



TITEB
Tiwi Islands
Training &
Employment
Board
Annual Report
2023-24



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

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Cover design by Fiona Kerinauia.

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TITEB Board strategic planning meeting.

2023-2029 Strategic Plan

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

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, and is registered as a Group Training Organisation.

Strategic Overview

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.

TITEB Head Office

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

Registered Training Organisation (RTO)

- To facilitate knowledge and skills development that directly and indirectly impact the Tiwi communities through increased capacity and capability.
- Increase the number of Training Industry practitioners that are Tiwi.
- Support any Tiwi adult who wants to increase their Language, Literacy, Numeracy, or Digital Skills.
- Deliver high quality VET training to enable Tiwi learners.

Community Development Program (CDP)

- By December 2029, be in the top 5 performing Employment Services providers in Remote Australia.
- Provide a 'go-to' service of excellence for local and visiting employers, the Clan Groups, and the local economy.
- Increase the number of Employment Services Practitioners that are Tiwi.
- Create an Employment and Training Framework that facilitates qualified and competent local staff.

Group Training Organisation (GTO)

- By 2029, become the career pathway of choice for year 10, 11, and 12 Tiwi High School Students by hosting 20 or more traineeships and Apprenticeships across the Tiwi Islands and in the Top End.
- By 2026, build a solid culturally competent team of local workforce mentors/field officers that can support Trainees and apprentices to succeed.
- Increase the number of Group Training practitioners that are Tiwi.

Tiwi Student Support Services (TSSS)

- By 2026, be the highest performing Education, Engagement and Attainment Initiatives (EEAI) provider in the Top End Region, also known as the new "Green Shirts".
- By 2029, achieve 75-80% school attendance and attainment rates across all Tiwi Schools or be on par with Darwin, Katherine, Tennant Creek, and Alice Springs schools.
- Continue to employ a ratio of at least 90% Tiwi.

CEO Report



Maria Harvey
Chief Executive Officer

I'd like to start this year's report by acknowledging and recognising the TITEB Board, their vision, aspirations and their solid faith in the Tiwi people to continue achieving in all aspects of life in the 21st Century. The TITEB board is committed to creating culturally safe pathways that will shape Tiwi communities into the future.

The road back to the 'new normal' has finally returned TITEB to pre-Covid-19 levels of human resourcing. This has enabled us to reinvest in systems that support high quality programs and service delivery to improve Tiwi lives.

Having the right non-Tiwi staff to transfer industry knowledge is crucial to our success. All divisions of TITEB, including the Corporate Services team in Darwin, CDP, RTO, TSSS and GTO teams on Bathurst, and two SNP teams on Melville, have worked proactively to re-engage, inspire and motivate jobseekers, students, parents, carers, and stakeholder groups to get involved and gain the benefits of education, skills development and employment.

Our achievements do not come without challenges, however. This year our challenges included:

- A slow and long-winded CDP reform process.
- Attracting key staff members that are culturally competent and community minded.
- High mortality rates on the Tiwi Islands that impact our staff and target groups, including non-Tiwi staff who live in community and have strong relationships with local families.
- Demotivated community members who can't get access to specialized services that would increase their capacity to work.
- The sky rocketing prices of fuel, travel and freight that has seen 20% increase in costs from a few years ago making it difficult to get value for money.

One of my highlights from the year was the amazing and awe-inspiring Tiwi Futures Expo that took place across the oval and Nguuu Club complex with 48 stalls, wonderful interaction and introductions to possible occupations for school students and community members. I'm very proud to be a part of something so special.

The opening of the Bathurst Farm Precinct (at least 3 years in the making) was well worth the wait. The Farm Precinct will elevate new ventures to benefit the community, including the headstone project, farming, rural operations, and husbandry.

The first Tiwi Adult Graduation since Covid-19 was a wonderful celebration and recognition for many. The Graduation was a truly inspiring event witnessed by proud families, employers and stakeholders who had supported adult learners to complete their courses.

Congratulations to Team TITEB and all Tiwi community members who walk with us on our journey to improve Tiwi lives through lifelong learning and programs that support people to thrive. Thank you, there's no one else like you, no-one can do what you can do, and Tiwi is richer for it.

Maria Harvey
Chief Executive Officer



New TITEB fabric designed by Fiona Kerinauia.

Co-Chair Reports



Leslie Tungatulum
Co-chair, Wurrumiyanga

The year 2023–2024 was another big year for TITEB. With achievements like the Bathurst Farm opening, the Headstone Project, and Bima Wear getting back up and running, we have seen how TITEB can truly make a difference in the job market.

As we move from CDP to Job Trials, we must ensure a smooth transition. While some people will still need unemployment support, our focus must be on preparing people for better jobs, new opportunities, and sustainable enterprises on the Islands. Our goal is to help people achieve their dreams.

At our post-COVID Tiwi Graduation Ceremony, we celebrated graduates in over 400 adult training courses from 2019 to 2023. We've proven we can deliver training – now we need the jobs to match. It's time to try new things.

We're committed to supporting Forestry by training Tiwi staff and helping them to get operations back on track. We also need to explore new opportunities like hospitality, catering, meetings and events, and accommodation.

Young Tiwi people are our future. We must support school leavers to take the next steps into employment and training. This year, four students from Xavier College completed their NTCET, three graduated from Tiwi College, and six Tiwi students finished Year 12. I would like to congratulate them for their hard work and determination – they have taken an important step towards a bright future.

However, school attendance remains a major challenge. On Bathurst, it's still only 50–60%. We should be aiming for at least 80%, with 100% as the goal.

We need to do more to engage our kids. Right now, they're not being heard. We have to talk with them, understand their needs, and respond.

That means providing kids with school meals, a more relevant curriculum, and life skills. School should be a safe place. We need to teach kids to respect each other and provide counselling and support so they can overcome the barriers they face.

TITEB has shown what's possible when we work together and listen to our community. Let's keep the momentum going by backing our young people, creating new jobs, and supporting new enterprises.

The future is in our hands. With the right support, the Tiwi people can achieve anything.

Leslie Tungatulum
Co-chair, Wurrumiyanga

“The future is in our hands. With the right support, the Tiwi people can achieve anything.”

Leslie Tungatulum
Co-chair,
Wurrumiyanga



Bathurst Farm Opening Ceremony
(L-R) Father Niran Veigas, Dean
Chislom, Father Quoc (Peter) Hung
Nguyen, and (front) Leslie Tungatahum.

Co-Chair Reports



Karina Coombes
Co-chair, Melville Island

This year, we've gained real traction across all areas of TITEB. It's been fantastic to see the team engaging meaningfully with stakeholders and communities at all three sites, ensuring our programs are locally relevant and sustainable.

Every two years, we host the Tiwi Futures Expo in May. The event showcases various organisations on Tiwi Islands and gives young people a chance to engage directly with potential employers about job opportunities and career paths. It's always fantastic to see strong participation from schools and the wider community.

We've moved the men's Headstone Project to Bathurst Farm, creating a focused space for men to work away from community distractions. This new location allows for greater productivity and promotion of their work.

The transition from CDP to the new Job Trials and Community Projects program is underway, which looks promising. We're hopeful it leads to more people earning income with proper entitlements like sick leave, superannuation, and annual leave.

We're now into our third year working with Bima Wear. The ladies are producing more than ever, which is great to see and shows what can be achieved when we walk the journey together.

At Pirlangimpi, Women's Centre has supported Menzies Research by hosting telehealth sessions, offering women a safe space to consult with female doctors. The women also create lino printed skirts, patchwork, and other items for ceremonies and funerals, and sale at the Darwin Art Fair.

The Pirlangimpi Nursery and Men's Shed is also thriving, with plant sales to the community. The men have also been active in mowing lawns throughout the wet season.

We now have a trainer based in Pirlangimpi. The RTO team partnered with Tiwi Land Council to deliver culturally appropriate financial literacy training, and we're working with Tiwi Plantations Corporation to support forestry training. We've also begun placing school-based apprentices at Tiwi College and aim to expand placements.

