



Australian Government



ABORIGINAL
HOSTELS LIMITED

2023-24 ANNUAL REPORT



Aboriginal Hostels Limited

Annual Report 2023–24

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

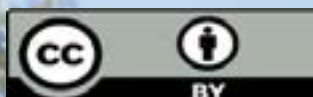
Website: ahl.gov.au

© Aboriginal Hostels Limited 2024

ISSN: 0313-2129 (Print)

ISSN: 1447-3410 (Online)

With the exception of the Commonwealth Coat of Arms, and where otherwise noted, all material presented in this document is provided under a Creative Commons Attribution 4.0 Australia licence.



The details of the relevant licence conditions are available on the Creative Commons website (<https://creativecommons.org/licenses/by/4.0/>) as is the full legal code for the licence (<https://creativecommons.org/licenses/by/4.0/legalcode>)

This document must be attributed as the Aboriginal Hostels Limited Annual Report 2023–24.

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

Resident quotes in this report are derived from responses to AHL's 2024 Resident Satisfaction Survey.

Cover: Manager of Topsy Smith Hostel.

Inside cover: Exploring Broome Hostel.

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.



*The hostel is welcoming, comfortable,
and has a family feel.*



A place to connect outdoors at Broome Hostel.



Australian Government



ABORIGINAL
HOSTELS LIMITED

Senator the Hon Malarndirri McCarthy
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 2024.

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 the Directors' Report, Financial Report and the Independent Auditor's Report.

The Annual Report and the audited Financial Report were approved in accordance with a resolution of the AHL Board of Directors on 24 September 2024.

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 2023–24 financial year.


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


Yours sincerely

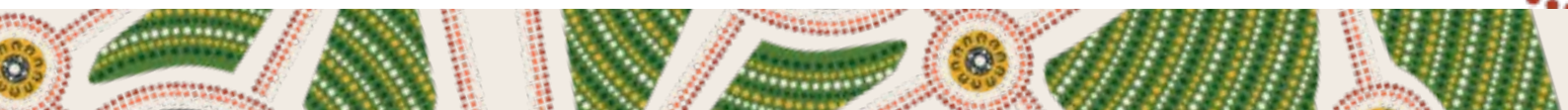
Anthony Ashby

Chair
Aboriginal Hostels Limited
24 September 2024

 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 2023 to 30 June 2024.

This Report fulfils the reporting requirements set out in legislation, including the *Corporations Act 2001* and the PGPA Act and performance measures set out on the Prime Minister and Cabinet Portfolio budget statements October 2023–24 and AHL Corporate Plan 2023–24.

The Report is in 4 parts:

Overview – includes a message 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.

Statutory Reports – presents the Directors’ Report and Financial Report for 2023–24.

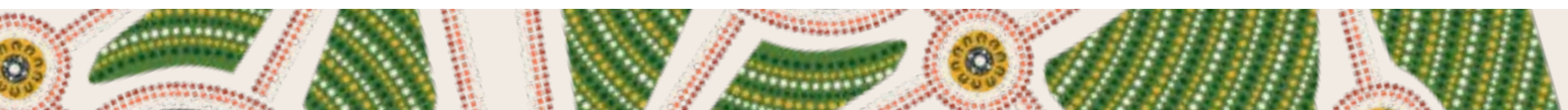
AHL’s current and previous Annual Reports are available on our website, at ahl.gov.au.

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.



Contents

Letter of Transmittal	2
Guide to the Report	3
Overview	6
Message from the Chair	7
Message from the CEO	8
About AHL	9
AHL's services and network	11
Year at a glance 2023–24	16
Performance	19
Planning and reporting framework	20
Our performance	21
Financial summary	36
Organisation	38
Company structure	39
Governance	40
Our people	50
Statutory Reports	59
Directors' Report	60
Financial Report	73
Index	111
Compliance Index	112
Appendices	114



Figures

Figure 1: Map of service delivery network as at 30 June 2024	12
Figure 2: Snapshot of Kabalulumana resident footprint	15
Figure 3: Planning and reporting framework in 2023–24	20
Figure 4: AHL structure at 30 June 2024	39
Figure 5: Employee snapshot	52

Tables

Table 1: How we performed overall in 2023–24	23
Table 2: How we performed by service category in 2023–24	23
Table 3: How we performed by jurisdiction in 2023–24	23
Table 4: How we performed by location category in 2023–24	23
Table 5: Closing the Gap outcomes, AHL's contribution	30
Table 6: Closing the Gap priority reform areas, AHL's contribution	34
Table 7: Sources of operating income, 2023–24	36
Table 8: Operating income, 2021–22 to 2023–24 (\$million)	37
Table 9: Operating expenses by location, 2023–24	37
Table 10: Capital expenditure by location, 2023–24	37
Table 11: Ecologically sustainable development activities	44
Table 12: First Nations employees	54
Table 13: All ongoing employees 2023–24	54
Table 14: All non-ongoing employees 2023–24	54
Table 15: All ongoing employees, previous reporting period	55
Table 16: All non-ongoing employees, previous reporting period	55
Table 17: WHS statistics, 2021–22 to 2023–24	57
Table 18: Details of Directors, 2023–24	62
Table 19: Remuneration of key management personnel, 2023–24	66
Table 20: Audit, Risk and Finance Committee, 2023–24	69
Table 21: Asset Management Committee, 2023–24	70
Table 22: Investment Committee, 2023–24	71
Table 23: 2023–24 greenhouse gas emissions	114



Staff are kind and polite and help if we have questions. They are good at their jobs.

OVERVIEW



Senator the Hon Malarndirri McCarthy with employees at Allawah Grove Hostel.

Message from the Chair

In 2023–24, achieving our purpose of providing culturally safe, resident-centred services that improved the quality of life and economic opportunities for First Nations people remained at the centre of all that we did.

Our annual Resident Satisfaction Survey gives us an opportunity to find out directly from our residents the areas we do well in and the areas we can improve. The 2024 Resident Satisfaction Survey found an overall satisfaction rating of 94 per cent. This result is very pleasing and a testament to the hard work and improved processes the company has implemented throughout the year.

The Government committed additional funding (\$20.8 million over 2 years) to AHL through the 2023–24 Budget. This was welcome recognition of the continuing need for our services and their importance to First Nations people. The Budget allocation supported us this year to complete much needed maintenance and capital works at our hostels, to employ dietitians who reviewed and refreshed our hostel menus, to better recognise the work of our hostel managers and to improve our security.

The feedback from our 2024 Resident Satisfaction Survey validated that these Government investments were in areas that residents themselves prioritised and valued. The feedback also showed that improvements have been well received and have led to increased satisfaction levels.

We achieved an 80 per cent occupancy rate during the year, well above our target, indicating continuing strong demand for our services. All 3 of our hostel categories – Multipurpose, Health and Medical and Secondary Education experienced high demand. During the year, almost 19,000 people stayed with us and many of our hostels were regularly at full capacity.

While AHL's purpose is to provide affordable and culturally safe accommodation for First Nations people, it is also an economic generator for First Nations people. It provides direct jobs and career pathways and supports the education aspirations of residents. AHL also seeks to support First Nations businesses wherever we can and this year, we sourced goods and services worth \$2.9 million from a range of First Nations businesses. In 2023–24 we continued to deliver on these goals to ensure First Nations people were supported to access opportunities important to them.

This Annual Report includes stories about the ways our employees have supported residents over the year. The hard work of our dedicated employees, the service improvements and the hostel amenity improvements all contributed to a successful and productive year.

We look forward to continuing to deliver culturally safe, resident-centred services that improve the quality of life and economic opportunities for First Nations people.



