekers to overcome barriers, strengthen their communities and gain employment.

Your NIAA Account Manager, Thomas Jacomb, (08) 7972 4243, [thomas.jacomb@official.niaa.gov.au](mailto:thomas.jacomb@official.niaa.gov.au), will arrange to hold a feedback session before 23 February 2023 to go through your results in detail.

If you have any concerns with your assessment, please raise these with your Account Manager in writing by 28 February 2023.

Yours sincerely,



For  
Emma Vanian,  
Senior Adviser, Darwin and Tiwi Islands Engagement  
16 February 2023

# Men's Activities

## Wurrumiyanga

At Wurrumiyanga, CDP Men's Activities were phased out and replaced with the Job Trials Program. With an eye to the future, Men's Activities took a new direction and is making good progress.

### Headstone Project

The Headstone Project began as a CDP activity based at the TITEB Campus. When the Job Trials started, it evolved into a project and relocated to the Wurrumiyanga Farm in November 2022.

The Headstone Crew built a new 8m x 3m x 4m shed and we engaged the RTO to develop training for headstone manufacturing, including machinery, concreting and production skills utilising the engraving machinery. This purpose-built facility provides a better learning environment and more focused approach to the project.

The Headstone Project is a great opportunity for men who want to have a positive impact on their community. In addition to headstones, the team is manufacturing other memorials and plaques incorporating their own designs and suggestions from the community.

### OTL Yard Maintenance

We took on a yard maintenance contract with the Office of Township Leasing (OTL) as a

one-off project due to Work Health & Safety (WHS) and to beautify Wurrumiyanga. This is progressing well, providing opportunities for CDP participants to work as paid labourers and learn on the job.

## Milikapiti

At Milikapiti, CDP community activities have continued, with volunteers working well together, gaining new skills, and helping the community.

### Men's Centre Capital Upgrade

This year, the men did an excellent job transforming the Men's Centre into a functional training and activity building. It was a run-down, worn-out building but now, with the repairs and painting done, it is a functional facility. When you drive past you can really see the difference.

The interior has also been transformed with new walls and painting, office and storerooms fitted out, a chemical safety room and security to keep the community safe. The kitchen was also renovated so that participants can enjoy cooking and eating their own food.

### Lawn and Yard Crew

The CDP participants began mowing people's yards for free this year. Once they proved their skill and reliability, they started up the Milikapiti Lawn and Yard Crew charging reasonable rates to maintain the yards for business and community members. This

was a successful outcome for the participants and the community.

## Training

We ran training in Welding and Working with Chainsaws, which increases the men's job prospects in the community or anywhere. For example, the men can now assist the Council with storm clean ups and help keep the roads open.

Whenever possible, we invite other stakeholder groups to join in training, which extends the CDP community benefit even further. Teachers and Tiwi Enterprises staff joined in our First Aid training and past CDP participants (now Job Trial workers) joined us for the second week of forklift and skidsteer training.

## Pirlangimpi

At Pirlangimpi, community activities were focused on upskilling the men interested in the Job Trials projects.

### Lawn Mowing Project

A four-man lawn mowing crew was established in mid-February, with supervisor, Matthew Galarla. The group meets every morning to discuss daily tasks and the special requirements of each job. One day a week is devoted to equipment maintenance and repairs, so that equipment is safe and ready for use.

With a focus on teamwork and the importance of good communication, the Lawn Mowing Crew have delivered

excellent customer service and follow up and gained the trust of community members. During the dry, the men also managed some larger commercial jobs, clearing yards, pathways, fallen trees, and builders' rubbish, whipper snipping fence lines, trimming shrubs, and mowing.

Thank you to all community members who use the User Pays Lawn Mowing Service - you are creating local jobs!

### Market Garden Project

The Market Garden Project was launched in mid-February with Coordinator Daniel Costa and two Job Trials men constructing a green house, composting area, garden beds with trellis, and shelving and tables for seedling and pot plants in Stage 1.

Stage 2 was our first market garden sale of herbs, vegetable seedlings,

small fruit trees and flowering Shrubs. This was well supported by the community and will be a fortnightly event. In Stage 3, welding skills will be used to build tiered shelving for the green house and garden area for sun-hardening plants.

The men have been learning about plants, soil preparation and composting green waste, as well as seed planting, growing cuttings, grafting plants onto root stock and transplanting seedlings into bigger pot for sun hardening before sale. Community members have been supportive of the project by opening their gardens for the men to take cuttings of shrubs and flowering plants.

### Cultural Support Project

Under the supervision of Dermot Tipungwuti, CDP participants support ceremony and cultural

activities in Pirlangimpi. The work includes cleaning and preparing cultural sites for ceremony, repairing historic sites and reporting damage to Council. The men also maintain community areas (such as the picnic areas at the beach) and regularly supply firewood, especially during the dry season, for people to use to keep warm.

The men take great pride in keeping cultural areas well-maintained, including mowing, clearing, and preparing the dance area for ceremonies. On ceremony days they provide families with ice and water, tables, and rakes to clear the area for sitting.

In preparation for funerals, the men gather blood wood or stringy bark poles, strip bark and rough shape the poles with a chainsaw. Totem poles are then finished and painted by family members as a sign of respect to the person who has passed.

### Training

The men completed Small Engine Maintenance, White Card, Bob Cat and Welding training, providing them with the skills to use and maintain equipment. They also did First Aid training, so they can manage first aid incidents such as snake bite, heat stress, cuts, and abrasions.



Jarrood Puruntatameri learns about bob cat maintenance from trainer, Andrew Warrior.





Cultural site prepared by Dermot Tipungwuti and CDP participants in Pirlangimpi.



Milikapiti Market Garden Project (L-R) Benjamin Petherick and Job Trials Coordinator, Daniel Costa.



Cultural Project (L-R) John McLennan, William Puruntatameri and James Farmer positioning the totem pole, with Supervisor, Matthew Galarla.



First market garden stall (L-R) Matthew Bremner, Danial Stassi, Wilfred Roberts, Vinicholas Curtis Tipiloura, Cyril Kerinauia, Claude Bush, Robert (Train Safe NT) and Nathan Black.



Recruitment agency, Atlas Professionals talk to CDP participants.



# Job Trials Program

In August 2022, the Federal Government announced plans to trial new approaches to securing real jobs for participants in remote Australia. As part of this initiative, in June 2023 TITEB commenced an 18-month Job Trials Program.

In April, we welcomed Job Trials Mentor, Murray Liddle, to the team. A qualified boilermaker, Murray has a broad range of experience, including many years with Darwin Regional CDEP, 10 years' mentoring, recruitment and training in WA Goldfields and Granites Gold Mine, Tanami, and CDP fabrication workshops, mentoring, training and safety in Perth and Alice Springs.

Murray had to hit the ground running! The Job Trials Program had generated a lot of interest, and several community projects were already underway.

At Wurrumiyanga, the Headstone Project had relocated to the farm, which offered a more productive workspace away from TITEB, the town, and visitor distractions. The shed/shelter was built, and headstone production commenced with on-the-job training and support from CDP Project Manager, Craig Bate.

The Farm Crew was also established, with all hands on deck, cleaning up and sorting out excess materials in the shed and grounds, and clearing vegetation. While there are some skills gaps and equipment needed, the energy

has been very positive, with plenty of work being done.

The Wurrumiyanga Lawn Mowing Crew, with time on their hands over the dry season, looked around for odd jobs. The team's work preparing Pukamani for ceremonies was much-appreciated.

At Milikapiti, the Men's Centre project was underway, with a newly renovated building, and the Lawn Mowing Crew was already in the routine of daily pre-start meetings to clarify work duties for the team. They also discussed topics such as leave and training needs.

At Pirlangimpi, the Market Garden Crew had been working pro-actively, learning on the job and looking for ways to improve. They had already held their first market garden sale.

The women at Pirlangimpi have started making plans. They are very proud of their work with textiles and actively engaged in the plan to convert the CDP Women's Activity into a textiles micro business in 2024, with training in textiles, culture and production.

We are encouraged by this promising start to the Job Trials Program and look forward to reporting on our progress in 12 months' time. Tiwi community members and stakeholders are welcome to talk to Murray or the team about other ideas for community projects on the Tiwi Islands.



