



Australian Government



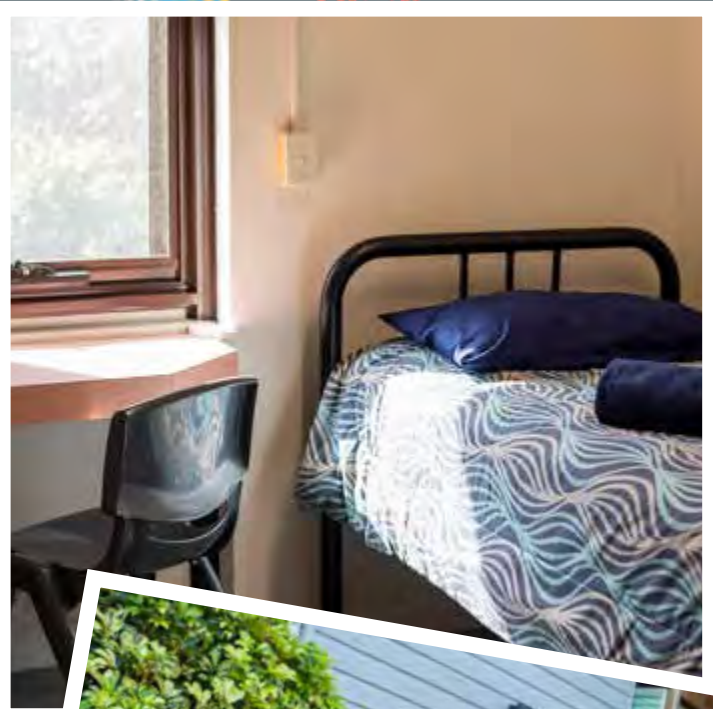
ABORIGINAL
HOSTELS LIMITED



Proudly Supporting
First Nations People

ANNUAL REPORT

2022-23



Aboriginal Hostels Limited

Annual Report 2022–23

Level 1 Capital Centre

2–6 Shea Street

Phillip ACT 2606

PO Box 30

Woden ACT 2606

Phone: 02 6212 2001

Email: executive.support@ahl.gov.au

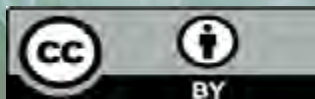
Website: ahl.gov.au

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ISSN: 0313-2129 (Print)

ISSN: 1447-3410 (Online)

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This document must be attributed as the Aboriginal Hostels Limited Annual Report 2022–23.

First Nations people are advised that this publication may contain images or references to people who have passed away.

Cover: left to right – resident family Galawu Hostel, AHL employees Elizabeth Simpson, Shonei Aloese and Robert Poole from Tony Mundine Hostel, room at Tony Mundine Hostel.

Inside cover: Mr Les McLeod, a Yuin man, performing smoking ceremony at Kirinari Hostel, June 2023.

Aboriginal Hostels Limited acknowledges the Traditional Owners and custodians of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to Elders past and present.

“

I feel good about staying here, the hostel has a good atmosphere with hot meals, warm showers, good sleep. Plus, other residents are friendly.

”

Resident-Tony Mundine Hostel



50 years of AHL

Since its establishment in 1973, AHL has offered a 'home away from home' for First Nations people.



1967

Successful Referendum which opened the doors to First Nations Australian agency, bringing to light many strong leaders and organisations.



1981

Dr Lowitja O'Donoghue AC CBE DSG appointed Board Chair (1981–1989).



1990

Bernard Valadian appointed Board Chair (1990–2000).

1975

The Australian Parliament passes the Racial Discrimination Act to help ensure all Australians are treated fairly.

Neville Perkins OAM appointed as the General Manager – the first time this role was held by a First Nations person.

1970



1973

AHL established on 6 June with Dr Charles Perkins AO as Board Chair (1973–1981).

1974

Yumba, AHL's first hostel opens in Brisbane's iconic West End.

1979

AHL's first construction project, the Sid Ross Hostel in Alice Springs, is completed, built by the Aboriginal-owned Apatula Construction Company.

1991

Edna Barolits OAM appointed as first female General Manager.

1992

'Terra nullius' – the doctrine that Australia was 'no man's land' – is overturned by the High Court, as a result of the Mabo land rights case.

For 50 steadfast years, providing around the clock services, AHL has delivered safe, culturally appropriate and affordable accommodation for First Nations people needing a place to stay.

In 1974, Dr Charles Perkins described AHL as an organisation which has been *'developed and managed in a large majority by Aboriginal people, who express Aboriginal values in their day-to-day operations.'*

AHL Board Chair, Anthony Ashby, from the Gamilaraay-Yuwaalaraay nations told attendees at AHL's 50th anniversary event in Canberra that, *'as current stewards, we have inherited an organisation crafted by the wisdom and hard work of those who have played their part over the last half century.'*

The vision back then remains the vision today – to improve the quality of life and economic opportunities for First Nations people.



2000

Elaine McKeon AO appointed Board Chair (2000–2011).

2000

Cathy Freeman lights the cauldron at the Sydney Olympics and wins a gold medal in the 400-metre sprint.

2015

Dr Susan Gordon AM appointed Board Chair (2015–2020).

2020

Anthony Ashby appointed Board Chair (2020–present).

2020

1996

The first National Reconciliation Week is held.



2009

The Healing Foundation is established.



2011

Kevin Smith appointed Board Chair (2011–2015).

2023

AHL turns 50 on 6 June.



Australian Government



ABORIGINAL
HOSTELS LIMITED

29 September 2023

The Hon. Linda Burney MP
Minister for Indigenous Australians
Parliament House
CANBERRA ACT 2600

Dear Minister

On behalf of the Board of Aboriginal Hostels Limited (AHL), I am pleased to submit our Annual Report for the financial year ended 30 June 2023.

This Report was prepared in accordance with section 97 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and Chapter 2M of the *Corporations Act 2001*. Under section 97 of the PGPA Act, AHL is required to give you a copy of its Annual Report, which includes its Financial Report, Directors' Report and the Independent Auditor's Report.

The Annual Report and the audited Financial Statements were approved in accordance with a resolution of the AHL Board of Directors on 29 September 2023.


AHL provides accommodation through a national network of facilities for First Nations people who are travelling, relocating or who need to be away from home to access services and economic opportunities. This report covers those activities for the 2022–23 financial year.


I commend this report to you as a record of AHL's achievements and compliance.

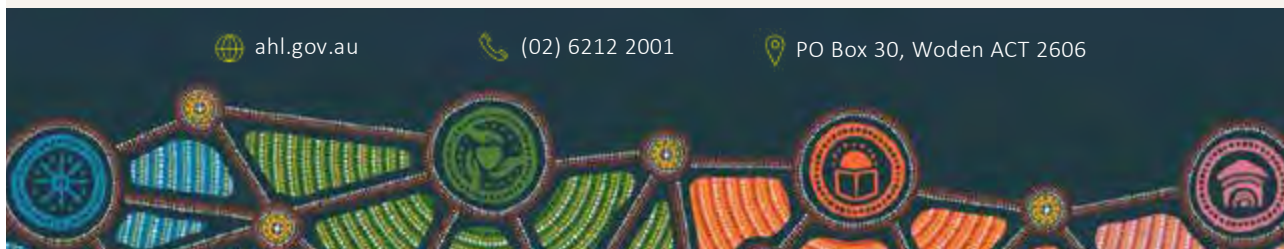
Yours sincerely

Anthony Ashby
Chair
Aboriginal Hostels Limited

 ahl.gov.au

 (02) 6212 2001

 PO Box 30, Woden ACT 2606



Guide to the Report

This Annual Report describes the management and performance of Aboriginal Hostels Limited (AHL) for the financial year from 1 July 2022 to 30 June 2023 – a year of great significance for AHL.

On 6 June 2023 AHL marked 50 years of operations. The 50th birthday of AHL has offered the chance to reflect on the vision established by our first leaders, to celebrate throughout the network with employees and residents, and to re-commit to our purpose to provide safe, culturally appropriate and affordable accommodation for First Nations people who need to be away from home to access medical services, education and economic opportunities.

This report fulfils the reporting requirements set out in legislation, including the *Corporations Act 2001* and the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and performance measures set out in the Prime Minister and Cabinet Portfolio Budget Statements October 2022–23 and AHL Corporate Plan 2022–23.

The Report is in 4 parts:

Overview – includes messages from the Chair as well as the Chief Executive Officer and provides information on AHL, including our services, network and year at a glance.

Performance – sets out AHL’s planning and reporting framework and outlines AHL’s actual performance against its performance measures.

Organisation – describes the structure, governance and people that determine AHL’s strategic direction, accountability and operational outcomes.

Financial Report – presents the Directors’ Report and Financial Statements for 2022–23.

AHL’s current and previous Annual Reports are available on our website, at ahl.gov.au

For more information, or to provide feedback on this Annual Report, please contact us by email at executive.support@ahl.gov.au or by telephone on 02 6212 2001.



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I feel that the hostel offers a good service for our mob. It provides a good friendly place to stay. It is very central to my needs being close to the hospital and shops.

Resident-Tony Mundine Hostel

OVERVIEW



Message from the Chair

In 2022–23, our residents were at the centre of all we did, continuing the founding ethos established by Dr Charles Perkins AO, when he and others proposed and established AHL in 1973.

AHL is one of several significant First Nations organisations established in the 1970s. It was built through the tireless advocacy and determination of past leaders, with the clear goal of providing culturally appropriate accommodation services for First Nations people.

In 2022–23 we continued to deliver on our core purpose of providing safe, culturally appropriate and affordable accommodation for First Nations people, and we exceeded our occupancy target by achieving an overall 76% occupancy rate.

While occupancy rates are important, providing quality, personal service is just as important. As reported through our 2022–23 Resident Satisfaction Survey, many residents described AHL as a safe and convenient accommodation option for themselves and their families.

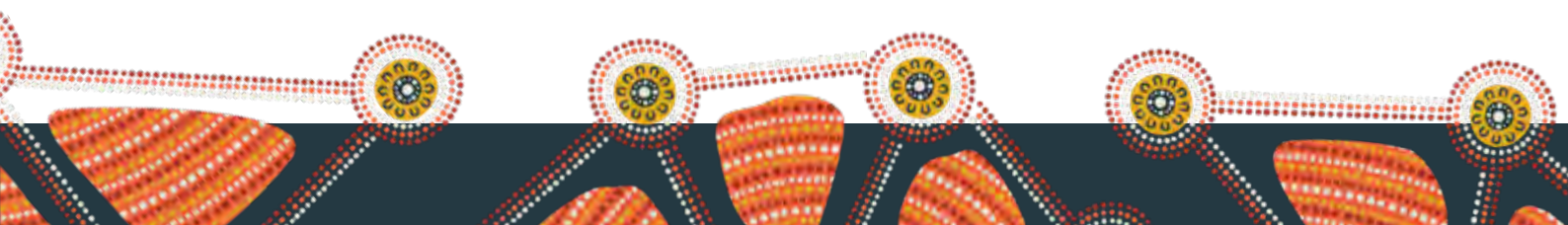


From the beginning 50 years ago, AHL was also intended to generate economic opportunities for First Nations people through direct jobs, career pathways, business opportunities and by supporting the education aspirations of residents. In 2022–23, 45% of AHL employees were First Nations people and we continued to prioritise First Nations business procurement.

Over the past 50 years, AHL has benefited from the work of many dedicated people. This Annual Report shares stories of how some of these dedicated people have contributed to AHL's success in continuing Dr Perkins' founding ethos. It also provides the detail of how AHL continued to deliver on its core purpose and facilitate opportunities for First Nations people in 2022–23.

A handwritten signature in black ink that reads "Anthony Ashby".

Anthony Ashby
Chair



Message from the CEO

The importance of AHL's central purpose of supporting First Nations people who need accommodation was underpinned in 2022–23 by an increasing number of people seeking a safe home away from home for longer periods.

The impact of a tight housing and accommodation market on First Nations people in regional, remote and metropolitan areas across Australia was evident. More people stayed at our hostels for longer than 2 weeks and some stayed for up to 6 months.

In 2022–23 we continued to develop partnerships and engage with First Nations organisations and local service providers to increase our connections with First Nations people. Expanding our links with organisations that refer people to us was a particular focus. Our hostel employees also maintained and strengthened their relationships with local service providers. This improved our ability to connect residents to the services they needed and benefited from. We maintained our Memoranda of Understanding (MOUs) with stakeholders from a range of sectors including health and education.



Our community engagement and outreach, our involvement in knowledge sharing activities, and aligning operating efforts added value for our stakeholders and residents, and enhanced value for the Australian Government.

AHL's network of 42 hostels is spread across Australia. The day-to-day operations and management of our hostels are decentralised to our dedicated Hostel Managers, Heads of Boarding and local employees. Our hostel employees, including residential youth workers, domestic cleaners, cooks, and night attendants, supported by our National Office team, delivered personal services and support to residents throughout the year.

While celebrating our 50th year we recognised the achievements, career growth and loyal service of a number of long-term employees. AHL has 48 employees with 10 years' service, 8 with 20 years' service and 11 with more than 20 years' service. During the year I was able to visit many of our hostels and see firsthand our committed employees delivering valuable frontline services.

We delivered on our purpose by continuing the collaborative and supportive culture nurtured among AHL's leaders, managers and employees during 2022–23.

Dave Chalmers AO, CSC
Chief Executive Officer



About AHL

Our vision

AHL's vision is to improve the quality of life and economic opportunity for First Nations people.

Our purpose

AHL's purpose is to provide safe, culturally-appropriate and affordable accommodation for First Nations people who need to be away from home to access medical services, education and economic opportunities.

Our model

AHL is a not-for-profit company wholly owned by the Australian Government, with an independent non-executive Board of Directors.

Since 1973, AHL has provided accommodation for First Nations people through a national network of fit for purpose facilities.

Our tariff is set at a rate that is affordable for individuals and families who receive Australian Government income support. Through an annual appropriation, the Australian Government provides funding to cover the gap between an affordable tariff and the cost of providing hostel services.

We are proud to be one of the largest employers of First Nations people in the Australian Public Service.



The Hon. Linda Burney MP, Minister for Indigenous Australians at Grey St Hostel with Head of Boarding, Kristy Hill and team member Rebecca Hill

'Your services mean that our people can access medical treatment, education and employment opportunities, visit family, or have somewhere safe to stay in an emergency. They also support people transitioning into permanent housing.'

AHL is living proof that if we listen to First Nations people, we will get effective solutions to the challenges we face. Communities are best placed to come up with solutions that work for them.'

The Hon. Linda Burney MP
Minister for Indigenous Australians.

Our culture and values

AHL's values are outlined in our Cultural Statement.

As an organisation, we are practical and down to earth, efficient, community-minded and responsible as well as professional.

Respect for residents

The value in AHL's accommodation service is not only the physical facilities we provide, but also the supportive environment offered to residents. 'Looking after each other' represents the promise AHL makes to residents to support them.

Respect for employees

'Looking after each other' is also a promise made to employees. Whether working in the National Office, managing a hostel, or as a cook in the kitchen, all employees will have a respectful environment to work within.



PROFESSIONAL



RESPECTFUL



OPEN



UNDERSTANDING



DEDICATED

P.R.O.U.D.

These values aim to foster a sense of pride for AHL employees and recognises that their contributions towards delivering vital services for First Nations people are meaningful and valued.



"The employees have been lovely and friendly."

Resident-Iris Clay Hostel

AHL's services and network

AHL's services

AHL provides accommodation and meals to First Nations residents.

We work to maximise the use of our facilities through partnerships, referrals from First Nations service providers, and active community engagement.

We are committed to improving our accommodation offerings, and to meeting the needs of residents at their home away from home.

Our hostel network comprises 3 service categories:



HEALTH AND MEDICAL



MULTIPURPOSE



SECONDARY EDUCATION

HEALTH AND MEDICAL

Health and Medical hostels cater for First Nations people who need to be away from home to access medical treatment, including renal dialysis, and antenatal or postnatal care for mothers and babies.

Financial assistance and help with transport are available through state and territory Patient Assisted Travel Schemes (PATs).

MULTIPURPOSE

Multipurpose hostels provide accommodation in towns and cities for individuals and families awaiting housing, seeking employment, or other services and opportunities away from their homes and communities.

SECONDARY EDUCATION

Secondary Education hostels provide a safe and supportive environment for students needing a place to stay to progress their education.

ABSTUDY assistance is available to help with the cost of secondary education hostel accommodation.



AHL's network

AHL's residents come from all over Australia and use our services for many reasons.

AHL's National Office in Canberra works closely with colleagues on the ground to deliver services through our network of accommodation facilities.

In 2022–23, 20% of our workforce was based in the National Office. The vast majority of our employees work in frontline service delivery.

In 2022-23, AHL had 1,550 beds available across our network.

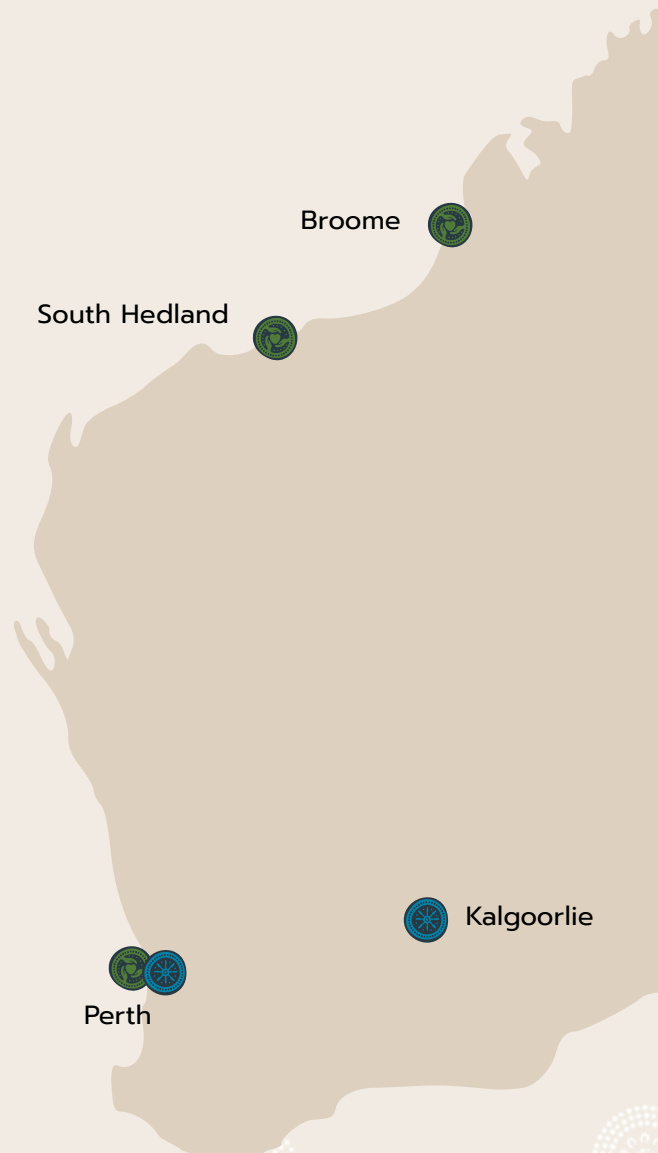
For some of our residents, AHL's extensive national footprint means there are accommodation options available closer to community and Country.

FIGURE 1: MAP OF SERVICE DELIVERY NETWORK AS AT 30 JUNE 2023

12 Health and Medical

23 Multipurpose

7 Secondary Education





With a little help from AHL along the way, Australian Idol winner Royston proves he is 'Invincible'

Proud Thanakwith and Wagadagam man, Royston Noell (Sagigi-Baira) inspired people around the country when he won Australian Idol 2023, a national televised singing competition.

Royston's Idol win resulted in a recording contract with Sony Music, the release of his debut single 'Invincible' and time spent overseas being mentored and writing new music.

Royston hails from the tiny and remote town of Mapoon, located on the western side of Cape York Peninsula in Far North Queensland, with a population of around 400 people.

Royston reflected that, 'most kids wanted to play rugby or go fishing, but I just wanted to sing. It's all I ever wanted to do.'

As a young adult, Royston moved to Brisbane where he studied at the Aboriginal Centre for Performing Arts (ACPA) in Fortitude Valley.

During this time, Royston stayed nearby at AHL's Elley Bennett Hostel, which helped him immensely while studying at ACPA.

Royston said, 'moving to Brisbane was super exciting but also really daunting. Despite that, I had the best time at Elley Bennett Hostel because there were so many other students from ACPA staying there and it was super convenient because ACPA was only down the road.'

'I found it so easy being a new adult while staying in Elley Bennett because meals were included in the weekly rent which I loved.'

Jackson Beckley, manager at Elley Bennett Hostel when Royston was there, fondly recalls that, 'I can absolutely say in the nicest way possible, that you could hear Royston wherever you were, in or outside of the hostel. His voice was so mesmerising. He could be found sitting on the lounge room sofa singing to the other students, or they could be all singing together.'

With a short stint also at AHL's William T Onus Hostel in Melbourne while looking for a shared house, Royston recalled that, 'they were so accommodating.'

Royston's debut single 'Invincible' was released in 2023, a strong and hopeful ballad which touches on the challenges you need to face and overcome to achieve your dreams.

'I think it'll let [First Nations kids] know that it doesn't matter where you come from or what experiences you have, if you follow your dreams and work hard, you can achieve them. No dream is too big,' Royston said.



Australian Idol Winner 2023, Royston Noell (Sagigi-Baira) is an AHL alumnus

Our hostels: A place to stay, for those from near and far

Each hostel has a unique guest footprint. Our hostel network spans Australia and as we show below, each hostel takes in residents from diverse communities, near and far.

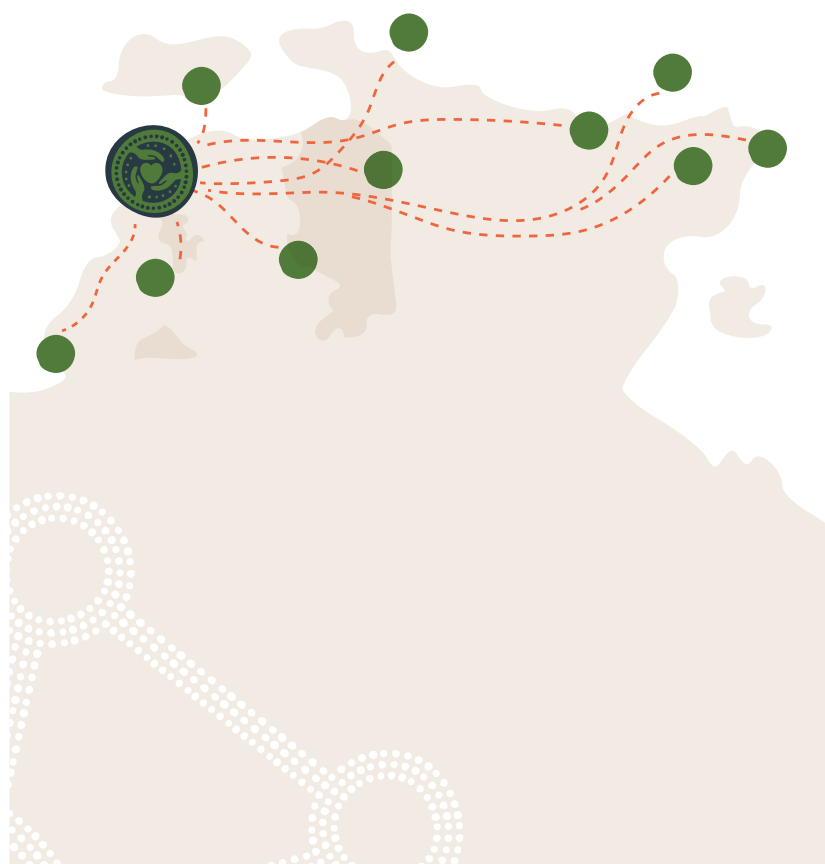
Where do residents come from?