Anthony Ashby
Chair



Message from the CEO

Demand for our culturally safe and affordable accommodation for First Nations people continued to grow over the past year. At a time when cost of living pressures make it harder to make ends meet, our hostels remain a safe haven for First Nations people who need to be away from home for health, education, work or other reasons.

During the year, the AHL Board and executive team visited many of our hostels and saw our dedicated employees delivering frontline services to residents, alongside service partners. In April 2024 the Board met in Alice Springs and visited our hostels. These opportunities to engage with frontline employees and residents are always invaluable.

Our employees are the backbone of our hostel network and integral to the services we provide for First Nations people across Australia. As management of hostels is decentralised, this places a lot of day-to-day responsibility on our hostel managers' shoulders. Being able to upgrade their roles this year to a level more commensurate with their responsibilities and skills was a win, as they play such a pivotal role in the effective day-to-day functioning of our 42 hostels.

During 2023–24 we also finalised a new Enterprise Agreement and we continued to be one of the largest employers of First Nations people in the Australian Public Service (APS) – 44 per cent of our employees¹ are First Nations people. I'm proud of the hard work and enthusiastic efforts carried out by our employees, to help ensure we continue to offer a culturally safe and welcoming place to stay.

Networking and developing partnerships with First Nations organisations and local service providers to broaden our connections with First Nations people and community remained a priority at all levels of AHL. Our hostel management teams were proactive in building

positive relationships with local health and support services. We continued to maintain and seek opportunities for new memoranda of understanding (MOUs) with stakeholders including health and education organisations.

We continued to adapt our services to changing needs. Early in 2024, the Australian Government provided \$3.5 million to expand the Apmere Mwerre Visitor Park in Alice Springs so it can provide safe and secure accommodation for First Nations women and children experiencing domestic violence, and good progress was made with this project.

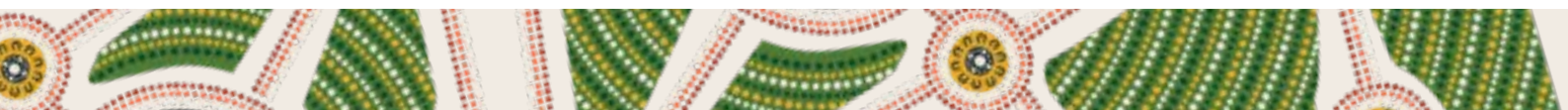
The past year has been one of review and renewal while at the same time we continued to deliver on our purpose of providing culturally safe and affordable accommodation for First Nations people. Nurturing a collaborative and supportive culture among AHL's employees, managers and leaders is central to this and was as always, a priority.



Dave Chalmers AO, CSC
Chief Executive Officer



¹ Excludes casual employees.



About AHL

Our vision

AHL's vision is to improve the quality of life and economic opportunities 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 services 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. We are proud to have provided this service for over 50 years.

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.



All smiles at Apmere Mwerre Visitor Park.

'We know that having secure housing and accommodation is so important to improving health outcomes for First Nations people. Services like those provided by AHL help to ensure First Nations people have a secure place to stay when accessing medical treatment, education and economic opportunities. Building on our delivery of these services will help build stronger communities for all Australians and ensure more Indigenous Australians can live longer, healthier and happier lives.'

Senator the Hon Malarndirri McCarthy
Minister for Indigenous Australians.



Senator the Hon Malarndirri McCarthy,
Minister for Indigenous Australians at Wangkana Kari Hostel.



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.

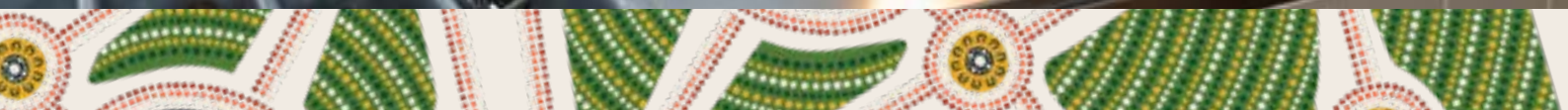
P.R.O.U.D.

- P** PROFESSIONAL
- R** RESPECTFUL
- O** OPEN
- U** UNDERSTANDING
- D** DEDICATED

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.



Topsy Smith Hostel – a busy but rewarding place to work.



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. These partners both refer residents to AHL and work alongside AHL to support residents to meet their needs.

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

We operate in areas of greatest need, in priority areas of education, employment and health. Our hostel network comprises 3 service categories:



HEALTH AND MEDICAL

Our Health and Medical hostels cater specifically for First Nations people who need to be away from home to access medical services, 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. These hostels are often located close to medical facilities, where residents can access specialist treatment.



MULTIPURPOSE

Our Multipurpose hostels provide accommodation for individuals, couples and families. Residents stay when awaiting housing, seeking employment, participating in tertiary or other educational opportunities and when meeting commitments away from their homes and communities. Some residents stay until they are able to access long-term accommodation.



SECONDARY EDUCATION

Students from years 7 to 12 are accommodated in our Secondary Education hostels and supported by a Head of Boarding and team of youth workers, while they attend high school away from their homes. Our students are involved in extra-curricular activities before and after school. They also take part in support programs that assist them to successfully complete their studies. Eligible students attract ABSTUDY payments to support the cost of boarding.

Health and Medical



373 BEDS



Multipurpose

23 FACILITIES



1,056 BEDS

Secondary Education



7 FACILITIES

116 BEDS



AHL's network

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

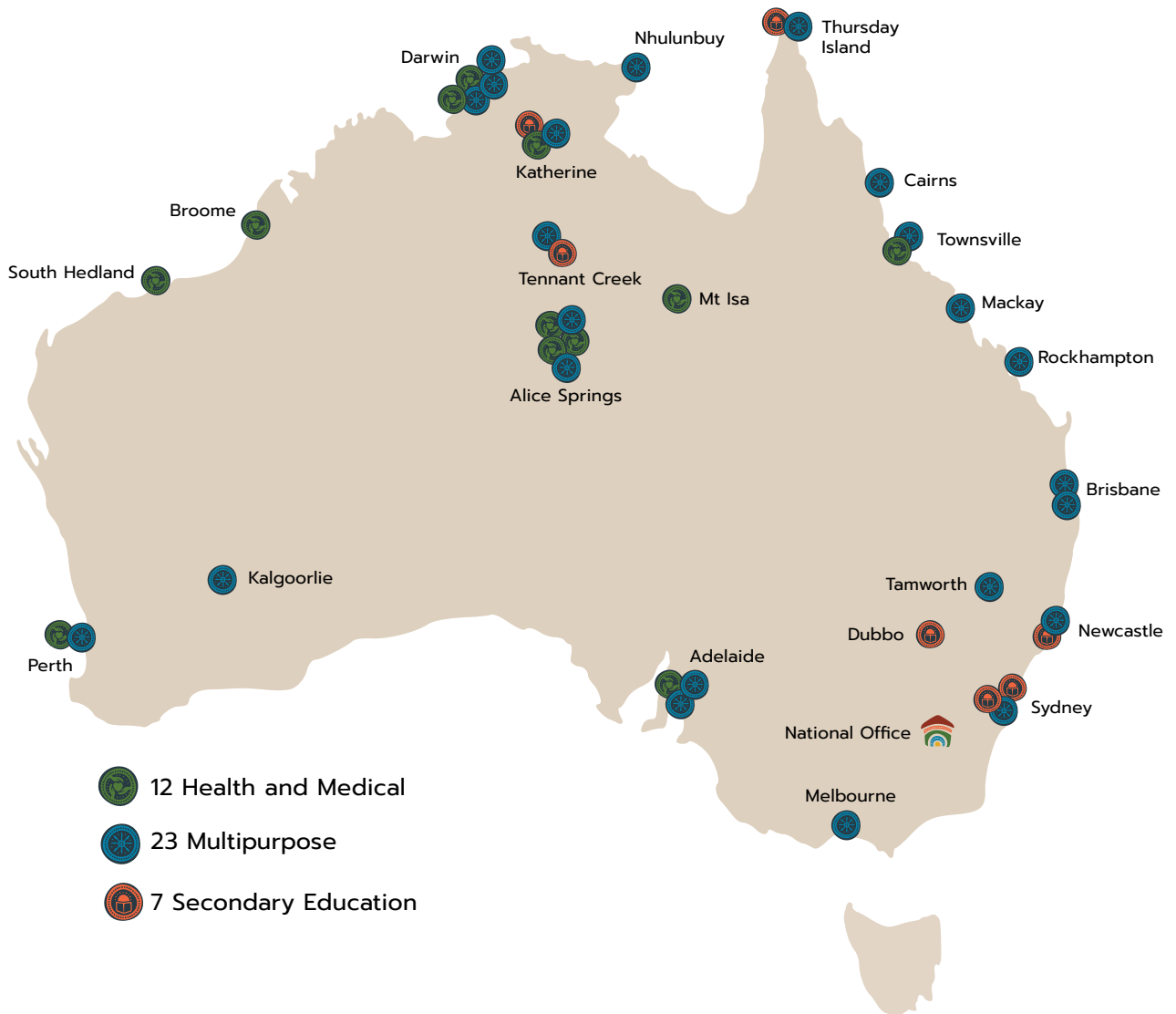
AHL's National Office in Canberra² works closely with colleagues on the ground to deliver services through our network of accommodation facilities.