# Women's Centres

## Wurrumiyanga

The Women's Centre is a safe and positive space for ladies to come and learn, connect, and join in activities that provide pathways to employment, training, and further opportunities. There is always a lot of fun, laughter, and music.

This year, we offered cultural activities, training, monthly guest speakers and school programs like Love Bites and the Womb Project, which included an end of year conference in Cairns.

Cultural activities include weaving and bush medicine. The ladies went out bush and collected materials for traditional dying and weaving, sharing their knowledge with the younger women. We have plans for a digital book about weaving next year.

Together with the Wellbeing Centre, the ladies also collected plants and made bush medicine. This was a weekly outing during the dry season.

We also began working towards potential micro businesses. We planned and planted our veggie garden to provide vegetables and herbs for the kitchen, and started a ladies' mowing crew, which offers a free mowing service to Women's Centre attendees.

Lastly, the women completed accredited training, including Mental Health First Aid, First Aid, LLN Training, Food Safety and Certificate II in Construction. Congratulations to Sophia

Tipuamantumirri who got her Fishing License.

## Milikapiti

There is always a happy group of women at the centre. The women enjoy preparing lunches for the work crews and helping with community events such as the Back-to-School breakfast. Some of the women have been sewing, working on designs for bags and curtains, sheets, and pillowcases for their families. We also ran cultural days with the older women showing the young ones how to fish barramundi and comb the beach for oysters and cockles. We plan to extend the cultural days to include cooking on the beach.

## New Facility Needed

At Milikapiti, the women desperately need their own space to build their textiles micro business. We have plans for a new building with more space for women's enterprises to grow and develop.

Meanwhile we have ordered a shipping container for all-weather protection for all our equipment, including overlockers, sewing machines, painting boards and a huge range of materials. We hope to really boost attendance and satisfaction with the women's group in the coming year.

## Pirlangimpi

The Women's Centre provides important community space for Pirlangimpi women, who

design and print fabric, and make clothing and bags for sale to the community. It is also the focus of women's health and wellbeing initiatives.

In May, as part of the new Job Trials Program, Margaret Tipungwuti and Alana Papajua, were employed at the Women's Centre to develop their skills in textiles, screen printing, lino printing, sewing and retail sales. This exciting initiative will help the ladies reach their full potential.

The ladies have already learned how to make cushion covers and sew pockets inside skirts, which were popular and sold well. They also made skirts for cultural ceremonies, printed with their family totems.



At Pirlangimpi, Margaret Tipungwuti models the skirt and matching bag she made.





Women's Day event at Pirlangimpi

In June, Sydney University held an event introducing the Digital Health Project, which aims to identify issues and find better ways to access health services in remote communities. They recruited Karina Coombes and Alexander Puruntatameri to conduct surveys in the community over the next 18 months, employed part-time with Menzies.

In February and April, many women attended Women's Health Days. Thanks to NT Women's Health for bringing everyone together with lunch, vouchers,

and t-shirts for the ladies, and for delivering an important message about having regular check-ups.

Lastly, following a presentation by our CEO Maria Harvey at the Jobs Services Australia Conference in Melbourne, Nicole Steers and Debra Cerasa from the Jobs Australia headquarters in Melbourne visited our Women's Centre. Through a lino printing and sewing demonstration, our visitors gained a better understanding of remote servicing and how cultural projects benefit community.



Wurrumiyanga Women's Centre, Strong Culture Supervisor, Ella Puruntatameri.



TITEB staff and participants at the Wurrumiyanga Women's Centre.



Women's Health Day at Wurrumiyanga.



# Yirriwinari Festival

In late April-May, the Pirlangimpi community staged the inaugural Yirriwinari Festival celebrating Tiwi arts and culture as part of Artback NT's 2023 Remote Festival Program. The program focused on intergenerational learning, with Tiwi cultural events held all over the community.

The festival began on Saturday night with an alcohol-free community BBQ with sausages and buffalo, and games on the beach. Everyone was filled with anticipation for the days ahead.

On Sunday, Munupi Arts hosted artists from Milikapiti with a BBQ of mud mussel, long bum, and kangaroo. The Pularumpi School held a stall while the crowd was gathering for the main event, selling cupcakes, glow sticks, damper, and scones to raise funds for students to go on camp. The cupcakes were a clear favourite with the kids.

The evening program began with a Welcome Ceremony, followed by dancing. Men's and women's groups alternated, with children joining in and learning the different stories told through dance.

This was followed by our school children's choir. The children had been practicing for many weeks and were proud to entertain their families and be involved in the festival. Local bands, singers and the Strong Women's Choir then entertained the crowd throughout

the night and a sausage sizzle fed the hungry crowd.

On Monday, local bands and the Strong Women's Choir provided entrainment throughout the day and small group activities were held around the community. Families moved from one activity to another and enjoyed everything the festival had to offer.

Activities for young children included Mamanta cultural awareness, children's stories, and trivia games. The Tiwi Strong Women showed people how to weave baskets and bracelets and what materials to use, and local tucker was cooked on the BBQ for everyone to try. Men and women spoke about how to hunt and prepare traditional food, and there were plenty of bush tucker stalls for everyone!

A big thank you to festival committee members: Simply Tipuamantumirri, Carol Puruntatameri, Marius Pirrawayingi, Tony Pilakui and

Osmond Pangiraminni, as well as Joel Ikupu and Natalie Sarsfield (NT Health), and Stefan Carrillo (Artback) for their all their work. We are already looking forward to next year's event!



*Tiwi Strong Women weaving demonstration (L-R) Molly Munkara and Anna Maria Tipiloura (Tina Girl).*



*Men dancing at the Yirriwinari Festival.*





*Festival banner designed and painted by the ladies from Munupi Arts and the Festival Committee.*



*Local band (L-R) – Dermot Tipungwuti, Daniel Costa, Marie Tipuamantamirri, Marius Puruntatameri and Tony Pilakui.*



*Night time entertainment at the Yirriwinari Festival.*



*The crowd enjoyed weaving demonstrations.*



*On stage (L-R) Francis Orsto (guitar), Ella Puruntatameri, Monica Pilakui, Jacinta Tipungwuti (seated). Front row (L-R) Maris Tipuamantumirri, Molly Munkara, Genevieve Campbell, Regina Kantilla (seated), Elizabeth Tipiloura, Frances Portaminni, Karen Tipiloura, and Cathy Tipungwuti.*



*Carol Puruntatameri on the big screen.*



# Hosted Activities

We would like to thank Ngarawanajirri, Tiwi Designs, Jilamara Arts, Bima Wear, Tiwi Designs and Munupi Arts for their ongoing support and commitment. The host agreements provide a culturally safe place for Tiwi to train and learn work skills.

## Munupi Arts

This year, Munupi Arts created interesting opportunities for CDP participants. Throughout the year, artists were kept busy creating some incredible works for exhibitions and art fairs in Darwin, Alice Springs, Adelaide, Sydney, and Hobart. They also participated in the Yirriwinari Arts Festival.

In preparation for the festival, our CDP men helped tidy up around the Munupi Arts Centre, using their bobcat skills to remove fallen trees and clear the land of rubbish, small shrubs, and snakes. The men also collected timber for the totem poles and bark for paintings to keep the artists' materials in good supply.

During the Festival, artists visited from Milikapiti. Although hoped-for visitors failed to arrive from Bathurst Island due to tides and bus availability, Melville Island artists enjoyed renewing friendships and celebrating their achievements with a BBQ of local food.



Artist, Francesca Puruntatameri doing a bark painting at Munupi Arts.



Artist, Marie Tipuamantumirri painting a canvas at Munupi Arts.





Artist, Carmel Kantilla printing textiles at Bima Wear.

# Registered Training Organisation RTO 4742

**2024-2029 Goal: Progressively increase access to practical credentials that support employment entry or enrolment in further study. Aspire to achieve over 150 enrolments each year from 2024 and 20% completion rates. Use current adult LLND Assessment data to deliver a locally-based LLND funded program by December 2026.**

The 2023 financial year marked a pivotal chapter in the history of our RTO as we embarked on a journey of recovery and transformation following the pandemic. With commitment to revitalising our RTO, we navigated the impact of the past year and looked towards the future.

Under the stewardship of new RTO Manager, Tony Allan, a fresh perspective emerged, including development of a work culture where staff empowerment is key. We set about harnessing our collective capabilities and

improving our systems and services with a sense of unity.