The Gudang Dalba Hostel in Darwin caters to First Nations mums and bubs, before and after birth. Gudang Dalba means mother and baby in the Larrakia language.

A survey of residents staying at Gudang Dalba Hostel, Darwin shows the distances they travel from their homes to the hostel.

FIGURE 2: SNAPSHOT OF GUDANG DALBA RESIDENT FOOTPRINT

Wurrumiyanga	81 km by ferry
Daly River	221 km south west
Waruwi	291 km north east
Gunbalanya	300 km north east
Gapuwiyak	300 km north east
Katherine	317 km south east
Wadeye	403 km south west
Maningrida	510 km north east
Galiwinku	530 km north east
Nhulunbuy	1043 km north east



Year at a glance 2022–23

This way from the start: In 2022–23, AHL operated a national network of hostels providing affordable and culturally appropriate accommodation for First Nations people. This is something AHL has been doing from the very beginning – providing a home away from home for those who needed to travel in order to access services and opportunities but who had few options for safe and affordable accommodation.

Safety, comfort, dignity and privacy have always been bywords for the resident experience when staying at AHL.

AHL provided First Nations people with accommodation and meals, making a strong and practical contribution in 2022–23.

Place has been good for me. I can rest when I return from my treatments. I feel safe and happy here.

Resident-Kabalulumana Hostel



Check in at Galawu Hostel, Darwin



69%
resident
satisfaction
rating

5,672 PEOPLE
stayed in medical
hostels, while
accessing health care.





1.2 MILLION
meals

Spent **\$2.8 million** with First Nations businesses, creating flow on benefits to families and communities.

45%
of AHL employees
were First
Nations people.



122
young people
were supported
to undertake
secondary
education.

People aged from
ONE DAY TO 98 YEARS
stayed with AHL.



403,753
Occupied bed nights
during the year

“Whenever we drive past AHL premises, a strong sense of pride and belonging still fills our hearts.”

Professor Valerie Cooms, Deputy Chair AHL



A home away from home



Finding shade in Darwin at Gudang Dalba Hostel

Having less anxiety and it offers stability for now. Environment is peaceful and quiet. You can feel relaxed and not worried about what's happening outside.

Resident-Tonky Logan Hostel



Ready for hoops at Kirinari Secondary Education Hostel

I am safe and have a room with a nice clean bed and hot showers, hot meals and a roof over my head.

Resident-William T Onus Hostel

Everyone feels welcome here. All the people who stay are friendly and say hello.

Resident-Kabalulumana Hostel

Staying here has helped my stress levels, it's given me peace of mind in order for me to think clearly about my healing and wellbeing. I'm moving forward and taking one day at a time.

Resident-Tony Mundine Hostel



I now have a roof over my head, meals and I can do my laundry and keep clean myself.

Resident-Tonky Logan Hostel

PERFORMANCE

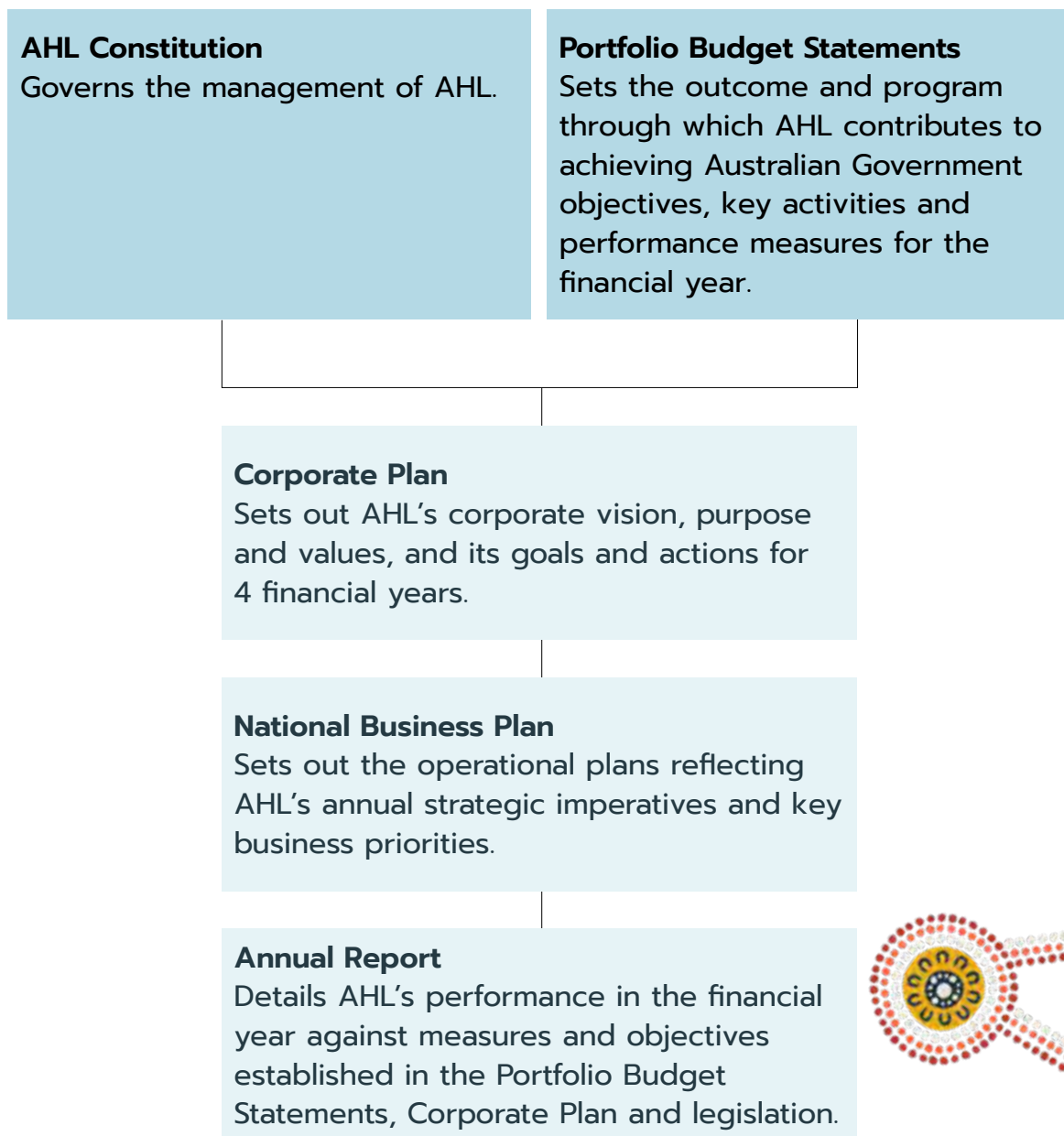


Daisy Yarmirr Hostel

Planning and reporting framework

AHL's strategic planning and reporting framework guides the company in meeting its objectives.

FIGURE 3: PLANNING AND REPORTING FRAMEWORK IN 2022–23





Our work providing accommodation services contributed to improved access to medical services, education and economic opportunities for First Nations people across Australia.

During the reporting period, we contributed to the Indigenous Affairs outcomes of the Prime Minister and Cabinet portfolio through our outcome and program, as set out in the Portfolio Budget Statement (PBS):

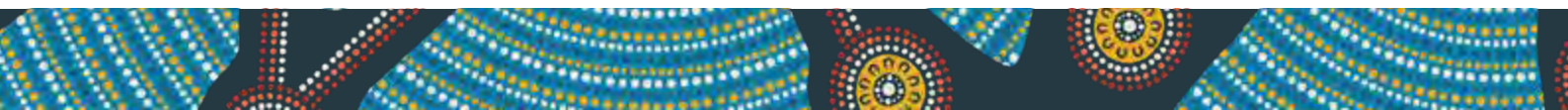
Outcome 1 – *Improved access to education employment, health and other services for Aboriginal and Torres Strait Islander people travelling or relocating through the operation of temporary accommodation services.*

Program 1.1 – *The objective of this program is to provide temporary accommodation for First Nations people who must live away from home to access services and economic opportunities.*

Our performance

AHL's performance during the reporting period has been assessed against the performance measures and targets included in our 2022–23 Corporate Plan as required under section 28E(aa) of the PGPA Rule.

Our performance report reflects how AHL is delivering against its purpose through quantitative and qualitative analysis of the effective delivery, benefits and impacts of our key activities.



Key Activity: Delivering services that improve the quality of life and economic opportunity for First Nations people through providing culturally appropriate and affordable temporary hostel accommodation.

Occupancy levels

Performance measure	Target	Actual result	Methodology
Occupancy level as a percentage of resident bed nights available per annum.	70% occupancy.	Target exceeded. 76%	Quantitative assessment of occupancy data and demographics.

During 2022–23, AHL provided First Nations people with over **400,000 bed nights** across the hostel network, a **17% increase** on the previous year. This represented a **76%** occupancy rate, exceeding our **70%** target and reflecting the continuing strong demand for our services.

This is also testament to the effectiveness of the occupancy strategies we had in place throughout the year, which attracted a wide range of residents. AHL provides an important service in supporting residents needing to access medical services away from their home communities, 45% of reservations were for this purpose. Around 18% of our reservations were to support residents who were homeless or waiting for housing options. Some residents stay at AHL to connect and engage with family, around 5% indicated this was the reason for their stay in 2022–23. Residents also stay to access education, employment and other services.

Many hostels met full capacity at times in 2022–23. Across our network of hostels, AHL accommodated over 1,200 First Nations residents on some nights. We aim to maximise the use of our available facilities to support as many residents as possible.

In 2022–23, AHL had a renewed focus on communication and engagement, to target and appeal to different audiences and promote AHL's accommodation offering. Our increased communication efforts contributed to AHL's occupancy levels in 2022–23.

To attract new residents and further our engagement activities, we implemented our 2022–23 Communication Strategy, which included developing new, targeted marketing materials for delivery through a range of communication channels. This allowed us to tailor our messaging to the needs of different audiences and promote our services more broadly. We have been developing and sharing stories on our website about current and past AHL employees and residents, and regular social media posts, to highlight that AHL provides a great place to work or stay. These combined efforts have helped raise awareness about AHL and our services, by communicating our purpose with clarity.

76% 
occupancy rate,
exceeding our
70% target



2022–23 occupancy summary

TABLE 1: HOW WE PERFORMED OVERALL IN 2022–23

Performance measure	Available bed nights	Occupied bed nights	Target occupancy	Actual occupancy
Occupancy level as a percentage of resident bed nights available per annum	529,764	403,753	70%	76%

TABLE 2: HOW WE PERFORMED BY SERVICE CATEGORY IN 2022–23

Accommodation category	Available bed nights	Occupied bed nights	Occupancy
Health and Medical	125,511	100,079	80%
Multipurpose	370,092	287,290	78%
Secondary Education	34,161	16,384	48%
Total	529,764	403,753	76%

TABLE 3: HOW WE PERFORMED BY JURISDICTION AND LOCATION CATEGORY IN 2022–23

Jurisdiction category	Available bed nights	Occupied bed nights	Occupancy
South Australia	17,226	14,376	83%
Northern Territory	255,640	206,452	81%
Queensland	152,937	119,592	78%
Victoria	9,125	6,557	72%
Western Australia	56,011	37,503	67%
New South Wales	38,825	19,273	50%
Total	529,764	403,753	76%

Location category	Available bed nights	Occupied bed nights	Occupancy
Remote or very remote	244,650	188,571	77%
Regional	183,181	141,456	77%
Urban	101,933	73,726	72%
Total	529,764	403,753	76%

Service quality

Performance measure	Target	Actual result	Methodology
Percentage of residents providing a rating of 'satisfied' (or higher) with the quality of AHL's accommodation services.	80% overall satisfaction.	Target not met. 69% overall resident satisfaction.	Analysis of annual Resident Satisfaction Survey results.

While occupancy rates are important, providing a quality, personal and culturally appropriate service is just as important.

Based on the results of our 2022–23 Resident Satisfaction Survey, overall residents' satisfaction with our hostels was 69%. However, 95% of residents rated our hostels as either good, excellent or OK.

While the outcome of 69% was below our target of 80% satisfaction, the vast majority of residents described AHL as a safe and convenient accommodation option for themselves and their family:

- 95% answered that hostels are a safe place to stay
- 90% said that staying at hostels supports their cultural wellbeing
- 91% said staying at AHL had helped with their overall health and wellbeing

The 2022–23 Survey was constrained by time, geography and access to diverse hostel populations across the network. Consequently, the number of participants was less than half the number surveyed in the previous year. To achieve a more representative view, a longer development and execution timeline is planned for future years to ensure a larger and more representative resident cohort is surveyed.

The methodology will also be simplified in future years; a direct question will be included about satisfaction aligned with this performance measure, with only affirmative or negative responses available. These improvements will also ensure that we can have meaningful and comparable longitudinal analysis of resident satisfaction.

The survey identified food as an area for improvement. This feedback has informed material improvements in the service we provide to our residents. In 2023–24, AHL will invest more in food as a result of this customer feedback. We have appointed a dietician to lead the uplift in nutrition and health outcomes across the network.



I feel it supports my cultural wellbeing by allowing me space and time to exist. I feel belonging at AHL.

Resident-William T Onus Hostel

The Resident Satisfaction Survey was complemented throughout the year by our feedback systems. This included regularly engaging with residents and stakeholders through feedback boxes available at hostels, resident meetings, our customer feedback line and stakeholder surveys. This assisted us in improving our service.

As a resident-centric organisation, AHL continued to provide avenues for customer feedback about our services. Throughout 2022–23, AHL undertook an increased effort to raise awareness of our toll-free customer feedback line via posters, flyers and person-to-person referrals. As a result, AHL received more than 80 calls, providing valuable feedback on our hostel services.



Enjoying jumbo toasted marshmallows at Children's Day celebrations



Welcoming a resident at Yumba Hostel



Key Activity: Maximising partnerships and engagement with Indigenous organisations and local service providers.

Performance measure	Target	Actual result	Methodology
Partnerships and engagement with Indigenous organisations and local service providers.	Maintained or increased compared to previous year.	Target met. 19 MOU arrangements (2021–22: 14). Stakeholder survey results maintained. Procurement from 29 First Nations businesses (2021–22: 28).	Analysis of stakeholder engagement plans. Analysis of stakeholder satisfaction survey results. Quantitative assessment of Indigenous procurement performance.

Our stakeholder engagement plans work well and we continually look to increase our reach to ensure local service providers know AHL can offer accommodation services for their clients. We increased the number of MOU arrangements from 14 in 2021–22 to 19 in 2022–23. These partnerships provided much-needed support for those seeking immediate accommodation and AHL is proud of our efforts to support this growing demand.

AHL values feedback from stakeholders and in 2022–23, stakeholders reported AHL is providing a valuable service to their clients and they are satisfied with the accommodation service AHL provides.

In 2022–23, in an effort to support a more inclusive economy, we engaged with 29 First Nations businesses to procure goods and services worth \$2.8 million. In future years, AHL will continue to seek and act on opportunities to increase procurement of goods and services from First Nations businesses.



Elley Bennett Hostel, Brisbane

Government partnerships

In 2022–23, AHL continued to work closely with our government partners, at both Commonwealth and jurisdictional levels, including:

- The National Indigenous Australians Agency (NIAA), to provide accommodation in Tennant Creek through our multipurpose (Wangkana Kari) and secondary education hostels.
- The Northern Territory (NT) Government, to deliver accommodation services in Alice Springs through the Apmere Mwerre Visitor Park and Alyerre Hostel.
- The Western Australian (WA) Government, to deliver accommodation for renal patients at the Broome Hostel; and to provide facility upgrades to our Perth hostels (Derbal Bidjar and Allawah Grove), significantly improving amenity for our residents.
- Partnering with NIAA, the WA Government and Emama Nguda Aboriginal Corporation to activate a repurposed Derby facility, AHL was pleased to see our asset utilised to meet a clear community need – providing accommodation for First Nations people impacted by the flooding of the Fitzroy River.

Thank you to all partners and supporters who have contributed to the 50-year sustained presence of AHL across Australia, in the provision of accommodation services for First Nations people.

Partnering to support our multipurpose, health and medical hostel residents

AHL partners with service providers to ensure residents who need short term accommodation have a guaranteed bed, including for people requiring medical services or for people experiencing domestic and family violence.

In 2022–23, to guarantee bed nights for these residents in need of immediate accommodation, AHL had MOUs with key stakeholders, including:

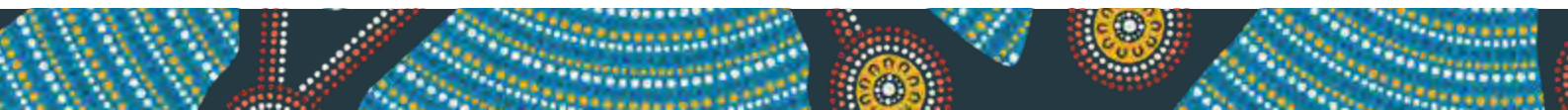
- Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) Women's Council
- Top End Health Services – East Arnhem Land
- Nganampa Health Council
- Alice Springs Hospital
- Tennant Creek Hospital
- Yipirinya School
- WA Country Health Service – Goldfields
- Tennant Creek Women's Refuge.



Patient transport services are important partners for AHL and support residents to access medical care

With my son's medical condition, I am supported by employees and the Patient Assisted Travel Scheme that supports my son's medical treatment...Staying at the hostel has given me respite while caring for my son in an environment I feel safe and free in.

Resident-Tonky Logan Hostel



Partnering to support our secondary education hostel residents

AHL works with partners in the secondary education space to improve our service offer.

Aboriginal Children's Advancement Society (ACAS)

AHL has partnered with ACAS for all of our 50 years of operation. ACAS owns the 2 Kirinari Hostels (Sydney and Newcastle) and works closely with AHL to support positive outcomes for students staying at the hostels.

Partner schools

AHL partners with students' schools to provide holistic care for our students and to support their academic success.

In 2022–23 we offered students a home away from home at 7* secondary education hostels and celebrated the graduation of 3 Year 12 students.

Our partner schools included:

- Endeavour Sports High including support from the Clontarf Academy
- Gymea High School
- The Forest High
- Cardiff High
- South Campus Dubbo
- Tagai State Secondary College Campus
- Katherine High School
- Tennant Creek High School
- Our Lady of the Sacred Heart Wadeye (until December 2022).

*There were 8 secondary education hostels (including Wadeye) until the end of December 2022.

In all of our hostels, AHL works with stakeholders to support residents including in our secondary education hostels. AHL supports students to access health services and out of school activities – including sports and cultural events, tutoring and mentoring support. This is part of our efforts to improve connections with wraparound services, so residents' needs can be supported in an integrated way.

Connections and networks

We work to include partners and develop real connections and networks for our students. Place-embedded practice means that our students connect with diverse activities and communities – from navy cadets, to NRL team engagements, to civil society groups and leaders in local Rotary Clubs.



Afternoon study at Biala Hostel



Community partnership completes the Kirinari yarning circle

A yarning circle is a gathering place where people come together. AHL hostel residents come from many different places so having a yarning circle provides a safe, culturally appropriate space for them to meet and 'have a yarn'.

AHL actively seeks community partnerships, so in 2022–23, the opportunity to collaborate with 3 community organisations to create a yarning circle at Kirinari Hostel in Sydney was not to be missed.

ACAS, the Caringbah Rotary Club and the La Perouse Local Aboriginal Land Council collaborated with AHL to plan and develop the project. ACAS and Caringbah Rotary also contributed to provide funding to top up a Commonwealth grant.

As a result, on 23 June 2023, the yarning circle was officially opened with a ceremony. It has become an important, culturally familiar space for residents to relax and socialise at the home away from home that is Kirinari Hostel.



Day and night usage of the Kirinari Sydney Hostel yarning circle



Key Activity: Contributing to the priorities of the National Agreement on Closing the Gap.

Performance measure	Target	Actual result	Methodology
AHL's contribution to applicable outcomes and targets in the National Agreement on Closing the Gap.	Effective contribution to the 9 identified outcomes.	Target met. Effective contribution to 9 identified outcomes.	Quantitative and qualitative analysis of AHL's progress and contribution against 9 identified outcomes of the National Agreement on Closing the Gap.

Action and partnerships with First Nations people mark AHL's activity in Closing the Gap measures. We work alongside First Nations people as partners in design, delivery, and decision making, in services they use and services that affect them.

AHL works at being clear in its purpose, and staunch in its founders' mission of providing accommodation by, with and for First Nations people.

Providing accommodation facilities that are safe, culturally appropriate and affordable helps us contribute to the Closing the Gap agenda. Our foundation vision and 50-year practice, enables AHL to make a positive social impact on the communities we serve and improve our residents' health and wellbeing across our hostel network.



Senator the Hon. Malarndirri McCarthy, Assistant Minister for Indigenous Australians, with Wangkana Kari Hostel employees



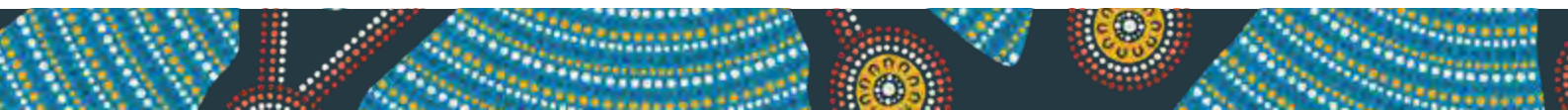


Closing the Gap

AHL delivered tangible contributions to 9 of the outcomes in the National Agreement on Closing the Gap, as the table below shows.