In 2023–24, 19 per cent of our workforce³ was based in the National Office⁴. The vast majority of our employees work in frontline service delivery.












































As at 30 June 2024 AHL had 1,545 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 2024



2 Consistent with APS flexible working arrangements, some National Office employees are out-posted in our network.
 3 Workforce statistics are based on 2023–24 average staffing levels.
 4 Includes out-posted National Office employees.

Jurisdiction	Hostel	Location	Type
Northern Territory	Alyerre	Alice Springs	
	Sid Ross	Alice Springs	
	Apmere Mwerre Visitor Park	Alice Springs	
	Ayiparinya	Alice Springs	
	Topsy Smith	Alice Springs	
	Daisy Yarmirr	Darwin	
	Galawu	Darwin	
	Gudang Dalba	Darwin	
	Nagandji Nagandji-Ba	Darwin	
	Silas Roberts	Darwin	
	Corroboree	Katherine	
	Fordimail Student Hostel	Katherine	
	Katherine Women's Medical	Katherine	
	Nhulunbuy	Nhulunbuy	
	Tennant Creek Secondary	Tennant Creek	
Wangkana Kari	Tennant Creek		
New South Wales	Grey Street	Dubbo	
	Durungaling	Newcastle	
	Kirinari Newcastle	Newcastle	
	Biala	Sydney	
	Kirinari Sylvania	Sydney	
	Tony Mundine	Sydney	
	Tamworth	Tamworth	
Queensland	Elley Bennett	Brisbane	
	Yumba	Brisbane	
	Kuiyam	Cairns	
	Mackay	Mackay	
	Kabalulumana	Mount Isa	
	Neville Bonner	Rockhampton	
	Canon Boggo Pilot	Thursday Island	
	Jumula Dubbins	Thursday Island	
	Iris Clay	Townsville	
	Tonky Logan	Townsville	
Victoria	William T Onus	Melbourne	
South Australia	Luprina	Adelaide	
	Mulgunya	Adelaide	
	Nindee	Adelaide	
Western Australia	Broome	Broome	
	Trilby Cooper	Kalgoorlie	
	Allawah Grove	Perth	
	Derbal Bidjar	Perth	
	South Hedland	South Hedland	
Australian Capital Territory	National Office	Canberra	

Note: Although not captured in the above table, AHL owns facilities in:

- Armidale: which is operated under a management agreement with a Community Housing Provider who provides accommodation to vulnerable people, including First Nations people.
- Derby: which is leased to a First Nations corporation providing accommodation and support services.
- Kununurra: which is currently being operated under an access license by local organisations providing accommodation for First Nations people.

First Nations senator Jana Stewart and her lasting AHL connections

For more than 50 years, AHL has been a safety net for First Nations people, as it was for trailblazing Senator Jana Stewart, who is grateful for the support AHL provided when she was growing up.

In 2022, Senator Stewart became the youngest First Nations woman to be elected to Federal Parliament and the first Aboriginal Labor Senator for Victoria.

'[Mum] would tell me that I didn't need that Barbie or didn't need those material things because we had love,' Senator Stewart said in her First Speech to Parliament.

As her nan, Elvie Kelly, reminded Jana,

'Don't forget where you come from.'



Senator Jana Stewart in the early days with her cousins, posing for a photo.

Although surrounded by nurturing and supportive caregivers, the senator's family faced some difficult environmental circumstances. Due to these home life challenges, which included being impacted by family violence, drug use and homelessness, a young Senator Stewart and her mum and siblings often had to stay at AHL's William T Onus Hostel.

Reflecting on the stability and sense of community AHL provided during her early years, Senator Stewart said, 'It felt like a safe environment for everybody, there was no judgment, everybody was doing it tough and it made it accessible. You felt it was a place you could go to in your hour of need.'

AHL still provides shelter for First Nations people experiencing tough times. Our MOU arrangements ensure there are guaranteed beds available for people and families who need them. Additionally, our Multipurpose hostels continue to provide a safe accommodation option, including for families going through hardships and needing a stable place to stay.

The value of AHL's welcoming and practical service, in the past and still today, is something the senator appreciates in a genuine and personal way.

My family members still rely on it today, when they're going through a tough time or they've got family members who are unwell, they know that that's a place where they can go and it'll be safe and secure for them, like a hug from a family member – nice and familiar.



Senator Jana Stewart, the first Aboriginal Labor Senator for Victoria.