We developed stronger bonds with local industries, support agencies, and communities to amplify our impact. As not all training on the Islands is organised and managed by our own RTO, we also reached out to other training providers.

Lastly, we worked on articulating and promoting our wrap-around services for external providers, an important and often overlooked aspect of our work. External training providers come to the Islands to deliver training that is

outside our scope, and our wrap-around services are designed to maximise learning outcomes.

In this regard, it's important to acknowledge our CDP colleagues for their efforts. In particular, thanks to Andrew Tipungwuti, CDP Activity Coordinator at Milikapiti, who organised welding training on Melville Island through Train Safe NT. Attendance was full and 99% passed the course. Well done to all our adult learners in Milikapiti.

| Short courses 2023  | Certificates of Participation issued | Statements of Attainment issued |
|---|--------------------------------------|---------------------------------|
| <b>HLTAID012 - Provide First Aid in an education and care setting</b>                 |                                      | 147                             |
| <b>HLTAID011 - Provide First Aid</b>  |                                      | 11                              |
| <b>CHCWH51001 - Prepare to work safely in the construction industry (White Card)*</b> |                                      | 62                              |
| <b>Basic Computers</b> (non-accredited)   | 12                                   |                                 |
| <b>Tiwi Ready</b> (non-accredited)  | 11                                   |                                 |

| Qualifications 2023  | Certificates | Diplomas |
|--|--------------|----------|
| <b>Certificate I in Automotive Vocational Preparation*</b>             | 14           |          |
| <b>Certificate I in Engineering*</b>                                   | 10           |          |
| <b>Certificate I in Visual Arts*</b>                                   | 13           |          |
| <b>Certificate IV in Aboriginal and Torres Strait Islander Health*</b> | 4            |          |
| <b>Diploma of Aboriginal and Torres Strait Islander Health*</b>        |              | 3        |

\* Delivered by third party and external providers.



## Staff Acknowledgements

Throughout 2022/23, we achieved remarkable milestones, which is a testament to the dedication and resilience of key individuals who played pivotal roles in our progress.

### Therese Marie

**Puruntatameri:** Esteemed community elder, Therese's wise counsel and pragmatic approach helps students and staff alike. Her guidance in facilitating pre-training activities has been invaluable. She is a wonderful role model, leading by example.

**Alison Vigona:** A beacon of insight and problem solving, Alison has been a driving force in administration. Her consistent and systematic approach paves the way for continuous improvement and positions her as a future leader.

**Stanalisha Coombes and Tahlia Tipungwuti:** New additions to our team, Tahlia and Stanalisha quickly made a positive

impact on the RTO as dependable support for Alison as we improved our wrap-around services for external training providers.

**Gerard Broersen:** Our First Aid and Mental Health First Aid trainer, Gerard's unwavering perseverance make him our most steadfast and reliable trainer. His years of experience and authentic commitment to building capacity within the Tiwi community are impressive.

**Latoya Tipiloura:** Latoya was part of Alison's team for a short time and, although she is advancing her career elsewhere, her contributions were greatly appreciated.

Thanks also to Natarsha Krug, Claire Pascoe, Donna Chamberlin, and Simon Shoko, who helped us through challenging times before moving on. They will be succeeded by new faces, people ready to help us shape the future and realise our potential.



Leading by example, Therese Marie Puruntatameri washing the bus.



Paulinus Stassi during forklift training.



Andrew Tipungwuti, Daniel Stassi, Wilfred Roberts, Vinicholas Curtis Tipiloura, Cyril Kerinauia, Claude Bush, Robert (Train Safe NT) and Nathan Black.



Robert from Train Safe NT delivers welding training.

# Group Training Organisation

**2024-2029 Goal: Facilitate an Australian skilled qualified Tiwi workforce by increasing the industries in which we employ apprentices and trainees, develop sports and recreation and construction by end of 2024, and progressively increase by 5% each year.**

TITEB's GTO works closely with employers on the Islands to facilitate traineeships and apprenticeships for their new and existing staff members. Together with employers, we are developing an increasingly qualified and competent Tiwi workforce.

In a challenging year, we had to finalise any traineeship or apprenticeships that had been in train during the COVID-19 pandemic. Some of them completed, some of them withdrew or left school, and some of them never got fully signed up.

We were pleased, however, to attend the Tiwi College graduation ceremony in December 2022 and celebrate the achievements of seven young women, who graduated with the Certificate II in Community Services. Congratulations to the graduates, including RTO participants, Michaela Tipungwuti and Jasmine Puruntatameri, and Tiwi College students, Crystral Butler, Latoya Tipiloura, Shanaile Aputimi, Meletta Warrior and Francis Tipiloura/Ullungura.

As part of our plans to modernise and innovate the GTO, we began working with training industry consultant, Rod Cryer, conducting an extensive internal audit against the National Group Training Standards, our service delivery model and documentary

evidence resources. The audit took place over several weeks, and we were able to achieve compliance status with a small number of recommendations for further improvement. This will ensure high quality delivery and competency achievement by trainees and apprentices in the future.

We also started looking at developing an aptitude test as part of our RTO customer service. Aptitude testing, including LLND, would help to establish whether a client who is interested in doing a traineeship or apprenticeship is suited to that position.

In April 2023, we became members of the Apprenticeship Employment Network, a peak body designed to represent the interests of group training companies and their growth and function in the

labour and training industries. We are developing a great working relationship with the National Apprentice Employment Network (NAEN) to get our GTO resources and service delivery back up and running.

Lastly, we initiated discussions with potential employers, including Midway (Tiwi Plantations) about potential trainees from high school and what skills sets are needed to prepare them for entry level jobs at the Plantation, either in harvesting (operating machinery) or forest regrowth.

Our biggest challenge has been recruiting a suitable Group Training Coordinator with the right credentials and philosophies to support our trainees to succeed. We are confident we can recruit the right person in the near future.



*Bobcat training for the Tiwis.*





Jarrod Puruntatameri at forklift training.



William Andrews at bobcat training, Milikapiti.



Tiwi-ready training (L-R) Colin (the trainer), Vinicholas Curtis Tipliloura, Micheal Kerinauia, Cyril Kerinauia, Cabreni Wilson, Nancy Kerinauia, Edwina Lippo, Glen Farmer, James Wally Brooks, Daniel Stassi, and Locky Desantis.



# Remote School Attendance Strategy

**2024-2029 Goal: Implement, by education and inclusion, strategies to increase the school attendance rate from 61.75% to 70% by 2026.**

RSAS team members are known as 'Yellow Shirts'. They are Tiwi parents and family members working key roles committed to helping all Tiwi children go to school every day.

There are nine staff in total, providing valuable support for Tiwi families and schools. They participate in online RSAS training year-round, supported by our RTO.

Our services are adapted to suit local needs. On school days, our Yellow Shirts travel around each community, either by bus or on foot, taking children to school. They then follow up with the families of any children missing at roll call.

We also run community events to promote and reward regular

school attendance, and everyone is welcome to join in the fun. At Milikapiti and Pirlangimpi we participate in Friday Cultural Days, where parents, teachers and elders get together to teach the kids ceremony, singing and dancing.

One of our most important annual events is the Back-to-School walk after the Bush Holidays at the start of Term 3 in September. TITEB runs this event for Melville Island communities and the Community Spirit Foundation (Cathy Freeman Foundation) runs the Bathurst Island event.

At Bathurst Island, we run the annual Colour Run and Tiwi Futures Expo in September, and the Combined Fishing Day in March. These are fantastic community events promoting school attendance.

On Melville Island, the AFL 80% is another popular event, where the children have to achieve 80% school attendance to play. This year, we chartered a bus from Pirlangimpi to Milikapiti for the big day, and everyone got into the spirit, cheering on their team.

We also run incentive programs. At Milikapiti, our Term 2 prize was a Bush Holidays Camp Hamper for children to take home to their families. Unfortunately, due to the loss of buses on Melville Island, this year our swimming program couldn't run.

Lastly, at Xavier College we funded \$50 gift cards per student to buy clothes and supplies for school camps throughout the year. In addition, we offer two \$150 Culture Kings gift cards each term, which is our most popular



RSAS team member, Dion Aputimi enjoys a peaceful moment at the Combined Fishing Day.