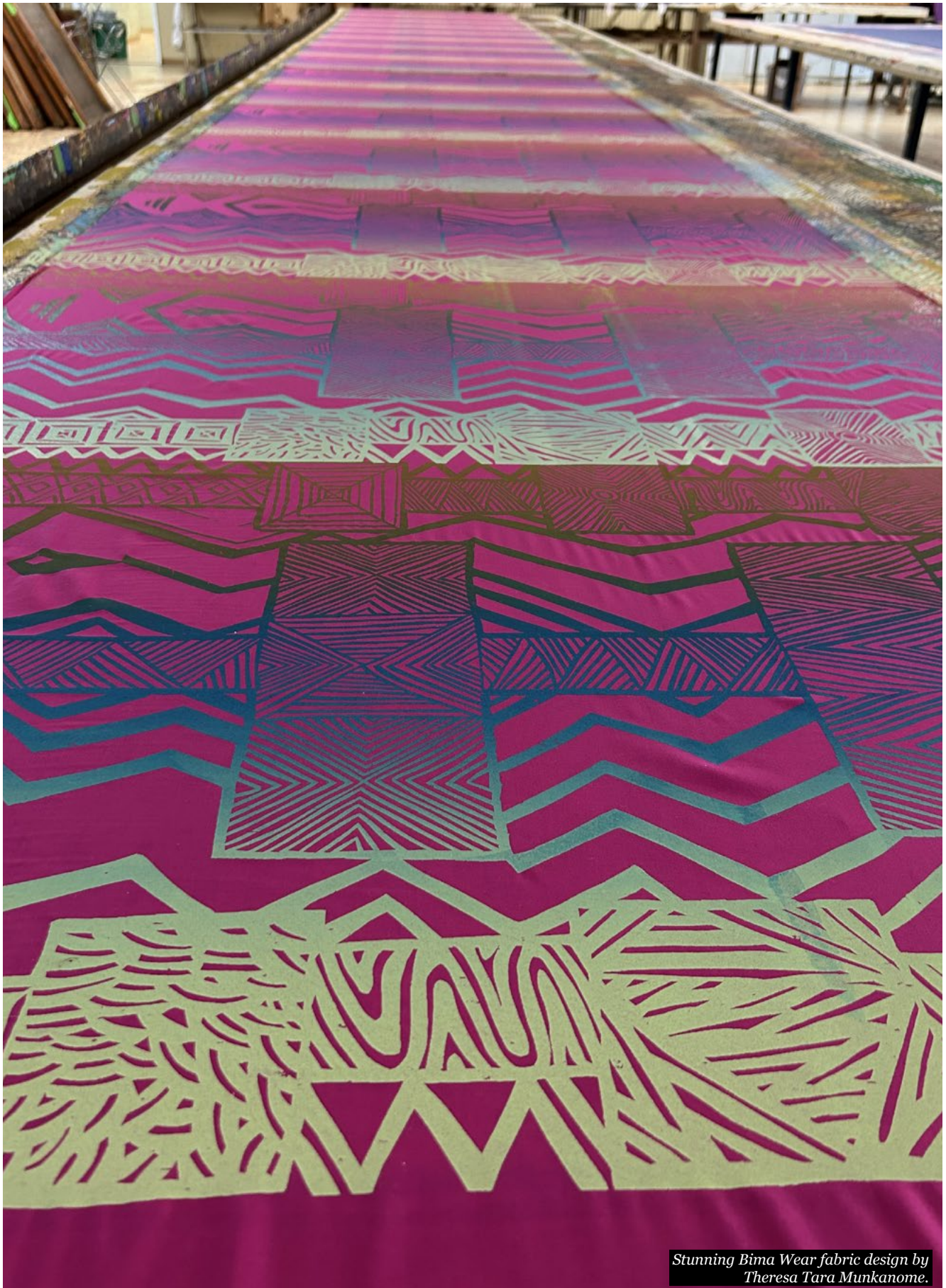
At Milikapiti, the Women's Space recently moved to a new workspace within the TITEB compound, where they design and print t-shirts and skirts and make handmade soaps. We're also exploring microbusiness opportunities.

Finally, school attendance is improving on Bathurst, and Melville continues to perform well. Ongoing community support is ensure attendance numbers increase every year. Every Tiwi child needs to attend school—our future depends on it.

Karina Coombes
Co-chair, Melville Island

“This year, we've gained real traction across all areas of TITEB.”

Karina Coombes
Co-chair,
Melville Island



*Stunning Bima Wear fabric design by
Theresa Tara Munkanome.*

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.

This year, the TITEB Board continued their program of professional development with an emphasis on governance and planning. On August 15, Klem Hedening Consulting delivered a preliminary workshop on Strategy and Risk, and on 22-23 October, the directors participated in 5-10 year Strategic Planning for the organisation, facilitated by Resilient Futures.

Board Meetings held July 2023 to June 2024		
29 June 2023	Meeting	0 Apologies
9 August 2023	Meeting	0 Apologies
14 December 2023	AGM	1 Apology – Stanley
15 February 2024	Meeting	
14 May 2024	Meeting	0 Apologies
14 August 2024	Meeting	0 Apologies
15 August 2024	PD – Risk & Strategy	2 Apologies – Leslie & Richard
17 October 2024	Meeting	1 Apology – Richard
22 October 2024	Strategic Planning	1 Apology – Stanley
23 October 2024	Strategic Planning	1 Apology – Stanley

Our Board Members



Leslie Tungatalum
Co-Chair, Wurrumiyanga

Our goal is to help people achieve their dreams. With Job Trials, our focus is better jobs for Tiwi people, new opportunities, and sustainable enterprises. We also need to do more to engage our kids. We must talk with them, understand their needs, and respond.



Karina Coombes
Co-Chair, Melville Island

This year, we've gained real traction across all areas of TITEB. It's been fantastic to see the team engaging meaningfully with stakeholders and communities at all three sites, ensuring our programs are locally relevant and sustainable. Let's keep up the good work!



Andrew Bush
Director, Milikapiti

My vision is to create more jobs and create more projects so the men can get skilled up on the job. We can provide training and get jobs done like fencing, building sheds, BBQ at the swimming hole, and installing bins to help keep the place clean and tidy.



Debbie Coombes
Director, Pirlangimpi

I asked the kids what they wanted to be when they grow up. One said she wanted to pay rent like her dad. Another wanted to care for people in a health clinic. One wanted to be a policeman. So you know, they have their role models, they just need to finish school.



Stanley Tipiloura
Director, Wurrumiyanga

I would like to see TITEB run another stakeholder summit to stimulate new ideas and keep moving in a positive direction. We also need to focus on educating parents and carers. TITEB can play a key role in educating families about the importance of sending children to school every day.



Connell Tipiloura
Director, Milikapiti

Milikapiti is a small community with only 300-400 locals living there. The CDP participants have been doing a fine job, mowing people's yards, tidying up, and taking people fishing in the dry season. Hopefully new jobs and projects will come up this year and beyond. We are all feeling positive.



Richard Tungatalum
Director, Wurrumiyanga

Last year was a good year with a lot of participation. More people are being proactive using TITEB to look for jobs, getting in touch, accessing the web, signing up for courses, and turning up for training. People now realise TITEB is a big centre, and they are utilising our services.



Cheryl Kerinaiaua
Director, Wurrumiyanga

With Bima Wear up and running again, I want to thank Lucia Pilakui, who's been there since the 1970s, showing the young ones how to run the business. Her leadership is inspiring. I'd like to see more young people in Wurrumiyanga find good jobs and help strengthen the community.