Our hostels: a safe place to stay when far from home

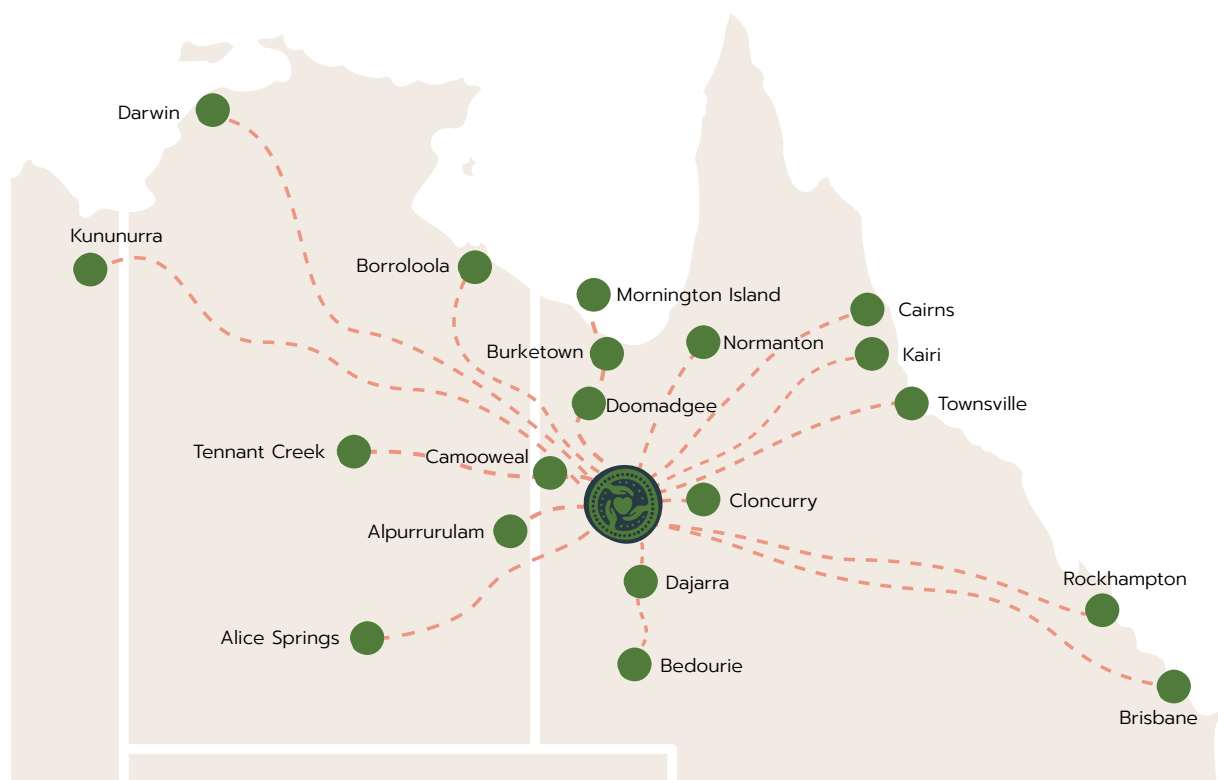
AHL's hostels attract guests from many places and our hostel network spans across Australia. As shown in the example below, each hostel has a wide footprint, attracting residents from communities, near and far.

Where do residents come from?

The Kabalulumana Hostel, on the traditional lands of the Kalkadoon people, at Mount Isa in Western Queensland, caters for First Nations people who need to be away from home to access health and medical services.

A recent survey of people staying at Kabalulumana Hostel shows how far they travelled from their homes to reach the hostel.

FIGURE 2: SNAPSHOT OF KABALULUMANA RESIDENT FOOTPRINT



Kabalulumana Hostel – a safe place to stay.

Year at a glance 2023–24

In 2023–24, AHL’s 42 hostels provided affordable and culturally safe accommodation for First Nations people, just as it has done for more than 50 years. Our hostels offered a home away from home to people who needed to travel to access services and opportunities but have few affordable options for a safe place to stay while they do so.

AHL aims to make residents feel welcome, comfortable and safe at a time when many are feeling vulnerable and isolated from family.

AHL offered First Nations people accommodation and nutritious meals. In 2023–24, AHL offered First Nations people accommodation and nutritious meals, contributing positively to their wellbeing while on the move and away from home.

The hostel feels like a second home.

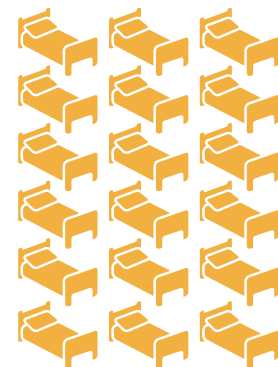


People aged from **ONE DAY TO 98 YEARS** stayed with AHL

Spent **\$2.9 million** with First Nations businesses, creating flow on benefits to families and communities

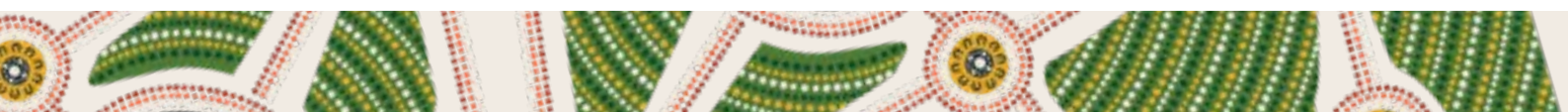


132 young people were supported to undertake secondary education



433,838 occupied bed nights during the year

⁵ Not including casual employees.





42 HOSTELS



**18,747
PEOPLE**

94%
**RESIDENT
SATISFACTION
RATING**

5,186 people stayed in our health and medical hostels



People can find a 'home away from home' at Topsy Smith Hostel.



The cost is good here. I don't know where I'd stay if I couldn't get in here.



A resident weaving a basket at Topsy Smith Hostel.



PERFORMANCE



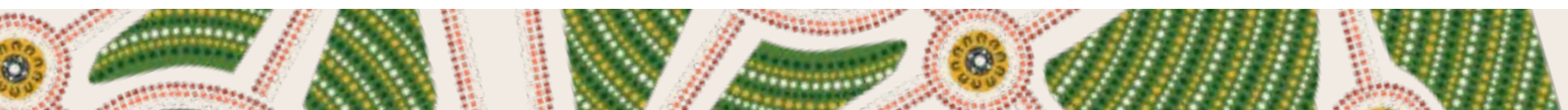
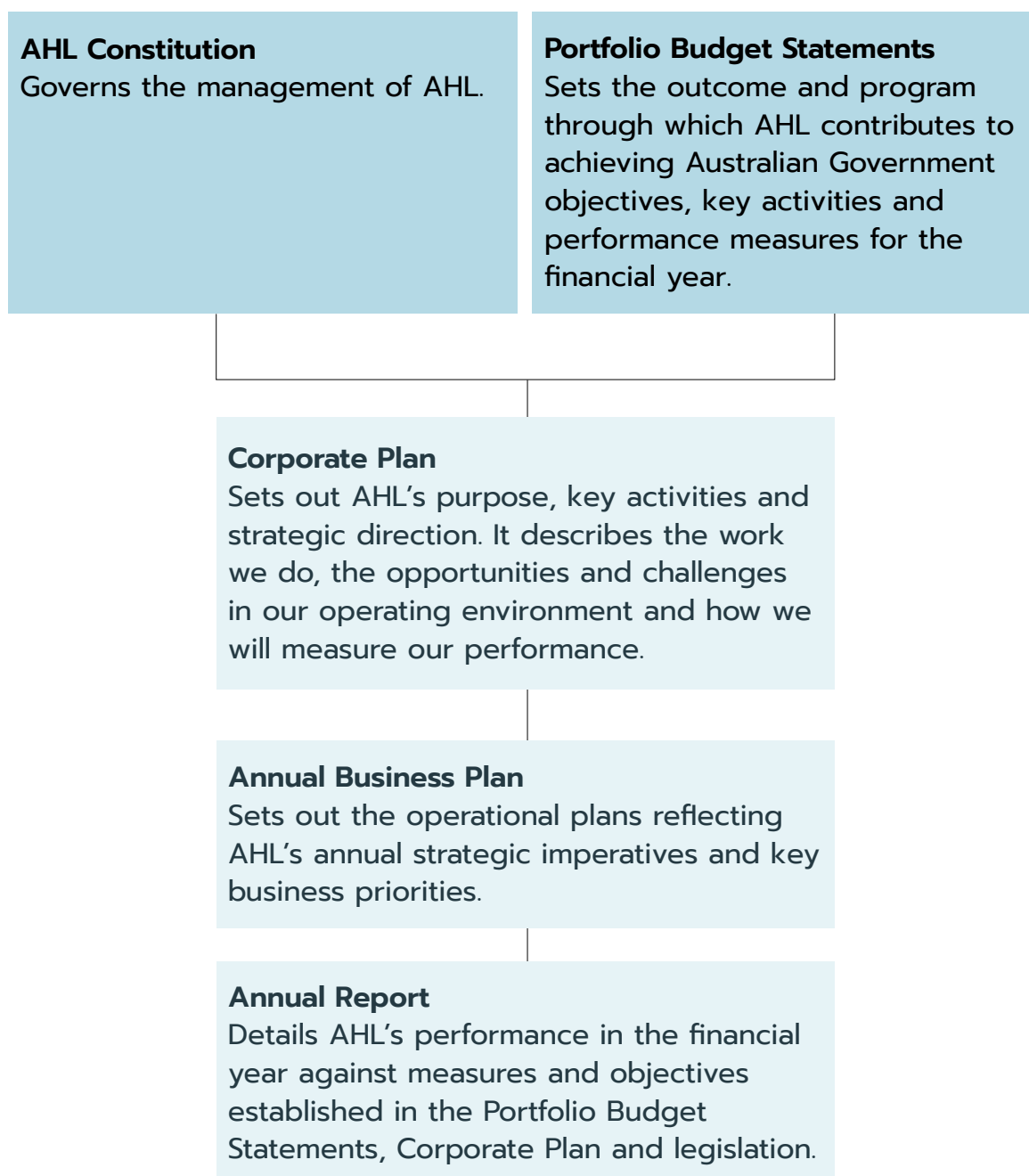
The inviting entrance at Kirinari Hostel, Sydney.