New bus at Wurrumiyanga (L-R) RSAS team members, Alan Kerinaia, Jocelyn Tipungwuti, Georgina Kerinaia and Senior Officer, Brenda Ryle.



“Our most  
important  
request  
#everyday”

incentive. Based on its success, we hope to include MCPS in this program next year.

As part of our community outreach work, we also supported school fetes. We helped with the cleaning and setting up for the Xavier and MCPS Fete (September) and we had our own stand at the first Tiwi College Fete since COVID (June 2023).

Congratulations to the RSAS team for their outstanding work. You are community champions.

### Tiwi Wellness Model

In August, TITEB supported the production of Ngawurrakurlurumi (Let us grow) Tiwi Wellness Model, which was developed by Kevin Doolan of Red Cross Australia together with Tiwi elders.

Ngawurrakurlurumi is a bilingual communication tool used in Tiwi schools, encouraging good Tiwi values. The presentation includes a PowerPoint and short music clips.

As part of the project, Jeffrey (Yello) Simon wrote and recorded the song, ‘B2M My Home’. The music video, featuring Tiwi young people enjoying island life, has more than 38k views on Youtube. Thanks to Lorenzo and Marilyn Kerinauia for their patience and support during filming.



Yellow Shirts Day at Wurrumiyanga



RSAS 'Yellow Shirt' at Milikapiti, Trevor Wilson.



RSAS Colour Run (L-R) Women's Centre staff, Ella Puruntatameri and Sophia Tipumantumirri and Co-ordinator, Cara Munn



Jeffrey (Yello) Simon records the B2M My Home video clip with some local fans.



# School Nutrition Program

**2024-29 Goal: Be the leading School Nutrition Program in the Top End, inclusive of parent/ carer and school community directly impacting high attendance by the end of 2026.**

The School Nutrition Program (SNP) is designed to support the Pularupmi School attendance program, providing meals for children at school and nutritional information for their families.

## Pularumpi School

At Pirlangimpi, we employ two school nutrition workers, Kinara Dunn and Kimberley Pluto, who prepare nutritious snacks and meals for the students every day. This year, the team was supported by nutritionist, Mikaela Hopkins, via regular emails and site visits each term. This ensured the focus remained on good nutrition, with a variety of hot and cold meals available each week.

In May, the team attended SNP training in Darwin to build on their skills and knowledge of the program and service delivery standards.

This year we completed a stocktake of kitchen equipment, and purchase some new items, including cooking pots, storage containers, trays for the oven and a wok. We also updated the menu and got new uniforms.

Lastly, as part of our community education program, we held a community BBQ in March, promoting school attendance and good nutrition. In Term 2 we prepared bread and salads for a BBQ in support of NAIDOC Day celebrations.



## Milikapiti School

The Milikapiti SNP team is committed to delivering the best for the children, with fresh food prepared and served in a clean, healthy environment at school. This year, we began ordering fresh fruit weekly from the local community shop to reduce any storage time, which helps the local community and the school.

In addition, to ensure the SNP is responding to the needs of the Milikapiti School community, we conducted a parent survey. We asked parents how they felt about the meals delivered to their children and what they would like to see in the future. Based on the survey results, a new menu was drawn up and has been delivered during the term with the children happy and full.

Once again, the SNP and RSAS teamed up to deliver the Back-to-School breakfast, with the help of TITEB CDP men and women. It was a great morning and a huge success, well-attended by students and parents.

In May, the team attended training in Darwin to keep up to date with health and safety requirements along the entire food delivery chain. We enjoyed the trip and, thanks to the ladies at the Woman's Centre, school meals were delivered while we were away.



*It was a team effort for the Milikapiti Walk to School Breakfast (L-R) Belinda Lorenzo, Nathan Black, school teacher and students*



*SNP staff training (clockwise) CEO Maria Harvey, Ruth Kenney, Anna Tipiloura, Kinara Dunn, Roy Bunnett, Patrina Puruntatameri and Agnes Lorenzo.*



*Milikapiti SNP team member, Kylie Puruntatameri.*



# Human Resources

This year was all about stability on the Islands and transitioning to the new Job Trials model. Job Trials Mentor, Murray Liddle joined the team in April to lead the new program. Murray is well known to Tiwi communities, and brings a wealth of experience to the role, as a trainer, tradie and past AFL player and coach.

We would like to thank CDP Project Manager, Craig Bate, and Farm Manager, Bill Doolan for their hard work and leadership of the Headstone Project and Wurrumiyanga Farm Project, respectively. Thanks also to CDP Activity Co-ordinator, Aaron O'Rourke, and Administration Assistant, Joachim Tipiloura, for providing back-up to Craig, allowing him to focus on the Headstone Project.

With a stable team in Wurrumiyanga, we focused on recruitment at Melville Island, employing CDP site managers, Ruth Kenney in Pirlangimpi and Roy Bunnett in Milikapiti, and building up the local workforce. At Milikapiti, Andrew Tipungwuti joined the team to provide strong leadership for the men. At Pirlangimpi, we welcomed Tiwi men, Daniel Costa, and Dermot Tipungwuti, to take charge of men's activities and projects.

Recruitment efforts were also directed towards the RTO, employing a new RTO Manager Tony Allan, and building a strong team around him. The Board wanted core courses

to be delivered by TITEB and less outsourcing. We settled a number of trainers more suited to living and working remotely, including Trainer/Assessor, Gerard Broersen. Under Gerard's supervision, experienced local trainers can deliver training whilst getting qualified themselves.

The RSAS and SNP teams continued to go from strength to strength, with long-term employees focused on delivering services that respond to community needs and supporting new staff. We need to bring more women onto the teams at Melville Island and are currently recruiting women for the Pirlangimpi SNP and Milikapiti RSAS teams, and a new Women's Centre Coordinator at Milikapiti.

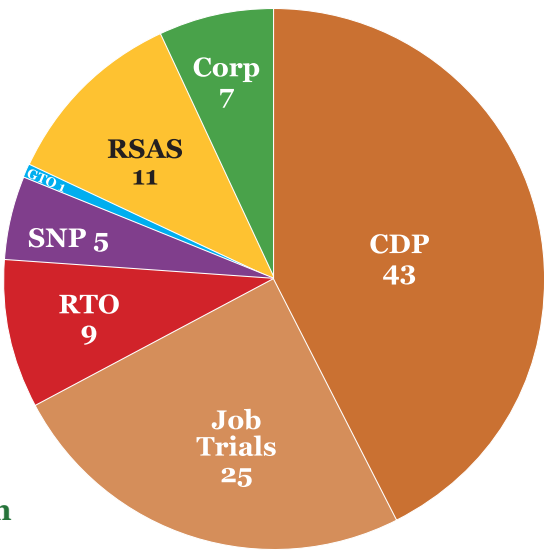
The GTO felt the impact of the pandemic more than other program areas. Due to external stakeholders dealing with issues beyond our control and GTO Manager, Philippa Walsh handling extra duties at Melville Island, the program lost momentum. Whilst Philippa is currently taking time off, plans are underway to re-establish the program in 2024/25. Thanks to DT Hobbs and Tiwi College for their continued support.

Above all, thank you to our strong TITEB team. Even when people need time off, including our CEO, the team can pull together and continue deliver services to a high standard.

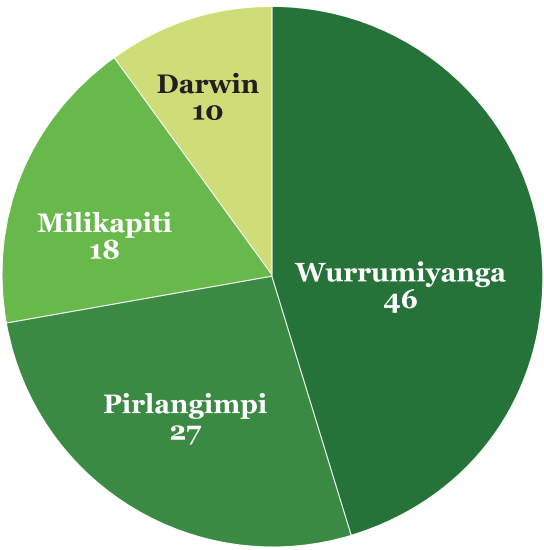


RTO Team (L-R) Ange Evans, Tony Allan (Manager), Therese Puruntatameri, Stanalisha Coombes, Cennon Hanson standing behind Alison Vigona, and Tahlia Tipungwuti.