Highlights

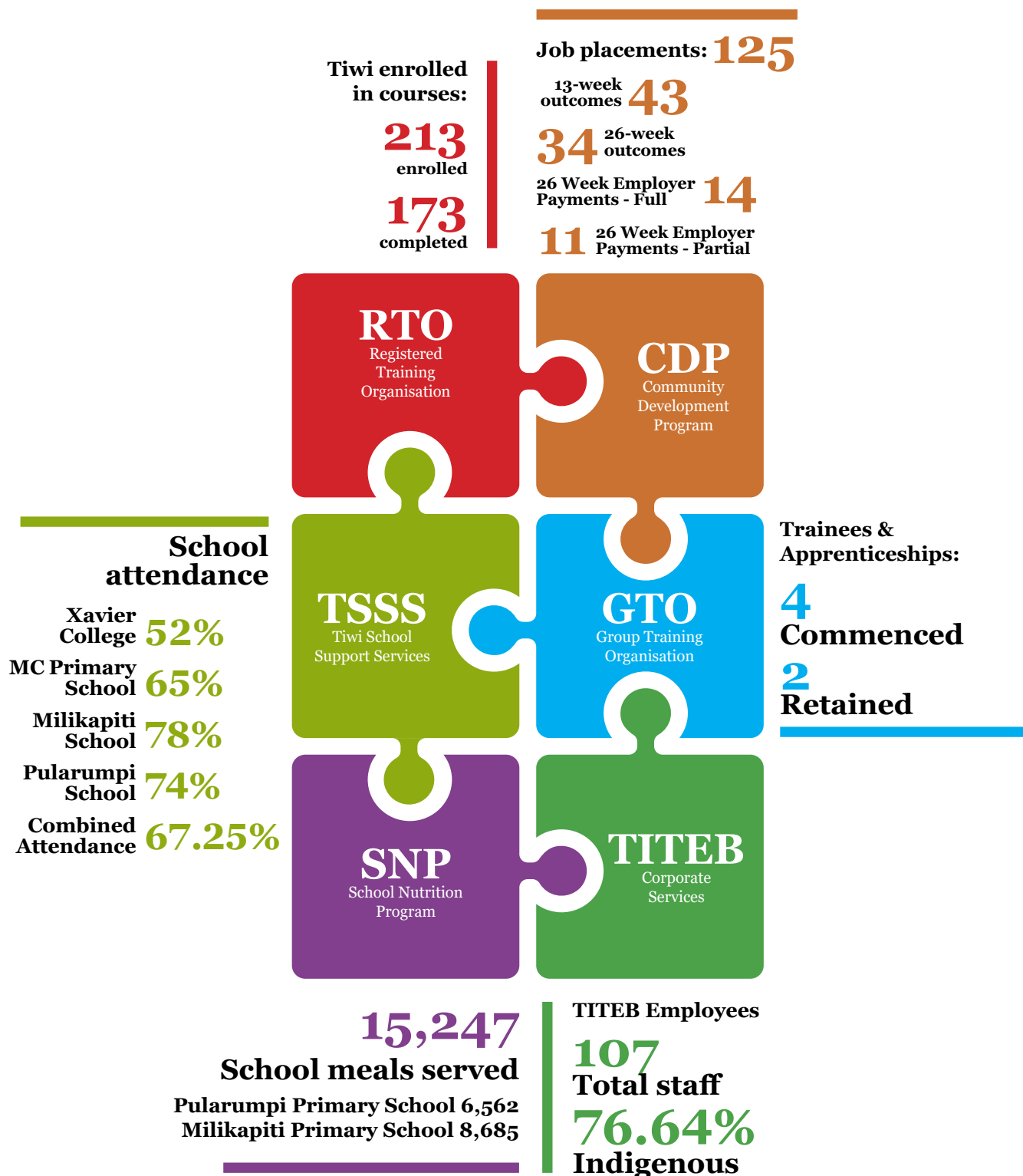


TITEB
Established 1999



Our challenge

2,000 working-age adults **550** jobs including seasonal work



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 Services

TITEB service delivery model ensures that all job seeker participants receive high quality personalised support to progress on their work journey. The employment officers at each community support their clients to develop their skills and actively find paid employment.

For the long-term unemployed clients, we can assist with a range of other services that suit their

needs. For example, we can help people obtain treating doctor's reports, referrals to other services, and exemptions from job seekers where appropriate.

Our employment consultants are also the gateway to new trial jobs. Each site has strong connections to employers and to emerging employment opportunities, as well as structured training to improve our caseload's employability.

COMMUNITY	VACANCIES LODGED	PLACEMENTS ACHIEVED
MILIKAPITI	50	48
PIRLANGIMPI	33	29
WURRUMIYANGA	140	130
TOTAL	223	207



Headstone Project team at work.



Volunteers Day at Wurrumiyanga.

CDP Activities

Over the years, the activities aspect of CDP has seen a number of changes. From 2000 to 2002, CDP was forced ‘work for the dole’ activities, which were then changed to voluntary activities in October 2021.

Since then, TITEB has continued to offer voluntary activities for job seekers at all three communities. We have also continued supporting our host organisations who still had numbers (albeit smaller numbers) of people attending their host activities.

We would like to take this opportunity to thank our hosts for almost a decade of investment in Tiwi job seekers, which has often provided people with exposure and experience in the arts, and other work skills. In many cases, the host activity has supported participants to access paid employment, giving them the experience, courage and confidence to become valuable employees.

Job Trials Program

Job Trials were introduced in June 2023. Job Trials was a National Indigenous Australians Agency (NIAA) initiative to begin modelling the new employment services contract for remote communities, which is due to commence in 2025.

There were two streams for local employers:

- The first stream was targeted to support microbusinesses that were forming and had the potential to become small enterprises.
- The second stream was for all employers in the labour market to advertise vacancies that had not been filled by Tiwi people before, or a new position that would innovate the employer’s operations.

Employment buy-in also took a few months, but not from a lack of interest. It was more a case of each employer needing quality time to navigate the establishment and management of new resources.



Pirlangimpi CDP Trainee Administrator, Justina Puruntatameri is doing an outstanding job



New growth at Bathurst Farm



Pink Ladies Mowing Team hard at work in Wurrumiyanga



Pineapples growing at Bathurst Farm

Bathurst Farm Opening Ceremony

TITEB inherited Bathurst Farm during the transition from CDEP to RJCP in 2013. The Mantiyupwi clan generously leased the farm to us to support rural training and future business opportunities.

Located 8km from Wurrumiyanga, the farm was frequently targeted by theft and vandalism on weekends due to the lack of onsite presence. It was clear we needed accommodation and secure fencing to move forward.

In 2013/14, our then-CEO Norm Buchan began efforts to establish infrastructure on the farm but was unsuccessful. In 2017, Maria Harvey connected with the Centre for Appropriate Technology through the Bush Light Project, and together we developed an environmentally sensitive plan. With support from NBC Consulting and Bush Light, TITEB secured Power and Water and building approvals to proceed with the project.

We first applied for ABA funding in 2018 to expand the



site as a participation hub but were unsuccessful. Our second application in 2020 was finally approved. Following delays caused by wet seasons, COVID-19, and other logistical challenges, the accommodation was completed in mid-2022.

Having a permanent presence and fencing has made a huge difference. The farm now supports farming activities, the Headstone Project, Caring for Country, and training programs that benefit the Tiwi communities.

We held the Bathurst Farm Opening Ceremony on 31 August. Our CDP Men's Activities team did a fantastic job preparing the site. Huge thanks to Executive Assistant, Hannah Morais, then-CDP Project Manager Craig Bate, and all our staff for their hard work. We're grateful to everyone who joined us, and to Deb Stanley from Community First Development for capturing the day with beautiful photos.





The greenhouse at Bathurst Farm



Tiwi Strong Women's Group performing at the Opening Day Celebrations



Traditional dancing at Opening Day Celebrations



(L-R) TITEB Co-chair, Karina Coombes, Alice Munkara, and TITEB Director, Debbie Coombes.



The team cooked delicious burgers for our visitors.



Happy chickens at Bathurst Farm.

Women's Centres

Wurrumiyanga

The Women's Centre has been working hard to establish micro businesses, including arts and crafts, cakes and plants for sale in Wurrumiyanga.

Our weaving business is very popular with items like earrings, baskets and table mats selling out as soon as they're made. The ladies use traditional materials, including collecting the pandanus, collecting the roots for the dyes and cooking and drying the colourful threads before weaving the next day.

We held Cake Decorating and Culinary Cooking courses delivered by CDU. The ladies loved every minute of both courses, and we hope to run them again next year.

The garden at the Women's Centre has also come a long way this financial year. We have cleared and cleaned all garden beds, created a shade house and seedling and small plant nursery. The women created art pieces and interesting areas in the main garden for

visitors to enjoy.

As in previous years, we supported the annual Share the Dignity drive, delivering feminine hygiene goodie bags to ladies in the community. We are committed to supporting all Tiwi women to be healthy and strong and look forward to growing our businesses in 2024/25.

Milikapiti

In the past, women's activities consisted of a small group of women meeting in the breezeway at the TITEB office, with no space for large tables or equipment. Discussions were held to find a suitable premises for the Women's Centre.

The solution was to sub-divide the Men's Centre with a fenced off separate entrance for the women. The men cleaned out the rooms and repainted the walls, and an electrician and plumber came and serviced the air conditioners and repaired the kitchen plumbing.

Women's Coordinator, Candida Jones, worked with the ladies

to purchase the equipment and supplies needed for a printing area, kitchen, office and storeroom. It was a welcome change for the ladies to have their own workspace and they are hoping more women will now come along to learn printing and sewing.

After settling in, the ladies focused on producing items for the Darwin Art Fair in August 2024. They worked tirelessly creating printed fabric, t-shirts and skirts, and handmade soap.

In addition, they have provided catering for training held at Milikapiti, supported on-country activities with the school, and engaged with local women through workshops and donated self-care packages.

The Womens' Centre currently employs Team Leader, Belinda Lorenzo, and Justine Puruntatameri as Job Trials, and we have three vacancies to fill. Next year we will explore opportunities for a micro-business in art or catering.



Participants learn how to bake cakes
(L-R) Phillip Lodge, Louise Kelantumama, Lena
Puruntatameri and Carmelita Dulla.