TABLE 4. CLOSING THE GAP OUTCOMES, AHL'S CONTRIBUTION

Outcome	Contribution	Output	Impact
First Nations people enjoy long and healthy lives.	AHL provides an important service in supporting residents needing to access medical services away from their home communities. In 2022–23, 45% of our residents stayed for that purpose.	In 2022–23, 5,672 residents stayed in our health and medical hostels while they were receiving treatment for health conditions.	First Nations people received affordable and culturally appropriate accommodation, while accessing medical services.
First Nations people are born healthy and strong.	Good maternal care and safe living conditions contribute towards the safe, healthy carrying and birth of babies. For example, AHL has a long and maintained relationship with the Royal Darwin Hospital. The Gudang Dalba Hostel is located onsite and offers 8 resident units, amenities and a consulting room.	Two AHL hostels cater to mums and bubs located on hospital grounds.	608 women stayed at our hostels in 2022–23, to access local antenatal and postnatal care.
First Nations students achieve their full learning potential.	AHL operated 7* secondary education hostels which provided a home away from home for students. You can read more about this on page 36.	AHL is focused on supporting students by providing the necessary programs and facilities to help them stay engaged in their education and feel supported and safe during their stay with us.	122 students stayed at AHL in 2022–23. AHL supported 3 students to complete and graduate from Year 12.
Strong economic participation and development of First Nations people and communities.	AHL is one of the largest employers of First Nations people in the Australian Public Service.	At 30 June 2023, 45% of AHL's workforce were First Nations people.	AHL supports First Nations employees in the development of skills and career pathways.
First Nations people secure appropriate, affordable housing that is aligned with their priorities and need.	AHL provides affordable, culturally appropriate accommodation for First Nations people.	In 2022–23 AHL provided accommodation for 5,228 people who reported that their main reason for staying was homelessness. Of them, 1,634 people reported that they were waiting on longer term housing.	Culturally safe accommodation was provided to people who would otherwise have been homeless or poorly housed. All residents at AHL are provided 3 meals per day.





Outcome	Contribution	Output	Impact
First Nations children are not over represented in the child protection system.	AHL works to the National Principles for Child Safe Organisations. They are embedded in our policies and procedures.	AHL is committed to employee participation in child protection training to ensure our employees are equipped with the knowledge, skills and awareness to keep children and young people safe. In 2022–23, 8 child protection training sessions were delivered.	AHL has policies and procedures in place to support child-safe service delivery, and a child-safe culture.
First Nations families and households are safe.	AHL is committed to working with residents in a trauma-informed way and supporting resident safety.	Two AHL hostels provided bed reservations for clients of NPY Women's Council, who support those experiencing domestic and family violence.	Beds were available at the hostels for people impacted by domestic and family violence, providing a welcome respite for people, in an environment of comfort, dignity, privacy and safety.
First Nations people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.	The built environment and the services at hostels by our people provide a culturally-affirming space.	Across the network, AHL counts among its features facilities such as community gardens, separate women's and men's spaces, yarning circles and fire pits.	Our residents tell us they feel belonging and at home when staying at hostels. 90% of surveyed residents in 2022–23 said that staying at hostels supports their cultural wellbeing.
First Nations cultures and languages are strong, supported and flourishing.	We have employees with specialist language skills and we continually seek to engage in partnerships that will strengthen cultural practices.	<p>We are fortunate enough to have First Nations employees with specialist language skills.</p> <p>We continually seek to engage in partnerships that will strengthen cultural practices, and support the continuation of residents' connection with language and culture. For example, our partnership with the Wangka Maya Pilbara Aboriginal Language Centre.</p>	Employees can communicate effectively with residents and more broadly, AHL supports continuation of connection with languages and cultures.

*There were 8 secondary education hostels until December 2022.





Student Mawai Whap was School Captain

First Nations students achieve their full learning potential

At 30 June 2023 AHL had 7 secondary education hostels.

Investing in the learning potential of students and supporting them during their secondary years helps young First Nations people achieve the completion of schooling and access future opportunities.

Our work in secondary education hostels is focused on supporting students by providing the necessary programs and facilities to help them stay engaged in their education and feel supported and safe during their stay with us.

In 2022–23, our hostels accommodated 122 First Nations secondary education students aged between 11 and 18 years. We had a small senior year cohort of 3 students. All 3 students completed and graduated from Year 12, with AHL's support.

Our students' home communities include: Thursday Island, Mabuiag Island, Tennant Creek, Dondingalong, Batehaven, Walgett, Enngonia, Yarralin and Wutunugurra.

In 2022–23 we employed Heads of Boarding and Youth Workers to work with students to support their engagement in education and keep them safe.

Seventeen employees in our secondary education hostels were First Nations people. This is a key element of comfort and safety for First Nations students, and is also displayed through the sports programs, cultural activities and wellbeing programs.

School is not their only learning place

AHL's secondary education students are encouraged and supported to participate in extracurricular activities. They are an important source of social contact and learning.

At Canon Boggo Pilot Hostel on Thursday Island in the Torres Strait, one activity allows students to develop skills and be part of a Torres Strait Island connection dating back to the Second World War.

In 1941 Australia's only First Nations army battalion, the Torres Strait Light Infantry (1941–46), was formed to defend the northern tip of Queensland and the Torres Strait.

Today the TS Carpentaria Joint Defence Facility on Thursday Island is home to a Navy Cadet unit that often marches at the front of the ANZAC Day parade.

Hostel employees encourage students to join the unit and in 2022–23, 16 of the 18 students at the Canon Boggo Pilot Hostel were cadets. Several students are keen to join the Royal Australian Navy when they graduate.

Canon Boggo Pilot Hostel students come from diverse parts of the Torres Strait. When they arrive, they don't know many people. Being part of the Navy Cadet unit helps them develop friendships, self-confidence and social skills. They also learn to work as part of a team and benefit from the self-discipline and physical coordination that comes from training such as swimming, marching and basic skills. This gives them more confidence to participate in things like cultural dancing. The basic skills they learn can be transferred back home to their families and siblings.

Hostel employees also encourage students to join in other out-of-school activities such as the Young Endeavour, various sports and the Queensland Fire and Emergency Service (QFES) Cadets. Four students are members of both the Navy Cadets and the QFES Cadets.



Many Canon Boggo Pilot students are members of the Navy Cadets



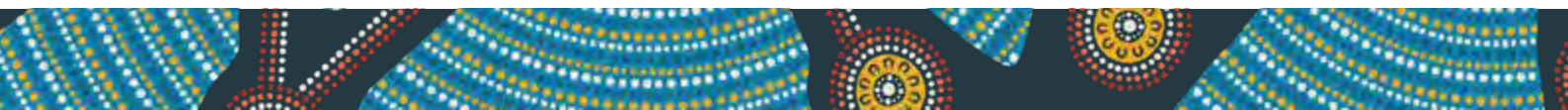
Young women gather in their Sunday dresses at Canon Boggo Pilot Hostel

Closing the Gap, AHL's contribution to priority reform areas

AHL also contributed to the 4 priority reform areas of the National Agreement on Closing the Gap, as the table below shows.

TABLE 5. CLOSING THE GAP PRIORITY REFORM AREAS, AHL'S CONTRIBUTION

Priority Reform Area	Contribution	Output	Impact
1. Formal partnerships and shared decision making.	<p>AHL has a long history and is actively engaged with First Nations leaders in governance, stewardship and leadership.</p> <p>The AHL Constitution was amended in 2021 to require majority First Nations Board members.</p>	<p>First Nations leadership of AHL has been the aim since 1973.</p> <p>In 2022–23, 75% of AHL Board members were First Nations people.</p> <p>90% of surveyed residents in 2022–23 reported that their stay at AHL had helped their cultural wellbeing.</p>	<p>Having such significant First Nations representation on the AHL Board means that cultural safety is built into AHL's strategic direction and in turn, operations (as reflected through the feedback we receive on service delivery).</p>
2. Building the community-controlled Sector.	<p>AHL partners with community-controlled services and enterprises, including NPY Women's Council. You can read more about this on the next page.</p>	<p>Two AHL hostels provided bed reservations for clients of NPY Women's Council, a community-controlled organisation.</p>	<p>Through these partnerships, AHL simultaneously provided First Nations people with access to safe, culturally appropriate accommodation; and supported a strong and sustainable community-controlled sector.</p>
3. Transforming government organisations.	<p>AHL made a strong contribution to the transformation through delivering services in partnership with First Nations organisations, communities and people.</p>	<p>Working with First Nations organisations is key to AHL's success, as is having strong First Nations representation within our workforce.</p> <p>AHL's effort in Queensland in 2022–23 was notable, with over 80% of employees being First Nations people.</p>	<p>Having such strong representation of First Nations people in our hostels supports cultural safety. Employees understand, know and often have links to the communities that our residents call home.</p>
4. Shared access to data and information at a regional level.	<p>AHL publicly provides access to data and information, including through corporate reporting.</p>	<p>AHL endeavours to report in a transparent, clear way – using both quantitative and qualitative data to explain our work each year, at a national and more localised level.</p>	<p>AHL understands that much of our data comes from individuals and communities and is therefore committed to providing access back to First Nations communities, in a usable and accessible format.</p>



Building the community-controlled sector

The NPY Women's Council is an Aboriginal, community-controlled organisation dedicated to improving the health and wellbeing of Anangu people.

In 2022–23, the NPY Women's Council partnered with AHL to provide immediate accommodation for its clients in 2 of our hostels in Alice Springs. Beds were available at the hostels for people impacted by domestic and family violence. This service works with families to support safe and happy lives and to overcome cycles of violence, with care and respect. The partnership AHL has in place with NPY Women's Council provides both a welcome respite for families; and support to the community-controlled sector.



“Was desperate to find a room for my family and myself. Residents have been nice since coming here.”

Resident-Iris Clay Hostel

All checked in at AHL

Key Activity: Implementing an annual hostel maintenance program to provide safe, comfortable accommodation for residents.

Performance measure	Target	Actual result	Methodology
Maintain industry benchmark repair and maintenance investment in hostel asset portfolio.	Repair and maintenance investment represents at least 2% of hostel property asset replacement value.	Marginally below target. 1.9%.	Quantitative assessment of annual repair and maintenance expenditure.

In 2022–23 AHL invested \$4.0 million in repairs and maintenance across the hostel network. This represented 1.9% of the property asset replacement value, marginally below the target of 2%. The reporting period was affected by ongoing supply chain issues and challenges in engaging contractors, particularly in remote and regional areas.

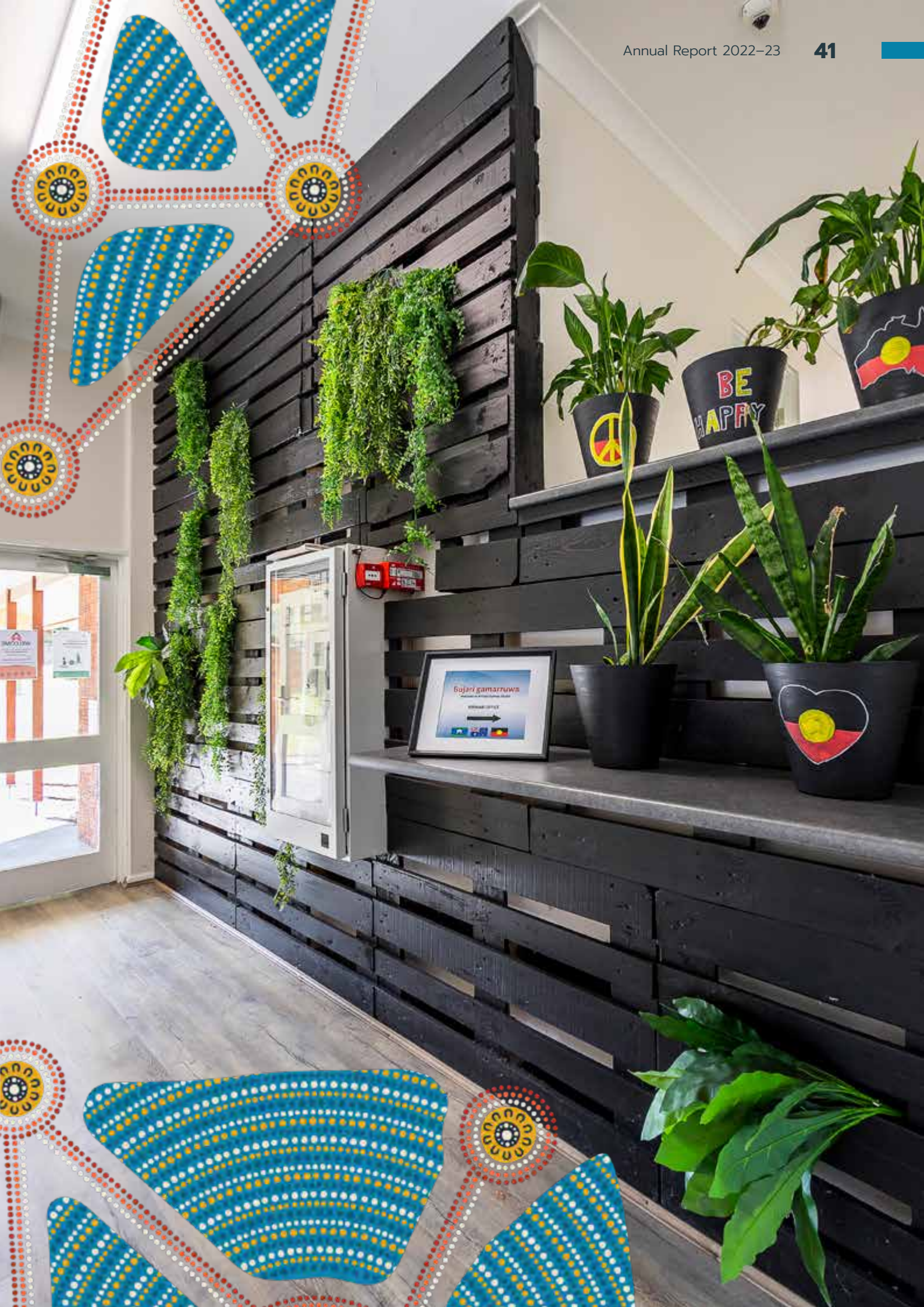
Our activities centred on:

- regular inspections informing planned maintenance programs and forward capital investments (to support the sustainable management and maintenance of our property portfolio)
- systems safety audits, including electrical, plumbing and fire services
- detection and repair of structural fabric
- focus on heating and cooling systems to optimise year-round resident amenity and comfort.

Key activity: Implementing strategies to ensure the Company's financial sustainability.

Performance measure	Target	Actual result	Methodology
Company operating result consistent with or better than government approved budget.	2022–23 budget deficit.	Target not met. Actual operating deficit was higher than budget.	Assessment of annual financial statements.

AHL continued to strengthen our business model and make decisions to support the company's financial viability over the long-term. However, our 2022–23 operating deficit of \$1.377 million was higher than the 2022–23 Budget operating deficit of \$0.984 million. The financial statements in part 4 provide AHL's budget variance commentary.



Financial summary

This section provides an overview of AHL's income and expenditure in 2022–23. The audited financial statements are provided in Part 4.

Income

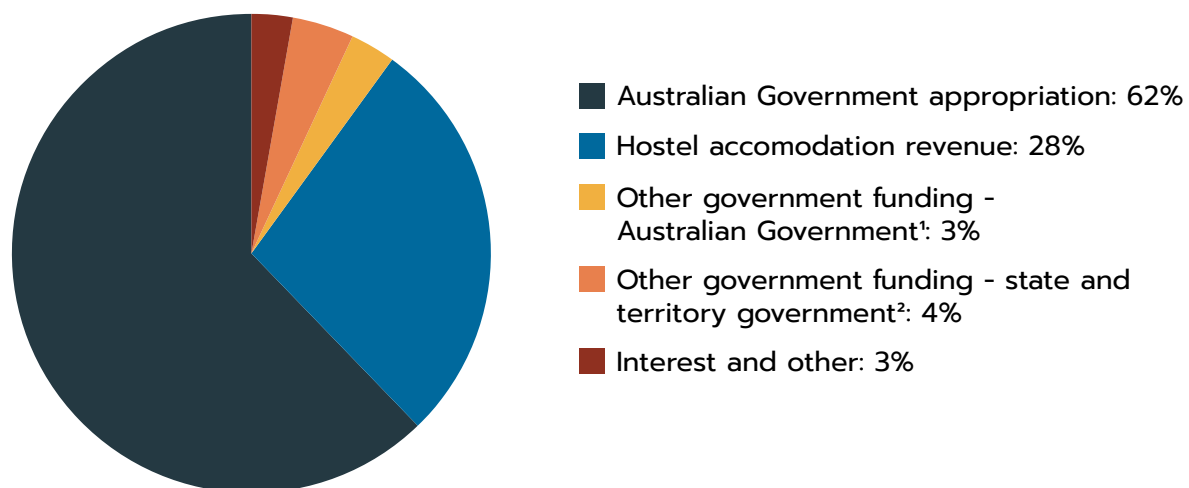
In 2022–23, AHL received \$58.1 million in operating income, comprising \$35.9 million from the Australian Government and \$16.3 million generated from resident tariffs.

The remaining income comprised \$4.3 million funding from the Australian Government and state and territory governments to operate hostels on their behalf and interest and other income totalling \$1.6 million.

Table 6 shows AHL's income sources in 2022–23 and Table 7 includes information from the previous 2 reporting periods for comparative purposes.

TABLE 6: SOURCES OF OPERATING INCOME, 2022–23

Source	\$ million	Proportion
Australian Government appropriation	35.9	62%
Hostel accommodation revenue	16.3	28%
Other government funding – Australian Government ¹	1.8	3%
Other government funding – state and territory governments ²	2.5	4%
Interest and other	1.6	3%
Total operating income	58.1	100%



¹ Operational grants received from the Australian Government to operate hostels.

² Operational grants from the NT Government to operate hostels on their behalf.

TABLE 7: OPERATING INCOME, 2020–21 TO 2022–23 (\$ MILLION)

Source	2020–21	2021–22	2022–23
Australian Government appropriation	35.9	35.7	35.9
Hostel accommodation revenue	15.0	15.0	16.3
Other government funding – Australian Government	2.4	2.2	1.8
Other government funding – state and territory governments	2.1	2.4	2.5
Interest and other	0.4	0.9	1.6
Total	55.8	56.2	58.1

Expenditure

AHL's total operating expenses for 2022–23 were \$59.5 million. Table 8 shows operating expenses by location.

TABLE 8: OPERATING EXPENSES BY LOCATION, 2022–23

Location	\$ million	Proportion
NSW	5.5	9.3%
VIC	0.8	1.3%
QLD	11.3	19.0%
WA	6.6	11.1%
SA	1.6	2.7%
ACT (National Office)	15.1	25.3%
NT	18.6	31.3%
Total	59.5	100%

AHL's capital expenditure for 2022–23 was \$5.7 million. Table 9 shows the breakdown of expenditure by location.

TABLE 9: CAPITAL EXPENDITURE BY LOCATION, 2022–23

Location	\$ million	Proportion
NSW	0.2	3.5%
VIC	0.0	0.0%
QLD	1.5	26.3%
WA	1.8	31.6%
SA	0.2	3.5%
ACT (National Office)	0.3	5.3%
NT	1.7	29.8%
Total	5.7	100%



*It has met my cultural needs as I am amongst my own people.
The employees provide support – a simple yarn and
good conversation.*

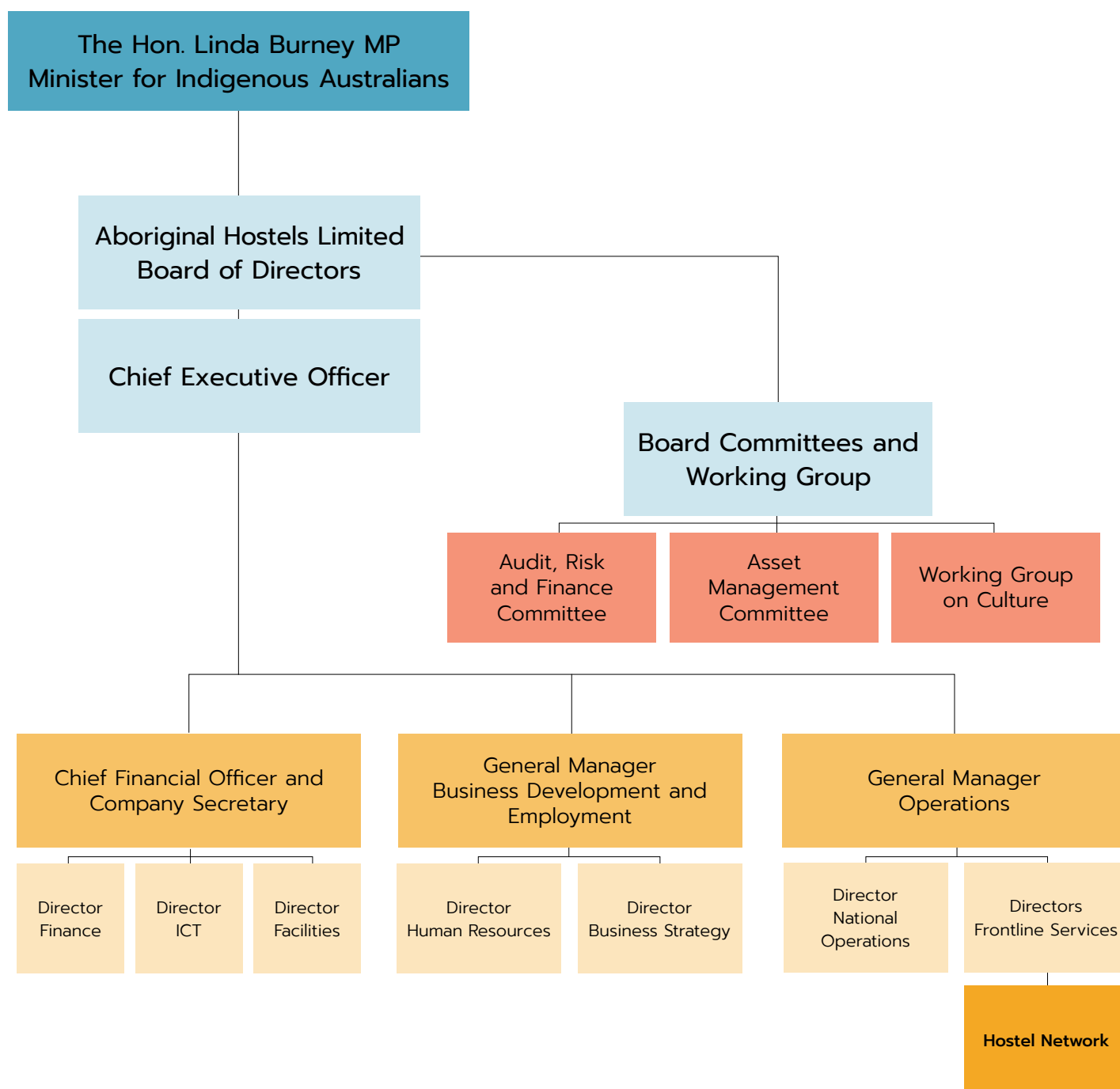
Resident-Tony Mundine Hostel

ORGANISATION



Company structure

FIGURE 4. AHL STRUCTURE AT 30 JUNE 2023





Governance

Board

The Board of Directors is responsible for the overall corporate governance and successful operation of AHL and is accountable to the Minister for Indigenous Australians.

AHL Board members bring diverse skills, including broad public and private sector expertise to their roles. The Board's extensive corporate governance experience ensures that objectives are pursued within an environment of accountability and transparency.

In carrying out its governance role, the Board ensures that AHL complies with its contractual, statutory and other legal obligations. The powers and duties of the Board are specified in AHL's Constitution and in relevant legislation.