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 2023–24



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 11 – 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 2023–24 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.



People come from near and far to stay at Derbal Bidjar Hostel.

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 for First Nations people.

Occupancy levels

Performance measure	Target	Actual result	Methodology
Occupancy level as a percentage of resident bed nights available per annum.	72% Occupancy.	Target Exceeded 80%	Quantitative assessment of occupancy data ⁵ and demographics.

The demand for accommodation at AHL hostels continued to grow in 2023–24. During the year, AHL provided First Nations people with more than 433,000 bed nights across our 42 hostels. This represented an increase of 8 per cent in occupied bed nights compared to the previous year.

AHL regularly engages with local stakeholders and service providers, including providing daily vacancy alerts, to ensure we maximise the use of our facilities and provide a safe place to stay for as many First Nations people as possible.

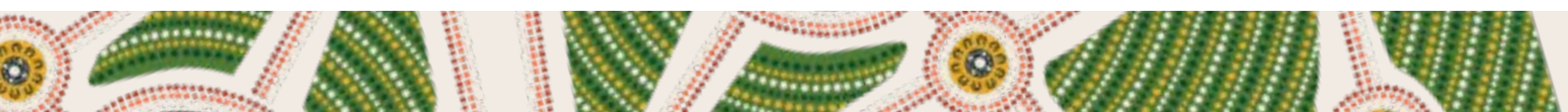
Our Health and Medical hostels were most in demand, with an occupancy rate of 82 per cent. Many of our Multipurpose hostels also accommodate First Nations people accessing medical services, 41 per cent of people staying at Multipurpose hostels indicated they were staying to access medical services. Both AHL’s Health and Medical and Multipurpose hostels contribute to ensuring that First Nations people can access appropriate medical services and support.



We accommodated residents who indicated they were experiencing homelessness or awaiting housing. AHL also accommodates First Nations people who are away from home to access education, employment and other services. Our Secondary Education hostels support students to attend High School, our Thursday Island and Northern Territory (NT) based hostels had an occupancy rate of 85 per cent in 2023–24.

It’s good for low-income earners staying here.

⁵ Occupancy is measured on each bed with a paid tariff, which may be marginally higher than actual occupied beds.



2023–24 occupancy summary

TABLE 1: HOW WE PERFORMED OVERALL IN 2023–24

Performance measure	Available bed nights	Occupied bed nights	Target occupancy	Actual occupancy
Occupancy level as a percentage of resident bed nights available per annum	540,155	433,838	72%	80%

TABLE 2: HOW WE PERFORMED BY SERVICE CATEGORY IN 2023–24

Accommodation category	Available bed nights	Occupied bed nights	Occupancy
Health and Medical	135,484	111,498	82%
Multipurpose	374,557	303,997	81%
Secondary Education	30,114	18,343	61%
Total	540,155	433,838	80%

TABLE 3: HOW WE PERFORMED BY JURISDICTION IN 2023–24

Jurisdiction category	Available bed nights	Occupied bed nights	Occupancy
South Australia	17,902	13,821	77%
Northern Territory	257,248	222,221	86%
Queensland	149,683	119,316	80%
Victoria	9,150	5,987	65%
Western Australia	66,508	48,352	73%
New South Wales	39,664	24,141	61%
Total	540,155	433,838	80%

TABLE 4: HOW WE PERFORMED BY LOCATION CATEGORY IN 2023–24

Location category	Available bed nights	Occupied bed nights	Occupancy
Remote or very remote	243,999	200,825	82%
Regional	184,071	148,466	81%
Urban	112,085	84,547	75%
Total	540,155	433,838	80%



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 Exceeded 94% overall resident satisfaction rating.	Analysis of annual Resident Satisfaction Survey results.

While high occupancy rates are important, offering a tailored, quality service which respects our residents' culture is just as important.

AHL engaged a First Nations consultancy with a national reach to conduct the 2024 Resident Satisfaction Survey, to measure our service quality and levels of satisfaction. The survey was designed carefully, to improve measurement methodology, resident coverage and alignment with the performance measure. These improvements to the approach have ensured that we can have meaningful and comparable longitudinal analysis of resident satisfaction.

In 2024, 87 residents were surveyed across our hostels in regional and metropolitan settings. This face-to-face engagement provided us with rich insight into areas of high achievement and areas where further work is needed.

At 94 per cent, overall satisfaction is high and exceeds AHL's KPI.

In general, hostel residents agreed that they felt welcome, safe and that their culture felt respected. More than 4 in 5 said they would recommend the hostel to friends and family.



Consultants engaged with residents on the 2024 Resident Satisfaction Survey.



Checking in at Galawu Hostel.

These occupancy and service quality results are a testament to the hard work of our people and the value of our service.

We value the importance of residents' feedback. Throughout the year, we encourage both our residents and stakeholders to provide feedback to improve our processes and services. While staying at AHL, residents can provide comments via feedback boxes which are available at each hostel. We also host regular meetings and events to provide opportunities for open dialogue between employees and residents.

Throughout the year, our Customer Feedback Team continued to ensure we promoted the various avenues which residents can use to provide feedback. Providing feedback was made even easier with a new, mobile-friendly webform on our redesigned website. In 2023–24, we resolved 97 per cent of the 133 feedback items requiring action. The majority of feedback was received via phone and through our online webform.

It offers a safe environment; I feel safe here.

Prepping for lunch service at Sid Ross 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.	<p>Target met.</p> <p>20 MOU arrangements (2022–23: 19 arrangements).</p> <p>Stakeholder survey results maintained.</p> <p>\$2.9 million in goods and services procured from 44 First Nations businesses (2022–23: \$2.8 million from 29 businesses).</p>	<p>Analysis of stakeholder engagement plans.</p> <p>Analysis of stakeholder satisfaction survey results.</p> <p>Quantitative assessment of Indigenous procurement performance.</p>

Across the country, AHL partners with a diverse range of stakeholders in order to meet local needs.