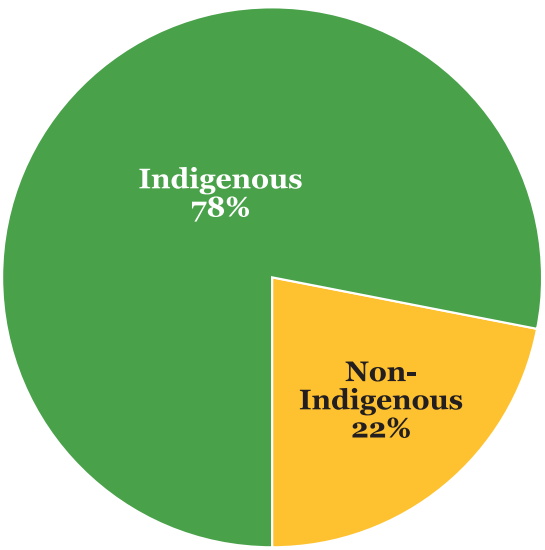
Staff by Program



Staff by Location



Indigenous Staff



Total Staff 101 (30 June 2023)

| Program    | No. of Staff | Indigenous | Non-Indigenous |
|------------|--------------|------------|----------------|
| CDP        | 43           | 35         | 8              |
| Job Trials | 25           | 25         | 0              |
| RTO        | 9            | 4          | 5              |
| SNP        | 5            | 5          | 0              |
| GTO        | 1            | 0          | 1              |
| RSAS       | 11           | 9          | 2              |
| Corp       | 7            | 1          | 6              |
| Total      | 101          | 79         | 22             |





# Executive Management Team



**Manik Gowda**  
Finance Manager



**Maria Harvey**  
CEO



**Philippa Walsh**  
CDP Policy Manager /  
GTO Manager



**Tony Allan**  
RTO Manager



**Brenda Ryle**  
RSAS Coordinator



**Craig Bate**  
CDP Project Manager,  
Bathurst Island



**Louis Malaibe**  
HR Officer

# Senior Management Team



**Murray Liddle**  
Job Trials Mentor



**Sheryl McDonald**  
Senior Finance &  
Payroll Officer



**Joanne Bate**  
CDP Employment  
Services Manager,  
Bathurst Island



**Tabatha Burt**  
RSAS Coordinator,  
Bathurst Island



**Ruth Kenney**  
CDP Site Manager,  
Pirlangimpi



**Melissa Conn**  
CDP Women's Coordinator,  
Bathurst Island



**Roy Bunnett**  
CDP Site Manager,  
Milikapiti



**Chris Handicott**  
SNP / CDP Women's  
Coordinator, Milikapiti



**Andrew Tipungwuti**  
CDP Activities  
Coordinator, Milikapiti



# Financial Report

## Tiwi Islands Training and Employment Board

69 079 341 638

### Financial Statements

For the Year Ended 30 June 2023

**Tiwi Islands Training and Employment Board**

69 079 341 638

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**For the Year Ended 30 June 2023**

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**Tiwi Islands Training and Employment Board**

69 079 341 638

**Statement by Members of the Board**

In the opinion of the Board the financial report as set out on pages 3 to 25:

1. Present fairly the financial position of Tiwi Islands Training and Employment Board as at 30 June 2023 and its performance for the year ended on that date in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that Tiwi Islands Training and Employment Board will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the Board by:

Board member ..... 

Board member ..... 

Dated this ..... 14<sup>th</sup> ..... day of DECEMBER ..... 2023

## GRAY PERRY - DFK

Chartered Accountants

### PARTNERS

James Perry  
Michael Gray  
Brendon Skates  
Samuel Handley

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

#### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of 2023 Tiwi Islands Training and Employment Board (the Entity), which comprises the statement of financial position as at 30 June 2023, 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 2023 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) and the Australian Charities and Not-for-profits Commission Regulations 2023.

#### 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, the ACNC Act 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.

#### ADDRESS

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Liability limited by a scheme approved under Professional Standards Legislation



#### 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.

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 15<sup>th</sup> day of DECEMBER 2023

**Tiwi Islands Training and Employment Board**

69 079 341 638

**Statement of Profit or Loss and Other Comprehensive Income  
For the Year Ended 30 June 2023**

|  | 2023           | 2022             |
|--|----------------|------------------|
|  | \$             | \$               |
| Revenue  | 9,170,686      | 8,543,934        |
| Depreciation and amortisation expense          | (274,043)      | (377,014)        |
| Other expenses                                 | (3,554,040)    | (2,702,639)      |
| Employee benefits expense                      | (5,044,657)    | (4,391,046)      |
| <b>Profit / (Loss) for the year</b>            | <b>297,946</b> | <b>1,073,235</b> |
| <b>Total comprehensive income for the year</b> | <b>297,946</b> | <b>1,073,235</b> |

The accompanying notes form part of these financial statements.



**Tiwi Islands Training and Employment Board**

69 079 341 638

**Statement of Financial Position  
As At 30 June 2023**

|                                      | Note | 2023<br>\$        | 2022<br>\$        |
|--------------------------------------|------|-------------------|-------------------|
| <b>ASSETS</b>                        |      |                   |                   |
| <b>CURRENT ASSETS</b>                |      |                   |                   |
| Cash and cash equivalents            | 4    | 6,638,098         | 6,640,284         |
| Trade and other receivables          | 5    | 24,645            | 11,254            |
| <b>TOTAL CURRENT ASSETS</b>          |      | <b>6,662,743</b>  | <b>6,651,538</b>  |
| <b>NON-CURRENT ASSETS</b>            |      |                   |                   |
| Investments in associates            |      | 2                 | 2                 |
| Property, plant and equipment        | 6    | 3,681,637         | 2,731,083         |
| Right-of-use assets                  | 7    | 1,086,557         | 1,046,177         |
| <b>TOTAL NON-CURRENT ASSETS</b>      |      | <b>4,768,196</b>  | <b>3,777,262</b>  |
| <b>TOTAL ASSETS</b>                  |      | <b>11,430,939</b> | <b>10,428,800</b> |
| <b>LIABILITIES</b>                   |      |                   |                   |
| <b>CURRENT LIABILITIES</b>           |      |                   |                   |
| Trade and other payables             | 8    | 757,701           | 532,063           |
| Lease liabilities                    | 9    | 31,590            | 33,828            |
| Employee benefits                    | 10   | 372,252           | 395,530           |
| Other financial liabilities          | 11   | 439,762           | 39,303            |
| <b>TOTAL CURRENT LIABILITIES</b>     |      | <b>1,601,305</b>  | <b>1,000,724</b>  |
| <b>NON-CURRENT LIABILITIES</b>       |      |                   |                   |
| Lease liabilities                    | 9    | 1,247,337         | 1,173,040         |
| Employee benefits                    | 10   | 128,323           | 81,290            |
| <b>TOTAL NON-CURRENT LIABILITIES</b> |      | <b>1,375,660</b>  | <b>1,254,330</b>  |
| <b>TOTAL LIABILITIES</b>             |      | <b>2,976,965</b>  | <b>2,255,054</b>  |
| <b>NET ASSETS</b>                    |      | <b>8,453,974</b>  | <b>8,173,746</b>  |
| <b>EQUITY</b>                        |      |                   |                   |
| Trust settlement sum                 |      | 10                | 10                |
| Retained earnings                    |      | 8,453,964         | 8,173,736         |
| <b>TOTAL EQUITY</b>                  |      | <b>8,453,974</b>  | <b>8,173,746</b>  |

The accompanying notes form part of these financial statements.