Key accountabilities and matters reserved for the Board include:

- setting and reviewing objectives, goals and strategic direction and assessing performance against those benchmarks
- ensuring that AHL is financially sound and has appropriate financial reporting practices
- ensuring that a process is in place to maintain the integrity of internal controls, risk management, delegations of authority, and financial and management information systems
- appointing, supporting and evaluating performance of the CEO
- ensuring high business standards and ethical conduct, and fostering a culture of compliance and accountability
- reporting to the Minister on the Board's stewardship of AHL and monitoring its achievement against the Corporate Plan
- ensuring that AHL submits an Annual Report that is compliant with the PGPA Act

The Chair is responsible for ensuring the Board receives accurate, timely and clear information

to enable the Directors to analyse and constructively critique the performance of AHL and its management. The Chair is responsible for representing the Board to the Minister.

The Company Secretary is an ancillary role of the Chief Financial Officer (CFO). The Company Secretary is responsible for developing and maintaining information systems that enable the Board to fulfil its role. The Company Secretary is also responsible for ensuring compliance with Board procedures and provides advice to the Board, through the Chair, on governance matters.

Executive

The executive implements the Board's strategic direction and oversees governance in AHL's daily operations. As at 30 June 2023, the executive team comprised:

- **Chief Executive Officer**
– Dave Chalmers AO, CSC
- **Chief Financial Officer and Company Secretary** – Dermot Walsh CA, FCPA, MAICD
- **General Manager Business Development and Employment** – Peter Bligh
- **General Manager Operations**
– Bob Harvey PSM.

Governance framework

AHL is accountable to the Australian community, through the Australian Parliament, for the effective delivery of our accommodation services and administration. Our governance framework is built on principles of accountability, leadership, executive instruction, quality control and duty of care for residents. The AHL Board Governance Charter helps ensure that AHL conducts its business in compliance with legislative and governance requirements.



Legal framework

AHL is a wholly owned not-for-profit Australian Government company within the Prime Minister and Cabinet Portfolio. The Minister responsible for AHL is the Hon. Linda Burney MP, Minister for Indigenous Australians.

During the reporting period, the Minister did not issue any directions to AHL, and AHL was not subject to any general government policy orders.

AHL has systems to support compliance with all relevant legislation, including:

- *Aboriginal and Torres Strait Islander Act 2005*
- *Archives Act 1983*
- *Auditor-General Act 1997*
- *Australian Charities and Not-for-profits Commission Act 2012*
- *Commonwealth Electoral Act 1918*
- *Corporations Act 2001*
- *Environment Protection and Biodiversity Conservation Act 1999*
- *Fair Work Act 2009*
- *Freedom of Information Act 1982*
- *Privacy Act 1988*
- *Public Governance, Performance and Accountability Act 2013*
- *Public Interest Disclosure Act 2013*
- *Public Service Act 1999*
- *Remuneration Tribunal Act 1973*
- *Safety, Rehabilitation and Compensation Act 1988*
- *Work Health and Safety Act 2011.*

Business structure

AHL is a wholly owned Commonwealth company limited by guarantee. It does not have any subsidiaries and is not a government business enterprise. The Australian Government, through the Minister, is the sole member of the company. AHL is incorporated under the *Corporations Act 2001* and is registered with the Australian Charities and Not-for-profits Commission (ACNC).

Internal control framework

The AHL Board is responsible for determining the company's overall internal control framework and for reviewing its effectiveness, recognising that no cost-effective internal control system can prevent all errors and irregularities.

AHL's internal control processes are intended to provide reasonable assurance on:

- the effectiveness and efficiency of operations and programs
- the reliability of financial reporting
- compliance with applicable laws and regulations.

External scrutiny

During 2022–23:

- AHL has not been the subject of any judicial decisions or decisions of administrative tribunals
- the Commonwealth Ombudsman, the Office of the Australian Information Commissioner or the Australian Securities and Investments Commission did not release any reports involving AHL.

Ethical standards

Each AHL Director agrees to abide by the code of conduct in the Board's Governance Charter on:

- commitment and knowledge
- conduct in Board meetings
- confidentiality and collegiality
- relationship with management.

AHL employees are bound by standards of ethical behaviour communicated through the Australian Public Service Code of Conduct, Values and Employment Principles. AHL promotes fraud awareness and ethical behaviour to all employees.

Risk management

We maintain our proactive approach to risk management through a comprehensive Enterprise Risk Management (ERM) Framework, comprising:

- Risk Management Framework and Plan: outlines the policies and procedures supporting clearly defined and documented roles, responsibilities and formal reporting structures for the management of material risks throughout the company.
- Risk Management Policy: details AHL's overarching approach and commitment to address and effectively manage risk and to integrate risk management practices into all business processes and operations.
- Risk Appetite Statement: the degree of risk exposure the Board is willing (and able) to accept or retain in pursuit of its strategic, business and operational goals and service delivery objectives.
- Enterprise Risk Register: records AHL's enterprise level risks and mitigation strategies to ensure identified risks fall within our risk appetite and tolerance.

- Subsidiary Risk Registers: record AHL's operational risks and mitigation strategies for key business areas to ensure identified risks fall within our risk appetite and tolerance.
- Management systems: for measuring, assessing and reporting on all material risks across the company.
- Review of processes: that ensure the ERM framework is effective in identifying, measuring, evaluating, monitoring, reporting, and controlling or mitigating risk.
- Processes to measure risk culture, including: the APS Employee Census results and Comcover Risk Management Benchmarking reports.

AHL's structured, consistent and continuous risk management review mechanisms are embedded in our governance framework, including:

- annual review of our ERM Framework as part of the continual improvement process set out in AS/NZS ISO 3100
- quarterly review of the Enterprise Risk Register and appraisal of significant risks by the Audit, Risk and Finance Committee (ARFC) and the Board
- ongoing review of AHL's Subsidiary Risk Registers by the ARFC, complemented by a comprehensive internal audit program across the company.

The oversight of our risk management strategy and practice is provided by the ARFC. The Committee provides our Board and management with independent practical guidance and support regarding our risk management strategies. The ARFC also formally reviews AHL's ERM Framework annually. In 2022–23, AHL's ERM Framework was updated to reflect the 2023 Commonwealth Risk Management Policy.

AHL participates in the biennial Comcover Risk Management Benchmarking Survey which independently assesses our risk management maturity.



Fraud risk control

Our ERM framework provides the foundation for AHL's fraud control processes and mitigation strategies to identify, analyse, evaluate and treat fraud risks, which may be inherent to AHL's business functions.

Our fraud control framework comprises the Fraud and Corruption Control Plan, Fraud and Corruption Policy Statement and Fraud Risk Assessment. We have zero-tolerance for dishonest, fraudulent or corrupt behaviour by employees, contractors and third-party service providers and will continue to implement strong, robust and effective fraud control across our company.

Ecologically sustainable development

Section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* requires Australian Government agencies to report against the following core criteria:

- how agencies accord with and contribute to ecologically sustainable development
- the impact of agencies' activities on the natural environment, how that impact is mitigated and how it will be further mitigated.

Detailed information about how we responded to the criteria is outlined in Table 10, and shows our efforts to improve environmental performance.



Making fire using the hand drill method for a cleansing smoking ceremony in AHL's 50th year



TABLE 10: ECOLOGICALLY SUSTAINABLE DEVELOPMENT ACTIVITIES

Reporting requirement	AHL response
How AHL accords with and contributes to the principles of ecologically sustainable development	<p>All newly built AHL hostels and major upgrades to hostels must meet minimum mandatory building requirements, as determined by the National Construction Code, in particular the Building Code of Australia.</p> <p>These minimum standards include statutory requirements around energy efficiency and sustainability, with the requirement to reduce carbon and greenhouse gas emissions.</p> <p>With each project, AHL engages private consultants who assess the intended building's energy use (water, thermal performance and energy).</p> <p>We continue to focus on identifying and embedding better practice in the sustainable management of energy, water and waste.</p>
Activities that affect the environment	<p>AHL's core function – accommodation – consumes energy, water and materials, such as packaging, that contribute to landfill, pollution and greenhouse gas emissions.</p> <p>Energy is required to power AHL's offices and hostels to provide hot water, power for cooking and air conditioning.</p>
Measures taken to minimise the effect of activities on the environment	<p>AHL has installed solar electricity generation systems in the majority of our hostels. We are also progressively replacing incandescent lighting with energy efficient LED lighting across the hostel network. The installation of approved Australian standard water savings shower heads throughout our network is also underway.</p> <p>These initiatives have generated significant operational cost savings, as well as reducing the environment impact of our service.</p> <p>AHL encourages employees to adopt sustainable waste management practices, and educates residents in minimising energy use and following good recycling practices.</p> <p>Each time AHL conducts upgrade works or refurbishment projects, energy efficiency gains in the design and products chosen are considered, to minimise environmental impacts.</p>
Mechanisms for reviewing and increasing the effectiveness of measures	<p>AHL regularly reviews energy usage with a view to identifying areas of potential efficiency gains and financial benefits.</p>



Business improvements

Our work this year was supported by a continued focus on business efficiencies and improvements including digital and ICT systems.

Digital transformation – a story of improved efficiency

In July 2022, AHL successfully implemented a new Financial Management Information System (FMIS), TechnologyOne. The new FMIS has streamlined our end-to-end transaction processing, reporting, planning and facilities management capabilities.

‘The new FMIS is available to AHL employees, from our hostels network to National Office and allows our employees to input data directly into the platform and streamline approval processes.

The system has enhanced AHL’s financial reporting capability and allows users to view financial reports down to transaction level and supporting documentation through a seamless interface,’ said Guolin Mah, AHL Assistant Director Management Accounting.

The transactions are easier to track and trace from end-to-end as the system is an integrated solution.

Additionally, there has been a significant decrease in paper use, as the source documentation is stored electronically, which provides savings from storing financial information offsite.

This is a significant milestone in resource management at AHL and will continue to create operational efficiencies in our business processes. This is just one example of AHL’s expanded digital footprint, which aims to deliver innovative, modern and efficient business outcomes.





Information and Communication Technology (ICT)

ICT governance

AHL has established an Information Management Committee (IMC) to provide strategic oversight and guidance on the development and implementation of AHL's information management and ICT policies, processes and systems. It is responsible for company-wide information, technology and data matters including compliance, strategy, infrastructure, security and privacy.

The Committee met 3 times in 2022–23 and membership comprised:

- Chief Financial Officer and Company Secretary (Chair)
- General Managers Operations and Business Development and Employment
- Chief Information Officer (CIO)
- Mr Nathan Heeney, CIO, Australian Federal Police (External Member).

During the reporting period we focused on strengthening the company's ICT foundations, improving employee capability and capacity in ICT across the hostel network and consolidating systems to enhance integrity and security.

ICT security

AHL has continued to focus on improving cyber security. We conducted an internal audit of AHL's ICT security in 2022–23 and implementation of the review recommendations has begun.

Wi-Fi pilot project

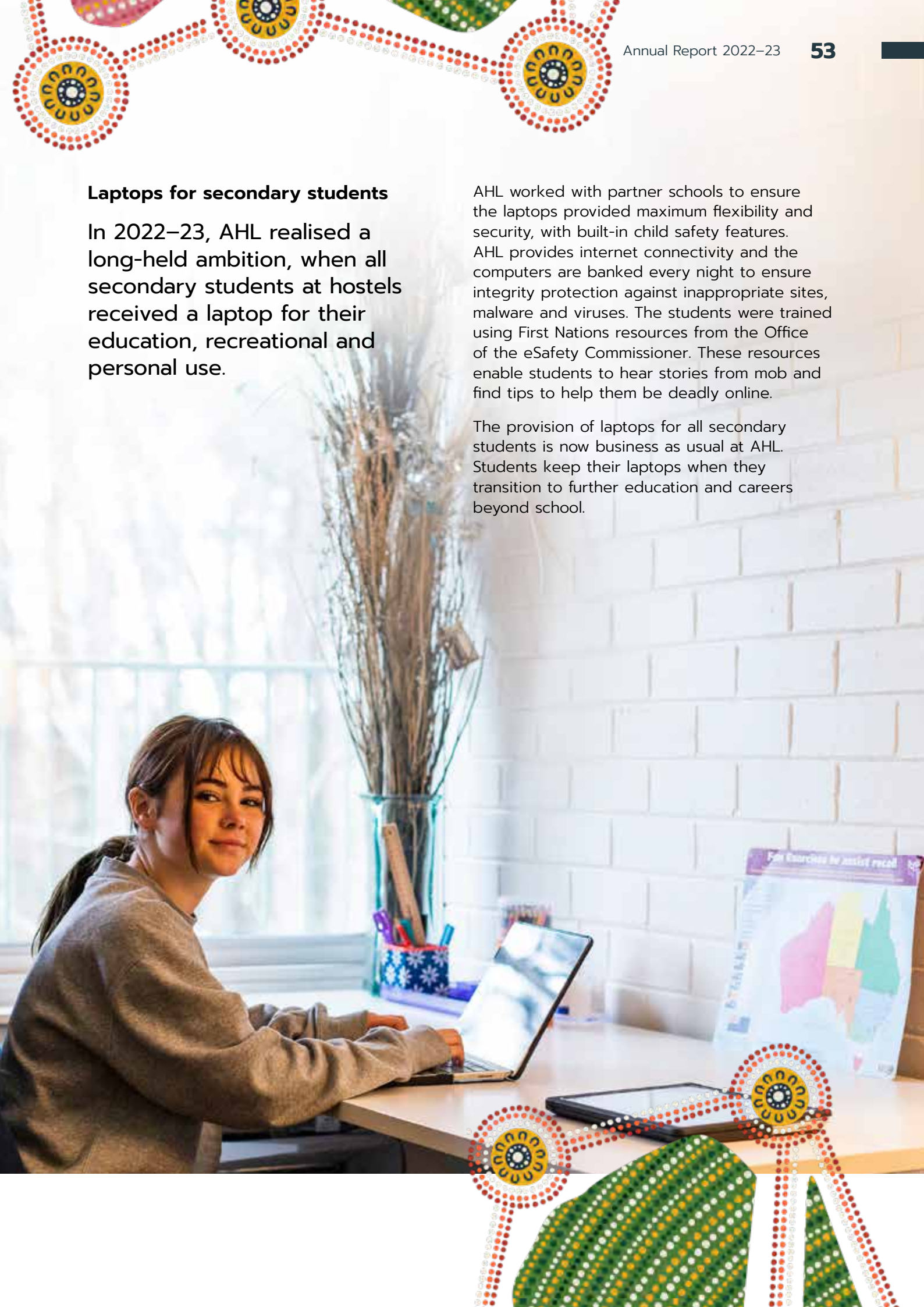
During 2022–23 we initiated a pilot project to deliver Wi-Fi internet services to AHL residents at hostels located in Newcastle. Following evaluation of the pilot, a national rollout across our hostel network will commence in 2023–24.

Laptops for secondary students

In 2022–23, AHL realised a long-held ambition, when all secondary students at hostels received a laptop for their education, recreational and personal use.

AHL worked with partner schools to ensure the laptops provided maximum flexibility and security, with built-in child safety features. AHL provides internet connectivity and the computers are banked every night to ensure integrity protection against inappropriate sites, malware and viruses. The students were trained using First Nations resources from the Office of the eSafety Commissioner. These resources enable students to hear stories from mob and find tips to help them be deadly online.

The provision of laptops for all secondary students is now business as usual at AHL. Students keep their laptops when they transition to further education and careers beyond school.



Our people

Employee profile

AHL's efforts across 2022–23 to attract and retain a diverse workforce and our continuing investment in people and values is reflected in our employee snapshot at Figure 5.

AHL also continued to support workforce inclusion, and to demonstrate our commitment to improving the employment outcomes for people with disability by creating accessible and inclusive workplaces. In 2022–23, AHL introduced its *Disability Inclusion Plan 2023–2025*.

We also worked on rebuilding our cultural identity as part of our commitment to better understand First Nations history and culture, commencing with the continuation of cultural awareness training for National Office employees. This training supported our employees, regardless of their role, being immersed in cultural learning with a particular focus on individual cultural requirements.

AHL's learning and development efforts helped to strengthen the capabilities of our people by providing our employees with access to online training, internal training, internal resources and publications. Efforts to implement the AHL Workforce Strategy continued across 2022–23 which also involved consideration of how AHL's Human Resource Management Information System could be improved to better support our workforce.

In 2022–23, we participated in Indigenous Entry Level programs which provided a pathway for First Nation employees to commence their APS career in AHL. We also continued to acknowledge the high performance of our employees by presenting 5 P.R.O.U.D. and 3 NAIDOC Recognition and Service Awards.



Left to right: Stephen Mundine, Manager at Durungaling Hostel catches up with Magida Anabtawi and James Scott for AHL's 50th anniversary celebrations



Unscheduled absence rate

AHL's overall unscheduled absence rate for 2022–23 was an average of 15.6 days, per employee, which is consistent with 2021–22. AHL will continue to work with employees on promoting a stronger attendance culture.

Recruitment and retention

Our efforts to create a workplace that attracts, develops and retains a skilled and committed workforce and improves employee retention remained a key objective for AHL. In 2022–23 we attended several career exhibitions and continued to evaluate and strengthen the recruitment process to ensure vacancies are efficiently filled across the company.

Recruitment and retention within AHL continued to be complemented by a strong focus on workplace flexibility including working from home arrangements, part time flexibility, job sharing and flex leave, where appropriate.

Enterprise Agreement

In 2022–23, the Deputy Australian Public Service Commissioner, Peter Riordan PSM CF acted as Chief Negotiator in APS-wide bargaining negotiations which will form part of the new AHL Enterprise Agreement.

AHL expects to commence agency level bargaining once APS-wide bargaining is finalised and the Australian Public Service Commission issues the APS Bargaining Statement of Common Conditions.

APS Employee Census

AHL continued to encourage employee participation in the APS Employee Census. In 2023, AHL improved across all indices in comparison to our 2022 results. AHL's results for the Employee Engagement, Wellbeing Policies and Support indices were above the overall APS index scores. These results demonstrate the emotional connection and commitment our employees have to working for AHL and their support for the practical and cultural elements AHL provides to engender a sustainable and healthy working environment.



Jackie Mulholland, Hostel Manager at Elley Bennett Hostel



Employee snapshot

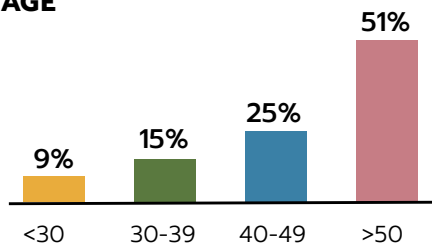
FIGURE 5: EMPLOYEE SNAPSHOT

Employee headcount (excluding casual employees): 317.

Ongoing: 73% (230 employees).

Non-ongoing: 27% (87 employees).

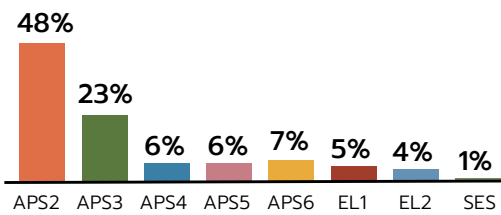
AGE



DIVERSITY

First Nations	45%
Disability	5%
Female	51%
Born overseas	24%

APS CLASSIFICATION

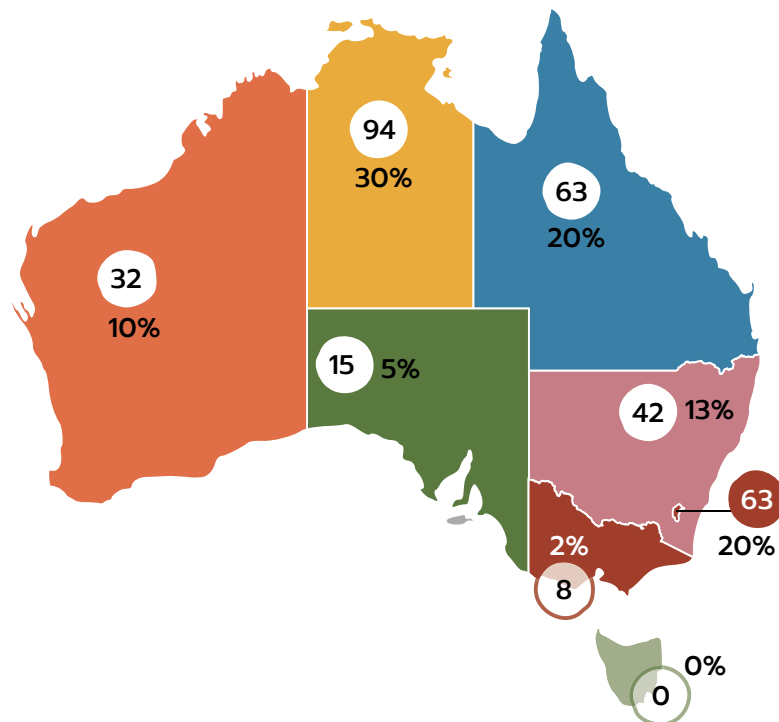


PATTERNS OF WORK

Full-time	79%
Part-time	21%

LOCATION

○ AHL headcount
% of total AHL employees



An opportunity to grow a career

Growing up in Cherbourg in Queensland did not offer Anita Leedie many opportunities.

For Anita, staying at AHL's Iris Clay Hostel in Townsville while studying at TAFE was a lifechanging experience. It started her journey to a career with AHL, now in its 35th year.

During AHL's 50th anniversary celebrations Anita was presented with a certificate of service recognising her contribution to the company.

While at Iris Clay, Anita experienced firsthand what AHL's hostels do and what they offer First Nations people and decided she wanted the opportunity to be part of it.

When the army transferred her husband and they moved to Darwin, Anita's opportunity appeared. She answered an advertisement for a cook at Galawu Hostel and was successful.

'I was a cook but I did domestic work, night porter, a bit of everything. AHL gave me training in things like first aid, food safety and work, health and safety. These opportunities made me see what I could do,' she said.

At Galawu, Anita was mentored as a trainee manager by assistant manager, Phillip Talbot. From there she moved to Silas Roberts Hostel as manager.

By the mid-1990s she was also relief manager for all of the Northern Territory (NT) hostels. Still based in the NT she also had stints as relief manager in Western Australia and South Australia.

Eventually Anita and her husband transferred back to Townsville where she is Operations Manager for Queensland.

Looking back on her long career, Anita believes the greatest benefit AHL gives its residents is a place to stay where they are comfortable and safe.

They can walk in and feel at home!

On her father's line Anita is Waka Waka and on her mother's line Wulgurukaba.



Anita Leedie was recognised for her service at AHL's 50th anniversary celebrations

Tables 11 to 15 outline details of AHL's employees, as at 30 June 2023.

Tables do not include casual employees.