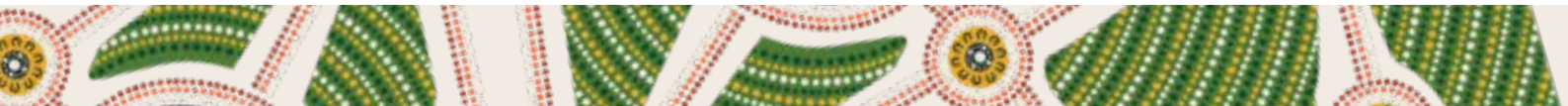
In 2023–24, 105 beds were prepaid by organisations through MOU arrangements which ensures these organisations can offer guaranteed accommodation to their clients when they need it. At times, the high occupancy rates in our hostels, particularly in the NT hostels, can result in no vacancies being available for immediate or urgent requirements. Therefore, the prepaid bed arrangements offer local organisations a guarantee that beds will be available for their clients. The majority of prepaid beds support First Nations people accessing medical services. A number of prepaid beds are also secured by organisations supporting First Nations people impacted by domestic and family violence.

AHL seeks both formal and informal feedback from stakeholders to ensure we continually improve our service to meet stakeholder expectations. In 2023–24, the majority of stakeholders surveyed confirmed AHL was providing a valuable service to their clients.

In 2023–24, in an effort to support a more inclusive economy, we engaged with 44 First Nations businesses to procure goods and services worth \$2.9 million. In future years, AHL will continue to seek and act on opportunities to increase procurement of goods and services from First Nations businesses.

This positive engagement with stakeholders throughout the year helped us support our residents and deliver on our priorities.

Partnering with a range of stakeholders, including First Nations organisations, is key to AHL’s success. This was highlighted in 2023–24 and has been a longstanding focus.





Residents playing in the garden at Apmere Mwerre Visitor Park.

A stepping stone to a secure home: AHL's work with stakeholders

AHL works closely with state and territory governments and other stakeholders to bolster accommodation efforts in high-need locations.

During the 2023–24 summer, we worked with the NT Government and other organisations to help deliver the Summer in Central Australia initiative. This plan was focused on stakeholders working together to support community safety through preventative measures and community engagement.

Part of the initiative involved increased outreach services for rough sleepers and by working with Lhere Artepe Aboriginal Corporation Night - Assertive Outreach Engagement Officers and various homelessness services, AHL was able to be connected with people in need of a safe place to stay. To meet the surge in people needing accommodation over the summer, AHL had beds available at the Apmere Mwerre Visitor Park and was able to support up to 8 residents at any one time.


These residents said that staying at Apmere Mwerre Visitor Park made a real change in their lives, as it offered accommodation and 3 meals a day in a safe and welcoming environment.

All of the residents who stayed at Apmere Mwerre Visitor Park through the initiative have now moved to other accommodation. One of the families accommodated through this initiative was supported by the Central Australian Aboriginal Congress to rent a small unit in Alice Springs. The family moved to the unit in late February 2024. AHL was happy to contribute towards this positive outcome for that family.

AHL's Director of Frontline Services for the region said, 'AHL can be a useful stepping stone for people who need secure accommodation. Giving people some stability at a time they desperately need it and seeing them move on to longer term accommodation options makes it all worthwhile.'

AHL aims to work in partnership with other organisations to meet shared objectives around supporting First Nations outcomes, in this case, supporting a family into a safe, secure home.





It's nice that it's just 9 or 10 of us here. And we all get along really well with each other. That's really important.

Residents at Sid Ross Hostel.

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.

AHL's active participation in the Closing the Gap agenda is characterised by action and partnerships with First Nations people and organisations.

AHL strives to continue the founders' intention to provide accommodation by, with, and for First Nations people.

We contribute to the Closing the Gap agenda by providing affordable, safe, and culturally appropriate accommodation options. AHL is able to make a positive social impact on the communities we serve and enhance the health and wellbeing of our residents throughout our hostel network thanks to our foundation vision and over 50-years of experience in the field.



Quiet days at Nagandji Nagandji-ba Hostel.

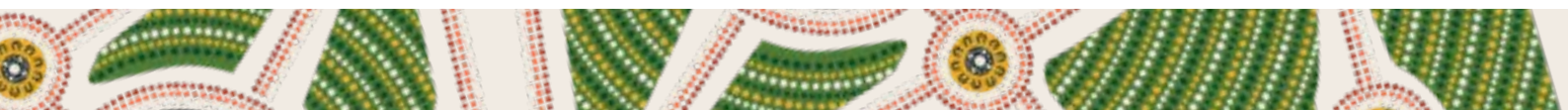
Closing the Gap

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

TABLE 5: CLOSING THE GAP OUTCOMES, AHL'S CONTRIBUTION

Outcome	Contribution	Output	Impact
Outcome 1 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 2023–24, 5,186 residents stayed in our health and medical hostels.	First Nations people received affordable and culturally appropriate accommodation (and 3 meals a day) while accessing medical services.
Outcome 2 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.	788 women stayed at our hostels in 2023–24, to access local antenatal and postnatal care.
Outcome 5 First Nations students achieve their full learning potential.	AHL operated 7 Secondary Education hostels which provided a home away from home for students.	AHL supports students by providing the programs and facilities to help them stay engaged in their education and feel supported and safe in a home away from home environment.	132 students stayed at AHL in 2023–24. AHL supported 2 students to complete and graduate from Year 12.
Outcome 8 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 2024, 44% of AHL's workforce ⁶ were First Nations people.	AHL supports First Nations employees in the development of skills and career pathways.
Outcome 9 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 2023–24 AHL provided accommodation for 2,752 people who reported that their main reason for staying was homelessness. Of those, 622 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.

⁶ Not including casual employees.



Outcome	Contribution	Output	Impact
<p>Outcome 12</p> <p>First Nations children are not over represented in the child protection system.</p>	<p>AHL acknowledges that there are a range of social determinants of child and family wellbeing. Having a safe place to stay is important and AHL strives to provide a secure accommodation option for families.</p> <p>AHL's policies and procedures are in alignment with the Commonwealth Child Safe Framework.</p>	<p>AHL welcomes many families to our hostel each year.</p> <p>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 2023–24, we expanded our training delivery by conducting facilitated sessions and by making resources available online.</p>	<p>Families have a safe, secure place to stay.</p> <p>AHL has policies and procedures in place to support child-safe service delivery, and a child-safe culture.</p>
<p>Outcome 13</p> <p>First Nations families and households are safe.</p>	<p>AHL is committed to working with residents in a trauma-informed way and supporting resident safety.</p>	<p>Three AHL hostels provided bed reservations for clients of NPY Women's Council, who support those experiencing domestic and family violence.</p>	<p>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.</p>
<p>Outcome 15</p> <p>First Nations people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.</p>	<p>The built environment and the services at hostels by our people provide a culturally-affirming space. During 2023–24, some work commenced on Designing with Country.</p>	<p>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.</p>	<p>Our residents tell us they feel belonging and at home when staying at hostels. During the 2023–24 survey, 80% of residents reported that they felt culturally safe at our hostels.</p>
<p>Outcome 16</p> <p>First Nations cultures and languages are strong, supported and flourishing.</p>	<p>We have employees with language skills and engage in partnerships that will strengthen cultural practices.</p>	<p>Many of our employees are local Aboriginal and Torres Strait Islander people, allowing them to engage and support residents in a culturally safe way. Where possible, our residents are connected with local First Nations services and support further enhancing their culturally safe experience when staying with AHL.</p>	<p>AHL supports our residents to feel culturally safe and at home, both in our hostels and through the local services they are able to access.</p>



Nutritious meals, inspired by First Nations cultures, now on offer at our hostels

Healthy and nutritious meals are an important ingredient in AHL's recipe for providing culturally safe accommodation at our hostels. It's one of the ways AHL supports First Nations people enjoying long and healthy lives.

Over the past year, our 2 Accredited Practising Dietitians, have been developing tailored recipes, inspired by First Nations cultures, across our hostels.