Share the Dignity (L-R) Marie Yvonne Tipuamantumirri,
Melissa Conn, Jane Tipuamantumirri.



Wajijapi Women's Centre Supervisor, Fiona Puruntatameri.



Wajijapi Women's Centre team with wall hanging (L-R) Supervisor, Fiona Puruntatameri, Coordinator, Kelly Rioli, and textile artists, Bernadette Puruntatameri, Alana Papajua and Margaret Tipungwuti.

Pirlangimpi

The Wajijapi Women's Centre is a vital resource for the women of Pirlangimpi. The centre is grounded in culture and community, providing support and services that benefit Tiwi women, empower their families, and preserve Tiwi culture by sharing stories through textiles and art.

In 2024, we were able to expand our services, foster new partnerships, and strengthen our impact in the local community. Our work has been shaped by the artistry and knowledge from our Tiwi staff, and this is reflected in their continued dedication to their work.

Our key achievements in 2023/24 include the implementation of women's Telehealth sessions at the Women's Centre, in collaboration with Menzies Health and the Pirlangimpi Clinic. Every Thursday, the women of Pirlangimpi are offered private health care consultations via an online Telehealth portal with a female doctor.

We also held multiple second-hand clothing fundraisers at the centre on behalf the Tiwi churches, including Sr Barbara Tippolay, Our Lady of Victories Church, Pirlangimpi and Sr Anne Gardiner,



Wajijapi Women's Centre team with Sr Barbara Tippolay, this photo has been used many times to advertise Church clothing sales.

St Theres's Catholic Church, Wurrumiyanga.

The ladies have also supported many families throughout 2024 by making skirts and cloth for funerals and ceremonies. There has also been an increase in external demand for our Tiwi arts and crafts. More people than ever are visiting community, purchasing fabrics and creating pieces from our designs.

Stakeholder engagement remains a high priority. We attend weekly women's engagement meetings with NT Police Aboriginal Liaison Officer, Lana Miller, and fortnightly meetings with Sr Amelia Fatima, CatholicCare Case Worker. We also welcome NT Health Clinician/Social Worker, Lindy Sandrey, who visits monthly.

In staffing news, in 2024, we made three casual employees into permanent part-time Women's Centre staff. This brings staff numbers up to four permanent part-time staff employed at the Centre.

All staff are enrolled in Certificate II in Visual Arts at Batchelor Institute, which was to commence in February 2024. Unfortunately, the course was postponed, but everyone is looking forward to attending in 2025.

This year has been one of growth, resilience, and community connection. We are immensely grateful to the staff and community members who make our work possible.

Hosted Activities

Ngaruwanajirri

Ngaruwanajirri Art Centre is one of the success stories of our CDP program, with 15+ Tiwi artists and carvers going to work every day at The Keeping Place in Wurrumiyanga under a CDP host agreement. Also, one of the centre's Tiwi arts workers is employed under the CDP and supported by TITEB.

Manager, Jane Polkinghorne said the administrative support provided by TITEB is really helpful as Ngaruwanajirri is a small organisation with a heavy workload. Jane and her team (2 full-time and 2 part-time positions) work directly with the artists and carvers in the mornings and spend the rest of the day on other tasks such as cataloguing, exhibition and sales, and administration.

Established 30 years ago, Ngaruwanajirri is primarily focused on supporting Tiwi people with disabilities, and they also have a group of carvers working there daily. The artists are very dedicated, going to work every day creating art in a calm environment.



Ngaruwanajirri Art Centre



Ngaruwanajirri artist, Ken Wayne Kantilla, with Alfonso Puautjimi in the background.



Carvers (L-R) Albertus Tipungwuit, Romeo Ullungura, David Tipuamantumirri & Arthur Arthanasius Puruntatameri.



Tiwi culture documentary (L-R) Jamie Wetherall, Alison Puruntatameri and Jeda Puruntatameri worked with the film crew.



TITEB Supervisor, Dermot Tipungwuti pictured here with his carvings.



Dermot Tipungwuti presented Governor-General David Hurley with one of his carvings as a gift from the Pirlangimpi community.

Munupi Arts

During this year, Munupi Arts bid farewell to Gee and Gina who retired and welcomed Tandanya and Dashille Allain as managers. The transition was smooth with artists embracing the changes in working style and hoping for more exposure for their artwork.

TITEB provided regular chainsaw training throughout the year to support the community's cultural needs. Chainsaw training encourages more men to learn the tradition of making pukumani poles to support their community.

In September 2023, two artists, Paulina Puruntatameri and Carol Puruntatameri, joined a three-week cruise to teach classes in art and dance to the people on board. After this taste of Tiwi culture, the group visited the Islands to experience our local art and culture firsthand. They were treated to a traditional Tiwi BBQ, welcome ceremony and dancing.

This visit provided an excellent opportunity for artwork sales at Munupi and the Women's Centre. Next year, Munupi artists will once again join a cruise and promote Tiwi art and culture.

Another exciting event was the Governor-General's visit to the Tiwi islands. Munupi dancers greeted the Governor-General and provided a welcome to country. She was presented with a carving from local artist, Dermot Tipungwuti. The Governor-General also visited Fort Dundas, the first settlement on Melville Island in 1824.

Finally, in May, a film crew visited to film tunga (bark basket) making at Munupi, as well as dances, songs

and stories. Some of the footage was used during the Darwin Aboriginal Art Fair to share Munupi culture and stories with a wider audience of national and international visitors.

Tiwi Designs & Jilamara Arts

We would also like to thank Tiwi Designs and Jilamara Arts for their ongoing role in supporting Tiwi artists and preserving Tiwi culture. These art centres provide invaluable opportunities for Tiwi people to remain deeply connected to their culture through painting, printmaking, carving, song, and dance, and to share their cultural heritage with others through tours, performances, and art sales.

“The art centres in each community help Tiwi people stay connected to their culture and share it with others.”

Pride in Partnerships

BIMA and Mantyupwi, who we have assisted significantly over 2023/24.

Bima Wear

Bima Wear was established by the Catholic Church in 1969 to provide skills and financial independence for the Tiwi women. The organisation has an important place in Northern Territory history, as they used to make the school uniforms for all Catholic schools.

Three women, Sister Valeria, Lucia Pilakui, and Teresia Portaminni have worked at Bima Wear their whole lives and still regularly volunteer. Lucia started in 1969, and Teresia started in 1970. The rest of the staff, with one exception, have been there since the 1980s or 90s.

In 2022, after 10-15 years without a manager onsite, the women at Bima Wear reached out to TITEB seeking support and funding for a manager. Bima Wear had fallen into disrepair, and it was essential to fund the position so the place could start to function again.

In mid-2023, Nicola Skill joined the team as manager and has since raised around \$500,000 in grants for much-needed infrastructure upgrades. Bima Wear now has a professional retail space, a new landmark mural made from the ladies' silk screen designs, and new external signage to improve visibility.

Funding has also been approved for a new fence around the perimeter of the building, improved all abilities access, and beautification works in the yard. The upgrade will include an extension to the awning to keep the rain out of the workshop in the wet season.

TITEB has supported the employment of Bima Wear staff, who moved from 'work for the dole' onto Job Trials, which provides a living wage for five Tiwi women. Production has recommenced, screen printing is up and working, and there is a sense of procedure and order in the day.

In November, as part of the Young Women's Forum, Bima Wear presented what's been happening and future plans to the younger generation. The ladies have also welcomed many school visits from local and interstate schools and will be heading over to the Darwin Aboriginal Art Fair in August. All this was made possible by TITEB.

It's exciting to see Bima Wear taking orders again, including 1000 skirts for Tiwi College, skirts for the Wangatunga Women and TITEB. The historic link to Catholic missionaries is celebrated in their Valerie Bags, which are available at Aboriginal Bush Traders. These popular bags are named after Sister Valeria and celebrate the history of the Catholic missionaries with leftover school uniform fabric used as lining.

Mantiyupwi projects

This year, TITEB provided support for several new Tiwi business enterprises established by the Mantiyupwi clan.

These projects are part of our local workforce strategy to build local skills and capabilities and increase the number of local people employed on the Islands.

- The Fish Trap at Wurrumiyanga is part of the Feed Our Families social project and has been a big hit with the community.
- The Oyster Farm trial in Aspley Strait has the potential to become a commercial seafood enterprise, providing benefit to Mantiyupwi and other family groups.
- The Junior Rangers Program established on Mantiyupwi country, aims to engage young people in land and sea management.
- Planning is also underway for the Tiwi Islands Buffalo Abattoir Processing Operation.