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**Tiwi Islands Training and Employment Board**

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**Statement of Changes in Equity**  
**For the Year Ended 30 June 2023**

**2023**

|  | Trust<br>settlement<br>sum<br>\$ | Accumulated<br>surplus<br>\$ | Total<br>\$      |
|--|----------------------------------|------------------------------|------------------|
| <b>Balance at 1 July 2022</b>          | <b>10</b>                        | <b>8,173,736</b>             | <b>8,173,746</b> |
| Restatement due to adoption of AASB 16 | -                                | (17,718)                     | (17,718)         |
| <b>Balance at 1 July 2022 restated</b> | <b>10</b>                        | <b>8,156,018</b>             | <b>8,156,028</b> |
| Profit/(loss) attributable to members  | -                                | 297,946                      | 297,946          |
| <b>Balance at 30 June 2023</b>         | <b>10</b>                        | <b>8,453,964</b>             | <b>8,453,974</b> |

**2022**

|  | Trust<br>Settlement<br>Sum<br>\$ | Retained<br>Earnings<br>\$ | Total<br>\$      |
|--|----------------------------------|----------------------------|------------------|
| <b>Balance at 1 July 2021</b>          | <b>10</b>                        | <b>7,123,546</b>           | <b>7,123,556</b> |
| Restatement due to adoption of AASB 16 | -                                | (23,045)                   | (23,045)         |
| <b>Balance at 1 July 2021 restated</b> | <b>10</b>                        | <b>7,100,501</b>           | <b>7,100,511</b> |
| Profit/(loss) attributable to members  | -                                | 1,073,235                  | 1,073,235        |
| <b>Balance at 30 June 2022</b>         | <b>10</b>                        | <b>8,173,736</b>           | <b>8,173,746</b> |

The accompanying notes form part of these financial statements.



**Tiwi Islands Training and Employment Board**

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**Statement of Cash Flows**  
**For the Year Ended 30 June 2023**

|   | Note | 2023<br>\$          | 2022<br>\$          |
|---|------|---------------------|---------------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>              |      |                     |                     |
| Receipts from customers                                   |      | \$ 9,157,293        | \$ 9,220,602        |
| Payments to suppliers and employees                       |      | (7,948,845)         | (7,102,248)         |
| Net cash provided by/(used in) operating activities       | 15   | <u>1,208,448</u>    | <u>2,118,354</u>    |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>              |      |                     |                     |
| Purchase of property, plant and equipment                 |      | (1,178,116)         | (761,288)           |
| Net cash provided by/(used in) investing activities       |      | <u>(1,178,116)</u>  | <u>(761,288)</u>    |
| <b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>              |      |                     |                     |
| Payment of finance lease liabilities                      |      | (32,518)            | (32,445)            |
| Net cash provided by/(used in) financing activities       |      | <u>(32,518)</u>     | <u>(32,445)</u>     |
| Net increase/(decrease) in cash and cash equivalents held |      | (2,186)             | 1,324,621           |
| Cash and cash equivalents at beginning of year            |      | <u>6,640,284</u>    | <u>5,315,663</u>    |
| Cash and cash equivalents at end of financial year        | 4    | <u>\$ 6,638,098</u> | <u>\$ 6,640,284</u> |

The accompanying notes form part of these financial statements.

## Tiwi Islands Training and Employment Board

69 079 341 638

### Notes to the Financial Statements For the Year Ended 30 June 2023

The financial statements cover Tiwi Islands Training and Employment Board as an individual entity. Tiwi Islands Training and Employment Board is a not-for-profit Entity incorporated in the Northern Territory under the *Associations Act (NT) 2003* (as modified by Part 3, Division 2 of the *Stronger Futures in the Northern Territory Regulations 2013*) ('the Act').

The principal activities of the Entity for the year ended 30 June 2023 were to coordinate all training and employment activities on the Tiwi Islands.

The functional and presentation currency of Tiwi Islands Training and Employment Board is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

#### 1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards and the Australian Charities and Not-for-profits Commission Act 2012.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

#### 2 Summary of Significant Accounting Policies

##### (a). Income Tax

The Entity is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

##### (b). Leases

Under AASB 16, there is no differentiation between finance and operating leases for the lessee and therefore all leases which meet the definition of a lease are recognised on the statement of financial position (except for short-term leases and leases of low value assets).

The Entity has elected to use the exception to lease accounting for short-term leases and leases of low value assets, and the lease expense relating to these leases are recognised in the statement of profit or loss on a straight line basis.

##### (c). Revenue and other income

###### Grant revenue

Grant revenue is recognised in the statement of profit or loss and other comprehensive income when the Entity obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

When grant revenue is received whereby the Entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.



**Tiwi Islands Training and Employment Board**

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**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**2 Summary of Significant Accounting Policies**

**(c). Revenue and other income**

**Revenue from contracts with customers**

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Entity expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Entity have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

**Other income**

Other income is recognised on an accruals basis when the Entity is entitled to it.

**Interest revenue**

Interest is recognised using the effective interest method.

**(d). Cash and cash equivalents**

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

**(e). Property, plant and equipment**

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

**Land and buildings**

Land and buildings are measured using the cost model.

**Tiwi Islands Training and Employment Board**

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**Notes to the Financial Statements**  
**For the Year Ended 30 June 2023**

**2 Summary of Significant Accounting Policies**

**(e). Property, plant and equipment**

**Plant and equipment**

Plant and equipment are measured using the cost model.

**Depreciation**

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the Entity, commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The depreciation rates used for each class of depreciable asset are shown below:

| Fixed asset class      | Depreciation rate |
|------------------------|-------------------|
| Buildings              | 2.5%              |
| Plant and Equipment    | 20%-40%           |
| Motor Vehicles         | 20%-22.5%         |
| Leasehold improvements | 10%-40%           |

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

**(f). Goods and services tax (GST)**

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included in part of receivables or payables in the statement of financial position.

**(g). Employee benefits**

Provision is made for the Entity's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits are presented as current liabilities in the statement of financial position if the Entity does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.



## **Tiwi Islands Training and Employment Board**

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### **Notes to the Financial Statements For the Year Ended 30 June 2023**

#### **2 Summary of Significant Accounting Policies**

##### **(h). Financial instruments**

Financial instruments are recognised initially using trade date accounting, i.e. on the date that the Entity becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

##### **Financial assets**

Financial assets are divided into the following categories which are described in detail below:

- loans and receivables;
- financial assets at fair value through profit or loss;
- held-to-maturity investments.

Financial assets are assigned to the different categories on initial recognition, depending on the characteristics of the instrument and its purpose. A financial instrument's category is relevant to the way it is measured and whether any resulting income and expenses are recognised in profit or loss or in other comprehensive income.

All income and expenses relating to financial assets are recognised in the statement of profit or loss and other comprehensive income in the 'finance income' or 'finance costs' line item respectively.

##### *Loans and receivables*

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They arise principally through the provision of goods and services to customers but also incorporate other types of contractual monetary assets.

After initial recognition these are measured at amortised cost using the effective interest method, less provision for impairment. Any change in their value is recognised in profit or loss

The Entity's trade and other receivables fall into this category of financial instruments.

In some circumstances, the Entity renegotiates repayment terms with customers which may lead to changes in the timing of the payments, the Association does not necessarily consider the balance to be impaired, however assessment is made on a case-by-case basis.

##### *Financial assets at fair value through profit or loss*

Financial assets at fair value through profit or loss include financial assets:

- acquired principally for the purpose of selling in the near future
- designated by the Association to be carried at fair value through profit or loss upon initial recognition or
- which are derivatives not qualifying for hedge accounting.

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**Tiwi Islands Training and Employment Board**

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**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**2 Summary of Significant Accounting Policies**

**(h). Financial instruments**

**Financial assets**

Assets included within this category are carried in the statement of assets and liabilities at fair value with changes in fair value recognised in finance income or expenses in profit or loss.

*Held-to-maturity investments*

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturity. Investments are classified as held-to-maturity if it is the intention of the Association's management to hold them until maturity.

Held-to-maturity investments are subsequently measured at amortised cost using the effective interest method, with revenue recognised on an effective yield basis. In addition, if there is objective evidence that the investment has been impaired, the financial asset is measured at the present value of estimated cash flows. Any changes to the carrying amount of the investment are recognised in profit or loss.

*Financial liabilities*

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities depending on the purpose for which the liability was acquired. Although the Entity uses derivative financial instruments in economic hedges of currency and interest rate risk, it does not hedge account for these transactions.

*Impairment of Financial Assets*

At the end of the reporting period the Association assesses whether there is any objective evidence that a financial asset or group of financial assets is impaired.

*Financial assets at amortised cost*

If there is objective evidence that an impairment loss on financial assets carried at amortised cost has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the financial assets original effective interest rate.

Impairment on loans and receivables is reduced through the use of an allowance accounts, all other impairment losses on financial assets at amortised cost are taken directly to the asset.