'Our new menus will consider the needs of residents at each hostel and better support health outcomes, particularly for those receiving renal and other medical services. We want to make sure they taste and look good, as well as being nutritious,' they said.

To achieve their goals, they devised 28-day menus appropriate for our 3 types of hostels: Multipurpose, Health and Medical, and Secondary Education.

Residents at each hostel type have different nutritional requirements. For example, fast-growing secondary students have different needs, compared to residents at our Health and Medical hostels. New mothers and babies, or renal patients also have very specific dietary needs. The meals have also been designed to ensure they are 'diabetes friendly' and have

less sugar content. The refreshed cuisine also reflects the food preferences of the local First Nations community.

The new menus meet the standards set out in the Australian guide to healthy eating. They cover all the food groups, advise on the recommended number of serves and contain optimal nutritional levels.

In March 2024, our dietitians spent a day at Alyerre Hostel in Alice Springs and also spent time at other hostels to 'road test' recipes with residents and employees. The results were positive. The menus are now being rolled out to each hostel to test with their individual resident base to ensure we are hitting the mark in taste and resident preferences. The menu plans have also been shared with local dietitians supporting our residents.

Each hostel will be provided with their own personalised menu and recipes so hostel employees can easily roll out the new 28-day menus. AHL is also offering more flexible meal arrangements for residents who are not at the hostel during meal hours and has set up complimentary healthy snack stations to ensure nutritious nibbles are always on hand.

The introduction of these improvements was made possible through funding received in the 2023–24 Federal Budget, with the 2-year project funding the Accredited Practising Dietitians and increased food budgets. AHL has also rolled out food safety supervisor training across the hostel network to meet new national standards in food safety.

The refreshed, healthy meal plans are another way that AHL serves its residents, in line with our values of providing not only physical facilities, but also a supportive environment.

Meal prep time at Ayiparinya Hostel.



Beyond the classroom – partnerships in action

We continually seek to build and maintain meaningful partnerships, which enable us to go above and beyond for our residents.

One of our long-standing partners is the Aboriginal Children's Advancement Society (ACAS).

ACAS provides opportunities for young First Nations people to improve their education.

AHL has collaborated with ACAS to offer a number of exciting and enriching life experiences for our Secondary Education Kirinari Hostel (Sydney) residents.

A recent ski trip stands as a testament to the success of AHL's partnership with ACAS.

Our Kirinari Hostel students were invited on a 5-day round trip to the snowfields. Their trip began with a detour to Parliament House, where they took part in a hands-on and informative workshop about preferential voting systems and learned more about First Nations peoples' contributions to the Australian democracy.

The group then headed to Mount Selwyn snowfields for an unforgettable ski adventure, with many of them experiencing the wonders of snow for the first time. The students stayed at the heritage Yarrangobilly Caves House, where they were taken on a caving expedition and swam in the natural thermal pool.

'It is no surprise that the boys had a fantastic time and they frequently expressed their appreciation during the trip...I believe it also significantly strengthened the ever-improving relationship between AHL and ACAS,' said Rob Lindsay, ACAS Board Member.

Thanks to ACAS, our Kirinari Hostel students had the experience of a lifetime, creating lasting memories with their fellow residents.

These types of partnerships are invaluable for AHL and allow our Secondary Education hostel students to take part in opportunities they would otherwise not participate in.

We are proud to partner with organisations that are equally as committed to empowering First Nations students and supporting them to achieve their full learning potential.

Students exploring the snowfields and Parliament House.



AHL CEO Dave Chalmers (front left) and former Aboriginal Children's Advancement Society President, Ivan Simon PSM, sign our Memorandum of Understanding at Kirinari Sylvania Hostel, with Anthony Ashby and Katie Wyatt standing behind.



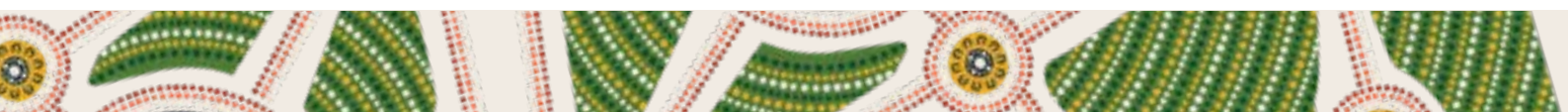
Closing the Gap, AHL's contribution to priority reform areas

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

TABLE 6: 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 establishment in 1973.</p> <p>In 2023–24, 75% of AHL Board members were First Nations people.</p> <p>During the 2023–24 survey, 80% of residents reported that they felt culturally safe at the hostels.</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.</p>	<p>Three AHL hostels provided bed reservations for clients of NPY Women's Council, a community-controlled organisation.</p>	<p>AHL provided First Nations people with access to culturally safe accommodation, and supported a strong and sustainable community-controlled sector.</p>
3. Transforming government organisations.	<p>AHL made a strong contribution to the transformation agenda 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>In particular, we are proud of the proportion of First Nations employees in Queensland, which was 71%⁷ in 2023–24.</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 provides public 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>

⁷ Not including casual employees



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.	Target exceeded. Result exceeded target at 2.4%.	Quantitative assessment of annual repair and maintenance expenditure.

In 2023–24, AHL invested \$6.2 million in repairs and maintenance across the hostel network. This expenditure represented 2.4 per cent of the property asset replacement value, exceeding the target of 2 per cent. A key area of focus throughout the year was scheduled maintenance, including regular kitchen exhaust system servicing, heating, ventilation and air conditioning (HVAC) servicing, general pest control and annual termite inspections. While the target was exceeded, maintenance work continued to be impacted by supply chain issues and challenges in engaging contractors, particularly in remote and regional areas.

Our 2023–24 activities also focused on:

- Conducting regular inspections to inform planned maintenance programs and future capital investments, supporting the sustainable management and maintenance of our property portfolio.
- Performing system safety audits, including electrical, plumbing, and fire services.
- Detecting and repairing structural fabric issues.
- Enhancing scheduling maintenance by utilising AHL's Technology One system to automate and streamline work order processing for repetitive repairs and maintenance tasks.

Good-sized rooms – the architecture. Not in little blocks and cubes of rooms.



From South Hedland to Sydney, our assets are diverse.

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.	2023–24 budgeted deficit.	Target met. Actual operating deficit was lower 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. Our 2023–24 operating deficit of \$2.936 million was lower than the 2023–24 Budget operating deficit of \$3.032 million. The financial statements in Part 4 provide AHL's budget variance commentary.

Financial summary

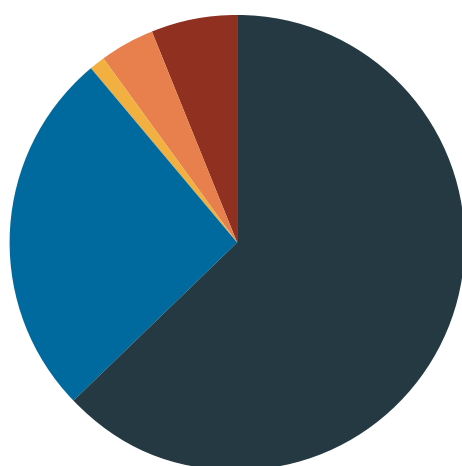
This section provides an overview of AHL's income and expenditure in 2023–24. The audited financial statements are provided in Part 4.

Income

In 2023–24, AHL received \$68.7 million in operating income, comprising \$43.1 million from the Australian Government and \$18.1 million generated from resident tariffs. The remaining income comprised \$3.6 million funding from the Australian Government and state and territory governments to operate hostels on their behalf and interest and other income totalling \$3.9 million. Table 7 shows AHL's income sources in 2023–24 and Table 8 includes information from the previous 2 reporting periods for comparative purposes.