To support this work, the Community Job Profile Mapping project is documenting current and future jobs to inform our training and employment strategies. We are also talking to Government and other stakeholders about improved access to country for Mantiyupwi families and the broader Tiwi community, including road and track upgrades, and affordable transport services.



Popular Sister Val bags by Bima Wear, lined with leftover school uniform fabric.



Bima Wear mural painted by Trent Lee.



Bima Wear's Maria Kantilla at work.



Bima Wear (L-R) Margaret Apuatimi and Janelle Puruntatameri.

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.

In 2024, the RTO continued to encourage staff to take responsibility, which helped us achieve excellent outcomes. Balancing family, work and cross-cultural living is challenging but our Tiwi staff have navigated these challenges with style.

- Tahlia Tipungwuti thrived in her role as Success Agent becoming the RTO's most proficient user of VETtrak.
- In January, we welcomed our first Shadow Trainer, Leena Vigona-Rioli and she enthusiastically embraced her first Tiwi Ready class
- Alison Vigona continued to develop her leadership and management skills, particularly in her support for both Tahlia and Leena.
- Gerard Broersen, First Aid trainer and Mental Health First Aid trainer/facilitator, once again showed his value and dedication to the wellbeing of Tiwi people.
- Joel Tweedy, Sport and Recreation trainer, completed his training qualification (TAE) and is growing his influence and impact.
- Jenny Perkins joined the team and has been instrumental in re-initiating the Certificate II in Workplace Skills and helping Alison and Leena.

We are grateful to Stanalisha Coombes, Cennon Hanson and Ange Evans who left this year, as they have helped build and shape our RTO. It is important to appreciate everyone who has committed their time and effort, and been part of the journey.

Tiwi elder, Therese Marie Puruntatameri is moving to Pirlangimpi, and we wish her all the best. Therese has helped wind down the foundation skills drop-in centre as we move toward delivering short courses instead. Her foundation skills learning materials, including some in Tiwi language, have been digitised and stored so that her knowledge is not lost to the organisation.

We anticipate that short courses will allow Tiwi people to choose their own learning pathways and complete courses more quickly. People will be able to choose the short courses relevant to their individual needs and aspirations.

We have also strengthened our bonds with local schools and businesses on Tiwi. We routinely teach at Xavier and Tiwi Colleges and provide or organise training for their staff.

Our connections with mainland RTOs and educational institutions have also flourished. Numerous RTOs have conducted training on

Tiwi, with their success enhanced through partnership with TITEB.

Significantly, this success has been supported and often driven by the efforts of TITEB's Employment Services and CDP teams. This collaboration within TITEB's different teams is key to our success.

Lastly, our engagement with funding agencies and other supporters has grown into open, transparent and authentic relationships. We are grateful for the opportunity to have frank discussions about the challenges we face with a view to developing solutions.

“Throughout 2024, we achieved significant growth in our training outcomes which sets the stage for further improvements and growth in 2025.”

TITEB accredited units – FY2024	Enrolled	Competent
Certificate II in Community Services	1	1
Apply Communication Skills	6	4
Work Effectively with Others	11	5
First Aid	152	139
Cardiopulmonary resuscitation (CPR)	11	11
Maintain Sport, Fitness and Recreation Industry Knowledge	17	4
Participate in Workplace Health and Safety	5	2
Prepare to Work Safely in the Construction Industry	10	7
Total	213	173

TITEB non-accredited units – FY2024	Completed
Back on Track	13
Tiwi Tech	38
Microsoft Coaching – Teams, Outlook, PPT.	3
Tiwi Ready (non-accredited short course)	24
Remote Schools Attendance Strategy (RSAS)	11
Language Literacy and Numeracy (LLND) Evaluations	71
Total	160

External Providers - FY2024	Showed Interest	Completed
Deadly Thinking (mental health first Aid for school age students)	Not Recorded	13
Mental Health First Aid (combined Aboriginal and non-Aboriginal)	Not Recorded	137
Prepare to Work Safely in the Construction Industry (White Card)	61	15
Food Handler Certificate	8	5
Responsible Service of Alcohol (RSA)	18	11
Skid Steer (Matt Clarke and Batchelor - NB, not all recorded)	16	6
Excavator Training (Aron Moorish)	28	16
Total		227

Note: All known information about external providers has been provided.

2023 TITEB Graduation

We are pleased to share the success of the 2023 TITEB Graduation – our first in five years. The event marked an important return to celebrating the progress and commitment of Tiwi adult education.

Held at the Nguuu Club, the event recognised the achievements of more than 100 Tiwi graduates. The day featured acoustic music, traditional dances, and a performance by the Ngarukuruwala Women's Group, highlighting the integration of Tiwi stories and culture with education. The celebration reflected our approach to adult learning—building vocational skills through both western methods and strong engagement with Tiwi knowledge and leadership.

TITEB Co-chair Karina Coombes highlighted our commitment to meeting community needs. She

spoke about the role of the training centre in developing literacy, numeracy, and entry-level skills to support future employment and education pathways. Karina also acknowledged the importance of our partnerships with organisations such as CDU, Batchelor Institute, Creswick Timber, and Trainsafe Australia, which ensure that our programs align with industry needs. She shared her pride in the achievements of all Tiwi learners and invited everyone to celebrate their progress.

CEO Maria Harvey reminded us of the Tiwi tradition of learning and celebrating success. She thanked all Tiwi participants in our training programs and expressed her appreciation to our partner RTOs and funding bodies for their continued support. The strength of our training centre is built on these partnerships and the dedication of the Tiwi community.

Since 2019, our records show a strong pattern of achievement, and many more successes continue to emerge. We are immensely proud of each one of these achievements.

“Thank you for being a part of the TITEB community, where education and empowerment come together to shape a brighter future for Tiwi.”

Course	No of Graduates
First Aid in Education and Care	163
Provide First Aid	100
White Card	127
Certificate I in Engineering	52
Certificate II in Community Services	18
Certificate II in Construction	15
Certificate I in Automotive Vocational Preparation	14
Basic Computers	12
Certificate I in Visual Arts	13
Tiwi Ready	11
Certificate II in Sport and Recreation	8
Certificate I in Maritime Operations (Coxswain Grade 2 Near Coastal)	6
Certificate I in Baking	5



(L-R) TITEB Co-chair, Leslie Tungatalum with graduate, Guiseppe Mungatopi.



Powerful performance by Darryn Fernando.



(L-R) Dion Apuatimi and Henry Tipungwuti.



(L-R) Wangatunga Strong Women, Karen Tipiloura and Regina Kantilla.

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.

Since joining the team as GTO Manager in September 2023, Max Browne, has brought a new level of professionalism and energy to the program. The focus for 2023/24 was business development, including a program re-structure.

Under the GTO model, we can place people in workplace training and apprenticeships and manage their employment and training as the legal employer. This year, Tiwi Regional Council and Catholic Care NT have been great support with apprenticeships being offered in administration and childcare in Wurrumiyanga.

Under Max’s guidance, the revised program aims to address several barriers to apprenticeships on the Islands. These include the lack of vacancies for men, the need to travel for studies, low entry-level payrates, and cultural responsibilities, such as sorry business.

For Tiwi men hoping to do an apprenticeship, the tendency for trades to be outsourced on the Islands means that there is a lack of vacancies for me on the Islands. To address the lack of vacancies on the Islands, we are exploring opportunities for Tiwis in Darwin-based apprenticeships, with the hope that people will return to community post-training.

Study and travel requirements also present a barrier for Tiwi apprentices. While TITEB runs Certificate I and II courses locally, apprentices may be required to travel to CDU or Bachelor Institute for higher levels of study, creating anxiety and disruption to family life.

The entry level for pay for apprentices is under \$20 per hour in Year 1. Understandably, this presents another barrier, particularly for older people with years of work experience and/or financial commitments. For this reason, our placement focus has been revised to target younger Tiwis aged 16-21 years.

Lastly, extended periods of sorry business can also be disruptive. Unfortunately, this year back-to-back sorry business for one of our apprentices saw his employment terminated. While this reflects employment law, we would encourage host employers to consider suspension rather than termination under these circumstances.

Despite these challenges, we expect the GTO to gather momentum in 2025. Tiwi College and Xavier College have agreed to host sport and recreation, and community services traineeships, and an intake by Tiwi Plantations in early 2025 also looks promising.

GTO Outcomes	
Commenced	4
Retained	2
Completed	0

“ The revised GTO program aims to address barriers to apprenticeships, including the lack of vacancies for men, study travel requirements, and low entry-level pay rates. ”



Dillen Brown commenced a 6-month apprenticeship at Airducter. Pictured here with GTO Manager, Max Browne.



CEO Maria Harvey with TITEB receptionist, Janae Tipiloura.