TABLE 11: FIRST NATIONS EMPLOYEES

First Nations employees			
Measure	Male	Female	Total
Number	44	99	143
Proportion of total workforce	14%	31%	45%

TABLE 12: ALL ONGOING EMPLOYEES 2022–23

Location	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	15	4	19	14	6	20	-	-	-	-	-	-	-	-	-	39
Qld	13	7	20	22	2	24	-	-	-	-	-	-	-	-	-	44
SA	2	-	2	5	3	8	-	-	-	-	-	-	-	-	-	10
Tas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vic	5	1	6	1		1	-	-	-	-	-	-	-	-	-	7
WA	6	1	7	13	4	17	-	-	-	-	-	-	-	-	-	24
ACT	26	1	27	24	2	26	-	-	-	-	-	-	-	-	-	53
NT	22	2	24	24	5	29	-	-	-	-	-	-	-	-	-	53
External Territories	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	89	16	105	103	22	125	-	-	-	-	-	-	-	-	-	230

TABLE 13: ALL NON-ONGOING EMPLOYEES 2022–23

Location	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	1	1	2	1	-	1	-	-	-	-	-	-	-	-	-	3
Qld	3	1	4	11	4	15	-	-	-	-	-	-	-	-	-	19
SA	-	1	1		4	4	-	-	-	-	-	-	-	-	-	5
Tas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vic	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
WA	1	-	1	4	3	7	-	-	-	-	-	-	-	-	-	8
ACT	1	-	1	6	3	9	-	-	-	-	-	-	-	-	-	10
NT	14	2	16	17	8	25	-	-	-	-	-	-	-	-	-	41
External Territories	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	21	5	26	39	22	61	-	-	-	-	-	-	-	-	-	87



TABLE 14: ALL ONGOING EMPLOYEES, PREVIOUS REPORTING PERIOD

Tables do not include casual employees.

Location	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	19	5	24	16	8	24	-	-	-	-	-	-	-	-	-	48
Qld	18	7	25	21	3	24	-	-	-	-	-	-	-	-	-	49
SA	2	-	2	4	2	6	-	-	-	-	-	-	-	-	-	8
Tas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vic	5	1	6	1	-	1	-	-	-	-	-	-	-	-	-	7
WA	6	1	7	12	3	15	-	-	-	-	-	-	-	-	-	22
ACT	20	-	20	18	3	21	-	-	-	-	-	-	-	-	-	41
NT	19	2	21	27	6	33	-	-	-	-	-	-	-	-	-	54
External Territories	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	89	16	105	99	25	124	-	-	-	-	-	-	-	-	-	229

TABLE 15: ALL NON-ONGOING EMPLOYEES, PREVIOUS REPORTING PERIOD

Location	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1
Qld	5	1	6	12	4	16	-	-	-	-	-	-	-	-	-	22
SA	-	-	-	-	4	4	-	-	-	-	-	-	-	-	-	4
Tas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WA	1	1	2	6	3	9	-	-	-	-	-	-	-	-	-	11
ACT	2	1	3	10	-	10	-	-	-	-	-	-	-	-	-	13
NT	11	1	12	12	5	17	-	-	-	-	-	-	-	-	-	29
External Territories	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	19	4	23	40	17	57	-	-	-	-	-	-	-	-	-	80



Work health, safety and rehabilitation

Work health and safety (WHS)

In 2022–23 AHL made significant efforts to improve its WHS indicators in line with best practice. During the reporting period, an internal audit was undertaken to assess the degree to which the current WHS management system meets AHL's business needs and conforms with contemporary WHS management system standards.

In summary, the internal audit found that AHL's WHS management system will be enhanced by improving:

- the content and accessibility of WHS information
- access to training
- the hazard and incident management system and supporting processes
- monitoring of training qualifications across the company to ensure qualifications remain current and meet legislative requirements.

An action plan was developed to address the internal audit findings with implementation to be the focus of attention in 2023–24.

WHS engagement

The emphasis on WHS and quality assurance continued during 2022–23, with 16 hostels visited and assessed as part of the WHS engagement program. This program supported improvements in first aid, emergency response procedures, health and safety representation and priority training compliance rates.

During hostel visits, WHS training and managing aggression in the workplace training was delivered to employees in WA, NT and NSW.

Employee wellbeing

Employee wellbeing initiatives included a flu vaccination and a COVID-19 booster vaccination program offered to all employees in 2023.

In 2022–23, AHL continued the Employee Assistance Program (EAP) which provides access to First Nations counsellors and ensures that employees receive sensitive and appropriate care. In addition to general EAP counselling services, critical incident debriefing support services were provided as needed.

AHL's efforts to increase focus on managing psychosocial hazards saw the introduction of a taskforce to develop and coordinate a consistent organisational approach to psychological and psychosocial hazards.

The National Health and Safety Committee held 4 meetings during 2022–23, continuing to provide an organised WHS consultative forum for Health and Safety representatives.

Rehabilitation

Early intervention aims to minimise the impact and duration of emerging symptoms of ill health and/or injury or illness. Our early intervention program supports employees to treat their symptoms, illness or injury and mitigate the development of a chronic or secondary condition. In 2022–23, AHL supported employees by encouraging timely access to medical assistance, improving the use of the rehabilitation and early intervention system, as well as implementing improved processes and tools within our rehabilitation management system.

Worker's compensation and workplace incident statistics

During 2022–23 there were 7 worker's compensation claims accepted.

AHL proactively managed injury cases through robust early intervention, rehabilitation and claims management processes.



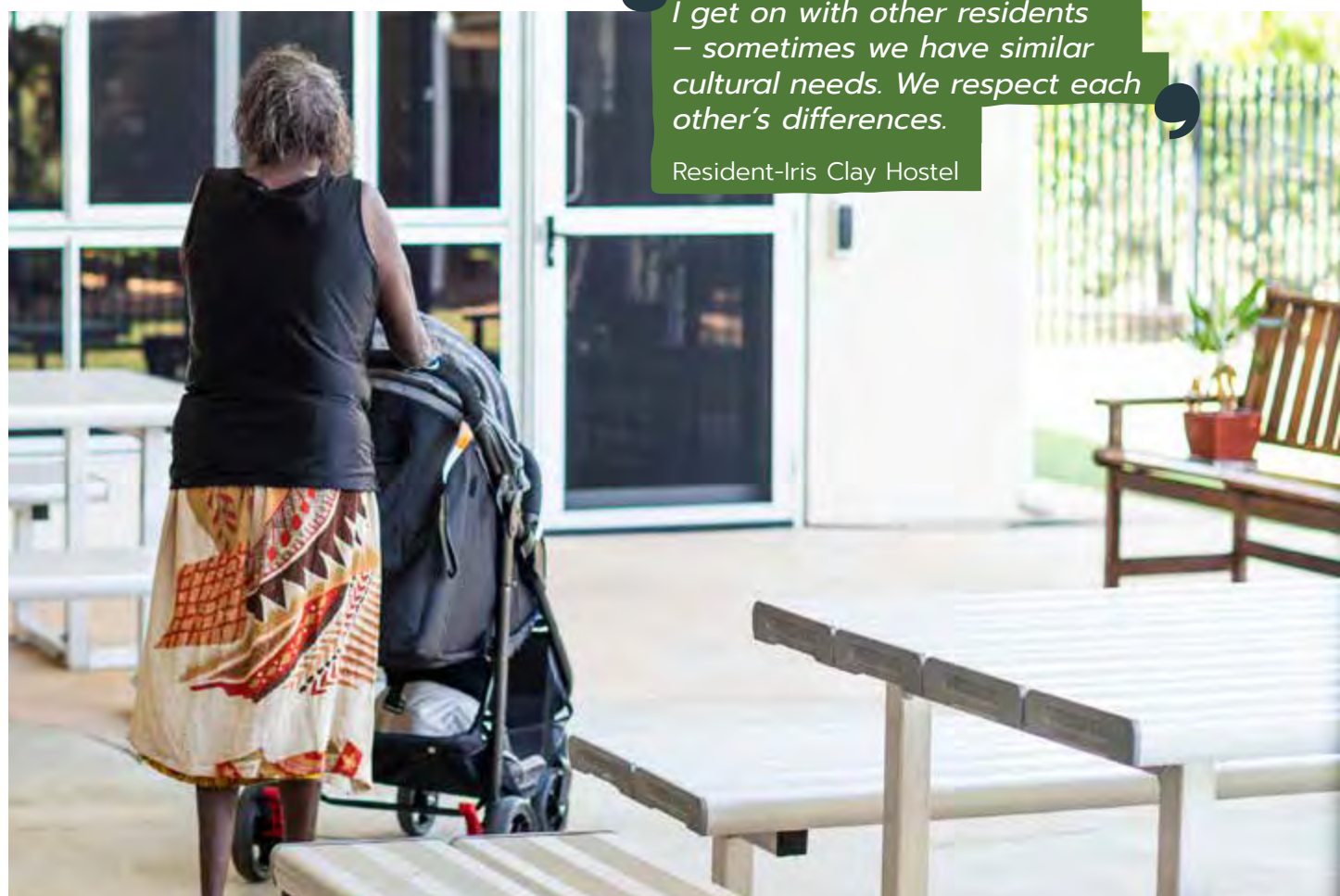
Notifiable incidents

Table 16 provides a summary of notifiable incidents that occurred during the year, as required by the *Work Health and Safety Act 2011*.

TABLE 16: WHS STATISTICS, 2020–21 TO 2022–23

Notifiable incident classification	2020–21	2021–22	2022–23
Death	1	0	3
Serious Injury/illness	1	2	1
Dangerous incident	8	5	0
Not-notifiable*	0	0	3
Total	10	7	7

*Not-notifiable refers to cases lodged as *notifiable* which, after being investigated, are deemed *not-notifiable*.



I get on with other residents – sometimes we have similar cultural needs. We respect each other's differences.

Resident-Iris Clay Hostel



AHL's commitment to child safety

AHL places fundamental importance on the safety, welfare and wellbeing of children and young people staying in our hostels and has a well-established Child Protection Framework to ensure that children and young people are protected.

We have embedded the National Principles for Child Safe Organisations (National Principles) into the policies and procedures which underpin our operations.

While we accommodate young people exclusively in our secondary education hostels, each year there are also many children and young people who stay with their parents/guardians in our other hostels. The risks inherent in our operations are managed through our ERM Framework. The mitigation strategies monitored through our ongoing risk assessments ensure all our employees take responsibility for keeping children safe.

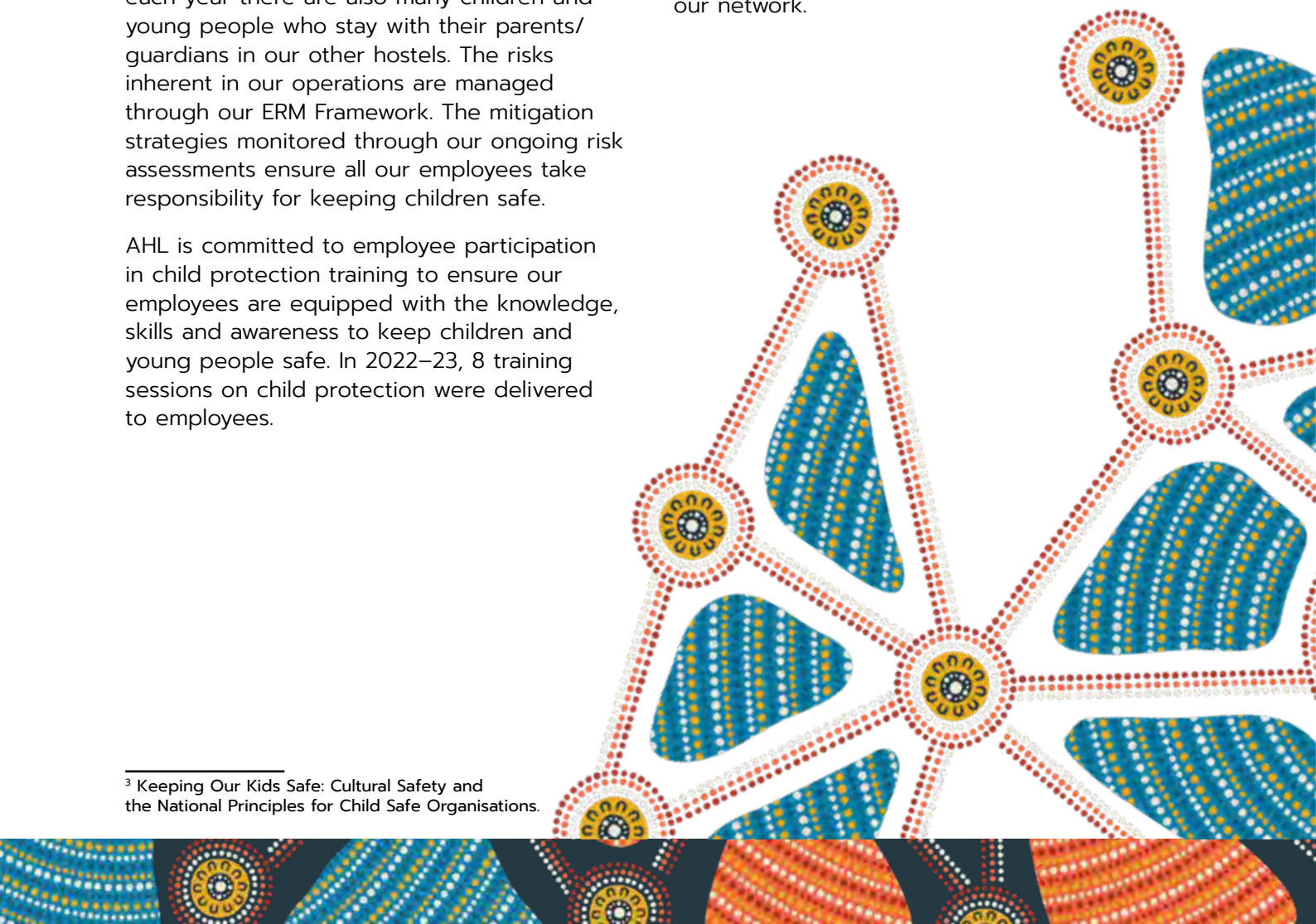
AHL is committed to employee participation in child protection training to ensure our employees are equipped with the knowledge, skills and awareness to keep children and young people safe. In 2022–23, 8 training sessions on child protection were delivered to employees.

The National Principles emphasise the importance of culturally safe environments and practices for First Nations children and young people. AHL approaches this work through the framework of cultural safety and respect. For example, to supplement the education young people in our secondary education hostels receive through school, we also provided the Keeping it Safe and Deadly program to NSW hostel students in 2022–23.

We know that it is important to include First Nations children in discussions about child safety; and to also equip young people with information on who to talk to about concerns and ensure they feel supported to speak up.³ A tailored program that allows space to both educate and listen, Keeping it Safe and Deadly provided culturally appropriate information on protective behaviours.

These efforts are part of the systems AHL has in place to support us in maintaining our duty of care to children and young people across our network.

³ Keeping Our Kids Safe: Cultural Safety and the National Principles for Child Safe Organisations.





It's peaceful. No drugs or alcohol. No fighting.

Resident-Tonky Logan Hostel

FINANCIAL REPORT



Silas Roberts Hostel



Financial Report

Directors' Report

The Board of Directors presents its Report on Aboriginal Hostels Limited (AHL) for the financial year ended 30 June 2023.

Corporate information

AHL is a not-for-profit company wholly owned by the Australian Government and limited by guarantee. The registered office of the company is located at 2–6 Shea Street, Phillip, ACT 2606.

AHL is recognised as a public benevolent institution by the Australian Taxation Office (ATO) and has deductible gift recipient status.

Principal activities

The principal activity of the company during 2022–23 was the operation of hostels for First Nations people.

The Constitution objectives of Aboriginal Hostels Limited (3 August 2021), provides at clause 4.1: *'The Company's objects are to provide or facilitate safe, comfortable, culturally appropriate and affordable accommodation for Indigenous Australians who need to be away from home to access services and economic opportunity.'*

The Australian Government provides funding to supplement the operating costs of the hostels and to support our company to achieve its objectives.

We also enter into contracts with the Australian Government and state and territory governments to operate hostels not owned by AHL on a fee-for-service basis, including:

- Apmere Mwerre Visitors Park, Alice Springs, funded by the NT Government Department of Territory Families, Housing and Communities
- Alyerre Hostel, Alice Springs, funded by the NT Government Department of Health
- Tennant Creek Secondary Hostel, operational funding supplemented by the NIAA
- Kardu Darrikardu Numida Secondary Education Boarding Facility, Wadeye, funded by the NIAA. AHL ceased operating the facility in December 2022.

Operating result

The operating result in 2022–23 was a \$1.377 million deficit, which was marginally higher than the \$1.070 million deficit in 2021–22.

The \$0.307 million increase in the 2022–23 operating deficit from the previous year, was primarily due to:

- \$1.6 million increase in own source revenue, primarily from increases in hostel accommodation and interest revenue, and
- \$1.2 million reduction in property operating expenses driven by reduced hostel maintenance costs, offset by
- \$0.5 million increase in employee expenses
- \$1.2 million increase in administration expenses, relating to increases in: information and communication technology, travel, insurance and contractors, and
- \$0.9m hostel accommodation expenses, due to higher occupancy levels.



Financial position

The net assets of the company at 30 June 2023 were \$154.8 million, an increase from \$150.8 million in the previous financial year.

The company continues to maintain a strong financial position with \$38.2 million in cash and other investments at 30 June 2023 (30 June 2022: \$35.7 million).

Significant activities or changes in state of affairs

There were no significant changes in AHL's activities or state of affairs during the reporting period.

There were no significant events subsequent to the reporting period.

Board of directors

At 30 June 2023, the AHL Board had 8 Directors. Up to 9 Directors may be appointed as prescribed by the AHL Constitution.

In 2022–23, the Board met 4 times, the Audit, Risk and Finance Committee met 5 times, the Asset Management Committee met 4 times and the Working Group on Culture met 4 times.

The Board's extensive corporate governance experience has ensured that the company's 2022–23 objectives were pursued within a rigorous environment of accountability and transparency. This capability was complemented by the deep cultural expertise of First Nations Board members from across the country.



Directors' details

TABLE 17: DETAILS OF DIRECTORS, 2022–23

Name	Qualifications	Experience	Position	Date of appointment	Appointment end date	Number of eligible meetings attended
Mr Anthony Ashby	Bachelor of Commerce (UNSW), Chartered Accountant, Registered Company Auditor, Certificate of Public Practice from Chartered Accountants Australia and New Zealand	Mr Ashby is a Gamilaraay-Yuwaalaraay man from north-western New South Wales. He operates a public accounting practice, is an Independent Director of the NT Aboriginal Investment Corporation and an ex-officio member of the Supply Nation Audit and Risk Committee.	Chair Non-executive Director	24/9/2019	17/12/2023	4/4
Professor Valerie Cooms	Bachelor of Arts (Hons) (ANU), Doctorate of Philosophy (ANU)	Professor Cooms belongs to the Nunukul people of North Stradbroke Island in Queensland. She worked as a full-time Member of the National Native Title Tribunal and has had many years' experience in government administration.	Deputy Chair Non-executive Director Chair, Working Group on Culture	2/9/2019	17/12/2023	3/4
Mr Paul Allen	Bachelor Commerce (Accounting), University of Canberra, Graduate Diploma of Government Investigations, Member AICD Fellow, Certified Practising Accountants, Professional Member of the Institute of Internal Auditors	Mr Allen was a founding Director of Callida Consulting and previously a senior member of Oakton Ltd. Canberra office, a partner with Acumen Alliance. He has over 14 years' experience with the Australian Federal Police in a variety of financial and audit positions.	Non-executive Director Chair, Audit Risk and Finance Committee Member, Asset Management Committee	6/5/2020	14/6/2026	4/4
Ms Leeanne Caton		Ms Caton is a Kalkadoon Woman who grew up in Darwin. She has worked in the Aboriginal Affairs arena, operationally, strategically, over the past 30 years. Ms Caton was the Acting CEO of the NT Aboriginal Investment Corporation (NTAIC) from November 2022 until July 2023 and is the Chair of Aboriginal Housing NT.	Non-executive Director Member, Working Group on Culture	30/10/2020	20/12/2022	2/3

Name	Qualifications	Experience	Position	Date of appointment	Appointment end date	Number of eligible meetings attended
Mr Simon McGrath AM		Mr McGrath is a senior leader in the hospitality sector and holds numerous positions on industry boards. He has taken a lead advocacy role in advancing First Nations employment in hospitality and other sectors.	Non-executive Director Chair, Asset Management Committee	6/5/2020	14/6/2026	3/4
Ms Alison Page	Bachelor of Design First Class Honors (UTS), Graduate Australian Institute Company Directors	Ms Page is a Walbanga and Wadi Wadi woman and an award-winning designer and film producer. She also holds Board roles with the Sydney Harbour Trust, Art Gallery of South Australia, National Australia Day Council, Australian National Maritime Museum and Ninti One Ltd.	Non-executive Director	25/10/2022	24/10/2025	1/2
Ms Shona Reid	Bachelor of Behavioural Science (Flinders University)	Ms Reid is an Eastern Arrernte Woman and is the Guardian for Children and Young People in SA. She currently a member of SA/NT Poche Board, a director on the Winston Churchill Memorial Trust and a member of the Rio Tinto Australian Advisory Group.	Non-executive Director	15/6/2023	14/6/2026	0/0
Ms Leann Wilson		Ms Wilson is a descendent of the Bidjara and Kara-Kara peoples in central and central-western Queensland. She is Managing Director for Regional Economic Solutions, a majority owned First Nations business, and is also a Board member of the Healing Foundation and the Central Queensland Hospital and Health Service.	Non-executive Director Member, Audit, Risk and Finance Committee	30/10/2020	29/10/2023	3/4
Ms Katie Wyatt	Bachelor of Commerce, Curtin University. Graduate, Australian Institute of Company Directors	Ms Wyatt is a Noongar Yamatje woman from Whadjuk Noongar country. Ms Wyatt is the Head of Diversity and Inclusion for Coles Group and Board Member of the Reece Group Foundation.	Non-executive Director	25/10/2022	24/10/2025	2/2

Board committees

To assist in the performance of its responsibilities, the Board has established 2 subcommittees and a working group:

- the Audit, Risk and Finance Committee
- the Asset Management Committee
- the Working Group on Culture.

From time to time, the Board may create time-limited working groups to assist the Executive with specific issues or projects.

Audit, Risk and Finance Committee

The role of the Audit, Risk and Finance Committee is to provide independent advice to the Board on:

- financial reporting
- performance reporting
- risk oversight and management
- compliance
- the system of internal controls.

This includes:

- monitoring AHL's funding, financial and planning strategies
- monitoring the flow of funds to ensure AHL's financial viability
- overseeing the investment/divestment strategy (cash and property), and monitoring its performance
- reporting regularly to the Board on significant financial matters including the audit of the annual Financial Statements
- providing input into new projects and proposals
- advising on annual key performance indicators.

Asset Management Committee

The Asset Management Committee provides oversight of matters relating to long term strategic asset management, including providing the Board with assurance that AHL is appropriately and sustainably managing and maintaining its asset portfolio.

Working Group on Culture

The Working Group on Culture (formerly the Cultural Committee) aims to reinforce, promote, respect and celebrate the diversity, strength and resilience of First Nations communities and cultures. This is part of efforts to rebuild our cultural identity. The Working Group ensures AHL contributes to reconciliation, supports a strength-based approach to our service offer and embeds First Nations cultures, practices and ways of knowing, being and doing into everything that our company does.