Subsequent recoveries of amounts previously written off are credited against other expenses in profit or loss.

Financial instruments are recognised initially using trade date accounting, i.e. on the date that the Entity becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

**Financial assets**

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value,

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## Tiwi Islands Training and Employment Board

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### Notes to the Financial Statements For the Year Ended 30 June 2023

#### 2 Summary of Significant Accounting Policies

##### (h). Financial instruments

**Financial assets**  
depending on the classification of the financial assets.

##### *Classification*

On initial recognition, the Entity classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL
- fair value through other comprehensive income - equity instrument (FVOCI - equity)
- fair value through other comprehensive income - debt investments (FVOCI - debt)

Financial assets are not reclassified subsequent to their initial recognition unless the Entity changes its business model for managing financial assets.

##### *Amortised cost*

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding.

The Entity's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

##### *Fair value through other comprehensive income*

Financial assets through profit or loss

All financial assets not classified as measured at amortised cost or fair value through other comprehensive income as described above are measured at FVTPL.

Net gains or losses, including any interest or dividend income are recognised in profit or loss (refer to hedging accounting policy for derivatives designated as hedging instruments.)

##### *Impairment of financial assets*

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**Tiwi Islands Training and Employment Board**

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**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**2 Summary of Significant Accounting Policies**

**(h). Financial instruments**

**Financial assets**

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

financial assets measured at amortised cost

debt investments measured at FVOCI

When determining whether the credit risk of a financial assets has increased significant since initial recognition and when estimating ECL, the Entity considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Entity's historical experience and informed credit assessment and including forward looking information.

The Entity uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Entity uses the presumption that a financial asset is in default when:

the other party is unlikely to pay its credit obligations to the Entity in full, without recourse to the Entity to actions such as realising security (if any is held); or

the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Entity in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

*Trade receivables*

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Entity has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Entity renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

*Other financial assets measured at amortised cost*

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

**Tiwi Islands Training and Employment Board**

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**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**2 Summary of Significant Accounting Policies**

**(h). Financial instruments**

**Financial liabilities**

The Entity measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Entity comprise trade payables, bank and other loans and finance lease liabilities.

**(i). New Accounting Standards and Interpretations**

The AASB has issued several new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods. The Entity has considered these new accounting standards and has determined that there is no significant impact expected on the financial statements. The Entity will continue to monitor new standards and apply them as required, where the standard is relevant.

**3 Critical Accounting Estimates and Judgments**

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

**Key estimates - impairment of property, plant and equipment**

The Entity assesses impairment at the end of each reporting period by evaluating conditions specific to the Entity that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

**Key estimates - receivables**

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

**4 Cash and Cash Equivalents**

|                          | 2023             | 2022             |
|--------------------------|------------------|------------------|
|                          | \$               | \$               |
| Cash at bank and in hand | 6,638,098        | 6,640,284        |
|                          | <u>6,638,098</u> | <u>6,640,284</u> |



**Tiwi Islands Training and Employment Board**

69 079 341 638

**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**5 Trade and Other Receivables**

|  | 2023          | 2022          |
|--|---------------|---------------|
|  | \$            | \$            |
| CURRENT  |               |               |
| Trade receivables                                | 24,645        | 11,254        |
| <b>Total current trade and other receivables</b> | <b>24,645</b> | <b>11,254</b> |

**(a). Impairment of receivables**

The Entity applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all trade receivables. To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 30 June 2023 is determined as follows, the expected credit losses incorporate forward looking information.

**Tiwi Islands Training and Employment Board**

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**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**6 Property, plant and equipment**

|  | 2023<br>\$              | 2022<br>\$              |
|--|-------------------------|-------------------------|
| Buildings                                  |                         |                         |
| At cost                                    | 3,256,208               | 2,674,377               |
| Accumulated depreciation                   | (617,601)               | (537,479)               |
| Total buildings                            | <u>2,638,607</u>        | <u>2,136,898</u>        |
| Total land and buildings                   | <u>2,638,607</u>        | <u>2,136,898</u>        |
| <b>PLANT AND EQUIPMENT</b>                 |                         |                         |
| Plant and equipment                        |                         |                         |
| At cost                                    | 489,276                 | 371,539                 |
| Accumulated depreciation                   | (298,954)               | (269,519)               |
| Total plant and equipment                  | <u>190,322</u>          | <u>102,020</u>          |
| Furniture, fixtures and fittings           |                         |                         |
| At cost                                    | 97,786                  | 89,445                  |
| Accumulated depreciation                   | (85,076)                | (84,358)                |
| Total furniture, fixtures and fittings     | <u>12,710</u>           | <u>5,087</u>            |
| Motor vehicles                             |                         |                         |
| At cost                                    | 1,366,240               | 947,277                 |
| Accumulated depreciation                   | (779,035)               | (695,105)               |
| Total motor vehicles                       | <u>587,205</u>          | <u>252,172</u>          |
| Office equipment                           |                         |                         |
| At cost                                    | 145,707                 | 126,787                 |
| Accumulated depreciation                   | (101,689)               | (94,092)                |
| Total office equipment                     | <u>44,018</u>           | <u>32,695</u>           |
| Leasehold Improvements                     |                         |                         |
| At cost                                    | 257,785                 | 225,463                 |
| Accumulated depreciation                   | (49,010)                | (23,252)                |
| Total leasehold improvements               | <u>208,775</u>          | <u>202,211</u>          |
| Total plant and equipment                  | <u>1,043,030</u>        | <u>594,185</u>          |
| <b>Total property, plant and equipment</b> | <u><u>3,681,637</u></u> | <u><u>2,731,083</u></u> |

**(a). Movements in Carrying Amounts**

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

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**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**6 Property, plant and equipment**

**(a). Movements in Carrying Amounts**

|                                       | Buildings<br>\$  | Plant and<br>Equipment<br>\$ | Furniture,<br>Fixtures and<br>Fittings<br>\$ | Motor<br>Vehicles<br>\$ |
|---------------------------------------|------------------|------------------------------|--|-------------------------|
| <b>Year ended 30 June 2023</b>        |                  |                              |  |                         |
| Balance at beginning of year          | 2,136,898        | 102,020                      | 5,087  | 252,172                 |
| Additions                             | 581,831          | 117,737                      | 8,342  | 418,963                 |
| Depreciation expense                  | (80,123)         | (29,436)                     | (718)  | (83,930)                |
| <b>Balance at the end of the year</b> | <b>2,638,606</b> | <b>190,321</b>               | <b>12,711</b>                                | <b>587,205</b>          |

|                                       | Office<br>Equipment<br>\$ | Property<br>Improvement<br>\$ | Total<br>\$      |
|---------------------------------------|---------------------------|-------------------------------|------------------|
| <b>Year ended 30 June 2023</b>        |                           |                               |                  |
| Balance at beginning of year          | 32,695                    | 202,211                       | 2,731,083        |
| Additions                             | 18,920                    | 32,322                        | 1,178,115        |
| Depreciation expense                  | (7,597)                   | (25,757)                      | (227,561)        |
| <b>Balance at the end of the year</b> | <b>44,018</b>             | <b>208,776</b>                | <b>3,681,637</b> |

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

|                                       | Buildings<br>\$  | Plant and<br>Equipment<br>\$ | Furniture,<br>Fixtures and<br>Fittings<br>\$ | Motor<br>Vehicles<br>\$ |
|---------------------------------------|------------------|------------------------------|--|-------------------------|
| <b>Year ended 30 June 2022</b>        |                  |                              |  |                         |
| Balance at the beginning of year      | 1,649,782        | 129,926                      | 14,638                                       | 483,228                 |
| Additions                             | 545,105          | 18,816                       | 2,328  | 6,676                   |
| Retirements                           | (370)            | 257                          | -  | (100,205)               |
| Disposals                             | (370)            | 257                          | -  | (100,205)               |
| <b>Decreases</b>                      |                  |                              |  |                         |
| Depreciation expense                  | (57,619)         | (46,979)                     | (11,879)                                     | (137,527)               |
| <b>Balance at the end of the year</b> | <b>2,136,898</b> | <b>102,020</b>               | <b>5,087</b>                                 | <b>252,172</b>          |



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**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**6 Property, plant and equipment**