CDP Women's Activity Coordinator, Kelly Rioli working with Justina Puruntatameri in the Pirlangimpi office.



(L-R) GTO Field Officer, Mykala Baker and Hailey Vigona.

Tiwi School Support Services

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

In late 2023, the Remote School Attendance Strategy (RSAS) was replaced by the new Education Engagement and Attainment Initiatives (EEAI) and our Tiwi School Support Services (TSSS) team underwent a significant transformation. Most notably in community, the Yellow Shirts became the Green Shirts.

The EEAI has similar objectives to RSAS. We continue to provide a range of services as expected by our communities, including working with families and community with the goal of getting all Tiwi kids to engage more often and more productively with education. We continue to assist kids with getting to school and delivering or supporting community events that promote education.



Back to School at Pirlangimpi, July 2023

One of our important goals is to continue to upskill our local Tiwi staff so that more of our delivery and decision-making processes occur in community, for community, by community. By the end of this reporting period, we were well on the way to achieving this goal.

We increased our staffing in Milikapiti and Pirlangimpi and now have a male and female staff member in each community. In Wurrumiyanga, we were able to recruit a full team of six Tiwi staff who are supported by our Indigenous Team Leader, Sonia Briston, who has a wealth of leadership knowledge and experience.

Attendance

School attendance across the Tiwi Islands continues to show increases, and we are grateful to the principals and staff of all four schools for the dedication and expertise that they bring to our communities.

Australian Curriculum, Reporting and Assessment Authority (ACARA) data shows government schools in remote NT achieved an attendance rate of 65.8% in 2023, while Catholic schools achieved an attendance rate of 49.1%. My School data shows that Tiwi schools have higher attendance than the average, which we can all be proud of, but we can do better.

Attendance rates Term 3 in 2022 & 2023

Tiwi School Name	2023 Semester 1	2024 Semester 1
Milikapiti	83%	78%
Pularumpi	78%	74%
MCPS	58%	65%
Xavier	52%	52%
Total	67.75%	67.25%



Back to School at Milikapiti, July 2023



*Back to School at MCPS,
Wurrumiyanga, July 2023*



Back to School at Milikapiti, July 2023

Across the Tiwi Islands we struggle to maintain school attendance in Term 3 because no one wants to come back to school after Bush Holidays and the Darwin Show. However Term 2 attendance affects funding. We need all children to be back at school after the break so that we can get all the resources we need for our schools. Please help us to make this happen.

Incentives

The TSSS team awards weekly prizes at assemblies and end of term celebrations to reward strong attendance and positive engagement at school. Prizes include shopping vouchers for students who have been selected to attend camps and school trips in Darwin. We also provide financial support to graduating students to assist them to prepare for their end of school ceremonies.

The only requirement to be in the draw to win a prize is to attend school every day and engage positively with learning. We encourage parents and community to attend awards ceremonies to celebrate the successes of Tiwi students and ask that families encourage the children they care for to strive for an award.

Tiwi College Fete & Book Launch

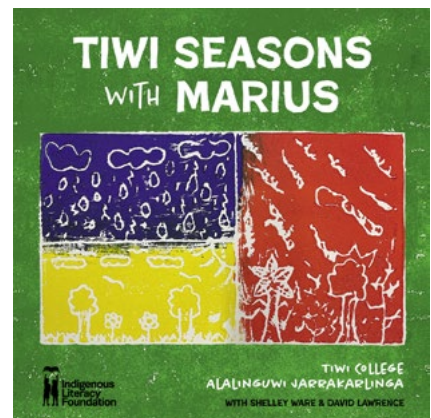
In June 2024, we were proud to support the Tiwi College Fete and Book Launch. The TITEB board members, CEO and the TSSS, RTO, GTO, CDP, and Employment Services, from all three communities attended the fete. It was excellent opportunity for TITEB to promote lifelong learning and employment opportunities for children and adults on the Tiwi Islands.

Tiwi Islands elder, Marius Puruntatmeri helped launch the book, *Tiwi Seasons* with Marius, published with assistance from the Indigenous Literacy Foundation. *Tiwi Seasons* with Marius was created by Tiwi College senior girls, supported by Shelley Ware and David Lawrence, so that Tiwi children can see their own culture in a book – and share it with the world.

The TSSS Team provided many prizes during the fete for those entering the word puzzle contest and the winners' delight was wonderful to witness. Congratulations Tiwi College on a successful event and thanks for inviting us, we are looking forward to next year's event.



*Colour Run at Wurrumiyanga,
September 2023*



*Tiwi College Fete (L-R)
Joseph Warlapinni,
Augustine Munkara &
Alan Kerinaia.*

Tiwi Futures Expo 2023

Held in August 2023, this year's Expo was bigger, and by all reports better, than the 2022 Expo. In response to feedback provided from the last two events, we held this year's Expo at the Nguui Club rather than the school, in the hope that more families and jobseekers would feel comfortable to attend.

The Nguui Club generously provided their venue free of charge and the Tiwi Islands Regional Council and AFL NT provided the use of the oval. All three organisations dedicated considerable time, effort, staffing and other resources to the event.

More than 60 organisations were involved, including those who helped, donated goods and prizes, or held a stall to share their knowledge, resources and opportunities.

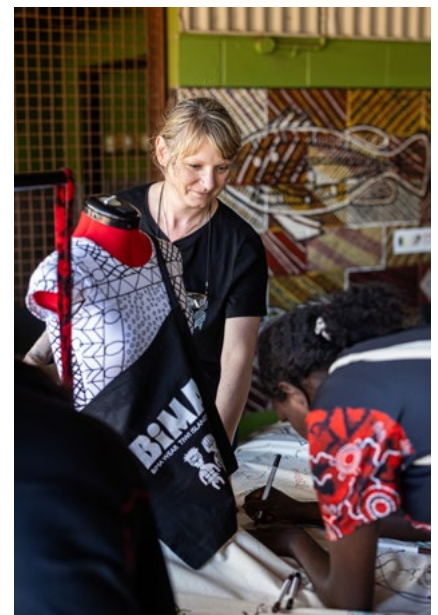
Students, families and jobseekers engaged well with stallholders and explored the opportunities available to them now and into the future. Many stallholders commented on the quality of engagement from students and the community and generated direct training or employment outcomes from the event.

We also welcomed a team from Our Lady of the Sacred Heart Thamarrurr Catholic College after we visited their Futures Event earlier this year. This collaboration will help us to improve the events in each community into the future.



While feedback from this year's event was overwhelmingly positive, we can see a few ways to make it even better in 2024. We ask the community to continue giving us their suggestions to make the Tiwi Futures Expo as successful as possible for everyone involved.

The biggest message from this event is that if we all work together as community great things can happen. So many people contributed so much of their time and goodwill to making this event a success. In remote communities where resources are limited, we need to be able to rely on each other for support and we did that. It was a group effort and TITEB thanks all involved for their support.



“The biggest message from this event is that if we all work together as community great things can happen.”



RTO staff member, Alison Vigona.



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.

Pirlangimpi

In 2024, numbers of children dropped due to a large Year 7 cohort moving on to high school. In 2023, we were serving breakfast, morning tea and lunch to 35-43 students daily and in 2024 we are serving meals to 25-32 students.

Nonetheless, TITEB installed two exhaust canopies in the kitchen, one over the stove and the other over the oven. A new chest deep freezer was also purchased to increase capacity of the cold room.

School Nutrition Program (SNP) staff also completed the requisite training. In October 2023, the staff attended training in Darwin focused on SNP guidelines, best practice and changes to the program requirements.

In January 2024, five people completed Food Handling training, which increased the pool of people eligible to work in the program.

Following the Food Handling training, Janine Puruntatameri was offered work experience at the school. Janine applied for her Ochre Card and completed two weeks work experience and was then offered a part-time position with the SNP.

Milikapiti

In Milikapiti, SNP staff, Agnes Lorenzo and Patrina Puruntatameri, serve delicious and nutritious meals and snacks for our primary school children. Last term, they served an average of 35-50 meals per day, which showed a small increase in attendance rates.

Agnes and Patrina continue to develop the menu in accordance with the latest nutritional standards and promote healthy eating choices. They are very familiar with the students likes or dislikes in food and run their kitchen well.

The ladies have also assisted in meal preparation outside the school when the school host events. These events include the Return to School walks, inter-island carnivals and on-country learning.

We have identified a few development and training opportunities, including catering and how run a nutrition program.



Milikapiti SNP staff (L-R) Binumaya Shrestha and Agnes Lorenzo.