Remuneration policy

The Remuneration Tribunal determines the company's remuneration policy for the Directors and the CEO. The Tribunal approves the company's terms and conditions of remuneration relating to the appointment and retirement of the Board members and of the CEO. The remuneration and terms of conditions of employment for the Senior Executives are in accordance with the *Public Service Act 1999* and common law contracts. The non-executive Directors receive the superannuation guarantee contribution required by the Australian Government, which was 10.5% in 2022–23, and do not receive any other retirement benefits.

The total remuneration of the Directors and Senior Executives of the company in 2022–23 is shown in Table 18.



TABLE 18: REMUNERATION OF KEY MANAGEMENT PERSONNEL, 2022–23

Name	Position title	Short-term benefits (\$)		Other benefits and allowances ⁴	Post-employment benefits (\$) Superannuation contributions	Other long-term benefits		Termination benefits (\$)	Total remuneration (\$)
		Base salary	Bonuses			Long service leave	Other long-term benefits		
Mr Anthony Ashby	Chairperson, Non-executive director	\$80,047	-	-	\$8,416	-	-	-	\$88,463
Professor Valerie Cooms	Deputy Chairperson, Non-executive Director	\$40,023	-	-	\$4,208	-	-	-	\$44,231
Mr Paul Allen	Non-executive Director	\$39,870	-	\$17,310	\$5,954	-	-	-	\$63,134
Mr Simon McGrath AM	Non-executive Director	\$39,870	-	\$8,388	\$5,073	-	-	-	\$53,331
Ms Leann Wilson	Non-executive Director	\$40,023	-	\$8,420	\$5,094	-	-	-	\$53,537
Ms Leeanne Caton	Non-executive Director	\$13,334	-	\$770	\$1,400	-	-	-	\$15,504
Ms Alison Page	Non-executive Director	\$27,456	-	-	\$2,888	-	-	-	\$30,344
Ms Katie Wyatt	Non-executive Director	\$27,456	-	-	\$2,888	-	-	-	\$30,344
Ms Shona Reid	Non-executive Director	-	-	-	-	-	-	-	-
Mr Dave Chalmers AO, CSC	Chief Executive Officer	\$276,919	-	\$33,236	\$45,268	\$5,785	-	-	\$361,208

⁴ Under the Remuneration Tribunal Determination, AHL Directors receive additional annual fees for serving on Board subcommittees – the Audit Risk and Finance Committee and the Asset Management Committee. These additional fees are included other benefits and allowances above.

Tables 19 and 20 outline the composition, qualifications and remuneration of members of the Audit, Risk and Finance Committee and Asset Management Committee, respectively.

TABLE 19: AUDIT, RISK AND FINANCE COMMITTEE, 2022–23

Member and position	Qualifications, knowledge, skills or experience	Number of eligible meetings attended/ total number of meetings	Total annual remuneration / sitting fees ⁵
Mr Paul Allen Chair	Refer to Table 17.	5/5	–
Mr David Evans Independent member	Master of Business Administration; Bachelor of Commerce, Fellow; CPA Australia, Fellow; Financial Services Institute of Australasia, Fellow; Australian Institute of Company Directors. Mr Evans is a consultant and facilitator for the Australian Institute of Company Directors, with over 30 years' experience in banking and finance in Australia and the Asia-Pacific. He is active in governance roles in the public and private sectors, and a recipient of the Centenary Medal for his services to the health industry through the National Heart Foundation.	5/5	\$8,000
Mr Geoff Knuckey Independent member	B. Economics (ANU), FCA, GAICD, Registered Company Auditor. Mr Knuckey has extensive experience as an Audit Committee member or Chair, and is currently serving on Audit Committees for numerous government entities. He also has extensive experience as a Director and serves on Boards and Audit Committees of multiple private sector entities. Mr Knuckey has been a full-time Company Director and Audit Committee member since 2009, following a 32-year career with Ernst & Young specialising in Audit and Assurance Services in both the public and private sectors across a range of industries.	5/5	\$8,000
Ms Leann Wilson Director Member	Refer to Table 17.	2/5	–

The Committee's Charter can be found at ahl.gov.au/audit-risk-and-finance-committee-charter

⁵ Under the Remuneration Tribunal Determination, AHL Directors receive additional annual fees for serving on Board subcommittees – the Audit, Risk and Finance Committee and the Asset Management Committee. Refer to Table 18.

TABLE 20: ASSET MANAGEMENT COMMITTEE, 2022–23

Member and position	Qualifications, knowledge, skills or experience	Number of eligible meetings attended / total number of meetings	Total annual remuneration / sitting fees ⁶
Mr Simon McGrath AM	Refer to Table 17.	4/4	–
Chair			
Mr Paul Allen	Refer to Table 17.	4/4	–
Director Member			
Mr Mike Allen PSM	Graduate Diploma in Urban Estate Management; Member, Australian Institute of Company Directors; Fellow, Institute of Public Administration Australia; Life Member, Australasian Housing Institute.	3/4	\$4,500
Independent Member	<p>Mr Allen is the former CEO of Housing NSW, with over 40 years' experience in social housing management and asset services, homelessness, and community and Indigenous housing.</p> <p>Mr Allen is a recipient of the Public Service Medal in recognition of his services to the community and strong commitment to the values and principles of social housing.</p>		

⁶ Under the Remuneration Tribunal Determination, AHL Directors receive additional annual fees for serving on Board subcommittees – the Audit, Risk and Finance Committee and the Asset Management Committee. Refer to Table 18.



Indemnities and insurance

AHL maintains directors' and officers' liability insurance. The insurance covers legal liabilities (including legal expenses) that a director or officer may be legally obliged to pay in certain circumstances. The policy has some exclusions, such as willful breach of duty, breach of professional duty and any claim arising out of libel, slander or defamation.

The company also covers personal accident and travel insurance for directors travelling on official company business.

Proceedings on behalf of company

No person has applied for leave of a court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings.

Related party disclosures

There were no related party disclosures to report in 2022–23.

Rounding

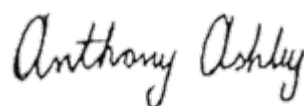
The company is an entity to which ASIC Class Order 98/100 applies. Accordingly, amounts in the Financial Statements and the Directors' Report have been rounded to the nearest \$1,000.

Auditor's independence

The Directors received an Independence Declaration from the Auditor-General for the year ended 30 June 2023. A copy has been included with the Financial Statements.

Resolution of Directors

This Report is made in accordance with a resolution of the Board of Directors.



Anthony Ashby

Chair

Aboriginal Hostels Limited

29 September 2023



Financial Statements



OFFICIAL: Sensitive



Mr Anthony Ashby
Chairperson
Aboriginal Hostels Limited

ABORIGINAL HOSTELS LIMITED FINANCIAL REPORT 2022–23

AUDITOR'S INDEPENDENCE DECLARATION

In relation to my audit of the financial report of Aboriginal Hostels Limited for the year ended 30 June 2023, to the best of my knowledge and belief, there have been:

- (i) no contraventions of the auditor independence requirements of the *Corporations Act 2001*;
and
- (ii) no contravention of any applicable code of professional conduct.

Australian National Audit Office

A handwritten signature in black ink, appearing to read 'Peter Kerr'.

Peter Kerr
Executive Director
Delegate of the Auditor-General

Canberra
29 September 2023





INDEPENDENT AUDITOR'S REPORT

To the members of Aboriginal Hostels Limited

Opinion

In my opinion, the financial report of Aboriginal Hostels Limited (the Company) for the year ended 30 June 2023 is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the Company's financial position as at 30 June 2023 and of its performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures, the Corporations Regulations 2001 and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

The financial report of the Company, which I have audited, comprises the following as at 30 June 2023 and for the year then ended:

- Declaration by Aboriginal Hostels Limited Chair and Chief Financial Officer
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Notes to the financial statements, comprising an Overview and a summary of significant accounting policies and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. I am independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the relevant ethical requirements for financial report audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2023, but does not include the financial report and my auditor's report thereon.

My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

GPO Box 707, Canberra ACT 2601
38 Sydney Avenue, Forrest ACT 2603
Phone (02) 6203 7300

Directors' responsibility for the financial report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Simplified Disclosures, the *Corporations Act 2001* and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

My objective is 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 my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office 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 the financial report.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I 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 my 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 Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' 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 Company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Company 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.

I communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide the directors with a statement that I 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 my independence, and where applicable, actions taken to eliminate threats or safeguards applied.



Australian National Audit Office

A handwritten signature in dark ink, appearing to read 'Peter Kerr', with a stylized, cursive script.

Peter Kerr

Executive Director

Delegate of the Auditor-General

Canberra

29 September 2023



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Financial Statements

Declaration by Aboriginal Hostels Limited Chair and Chief Financial Officer

For The Period Ended 30 June 2023

1. The financial statements and notes are in accordance with the *Corporations Act 2001* and satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*: and

a) comply with Accounting Standards and the Corporations Regulations 2001, and

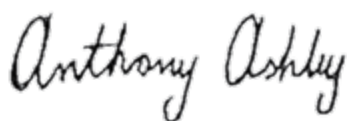
b) give a true and fair view of the financial position of the company as at 30 June 2023 and of the performance for the year ended on that date of the company.

2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.

Signed



Anthony Ashby
Chair
Date: 29 September 2023

Signed



Dermot Walsh CA, FCPA
Chief Financial Officer and Company Secretary
Date: 29 September 2023



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**FINANCIAL STATEMENTS****for the period ended 30 June 2023****Content**

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ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Statement of Comprehensive Income
for the period ended 30 June 2023

	Note	2023 \$'000	2022 \$'000	Original Budget ¹ \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1A	30,453	29,980	31,715
Hostel accommodation expenses	1B	5,214	4,251	4,505
Administration expenses	1C	7,377	6,202	5,606
Property operating expenses	1D	8,532	9,738	8,327
Depreciation and amortisation	1E	7,426	6,709	6,906
Write-down and impairment of assets and bad debts	1F	362	309	456
Finance and borrowing costs	1G	117	131	118
Total expenses		59,481	57,320	57,633
Own-source income				
Own-source revenue				
Revenue from contracts with customers	2A	20,629	19,622	19,970
Interest	2B	1,343	156	765
Other income	2C	183	741	500
Total own-source revenue		22,155	20,519	21,235
Gains				
Gains from sale of assets		18	-	-
Total gains		18	-	-
Total own-source income		22,173	20,519	21,235
Net (cost of)/contribution by services		(37,308)	(36,801)	(36,398)
Revenue from Commonwealth Government				
Grant received from portfolio department	3	35,931	35,731	35,414
Total revenue from Commonwealth Government		35,931	35,731	35,414
Total revenue		58,104	56,250	56,649
Surplus/(Deficit) on continuing operations		(1,377)	(1,070)	(984)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Revaluation of land		813	3,891	-
Revaluation of buildings		4,628	2,840	-
Total other comprehensive income		5,441	6,731	-
Total comprehensive income		4,064	5,661	(984)

The above statement should be read in conjunction with the accompanying notes.

¹ Budget October 2022-23 has been categorised using line item categories from the financial statements.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Budget variance commentary – Statement of comprehensive income**

Hostel accommodation expenses	This variance was mainly due to increased food costs for provision of resident meals and increased cleaning costs incurred in hostels.
Administration expenses	This variance was mainly due to increased contract labour hire, Software as a Service (SaaS) and management consultancy costs.
Write-down and impairment of assets and bad debts	This variance was mainly due to decreases in bad debts expense, as a result of improved debt recovery processes.
Gains from sale of assets	This variance was from the proceeds received from the sale of a fleet vehicle.
Interest	This variance related higher interest revenue received on term deposits, due to higher than budgeted interest rates.
Other revenue	This variance was mainly due to non-receipt of grant and sponsorship income that was anticipated in the budget.
Revaluation of land and buildings	This variance related to movements in the land and buildings value as a result of an independent review of fair value at balance date.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Statement of Financial Position
as at 30 June 2023

	Note	2023 \$'000	2022 \$'000	Original Budget ¹ \$'000
ASSETS				
CURRENT ASSETS				
Financial assets				
Cash and cash equivalents	4	8,554	9,965	33,758
Trade and other receivables	5	1,173	2,078	1,219
Other Investments	6	29,609	25,747	-
Total financial assets		39,336	37,790	34,977
Non-financial assets				
Other non-financial assets	7	392	1,029	569
Total current assets		39,728	38,819	35,546
NON CURRENT ASSETS				
Non-financial assets²				
Land	8	40,975	40,162	40,161
Buildings	8	81,195	76,061	77,710
Work In Progress	8	371	2,567	1,549
Leasehold Improvements	8	1,405	1,561	2,567
Plant and equipment	8	2,405	2,390	2,504
Art and artefacts	8	2,256	2,279	2,281
Intangibles	8	101	142	181
Total non-financial assets		128,708	125,162	126,953
Total non current assets		128,708	125,162	126,953
Total assets		168,436	163,981	162,499
LIABILITIES				
CURRENT LIABILITIES				
Payables				
Suppliers	9	1,739	2,104	1,950
Interest bearing liabilities	10	1,033	1,039	969
Other payables	11	2,963	1,905	1,906
Total payables		5,735	5,048	4,825
Provisions				
Employee provisions	12	2,437	2,179	2,179
Total current liabilities		8,172	7,227	7,004
NON CURRENT LIABILITIES				
Lease payable				
Interest bearing liabilities	10	3,226	4,058	3,126
Total lease payable		3,226	4,058	3,126
Provisions				
Employee provisions	12	2,198	1,920	2,415
Total provisions		2,198	1,920	2,415
Total non current liabilities		5,424	5,978	5,541
Total liabilities		13,596	13,205	12,545
Net assets		154,840	150,776	149,954
EQUITY				
Contributed equity		94,243	94,243	94,243
Reserves		61,914	56,473	56,473
Retained surplus/(Accumulated deficit)		(1,317)	60	(762)
Total equity		154,840	150,776	149,954

The above statement should be read in conjunction with the accompanying notes.

¹ Budget October 2022-23 has been categorised using line item categories from the financial statements.

² Right-of-use assets are included in Buildings and Plant and equipment.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Budget variance commentary – Statement of financial position**

Cash and cash equivalents and investments	These variances were due to investments in term deposits that mature after 30 June 2023 and lower than budgeted capital expenditure during the financial year.
Buildings	This variance mainly related to movements in building values as a result of an independent review of fair value at balance date.
Work in Progress	This variance was due to the completion of capital projects during the financial year.
Intangibles	This variance was due to lower than budgeted computer software acquisitions during the financial year.
Suppliers	This variance related to enhanced accounts payable processes resulting in improved timeliness of invoice payments.
Other payables	This variance related to higher than budgeted grants received in advance, including grant funding received for the 2023–24 financial year.
Employee provisions	This variance was due to additional accruing of annual leave for some part-time employees and employees that worked on Sundays



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Statement of Changes in Equity

for the period ended 30 June 2023

	Note	2023 \$'000	2022 \$'000	Original Budget ¹ \$'000
CONTRIBUTED EQUITY				
Opening balance				
Balance carried forward from previous period		94,243	94,243	94,243
Closing balance as at 30 June		94,243	94,243	94,243
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		60	1,130	222
Adjusted opening balance		60	1,130	222
Comprehensive income				
Surplus/(Deficit) for the period		(1,377)	(1,070)	(984)
Total comprehensive income		(1,377)	(1,070)	(984)
Closing balance as at 30 June		(1,317)	60	(762)
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		56,473	49,742	56,473
Comprehensive income				
Other comprehensive income		5,441	6,731	-
Total comprehensive income		5,441	6,731	-
Closing balance as at 30 June		61,914	56,473	56,473
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		150,776	145,115	150,938
Adjusted opening balance		150,776	145,115	150,938
Comprehensive income				
Surplus/(Deficit) for the period		(1,377)	(1,070)	(984)
Other comprehensive income		5,441	6,731	-
Total comprehensive income		4,064	5,661	(984)
Closing balance as at 30 June		154,840	150,776	149,954

The above statement should be read in conjunction with the accompanying notes.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Budget variance commentary – Statement of changes in equity**

Other comprehensive income

This variance related to movements in the land and buildings value as a result of an independent review of fair value at balance date.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Cash Flow Statement
for the period ended 30 June 2023

	Note	2023 \$'000	2022 \$'000	Original Budget ¹ \$'000
OPERATING ACTIVITIES				
Cash received				
Receipts from Commonwealth Government		38,925	37,659	37,613
Receipts from State and Territory Governments		3,117	2,468	2,731
Receipts from hostel accommodation customers		16,275	14,716	15,429
Interest		357	3	39
Net GST received		1,980	2,763	1,849
Other		733	342	1,051
Total cash received		61,387	57,951	58,712
Cash used				
Employees		29,849	30,460	31,218
Suppliers		23,026	25,986	19,928
Interest paid - leases		45	52	43
Other		157	192	300
Total cash used		53,077	56,690	51,489
Net cash from operating activities		8,310	1,261	7,223
INVESTING ACTIVITIES				
Capital cash received				
Proceeds from investments - term deposits		76,113	31,247	56,909
Interest on investments		920	54	825
Total investing cash received		77,033	31,301	57,734
Capital cash used				
Payment for property, plant and equipment		5,728	7,247	8,915
Payment for intangibles		-	81	85
Term deposits		79,975	56,994	31,162
Total capital cash used		85,703	64,322	40,162
Net cash from/ (used by) investing activities		(8,670)	(33,021)	17,572
FINANCING ACTIVITIES				
Financing cash used				
Principal repayments - leased assets		1,051	1,040	1,002
Total cash used		1,051	1,040	1,002
Net cash used by financing activities		(1,051)	(1,040)	(1,002)
Net increase/(decrease) in cash held		(1,411)	(32,800)	23,793
Cash and cash equivalents at the beginning of the reporting period		9,965	42,765	9,965
Cash and cash equivalents at the end of the reporting period	4	8,554	9,965	33,758

The above statement should be read in conjunction with the accompanying notes.

Investment in term deposits and related interest are presented separately under investing activities

¹ Budget October 2022-23 has been categorised using line item categories from the financial statements.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Budget variance commentary – Statement of changes in cash flow**

Interest	This variance related to higher interest receipts due to higher market interest rates.
Operating other cash received	This variance was mainly due lower than budgeted grant funding received in the financial year.
Operating suppliers	This variance was mainly due to the payment of trade payables from the 2021-22 financial year and increased contracted labour hire and Software as a Service (SaaS) expenditure.
Operating other cash used	This variance was mainly due to lower legal settlement expenditure in the financial year.
Investing activities cash received - proceeds from investments	This variance related to term deposit investments and the maturity of these investments during the financial year.
Investing activities cash received - interest on investments	This variance related to higher interest receipts due to higher market interest rates on term deposits.
Investing activities cash used – Payment for property, plant and equipment and intangibles	This variance was mainly due to lower than budgeted capital expenditure during the financial year, due to the deferral of major planned project.
Investing activities cash used - term deposits	This variance related to increased term deposit investments during the financial year.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements for the period ended 30 June 2023

Overview

Aboriginal Hostels Limited (AHL) is an Australian Government controlled entity. It is a not-for-profit entity. The objective of AHL is to provide safe, culturally appropriate and affordable accommodation for Indigenous Australians who need to be away from home to access services and economic opportunities.

AHL is structured to meet the outcome of improved access to education, employment, health and other services for Aboriginal and Torres Strait Islander people travelling or relocating through the operation of temporary hostel accommodation services. The continued existence of the company in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament.

The company activities contributing toward the outcomes are classified as departmental. Departmental activities involve the use of assets, liabilities, income and expenses controlled or incurred by the company in its own right. AHL does not have any Administered items.

Basis of preparation

The financial report is a general-purpose financial report that has been prepared in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and the Australian Accounting Standards (including Australian Accounting Interpretations) – Simplified Disclosures and other authoritative pronouncements of the Australian Accounting Standards Board (AASB). AHL is classified for financial reporting purposes as a not-for-profit (NFP) Commonwealth Company under the *Corporations Act 2001*.

The financial report, except for cash flow information, has been prepared on an accrual basis and on a historical cost basis (modified where applicable) by the measurement at fair value of selected assets and liabilities.

AHL's financial instruments are limited to cash, trade and other receivables and trade and other payables. AHL financial instruments are not complex and therefore are not further disclosed in the notes.

The financial report is presented in Australian dollars and all values are rounded to the nearest thousand dollars (\$'000) unless otherwise stated.

New Accounting Standards

Adoption of New Accounting Standard Requirements

All new/ revised/ amending standards and/ or interpretations that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect on the entity's financial statements.

Standard/ Interpretation	Nature of change in accounting policy, transitional provision, and adjustment to financial statements
AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates (AASB 2021-2) and	AASB 2021-2 amends AASB 7, AASB 101, AASB 108, AASB 134 and AASB Practice Statement 2. The amending standard requires the disclosure of material, rather than significant, accounting policies, and clarifies what is considered a change in accounting policy compared to a change in accounting estimate.
AASB 2021-6 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards (AASB 2021-6)	AASB 2021-6 amends the Tier 2 reporting requirements set out in AASB 1049, AASB 1054 and AASB 1060 to reflect the changes made by AASB 2021-2. The details of the changes in accounting policies and adjustments are disclosed below in the relevant notes to the financial statements. The amending standard is not expected to have a material impact on the entity's financial statement for the current reporting period or future reporting periods.

Taxation

The entity is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Income tax

No provision for income tax has been raised as AHL is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2023****Goods and services tax (GST)**

Revenues, expenses and assets are recognised net of the amount of associated GST, except where the GST incurred is not recoverable from the Australian Taxation Office. Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable or payable to the Australian Taxation Office is included with other receivables and payables in the statement of financial position. Cash flows are presented on a gross basis. The GST component of cash flows arising from investing or financing activities which are recoverable from, or payable to the Australian Taxation Office are presented as operating cash flows.

Events after balance date

No events after balance date requiring reporting have occurred.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements
for the period ended 30 June 2023**Financial performance**

This section analyses the financial performance of Aboriginal Hostels Limited for the year ended 30 June 2023.

Expenses

	Note	2023 \$'000	2022 \$'000
Note 1A: Employee benefits			
Wages and salaries		23,093	23,007
Annual leave		1,922	1,871
Long service leave		443	164
Other leave		1,278	1,402
Superannuation		3,650	3,592
Termination benefits ¹		67	(56)
Total employee benefits		30,453	29,980

¹ Reversal of excess provision for termination benefits for 2021-22**Accounting Policy**

Accounting policies for employee related expenses is contained in note 13.