**(a). Movements in Carrying Amounts**

|                                       | Office<br>Equipment | Property<br>Improvement | Total            |
|---------------------------------------|---------------------|-------------------------|------------------|
|                                       | \$                  | \$                      | \$               |
| <b>Year ended 30 June 2022</b>        |                     |                         |                  |
| Balance at the beginning of year      | 45,239              | 38,325                  | 2,361,138        |
| Additions                             | 7,345               | 181,018                 | 761,288          |
| Retirements                           | -                   | -                       | (100,318)        |
| Disposals                             | -                   | -                       | (100,318)        |
| <b>Decreases</b>                      |                     |                         |                  |
| Depreciation expense                  | (19,889)            | (17,132)                | (291,025)        |
| <b>Balance at the end of the year</b> | <b>32,695</b>       | <b>202,211</b>          | <b>2,731,083</b> |

**7 Right of Use Assets**

|                                  | 2023             | 2022             |
|----------------------------------|------------------|------------------|
|                                  | \$               | \$               |
| <b>NON-CURRENT</b>               |                  |                  |
| Right-of-use assets              | 1,086,557        | 1,046,177        |
|                                  | -                | -                |
| <b>Total right of use assets</b> | <b>1,086,557</b> | <b>1,046,177</b> |

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**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**8 Trade and Other Payables**

|                                      | 2023           | 2022           |
|--------------------------------------|----------------|----------------|
|                                      | \$             | \$             |
| CURRENT                              |                |                |
| Trade payables                       | 214,067        | 90,248         |
| GST payable                          | 115,874        | 120,974        |
| Employee related provisions          | 323,435        | 265,716        |
| Sundry payables and accrued expenses | 104,325        | 55,125         |
|                                      | <u>757,701</u> | <u>532,063</u> |

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

**9 Lease Liabilities**

|                               | 2023             | 2022             |
|-------------------------------|------------------|------------------|
|                               | \$               | \$               |
| Current lease liabilities     | <u>31,590</u>    | <u>33,828</u>    |
|                               | <u>31,590</u>    | <u>33,828</u>    |
| Non-current lease liabilities | <u>1,247,337</u> | <u>1,173,040</u> |
|                               | <u>1,247,337</u> | <u>1,173,040</u> |

**10 Employee Benefits**

**10.1. Employee benefits - non-current assets**

|                    | 2023           | 2022          |
|--------------------|----------------|---------------|
|                    | \$             | \$            |
| Non-current assets |                |               |
| Long service leave | <u>128,323</u> | <u>81,290</u> |
|                    | <u>128,323</u> | <u>81,290</u> |

**10.2. Employee benefits - current liabilities**

|                    | 2023           | 2022           |
|--------------------|----------------|----------------|
|                    | \$             | \$             |
| Annual leave       | 307,088        | 340,425        |
| Long service leave | <u>65,163</u>  | <u>55,105</u>  |
|                    | <u>372,251</u> | <u>395,530</u> |

**Tiwi Islands Training and Employment Board**

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**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**11 Other Financial Liabilities**

|  | 2023           | 2022          |
|--|----------------|---------------|
|  | \$             | \$            |
| Current                                      |                |               |
| Unexpended government grants and other funds | 439,762        | 39,303        |
| <b>Total</b>                                 | <b>439,762</b> | <b>39,303</b> |

**12 Financial Risk Management**

The Entity is exposed to a variety of financial risks through its use of financial instruments.

The Entity's overall risk management plan seeks to minimise potential adverse effects due to the unpredictability of financial markets.

The most significant financial risks to which the Entity is exposed to are described below:

**Specific risks**

- Liquidity risk
- Credit risk

**Financial instruments used**

The principal categories of financial instrument used by the Entity are:

- Trade receivables
- Cash at bank
- Trade and other payables
- Lease liabilities

**Liquidity risk**

Liquidity risk arises from the Entity's management of working capital and the finance charges and principal repayments on its debt instruments. It is the risk that the Entity will encounter difficulty in meeting its financial obligations as they fall due.

The Entity's policy is to ensure that it will always have sufficient cash to allow it to meet its liabilities as and when they fall due. The Entity maintains cash and marketable securities to meet its liquidity requirements for up to 30-day periods. Funding for long-term liquidity needs is additionally secured by an adequate amount of committed credit facilities and the ability to sell long-term financial assets.

The Entity manages its liquidity needs by carefully monitoring scheduled debt servicing payments for long-term financial liabilities as well as cash-outflows due in day-to-day business.

Liquidity needs are monitored in various time bands, on a day-to-day and week-to-week basis, as well as on the basis



## Tiwi Islands Training and Employment Board

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### Notes to the Financial Statements For the Year Ended 30 June 2023

#### 12 Financial Risk Management

##### Liquidity risk

of a rolling 30-day projection. Long-term liquidity needs for a 180-day and a 360-day period are identified monthly.

At the reporting date, these reports indicate that the Entity expected to have sufficient liquid resources to meet its obligations under all reasonably expected circumstances and will not need to draw down any of the financing facilities.

Financial guarantee liabilities are treated as payable on demand since Tiwi Islands Training and Employment Board has no control over the timing of any potential settlement of the liabilities.

##### Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Entity.

Credit risk arises from cash and cash equivalents, derivative financial instruments and deposits with banks and financial institutions, as well as credit exposure to wholesale and retail customers, including outstanding receivables and committed transactions.

The Entity has adopted a policy of only dealing with creditworthy counterparties as a means of mitigating the risk of financial loss from defaults. The utilisation of credit limits by customers is regularly monitored by line management. Customers who subsequently fail to meet their credit terms are required to make purchases on a prepayment basis until creditworthiness can be re-established.

Management considers that all the financial assets that are not impaired for each of the reporting dates under review are of good credit quality, including those that are past due.

The Entity has no significant concentration of credit risk with respect to any single counterparty or group of counterparties.

The Entity does not hold any financial assets with terms that have been renegotiated, but which would otherwise be past due or impaired.

There are no balances within trade receivables that contain assets that are not impaired and are past due. It is expected that these balances will be received when due.

#### 13 Auditors' Remuneration

|  | 2023          | 2022          |
|--|---------------|---------------|
|  | \$            | \$            |
| Remuneration of the auditor for:                 |               |               |
| - auditing or reviewing the financial statements | 12,000        | 11,200        |
| <b>Total</b>                                     | <b>12,000</b> | <b>11,200</b> |

#### 14 Contingencies

In the opinion of the Board of Directors, the Entity did not have any contingencies at 30 June 2023 (30 June 2022: None).

**Tiwi Islands Training and Employment Board**

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**Notes to the Financial Statements  
For the Year Ended 30 June 2023**

**15 Cash Flow Information**

**(a). Reconciliation of result for the year to cashflows from operating activities**

Reconciliation of net income to net cash provided by operating activities:

|  | <b>2023</b>      | <b>2022</b> |
|--|------------------|-------------|
|  | <b>\$</b>        | <b>\$</b>   |
| Profit for the year  | <b>297,946</b>   | 1,073,235   |
| Cash flows excluded from profit attributable to operating activities |                  |             |
| Non-cash flows in profit:  |                  |             |
| - depreciation and amortisation expense                              | <b>274,043</b>   | 377,014     |
| Changes in assets and liabilities:                                   |                  |             |
| - (increase)/decrease in trade and other receivables                 | <b>(13,393)</b>  | 676,878     |
| - increase/(decrease) in trade and other payables                    | <b>225,638</b>   | 31,772      |
| - increase/(decrease) in other financial liabilities                 | <b>400,459</b>   | (173,578)   |
| - increase/(decrease) in employee benefits                           | <b>23,755</b>    | 133,033     |
| Cashflows from operations  | <b>1,208,448</b> | 2,118,354   |

**16 Events after the end of the Reporting Period**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Entity, the results of those operations or the state of affairs of the Entity in future financial years.

**17 Company Details**

The registered office and principal place of business of the association is:

Tiwi Islands Training and Employment Board  
Lot 2162 Armidale Street  
Stuart Park, NT 0820

**In Memoriam**  
**Lawrence Costa MLA**  
(1970-2022)

Thank you LC, you were always our strong supporter.  
Thanks for everything you did to help us along the way.  
We know you're watching over all our achievements and we will  
strive to keep supporting the Tiwi communities. Rest in peace.





**DARWIN**  
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*Nuwa papuranjuwy!*

*(You can do it!)*