Pirlangimpi SNP staff training



Pirlangimpi SNP staff (L-R) Kimberley Pluto and Janine Puruntatameri



Pirlangimpi SNP staff (L-R) Supervisor, Kinara Dunn, Kimberley Pluto and CDP Site Manager, Ruth Kenney at a Community BBQ.

Human Resources

In the ever-evolving landscape of a modern Indigenous not-for-profit organisation, this year our HR focused on recruiting the right people into key positions to build and support teams within TITEB. We also made inroads into updating our HR policies and improving our digital HR platform.

A major focus was developing local Tiwi staff through recognition, mentoring and training. As a result we have increased the number of Tiwi staff in leadership positions, such as coordinator, supervisor, employment consultant and administration roles.

In addition, we recruited suitably qualified staff into executive roles to oversee programs and support. New executive appointments include Finance Manager, Paul Stephson, Employment Services Manager, Tracy Kerr, and GTO Coordinator, Max Browne.

In Wurrumiyanga, the appointment of Job Trials Manager, Rob Walsh, has seen the Headstone Project getting off the ground and into commercial production. In addition, Wurrumiyanga Site Manager, Tracy Wilson, helped build a cohesive employment team on Bathurst, and Sonia Briston is doing a great job leading the Tiwi School Services (TSS) team.

The Registered Training Organisation (RTO) in Wurrumiyanga has seen trainers come and go. We continued to work towards building a core group of Tiwi trainers to deliver

our training scope.

At Melville, Kelly Rioli is running the Pirlangimpi Women's Centre and Belinda Lorenzo has brought new energy to the Milikapiti Women's Centre. For the first time since Covid, the ladies attended the Darwin Aboriginal Art Fair where they sold out of paintings and textiles and attracted rave reviews from buyers and attendees alike.

“ This year, we increased the number of Tiwi staff in leadership positions. ”

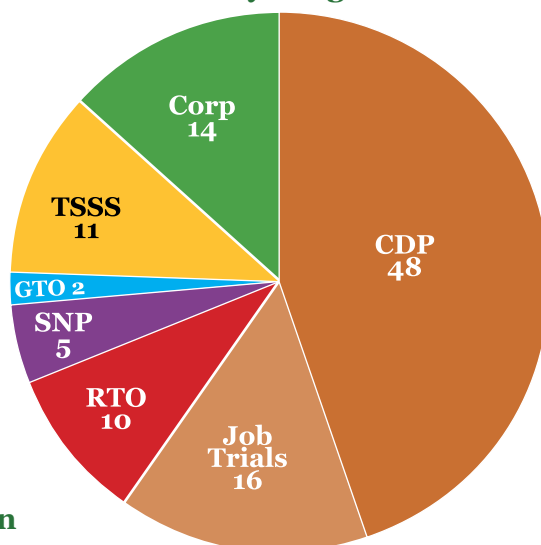


Wurrumiyanga Training Centre.

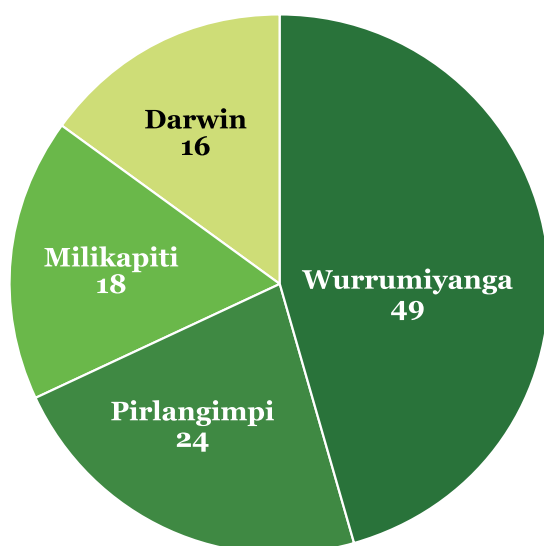


Darwin Aboriginal Art Fair 2024 (L-R) CDP Site Manager, Ruth Kenney, Supervisor, Fiona Puruntatameri, artists, Margaret Tipungwuti, Alana Papajua, and Coordinator, Kelly Rioli.

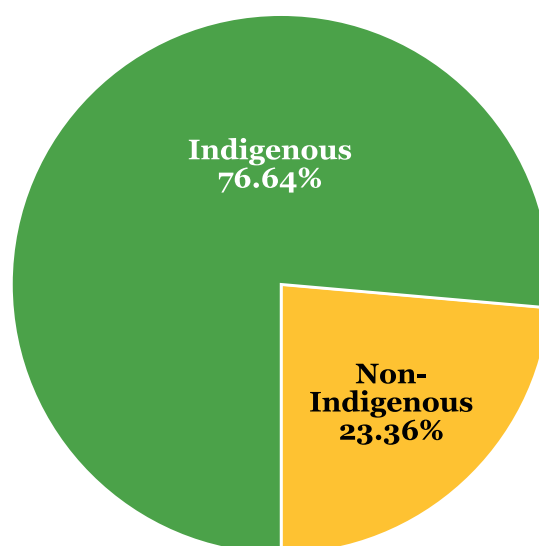
Staff by Program



Staff by Location



Indigenous Staff



Staff by Program

Program	No. of Staff	Indigenous	Non-Indigenous
CDP	48	44	4
Job Trials	16	16	0
RTO	10	3	7
SNP	5	5	0
GTO	2	1	1
RSAS	12	11	1
Head Office	14	2	12
Total	107	82	25

Executive Management Team



Paul Stephson
Finance Manager



Maria Harvey
CEO



Tracy Kerr
Employment Services
Manager



Max Browne
GTO Manager



Brenda Ryle
RSAS Coordinator



Tony Allan
RTO Manager



Louis Malaibe
HR Officer

Senior Management Team



Sheryl McDonald
Senior Finance &
Payroll Officer



Tracy Wilson
Bathurst
Site Manager



Murray Liddle
Job Trials Mentor



Sonia Briston
TSSS Coordinator



Ruth Kenney
CDP Site Manager,
Pirlangimpi



Melissa Conn
CDP Women's Coordinator,
Bathurst Island



Rob Walsh
Job Trails Manager



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 2024

Tiwi Islands Training and Employment Board

69 079 341 638

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For the Year Ended 30 June 2024

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Tiwi Islands Training and Employment Board
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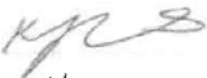
Statement by Members of the Board

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 2024 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 28th day of November 2024

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 2024 Tiwi Islands Training and Employment Board (the Entity), which comprises the statement of financial position as at 30 June 2024, 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 2024 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

1st Floor 89-92 South Terrace
Adelaide South Australia 5000
Telephone +61 8 8212 2366
Facsimile +61 8 8231 5035
Email dfkgrayperry@dfkadel.com
www.dfkadel.com



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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 report, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

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

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

Gray Perry – DFK



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

Dated this 28th day of November 2024

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 2024

	2024	2023
	\$	\$
Revenue	9,992,797	9,170,686
Depreciation and amortisation expense	(415,206)	(274,043)
Other expenses	(3,727,486)	(3,554,040)
Employee benefits expense	(6,507,176)	(5,044,657)
Profit / (Loss) for the year	(657,071)	297,946
Total comprehensive income for the year	(657,071)	297,946

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 2024**

	Note	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	5,541,128	6,638,098
Trade and other receivables	5	21,257	24,645
TOTAL CURRENT ASSETS		5,562,385	6,662,743
NON-CURRENT ASSETS			
Investments in associates		2	2
Property, plant and equipment	6	3,639,255	3,681,637
Right-of-use assets	7	1,025,242	1,086,557
TOTAL NON-CURRENT ASSETS		4,664,499	4,768,196
TOTAL ASSETS		10,226,884	11,430,939
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	719,456	757,700
Lease liabilities	9	37,022	31,590
Employee benefits	10	448,306	372,252
Other financial liabilities	11	1,269	439,762
TOTAL CURRENT LIABILITIES		1,206,053	1,601,304
NON-CURRENT LIABILITIES			
Lease liabilities	9	1,242,951	1,247,337
Employee benefits	10	32,122	128,323
TOTAL NON-CURRENT LIABILITIES		1,275,073	1,375,660
TOTAL LIABILITIES		2,481,126	2,976,964
NET ASSETS		7,745,758	8,453,975
EQUITY			
Trust settlement sum		10	10
Retained earnings		7,745,748	8,453,964
TOTAL EQUITY		7,745,758	8,453,974

The accompanying notes form part of these financial statements.