Note 1B: Hostel accommodation expenses

Food and beverages	3,910	3,366
Cleaning and hygiene	1,304	885
Total hostel accommodation expenses	5,214	4,251

Note 1C: Administration expenses

Workers compensation expenses	775	645
Information technology and communications	2,084	1,923
Consultants and contractors	1,665	1,182
Travel and accommodation	706	517
Insurance	622	499
Directors' fees	13B 378	410
Training and recruitment	272	273
Audit fees	135	135
Legal expenses	76	121
Other	664	497
Total administration expenses	7,377	6,202



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2023**

	2023	2022
	\$'000	\$'000
Note 1D: Property operating expenses		
Repairs and maintenance	3,811	4,950
Fuel and power	1,706	1,649
Security services	1,600	1,606
Rates	836	822
Minor furnishings	331	360
Short-term leases	19	42
Other	229	309
Total property operating expenses	8,532	9,738

AHL had short-term lease commitments of \$4,060 as at 30 June 2023 (\$50,959 as at 30 June 2022).

Accounting Policy**Short-term leases**

AHL has elected not to recognise right-of-use assets and lease liabilities for short term leases of assets that have a lease term of 12 months or less. The entity recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

Note 1E: Depreciation and amortisation**Depreciation**

Buildings	6,030	5,580
Plant and equipment	987	871
Art and artefacts	23	23
Total depreciation	7,040	6,474

Amortisation

Leasehold improvements	346	155
Intangibles	40	80
Total amortisation	386	235
Total depreciation and amortisation	7,426	6,709

Note 1F: Write-down and impairment of assets and bad debts**Write-down and impairment of assets**

Building	305	284
Plant and equipment	33	9
Total write-down and impairment of assets	338	293

Bad debts write off and provision for bad debts	24	16
Total write-down and impairment of assets and bad debts	362	309

Note 1G: Finance and borrowing costs

Bank charges	72	79
Interest on lease liabilities	45	52
Total finance and borrowing costs	117	131

The above lease disclosures should be read in conjunction with the accompanying notes.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

**Notes to the Financial Statements
for the period ended 30 June 2023**

Accounting Policy

Accounting policies for depreciation expenses are located after Note 9.

Expense recognition

Resources provided free of charge

Resources provided free of charge by AHL are recognised as expenses when and only the 'fair value' can be reliably determined and the services would have been sold if they had not been donated. Resources provided free of charge are recorded as either an expense or a loss depending on their nature.

No value has been recognised in AHL's current or prior year financial statements for resources provided free of charge.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements for the period ended 30 June 2023

Own-source revenue

	2023	2022
	\$'000	\$'000
Note 2A: Revenue from contracts with customers		
Funding for operation of hostels	4,302	4,583
Hostel accommodation revenue	16,327	15,039
Total revenue from contracts with customers	20,629	19,622

Funding received for operation of hostels

National Indigenous Australians Agency (NIAA)

Wadeye Secondary Education Boarding Facility	766	1,223
Tennant Creek Hostels	1,000	1,000

Northern Territory Government

Apmere Mwerre Visitor Park	1,608	1,581
Alyerre Hostel	928	779

Total funding received for operation of hostels	4,302	4,583
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Hostel accommodation revenue

Tariffs collected from non-government entities	14,492	13,527
Tariffs collected from State and Territory Governments	1,835	1,512

Total hostel accommodation revenue	16,327	15,039
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Accounting policy

Revenue recognition

Revenue is recognised to the extent it is probable that the economic benefits will flow to AHL and the revenue can be reliably measured. The following specific recognition criteria must be met before revenue is recognised.

Rendering of services

Revenue received for the provision of hostel accommodation is recognised at the time of delivery of the service to customers, with all outstanding hostel tariff revenue accounted for as trade receivables and revenue payable by State and Territory organisations. The transaction price is the total amount of consideration which AHL expects to be entitled in exchange for hostel accommodation services which comprise fixed amounts.

Contributions

A contribution occurs when AHL receives an asset or cash without returning approximately equal value to the parties that provided the cash or asset, for example property donations and grant funding to deliver administered programs. Contributions covered by enforceable agreements with sufficiently specific performance obligations are recognised as revenue when the performance obligations are satisfied as described in rendering of services above. Other contributions are recognised as income when AHL is entitled to the contribution.

Resources received free of charge

Resources received free of charge by AHL are recognised as revenue when the 'fair value' can be reliably determined and the services would have been purchased if they had not been donated. AHL does not include an estimate of the value of hostels provided to AHL free of charge to operate in its financial statements as these arrangements always result in nil impact to the financial position of AHL. As AHL would not have purchased these resources if they were not provided free of charge, no value has been recognised in the current or prior year financial statements.

AHL operates two hostels as Crown Land Manager, the properties are Durungaling and Biala hostels in NSW.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements
for the period ended 30 June 2023

	2023 \$'000	2022 \$'000
Note 2B: Interest income		
Interest income	1,343	156
Total interest income	1,343	156
Note 2C: Other income		
Grants	-	643
Rent received	-	10
Donations received	13	7
Other revenue and gains	170	81
Total other income	183	741
Note 3: Revenue from the Commonwealth Government		
Grant received from Department of the Prime Minister and Cabinet	35,931	35,731
Total grant received from the Commonwealth Government	35,931	35,731

Accounting policy*Interest revenue*

Interest revenue is recognised using the effective interest method.

Other income

Other income is recognised and measured at the fair value of the consideration received or receivable to the extent it is probable that the economic benefits will flow to AHL and the income can be reliably measured.

Revenue from Government

Funding received or receivable from non-corporate Commonwealth entities (appropriated to the Department of Prime Minister and Cabinet for payment to corporate entities) is recognised as Revenue from Government by AHL unless the funding is in the nature of an equity injection or a loan.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements for the period ended 30 June 2023

Financial Position

This section analyses Aboriginal Hostels Limited's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the people and relationships section.

	2023 \$'000	2022 \$'000
Note 4: Cash and cash equivalents		
Cash at bank	8,382	9,797
Donation account	172	168
Total cash and cash equivalent	8,554	9,965

Accounting Policy

Cash is recognised at its nominal amount. Cash and cash equivalents include:

- a) cash on hand; and
- b) bank balance in transactional accounts at call.

Note 5: Trade and other receivables

Trade receivables	466	372
Less: Impairment loss allowance	(13)	(11)
Total trade receivables	453	361
GST receivable	307	455
Other receivables	413	1,262
Total other receivable	720	1,717
Total trade and other receivables	1,173	2,078

Note 6: Other investments

Term deposits	29,609	25,747
Total other investment	29,609	25,747

Accounting policy

Trade and other receivables

Receivables for goods or services are recognised at the nominal amounts due, less any allowances for impairment. The collectability of debts is reviewed at year end. An allowance is recognised when the collectability of the debt is no longer probable and reported as a provision for impairment. The 'No Pay No Stay' policy is in place to reduce the level of irrecoverable debts from residents and hostel accommodation tariff payable by institutional debtors (e.g., State and Territory government agencies). Tariffs are either paid upfront or where invoiced to organisations are due within 14 days of receipt.

Other investments

Other investments include term deposits with Australian banks with maturity of less than 12 months. Deposit balances are shown at their amortised cost, which is equivalent to their face value.

Note 7: Other non-financial assets

Prepayments	392	569
Workers compensation bonus receivable	-	460
Total other non-financial assets	392	1,029



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements
for the period ended 30 June 2023

Note 8: Reconciliation of the opening and closing balances of non-financial assets 2023

	Land	Buildings	Work In Progress	Leasehold Improvements	Plant and Equipment	Art and Intangibles	Artifacts	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
As at 1 July 2022								
Gross book value	40,162	80,754	2,567	2,710	6,094	2,302	202	134,791
Accumulated depreciation	-	(4,693)	-	(1,149)	(3,704)	(23)	(60)	(9,629)
Total as at 1 July 2022	40,162	76,061	2,567	1,561	2,390	2,279	142	125,162
Recognition of right of use assets on initial application of AASB 16	-	4,615	-	-	261	-	-	4,876
Adjusted total as at 1 July 2022	40,162	76,061	2,567	1,561	2,390	2,279	142	125,162
Additions:								
By acquisition	-	-	5,689	-	-	-	-	5,689
Capitalised from work in progress	-	6,845	(7,885)	192	848	-	-	-
Disposal of assets	-	(310)	-	(3)	(54)	-	-	(367)
Revaluations and impairments recognised in other comprehensive income ¹	813	4,628	-	-	-	-	-	5,441
Depreciation expense	-	(5,157)	-	(345)	(798)	(23)	(41)	(6,364)
Depreciation expense on right-of-use assets	-	(872)	-	-	(195)	-	-	(1,067)
Other movements of right-of-use assets	-	-	-	-	214	-	-	214
Total as at 30 June 2023	40,975	81,195	371	1,405	2,405	2,256	101	128,708
Total as at 30 June 2022 represented by								
Gross book value	40,975	81,197	371	2,860	6,869	2,302	202	134,776
Accumulated depreciation	-	(2)	-	(1,455)	(4,464)	(46)	(101)	(6,068)
Total as at 30 June 2023	40,975	81,195	371	1,405	2,405	2,256	101	128,708
Carrying amount of right-of-use assets	-	3,743	-	-	280	-	-	4,023

¹In 2022-23 AHL had a materiality review of land and buildings assets against carrying value, which resulted an increase in fair value of \$5,441k. The above lease disclosures should be read in conjunction with the accompanying notes 1E and 1I.

ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements for the period ended 30 June 2023

Accounting policy

Property, plant and equipment (includes fit out in leased properties, art and artefacts)

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$2,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

Art, artefacts, land and buildings are carried at 'fair value' less depreciation. Whereas leasehold improvements and plant and equipment are carried at historic costs less accumulated depreciation and less any identified impairment losses. In the event the carrying amount of plant and equipment is greater than the estimated recoverable amount, the carrying amount is immediately written down to the estimated recoverable amount. A formal assessment of recoverable amount is made when impairment indicators are present.

Independent valuations

An independent comprehensive valuation of land, buildings and art and artefacts was undertaken by Jones Lang LaSalle (JLL) as at 30 June 2021.

These independent valuations are undertaken by AHL to obtain the current values of land, buildings and art and artefacts for accounting and insurance purposes, identify potential impairment to historical values, and to ensure AHL's assets are not carried at amounts greater than 'fair value' as required by accounting standard AASB 136, Impairment of Assets.

AHL undertakes revaluations of its land, buildings, art and artefacts, (excluding right-of-use assets) every three years and reflect these valuations and remaining useful lives in AHL's asset register and accounts.

Valuation policy for art and artefacts

AHL has adopted a revaluation model policy for subsequent measurement of its art and artefacts. All art and artefacts continue to be depreciated over 100 years. Although all care is taken by AHL to protect its art and artefacts, AHL does not have a formal 'preservation plan' in place to protect these assets indefinitely. Consequently, these assets cannot be classified as heritage assets and have not been assigned unlimited useful lives.

Valuation policy for land and buildings

AHL has adopted a revaluation model policy for subsequent measurement of its land, buildings and building improvements. AHL depreciates all buildings and building improvements over the remaining useful lives of the assets.

Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets.

In 2022-23 AHL had a materiality review of land and buildings carrying values undertaken by JLL, which resulted in an increase in fair value \$5,441k at 30 June 2023.

New acquisitions are initially valued at 'historic cost' and subsequently revalued to 'fair value' as part of the next scheduled independent revaluation process.

Valuation policy for leasehold improvements

AHL records the cost of office fit outs and capital improvements over \$2,000 undertaken by AHL in leased properties at 'historic cost' and depreciates the cost over the life of each lease.

AHL reviews its leasehold makegood liabilities with respect to each leasehold improvement agreement. At 30 June 2023, there was no evidence, past or present, of any damage to the leasehold premises that would require a provision for makegood to be accounted for.

Depreciation of property, plant and equipment

Depreciable property, plant and equipment with the exception of leasehold improvement assets are written off to their estimated residual values over their estimated useful lives using the straight-line method of depreciation commencing from the time the asset is available for use. Leasehold improvements are depreciated on a straight-line basis over the remaining lease term.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements
for the period ended 30 June 2023

Accounting policy (continued) - Property, plant and equipment

Depreciation rates (useful lives) at the end of each reporting period together with necessary adjustments are recognised in the current and future reporting periods as appropriate. Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

Asset category	2023	2022
Buildings – infrastructure	10-50 Years	10-50 Years
Buildings – structure	10-95 Years	10-95 Years
Buildings – plant and equipment	10-35 Years	10-35 Years
Buildings – fit out	7-40 Years	7-40 Years
Buildings – health and safety equipment	20 Years	20 Years
Art and artefacts	100 Years	100 Years
Leasehold improvements ¹	5-15 Years	5-15 Years
Furniture and fittings	5 Years	5 Years
Computer equipment	3-5 Years	3-5 Years
Office machinery	5 Years	5 Years
Electrical equipment	5 Years	5 Years

Notes:

¹Leasehold improvements include fit out of AHL's National Office and leased hostels.

The aggregate amounts of depreciation and amortisation expenses allocated for each class of asset during the reporting period are disclosed in note 1E.

Gains and losses on disposal

Gains and losses on disposals are determined by comparing proceeds from sale of assets with the carrying value of each asset. These gains or losses are included in the statement of comprehensive income.

Work in progress – Property, plant and equipment

The cost of construction work undertaken on AHL owned projects is capitalised in work in progress (WIP) at historical cost. Once completed, these assets are transferred from WIP to the respective asset classes within property, plant and equipment. However, where AHL receives funding to construct hostels or maintain hostels on behalf of other agencies, the full cost is immediately expensed and not capitalised. These hostels are capitalised by the respective owners upon completion and handover by AHL.

Lease Right of Use (ROU) Assets

Lease liabilities are initially recognised at the present value of future lease payments over the lease term. The lease term includes any extension or renewal options that AHL is reasonably certain to exercise. Future lease payments comprise:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable
- variable lease payments that depend on an index or rate, initially measured using the index or rate as at the commencement date
- the exercise price of a purchase option that AHL is reasonably certain to exercise
- payments for termination penalties, if the lease term reflects the early termination

The discount rate used is the interest rate implicit in the lease, or AHL's incremental borrowing rate if the implicit rate cannot be readily determined. Subsequently, the lease liabilities are increased by the interest charge and reduced by the amount of lease payments. Lease liabilities are also remeasured in certain situations such as a change in variable lease payments that depend on an index or rate (e.g., a market rent review), or a change in the lease term.

Right-of-use assets are recognised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned. They are amortised over their term and are subject to impairment.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements for the period ended 30 June 2023

On initial adoption of AASB 16, AHL adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in Aboriginal Hostels Limited's financial statements.

Intangibles

Software

AHL's intangibles comprise purchased software which is carried at cost less accumulated amortisation and less any impairment losses. Software is amortised on a straight-line basis over its anticipated useful life commencing when the software is installed ready for use.

AHL's software useful life estimated at five years and the value is assessed annually for impairment. AHL's capitalisation threshold for software is \$2,000.

Work in progress – software

The cost of purchasing software and customising for AHL's business operations is capitalised in WIP at historical cost until the software are installed ready for use. The full cost of purchasing and developing the completed software is then transferred from WIP to the appropriate software category in the asset register and amortised over the estimated useful life of the software.

Any software development costs not directly related to the development of the final installed software is expensed. Software licence fees are capitalised separately from the software and amortised over the life of each licence.

Impairment of assets

At the end of each reporting period, AHL reviews the carrying values of its assets to determine whether there is any indication that those assets have been impaired. If such an indication exists because the recoverable amount of the asset, (i.e., Fair value less selling costs) is lower than the asset's carrying value, the difference is recognised as an expense.

AHL believes that all property, plant, equipment and intangibles are accurately valued and reflect the current condition of these assets.

Fair value measurement

AHL engaged the services of Jones Lang LaSalle (JLL) to conduct a comprehensive revaluation for all land, buildings and art and artefacts as at 30 June 2021. An annual assessment is undertaken to determine whether the carrying amount of the assets is materially different from the fair value. Comprehensive valuations are carried out at least once every three years with the previous valuation conducted as at 30 June 2021. JLL has provided written assurance to AHL that the valuation models developed are in compliance with AASB 13.

The methods utilised to determine and substantiate the unobservable inputs are derived and evaluated as follows:

Physical depreciation and obsolescence - assets that do not transact with enough frequency or transparency to develop objective opinions of value from observable market evidence have been measured utilising the depreciated replacement cost approach. Under the depreciated replacement cost approach, the estimated cost to replace the asset is calculated and then adjusted to take into account physical depreciation and obsolescence. Physical depreciation and obsolescence have been determined based on professional judgement regarding physical, economic and external obsolescence factors relevant to the asset under consideration. For all leasehold improvement assets, the consumed economic benefit / asset obsolescence deduction is determined based on the term of the associated lease.

AHL's policy is to recognise transfers into and transfers out of fair value hierarchy levels as at the end of the reporting period.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements
for the period ended 30 June 2023

	2023 \$'000	2022 \$'000
Note 9: Suppliers		
Trade payables		
Trade creditors and accruals	1,739	2,104
Total suppliers	1,739	2,104
Suppliers expected to be settled		
No more than 12 months	1,739	2,104
Total suppliers	1,739	2,104
Note 10: Interest bearing liabilities		
Buildings lease liability	3,977	4,833
Plant and equipment lease liability	282	264
Total lease liability	4,259	5,097
Lease liability expected to be settled		
No more than 12 months	1,033	1,039
More than 12 months	3,226	4,058
Total lease liability	4,259	5,097
Note 11: Other payables		
Employee payables	1,025	824
Grants received in advance	1,278	249
Refundable tariffs	447	692
Unearned revenue	213	140
Total other payables	2,963	1,905
Other payable expected to be settled		
No more than 12 months	2,963	1,905
Total Other payables	2,963	1,905

Credit terms for goods and services were within 30 days (2022: 30 days). AHL has not made loans to any entity.

Accounting policy*Trade payables*

Trade creditors represent the liability outstanding at the end of the financial year for goods and services received by AHL before year end which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2023***Interest Bearing Liabilities – ROU Leases*

Total cash outflow for leases for the period ended 30 June 2023 was \$798k (30 June 2022 was \$1,091k).

Maturity analysis – contractual undiscounted cash flows

	2023	2022
	\$'000	\$'000
Within 1 year	\$1,071	\$1,044
Between 1 to 5 years	\$2,975	\$3,725
More than 5 years	\$ 300	\$450

Disclosure notes for significant leasing arrangements and all significant leasing arrangements with below market terms.

Aboriginal Hostels Limited has the following significant leasing arrangements:

- National office lease at 2-6 Shea Street, Phillip, ACT: lease expiry on 31 March 2027.

Aboriginal Hostels Limited has the following significant leasing arrangement with below market terms:

- Gudang Dalba at Bambatj Road, Darwin NT: AHL operates a medical hostel on the site, the lease expires in July 2024, with \$1 payment annually if demanded.
- Kirinari Sylvania at 340 Box Road, Sylvania Heights, NSW: AHL operates a secondary education hostel on the site, the lease expires on 30 June 2025.
- Kirinari Newcastle at 15 Myall Road, Newcastle, NSW: AHL is operates a secondary education hostel on the site, the lease expires on 30 June 2025.
- Broome Hostel at 52 Forrest Street, Broome, WA: AHL is operating a medical hostel on the site, the lease is currently month to month, with \$1 payment if demanded plus any surplus tariff income are payable.
- Apmere Mwerre Visitor Park at 15 Len Kittle Drive, Alice Springs, NT: AHL is operating multipurpose hostel on the site, the lease is currently month to month, with \$1 payment annually if demanded.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements
for the period ended 30 June 2023**People and relationships**

This section describes a range of employment and post employment benefits provided to our people and our relationships with other key people.

	2023 \$'000	2022 \$'000
Note 12: Provision for employee benefits		
Provision for annual leave	2,164	1,939
Provision for long service leave	2,471	2,160
Total provision for employee benefits	4,635	4,099
Employee benefits expected to be settled		
No more than 12 months	2,437	2,179
More than 12 months	2,198	1,920
Total employee benefits	4,635	4,099

Accounting policy**Employee benefits***Leave provisions*

A provision is made for AHL's liability for employee entitlements arising from services rendered by employees at the reporting date to the extent that they have not been settled. These benefits include wages and salaries, annual leave and long service leave.

Liabilities for short-term employee benefits (as defined in AASB 119 Employee Benefits) arising in respect of wages and salaries, annual leave and any other employee benefits expected to be settled within twelve months of the reporting date are measured at their nominal amounts based on remuneration rates which are expected to be paid when the liability is settled.

The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave, as it is non-vesting and the average sick leave taken in future years by employees of AHL is estimated to be less than the annual entitlement for sick leave.

Superannuation

Staff at AHL are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or of each employee's chosen superannuation fund.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the financial statements
for the period ended 30 June 2023**

The CSS and PSS are defined benefit schemes of the Australian Government. The PSSap is a defined contribution scheme. From 1 July 2005, new employees are eligible to join the PSSap scheme. Where staff do not indicate a preference, PSSap is the default superannuation fund.

Contributions are made by AHL to the above schemes at the rates determined by an actuary to be sufficient to meet the costs to the Commonwealth Government of the superannuation entitlements of AHL's employees. AHL recognises contributions as expenses when incurred.

Accounting Judgements and Estimates

In 2022-23 AHL adopted the Department of Finance Shorthand method as per PGPA rule 2015.24(b). (iii) as the calculation methodology for employee entitlements. Each year AHL updates the calculation parameters as published in the Standard Parameters table by the Department of Finance as at reporting date.

In 2022-23 AHL reviewed its employee profile for the purposes of determining the parameters for on-cost factor application and to estimate the pattern of the employees likely to access their long-term entitlements whilst in service and on termination of their contract with AHL. AHL will continue to review its employee profile with sufficient regularity to ensure the parameters applied do not differ materially against the employee profile of the reporting period.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the financial statements
for the period ended 30 June 2023**Key management personnel**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise). AHL has determined the key management personnel to be the Minister for Indigenous Australians, Chair, Deputy Chair, all other Directors, Chief Executive Officer, Chief Finance Officer and Company Secretary and General Manager Operations and General Manager Business Development and Employment.

Note 13: Key Management Personnel**Note 13A: Key management personnel in office at any time during the financial year:**

Directors	Position	Term
Mr Anthony Ashby ¹	Chairperson, Non-executive director	24 Sep 2019 to 17 Sep 2023
Dr Valerie Cooms ¹	Deputy Chairperson, Non-executive director	2 Sep 2019 to 17 Sep 2023
Mr Paul Allen ¹	Non-executive director	6 May 2020 to 5 May 2023 9 May 2023 to 5 Aug 2023
Mr Simon McGrath ¹	Non-executive director	6 May 2020 to 5 May 2023 9 May 2023 to 5 Aug 2023
Ms Leeanne Caton	Non-executive director	30 Oct 2020 to 20 Dec 2022
Ms Leann Wilson	Non-executive director	30 Oct 2020 to 29 Oct 2023
Ms Alison Page	Non-executive director	25 Oct 2022 to 24 Oct 2025
Ms Katie Wyatt	Non-executive director	25 Oct 2022 to 24 Oct 2025
Mr Shona Reid	Non-executive director	15 Jun 2023 to 14 Jun 2026
Executive	Position	Period
Mr Dave Chalmers	Chief Executive Officer	Commenced 10 Mar 2020
Mr Dermot Walsh	Chief Financial Officer and Company Secretary	Commenced 21 Jul 2020
Mr Robert Harvey	General Manager Operations	Commenced 28 Jan 2020
Ms Kate Thomann	General Manager, Business Development and Employment	Ceased 10 Jul 2022
Ms Melissa Connors	Acting General Manager, Business Development and Employment	11 Jul 2022 to 6 Nov 2022
Mr Peter J Bligh	General Manager, Business Development and Employment	Commenced 7 Nov 2022

¹These Directors' terms were extended subsequent to balance date.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the financial statements
for the period ended 30 June 2023****Note 13B: Key management personnel remuneration**

	2023 \$	2022 \$
Directors remuneration^{1,2}		
Short-term benefits	342,967	372,696
Post-employment benefits	35,921	37,270
Total directors' remuneration	378,888	409,966
Executive remuneration		
Short-term employee benefits		
Short-term employee benefits	948,302	943,762
Post-employment benefits	135,902	147,132
Other long-term employee benefits	50,068	59,443
Total executive remuneration³	1,134,272	1,150,337
Total key management personnel remuneration⁴	1,513,160	1,560,303

1. The above Directors' fee calculation includes 9 members including the Chair of the Board in 2022-23 and 8 members in 2021-22.