Tiwi Islands Training and Employment Board

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Statement of Changes in Equity
For the Year Ended 30 June 2024

2024

	Trust settlement sum \$	Accumulated surplus \$	Total \$
Balance at 1 July 2023	10	8,453,964	8,453,974
Restatement due to adoption of AASB 16	-	(51,145)	(51,145)
Balance at 1 July 2023 restated	10	8,402,819	8,402,829
Profit/(loss) attributable to members	-	(657,071)	(657,071)
Balance at 30 June 2024	10	7,745,748	7,745,758

2023

	Trust Settlement Sum \$	Retained Earnings \$	Total \$
Balance at 1 July 2022	10	8,173,736	8,173,746
Restatement due to adoption of AASB 16	-	(17,718)	(17,718)
Balance at 1 July 2022 restated	10	8,156,018	8,156,028
Profit/(loss) attributable to members	-	297,946	297,946
Balance at 30 June 2023	10	8,453,964	8,453,974

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 2024**

	Note	2024 \$	2023 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		\$ 9,996,186	\$ 9,157,293
Payments to suppliers and employees		(10,731,546)	(7,948,845)
Net cash provided by/(used in) operating activities	15	(735,360)	1,208,448
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment		(325,752)	(1,178,116)
Net cash provided by/(used in) investing activities		(325,752)	(1,178,116)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Payment of finance lease liabilities		(35,858)	(32,518)
Net cash provided by/(used in) financing activities		(35,858)	(32,518)
Net increase/(decrease) in cash and cash equivalents held		(1,096,970)	(2,186)
Cash and cash equivalents at beginning of year		6,638,098	6,640,284
Cash and cash equivalents at end of financial year	4	\$ 5,541,128	\$ 6,638,098

The accompanying notes form part of these financial statements.

Tiwi Islands Training and Employment Board

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Notes to the Financial Statements For the Year Ended 30 June 2024

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 2024 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 2024**

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 2024

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 2024**

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.

Tiwi Islands Training and Employment Board

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Notes to the Financial Statements For the Year Ended 30 June 2024

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 2024

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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Notes to the Financial Statements For the Year Ended 30 June 2024

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 2024**

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

	2024	2023
	\$	\$
Cash at bank and in hand	5,541,128	6,638,098
	<u>5,541,128</u>	<u>6,638,098</u>

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Notes to the Financial Statements
For the Year Ended 30 June 2024

5 Trade and Other Receivables

	2024	2023
	\$	\$
CURRENT		
Trade receivables	21,257	24,645
Total current trade and other receivables	21,257	24,645

(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 2024 is determined as follows, the expected credit losses incorporate forward looking information.

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**Notes to the Financial Statements
For the Year Ended 30 June 2024**

6 Property, plant and equipment

	2024	2023
	\$	\$
Buildings		
At cost	3,305,005	3,256,208
Accumulated depreciation	<u>(700,366)</u>	<u>(617,601)</u>
Total buildings	<u>2,604,639</u>	<u>2,638,607</u>
Total land and buildings	<u>2,604,639</u>	<u>2,638,607</u>
PLANT AND EQUIPMENT		
Plant and equipment		
At cost	561,681	489,276
Accumulated depreciation	<u>(359,579)</u>	<u>(298,954)</u>
Total plant and equipment	<u>202,102</u>	<u>190,322</u>
Furniture, fixtures and fittings		
At cost	134,072	97,786
Accumulated depreciation	<u>(92,226)</u>	<u>(85,076)</u>
Total furniture, fixtures and fittings	<u>41,846</u>	<u>12,710</u>
Motor vehicles		
At cost	1,450,225	1,366,240
Accumulated depreciation	<u>(917,632)</u>	<u>(779,035)</u>
Total motor vehicles	<u>532,593</u>	<u>587,205</u>
Office equipment		
At cost	145,707	145,707
Accumulated depreciation	<u>(115,158)</u>	<u>(101,689)</u>
Total office equipment	<u>30,549</u>	<u>44,018</u>
Leasehold Improvements		
At cost	304,785	257,785
Accumulated depreciation	<u>(77,259)</u>	<u>(49,010)</u>
Total leasehold improvements	<u>227,526</u>	<u>208,775</u>
Total plant and equipment	<u>1,034,616</u>	<u>1,043,030</u>
Total property, plant and equipment	<u><u>3,639,255</u></u>	<u><u>3,681,637</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:

Tiwi Islands Training and Employment Board

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Notes to the Financial Statements For the Year Ended 30 June 2024

6 Property, plant and equipment

(a). Movements in Carrying Amounts

	Buildings	Plant and Equipment	Furniture, Fixtures and Fittings	Motor Vehicles
	\$	\$	\$	\$
Year ended 30 June 2024				
Balance at beginning of year	2,638,606	190,321	12,711	587,205
Additions	48,797	72,405	36,285	125,959
Disposals - written down value	-	-	-	(4,696)
Depreciation expense	(82,764)	(60,624)	(7,150)	(175,876)
Balance at the end of the year	2,604,639	202,102	41,846	532,592

	Office Equipment	Property Improvement	Total
	\$	\$	\$
Year ended 30 June 2024			
Balance at beginning of year	44,018	208,776	3,681,637
Additions	-	47,000	330,446
Disposals - written down value	-	-	(4,696)
Depreciation expense	(13,469)	(28,249)	(368,132)
Balance at the end of the year	30,549	227,527	3,639,255

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

Tiwi Islands Training and Employment Board

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Notes to the Financial Statements
For the Year Ended 30 June 2024

6 Property, plant and equipment

(a). Movements in Carrying Amounts

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

7 Right of Use Assets

	2024 \$	2023 \$
NON-CURRENT		
Right-of-use assets	1,025,242	1,086,557
	-	-
Total right of use assets	1,025,242	1,086,557

Tiwi Islands Training and Employment Board

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Notes to the Financial Statements For the Year Ended 30 June 2024

8 Trade and Other Payables

	2024	2023
	\$	\$
CURRENT		
Trade payables	164,828	214,067
GST payable	121,634	115,874
Employee related provisions	315,980	259,574
Sundry payables and accrued expenses	117,014	168,185
	<u>719,456</u>	<u>757,700</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

	2024	2023
	\$	\$
Current lease liabilities	<u>37,022</u>	<u>31,590</u>
	<u>37,022</u>	<u>31,590</u>
Non-current lease liabilities	<u>1,242,951</u>	<u>1,247,337</u>
	<u>1,242,951</u>	<u>1,247,337</u>

10 Employee Benefits

10.1. Employee benefits - non-current assets

	2024	2023
	\$	\$
Non-current assets		
Long service leave	<u>32,122</u>	<u>128,323</u>
	<u>32,122</u>	<u>128,323</u>

10.2. Employee benefits - current liabilities

	2024	2023
	\$	\$
Annual leave & long Service Leave	<u>448,306</u>	<u>372,252</u>
	<u>448,306</u>	<u>372,252</u>

Tiwi Islands Training and Employment Board

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**Notes to the Financial Statements
For the Year Ended 30 June 2024**

11 Other Financial Liabilities

	2024	2023
	\$	\$
Current		
Unexpended government grants and other funds	1,269	439,762
Total	1,269	439,762

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 2024

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

	2024	2023
	\$	\$
Remuneration of the auditor for:		
- auditing or reviewing the financial statements	12,500	12,000
Total	12,500	12,000

14 Contingencies

In the opinion of the Board of Directors, the Entity did not have any contingencies at 30 June 2024 (30 June 2023:None).

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**Notes to the Financial Statements
For the Year Ended 30 June 2024**

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:

	2024	2023
	\$	\$
Profit/Loss for the year	(657,071)	297,946
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation and amortisation expense	415,206	274,043
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	3,389	(13,393)
- increase/(decrease) in trade and other payables	(38,245)	225,638
- increase/(decrease) in other financial liabilities	(438,493)	400,459
- increase/(decrease) in employee benefits	(20,146)	23,755
Cashflows from operations	<u>(735,360)</u>	<u>1,208,448</u>

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



DARWIN

Head Office

Lot 2162 Armidale St,
Stuart Park NT 0820, Australia

Phone: 08 89415988

Email: reception@titeb.com

www.titeb.com.au

WURRUMIYANGA

Bathurst Island

Lot 837, Wurrumiyanga
Community, Bathurst Island,
Tiwi Islands

Phone: 08 8970 9175

Email: reception@titeb.com

MILIKAPITI

Melville Island

Lot 378a, Milikapiti Community,
Melville Island, Tiwi Islands

Phone: 08 8970 9155

Fax: 08 8970 9211

Email: reception@titeb.com

PIRLANGIMPI

Melville Island

Lot 315, Pirlangimpi Community,
Melville Island, Tiwi Islands

Phone: 08 8970 9188

Fax: 08 8970 9199

Email: reception@titeb.com