2. Under the Remuneration Tribunal Determination, AHL Directors receive additional annual fees for serving on Board sub-committees – the Audit Risk and Finance Committee and the Asset Management Committee. These additional fees are included in directors' remuneration above.

3. The total number of senior management personnel that are included in the above table are 4 for 2022-23 and 4 for 2021-22.

4. The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the entity.

Note 14: Related party disclosures*Related party relationships*

Related parties to AHL are key management personnel, including the Minister for Indigenous Australians.

Transactions with related parties

Given the breadth of Government activities, related parties may transact with the Government sector in the same capacity as ordinary citizens. AHL transacts with other Australian Government controlled entities for normal day-to day business operations provided under normal terms and conditions or on a cost recovery basis. These transactions have not been separately disclosed in this note.

Giving consideration to the relationships with related parties and the transactions entered into during the year, it has been determined that there were no related party transactions to be separately disclosed.

Managing uncertainties

This section analyses how Aboriginal Hostels Limited manages financial risks within its operating environment.

Note 15: Economic dependency

AHL currently receives the majority of its funding from the Commonwealth, State and Territory Governments and is therefore financially dependent on them.

Note 16: Contingent assets and liabilities

AHL had no contingent assets or liabilities at balance date.

Accounting policy

Contingent assets and liabilities are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements****for the period ended 30 June 2023****Other Information****Note 18: Bequest accounts**

AHL administers the following two bequest accounts in accordance with the individual bequests. As these bequest accounts are not AHL monies, they have not been incorporated into AHL's financial statements but have been instead reported separately in this note.

Note 18A: May Ames bequest account

During 1981-82 \$46,980 was received by AHL from the estate of the late May Ames to be used for the benefit of secondary school children. The funds have been invested by AHL in term deposit with Westpac Bank for 12 months at interest rate 4.36%. The term deposit is maturing on 22 November 2023. Accrued interest on term deposit as at 30 June 2023 was \$2,274.

	2023 \$	2022 \$
OPERATING ACCOUNT		
Opening balance	7	7
Interest	473	-
Expenses	(1,453)	-
Transfer to term deposit	973	-
Closing balance of operating account	-	7
Term deposit		
Opening balance	87,506	87,029
Matured term deposit and reinvestment	(973)	477
Closing balance of term deposit	86,533	87,506
Closing balance of May Ames bequest account	86,533	87,513

Note 18B: Ashley Cooper bequest account

During 2006-07 \$137,189 was received by AHL from the estate of the late Ashley Cooper to be used for the benefit of secondary school children in South Australia and Northern Territory. The funds have been invested by AHL in term deposit with Westpac Bank for 12 months at interest rate 4.36%. The term deposit is maturing on 22 November 2023. Accrued interest on term deposit as at 30 June 2023 was \$3,859.

OPERATING ACCOUNT		
Opening balance	11	11
Interest	861	-
Bank Charges	(11)	-
Transfer to term deposit	861	-
Closing balance of operating account	-	11
Term deposit		
Opening balance	145,974	145,179
Matured term deposit and reinvestment	861	795
Closing balance of term deposit	146,835	145,974
Closing balance of Ashley Cooper bequest account	146,835	145,985



Good for my newborn and child to stay. It's a safe place.

Resident-Kabalulumana Hostel

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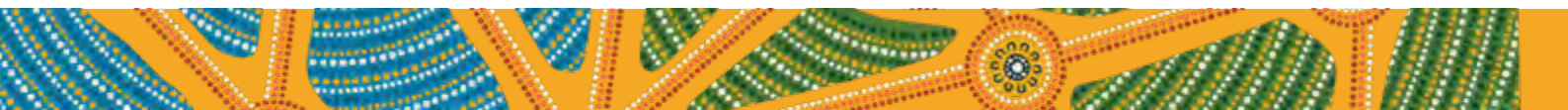


Compliance Index

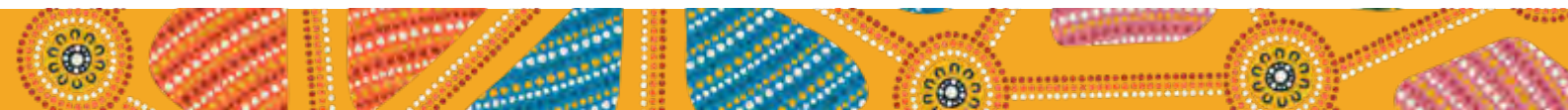
Commonwealth company requirements

Below is the table set out in Schedule 2B of the PGPA Rule. Section 28E(p) requires this table be included in Commonwealth companies' annual reports as an aid to access.

PGPA Rule Reference	Part of Report	Description	Requirement
28E	Contents of annual report		
28E(a)	Part 1, p.11	The purposes of the company as included in the company's corporate plan for the reporting period	Mandatory
28E(aa)	Part 2, p.24-40	The results of a measurement and assessment of the company's performance during the reporting period, including the results of a measurement and assessment of the company's performance against any performance measures and any targets included in the company's corporate plan for the reporting period	Mandatory
28E(b)	Part 3, p.47	The names of the persons holding the position of responsible Minister or responsible Ministers during the reporting period, and the titles of those responsible Ministers	Mandatory
28E(c)	Part 3, p.47	Any directions given to the entity by a Minister under the company's constitution, an Act or an instrument during the reporting period	If applicable, mandatory
28E(d)	Part 3, p.47	Any government policy order that applied in relation to the company during the reporting period under section 93 of the Act	If applicable, mandatory
28E(e)	N/A	Particulars of noncompliance with: (a) a direction given to the entity by the Minister under the company's constitution, an Act or instrument during the reporting period; or (b) a government policy order that applied in relation to the company during the reporting period under section 93 of the Act	If applicable, mandatory
28E(f)	Part 4, p.66-67	Information on each director of the company during the reporting period	Mandatory
28E(g)	Part 3, p.45	An outline of the organisational structure of the company (including any subsidiaries of the company)	Mandatory
28E(ga)	Part 3, pp.56, 58-59	Statistics on the entity's employees on an ongoing and non ongoing basis, including the following: (a) statistics on fulltime employees; (b) statistics on parttime employees; (c) statistics on gender; (d) statistics on employees location	Mandatory

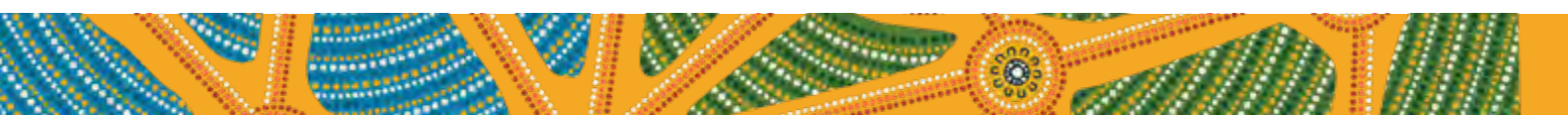


PGPA Rule Reference	Part of Report	Description	Requirement
28E(h)	Service delivery network Part 1, p.14-15	An outline of the location (whether or not in Australia) of major activities or facilities of the company	Mandatory
28E(i)	Part 3, pp.46-49	Information in relation to the main corporate governance practices used by the company during the reporting period	Mandatory
28E(j), 28E(k)	N/A	<p>For transactions with a related Commonwealth entity or related company where the value of the transaction, or if there is more than one transaction, the aggregate of those transactions, is more than \$10,000 (inclusive of GST):</p> <p>(a) the decisionmaking process undertaken by the directors of the company for making a decision to approve the company paying for a good or service from, or providing a grant to, the related Commonwealth entity or related company; and</p> <p>(b) the value of the transaction, or if there is more than one transaction, the number of transactions and the aggregate of value of the transactions</p>	If applicable, mandatory
28E(l)	Part 4, p.65	Any significant activities or changes that affected the operations or structure of the company during the reporting period	If applicable, mandatory
28E(m)	Part 3, p.47	Particulars of judicial decisions or decisions of administrative tribunals that may have a significant effect on the operations of the company	If applicable, mandatory
28E(n)	Part 3, p.47	<p>Particulars of any reports on the company given by:</p> <p>(a) the Auditor-General, or</p> <p>(b) a Parliamentary Committee, or</p> <p>(c) the Commonwealth Ombudsman; or</p> <p>(d) the Office of the Australian Information Commissioner; or</p> <p>(e) the Australian Securities and Investments Commission</p>	If applicable, mandatory
28E(o)	N/A	An explanation of information not obtained from a subsidiary of the company and the effect of not having the information on the annual report	If applicable, mandatory
28E(oa)	Part 4, p.68-70	Information about executive remuneration	Mandatory
28E(ob)	Audit, Risk and Finance Committee Part 4, p.71	<p>The following information about the audit committee for the company:</p> <p>(a) a direct electronic address of the charter determining the functions of the audit committee;</p> <p>(b) the name of each member of the audit committee;</p> <p>(c) the qualifications, knowledge, skills or experience of each member of the audit committee;</p> <p>(d) information about each member's attendance at meetings of the audit committee;</p> <p>(e) the remuneration of each member of the audit committee</p>	Mandatory



Glossary

AC	Companion of the Order of Australia	PBS	Portfolio Budget Statements
ACT	Australian Capital Territory	PGPA Act	Public Governance, Performance and Accountability Act 2013
AHL	Aboriginal Hostels Limited	PSM	Public Service Medal
AICD	Australian Institute of Company Directors	QFES	Queensland Fire and Emergency Services
AM	Member of the Order of Australia	QLD	Queensland
AMC	Asset Management Committee	SA	South Australia
ANAO	Australian National Audit Office	TAFE	Technical and Further Education
AO	Officer of the Order of Australia	UTS	University of Technology Sydney
APS	Australian Public Service	VIC	Victoria
APSC	Australian Public Service Commission	WA	Western Australia
ARFC	Audit, Risk and Finance Committee	WHS	Work Health and Safety
ASIC	Australian Securities and Investments Commission		
ATO	Australian Taxation Office		
CA	Chartered Accountant		
CBE	Commander of the Order of the British Empire		
CEO	Chief Executive Officer		
CSC	Conspicuous Service Cross		
ERM	Enterprise Risk Management		
FCA	Fellow of the Institute of Chartered Accountants		
FCPA	Fellow Certified Practising Accountant		
GAICD	Graduate of the Institute of Chartered Accountants.		
GM	General Manager		
GST	Goods and Services Tax		
ICT	Information and Communication Technology		
LED	Light Emitting Diode		
MAICD	Member of the Australian Institute of Company Directors		
MOU	Memorandum of Understanding		
NAIDOC	National Aborigines and Islanders Day Observance Committee		
NIAA	National Indigenous Australians Agency		
NPY	Ngaanyatjarra Pitjantjatjara Yankunytjatjara		
NSW	New South Wales		
NT	Northern Territory		
NTAIC	Northern Territory Aboriginal Investment Corporation		
P.R.O.U.D.	Professional, Respectful, Open, Understanding, Dedicated (AHL values)		

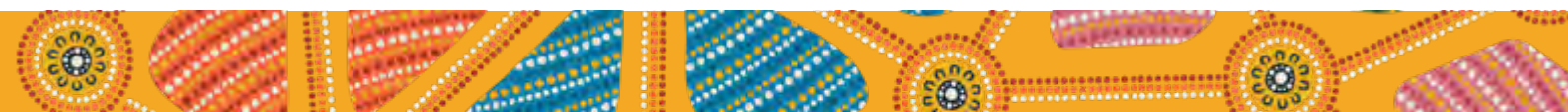


Appendices

Hostel network – summary and naming

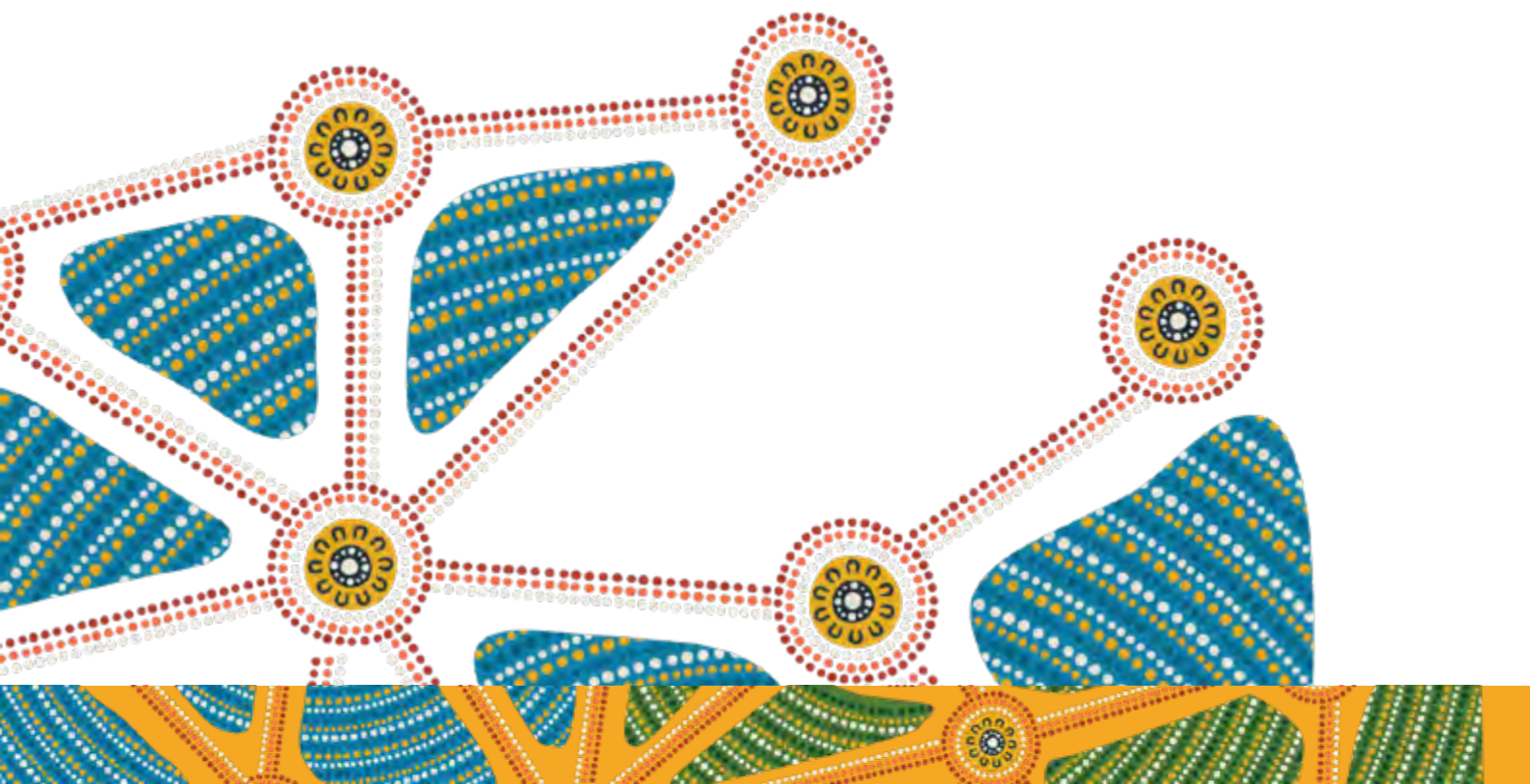
Hostel network

	Hostel	Location	Type
Northern Territory	Alyerre	Alice Springs	Health and Medical
	Sid Ross	Alice Springs	Health and Medical
	Apmere Mwerre Visitor Park	Alice Springs	Multipurpose
	Ayiparinya	Alice Springs	Multipurpose
	Topsy Smith	Alice Springs	Health and Medical
	Daisy Yarmirr	Darwin	Multipurpose
	Galawu	Darwin	Multipurpose
	Gudang Dalba	Darwin	Health and Medical
	Nagandji Nagandji-Ba	Darwin	Health and Medical
	Silas Roberts	Darwin	Multipurpose
	Corroboree	Katherine	Multipurpose
	Fordimail	Katherine	Secondary Education
	Katherine Women's Medical	Katherine	Health and Medical
	Nhulunbuy	Nhulunbuy	Multipurpose
	Tennant Creek Secondary	Tennant Creek	Secondary Education
	Wangkana Kari	Tennant Creek	Multipurpose
	Kardu Darrikardu Numida*	Wadeye *closed Dec 2022	Secondary Education
New South Wales	Grey Street	Dubbo	Secondary Education
	Durungaling	Newcastle	Multipurpose
	Kirinari Newcastle	Newcastle	Secondary Education
	Biala	Sydney	Secondary Education
	Kirinari Sylvania	Sydney	Secondary Education
	Tony Mundine	Sydney	Multipurpose
	Tamworth	Tamworth	Multipurpose





	Hostel	Location	Type
Queensland	Elley Bennett	Brisbane	Multipurpose
	Yumba	Brisbane	Multipurpose
	Kuiyam	Cairns	Multipurpose
	Mackay	Mackay	Multipurpose
	Kabalulumana	Mount Isa	Health and Medical
	Neville Bonner	Rockhampton	Multipurpose
	Canon Boggo Pilot	Thursday Island	Secondary Education
	Jumula Dubbins	Thursday Island	Multipurpose
	Iris Clay	Townsville	Multipurpose
	Tonky Logan	Townsville	Health and Medical
Victoria	William T Onus	Melbourne	Multipurpose
South Australia	Luprina	Adelaide	Multipurpose
	Mulgunya	Adelaide	Health and Medical
	Nindee	Adelaide	Multipurpose
Western Australia	Broome	Broome	Health and Medical
	Trilby Cooper	Kalgoorlie	Multipurpose
	Allawah Grove	Perth	Multipurpose
	Derbal Bidjar	Perth	Health and Medical
	South Hedland	South Hedland	Health and Medical
Australian Capital Territory:	National Office		



Naming

What's in a name?

AHL hostel names reflect people, language and culture of First Nations people specific to the hostel site. Outlined below are the stories behind the names of a selection of AHL's network of 42 hostels.

Thursday Island, QLD

Boggo Pilot was born on Darnley Island in the Torres Strait. He worked as a teacher in the early part of his life and then studied to become an Anglican Priest. **Canon Boggo Pilot** spent many years planning and building a cultural centre on the Torres Strait Island Ministry site, Railway Estate on Thursday Island. He also preserved the spiritual heritage of Torres Strait Islander people through the publication of the 'Eastern and Western Hymn Book and liturgy: Torres Strait Island Ministry' in 1975. It contains Anglican hymns and liturgy in the Eastern and Western Torres Strait languages.

Darwin, NT

The name **Nagandji Nagandji-Ba** means 'sea eagle hawk'. It is from the dreaming of the Dangkalaba Clan and is significant to the Larrakia people of the Darwin area. It is their belief that the sea eagle hawk flies over protecting them and tells them of events and happenings that have occurred.

Adelaide, SA

Luprina means, 'camp site' in Pitjantjatjarra language.

Melbourne, VIC

The **William T Onus** hostel is named after William Townsend Onus (1906-1968), a Wiradjuri man, who was born in Cummeragunja and educated at the Thomas Shadrach James mission school. William fought against the injustices of Australian society and for the recognition and rights of his people.

Sydney, NSW

The **Tony Mundine** hostel is named after legendary boxer Anthony 'Tony' William Mundine OAM, the only Australian boxer to compete professionally in four weight divisions. In 1986 he was awarded the Medal of the Order of Australia for service to sport particularly to boxing and to First Nations youth.

Kalgoorlie, WA

The **Trilby Cooper** hostel is named after Trilby Cooper to honour the woman who dedicated her life to care for homeless Aboriginal people in her region of WA.

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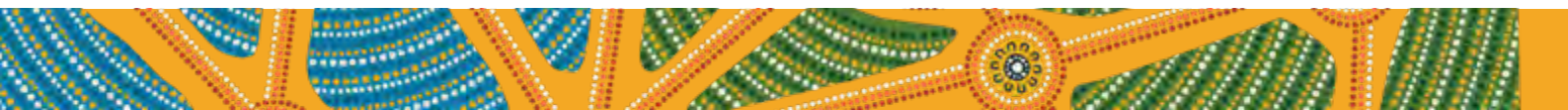
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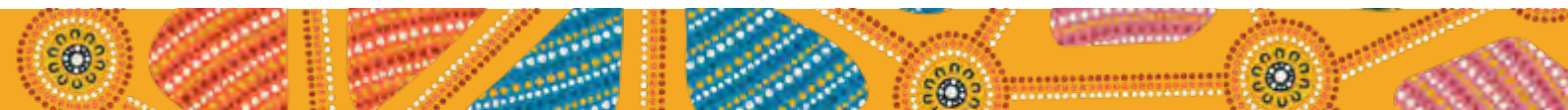
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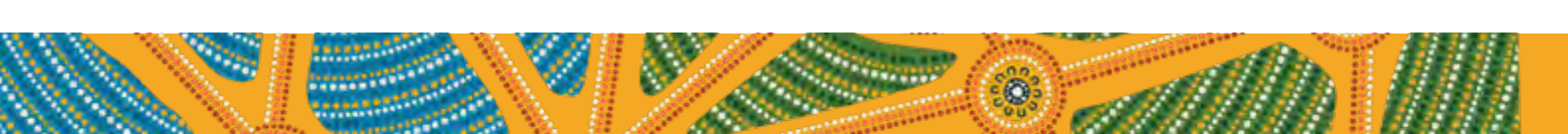
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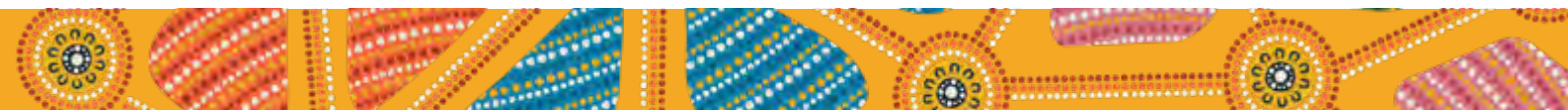
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