TABLE 7: SOURCES OF OPERATING INCOME, 2023–24

Source	\$ million	Proportion
Australian Government appropriation	43.1	63%
Hostel accommodation revenue	18.1	26%
Other government funding – Australian Government ⁸	1.0	1%
Other government funding – state and territory governments ⁹	2.6	4%
Interest and other	3.9	6%
Total operating income	68.7	100%



- Australian Government appropriation **63%**
- Hostel accommodation revenue **26%**
- Other government funding – Australian Government⁸ **1%**
- Other government funding – state and territory government¹⁰ **4%**
- Interest and other **6%**

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

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

TABLE 8: OPERATING INCOME, 2021–22 TO 2023–24 (\$ MILLION)

Source	2021–22	2022–23	2023–24
Australian Government appropriation	35.7	35.9	43.1
Hostel accommodation revenue	15.0	16.3	18.1
Other government funding – Australian Government	2.2	1.8	1.0
Other government funding – state and territory governments	2.4	2.5	2.6
Interest and other	0.9	1.6	3.9
Total	56.2	58.1	68.7

Expenditure

AHL's total operating expenses for 2023–24 were \$71.6 million. Table 9 shows operating expenses by location.

TABLE 9: OPERATING EXPENSES BY LOCATION, 2023–24

Location	\$ million	Proportion
NSW	7.0	9.8%
VIC	0.9	1.3%
QLD	13.6	19.0%
WA	8.5	11.9%
SA	1.9	2.7%
ACT (National Office)	17.4	24.2%
NT	22.3	31.1%
Total	71.6	100%

AHL's capital expenditure for 2023–24 was \$7.1 million. Table 10 shows the breakdown of expenditure by location.

TABLE 10: CAPITAL EXPENDITURE BY LOCATION, 2023–24

Location	\$ million	Proportion
NSW	0.4	5.6%
VIC	0.0	0.0%
QLD	2.0	28.2%
WA	0.5	7.0%
SA	0.1	1.4%
ACT (National Office)	2.4	33.8%
NT	1.7	24.0%
Total	7.1	100%





The staff are good and take good care of us, it is comforting to have people around.

ORGANISATION

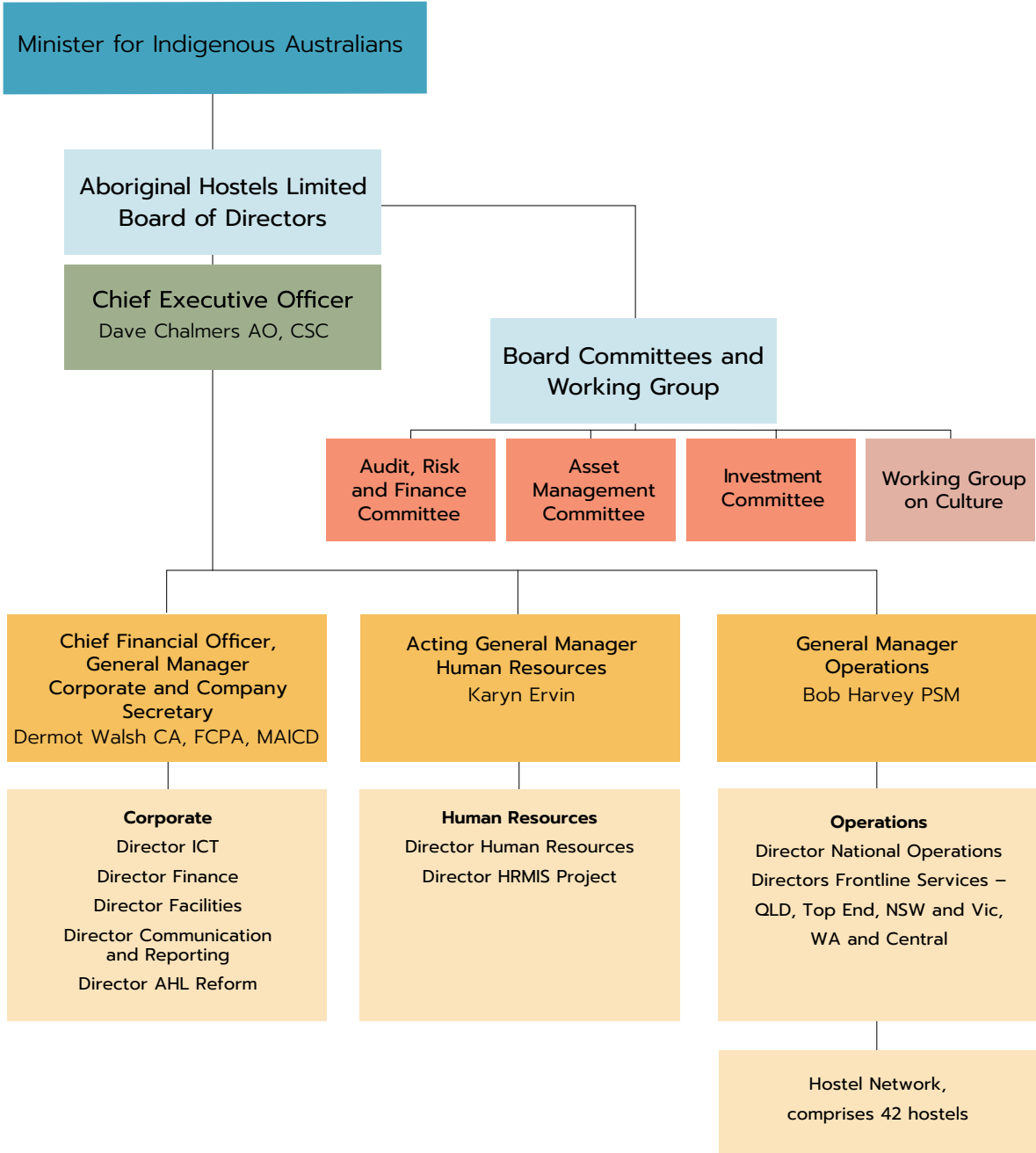


Warm welcome at Sid Ross Hostel.



Company structure

FIGURE 4: AHL STRUCTURE AT 30 JUNE 2024





Governance

Board

The Board of Directors is responsible for the overall corporate governance, organisational culture and successful operation of AHL. The Board 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.

The role of the Board

Key accountabilities and matters reserved for the Board include:

- setting and reviewing objectives, goals and strategic direction and assessing performance against defined benchmarks
- ensuring that AHL is financially sound and implements appropriate financial reporting practices
- ensuring effective processes are 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 company's Corporate Plan
- ensuring that AHL submits an Annual Report that is compliant with the PGPA Act.

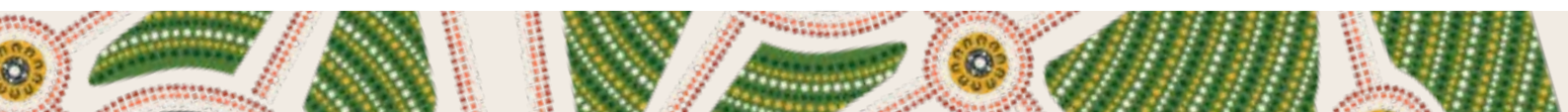
The Chair is responsible for ensuring the Board receives accurate, timely and clear information, to enable the Directors to analyse and constructively assess the performance of AHL and its management. The Chair is also responsible for representing the Board to the Minister.

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 2024, the executive team comprised:

- **Chief Executive Officer**
– Dave Chalmers AO, CSC
- **Chief Financial Officer, General Manager Corporate and Company Secretary**
– Dermot Walsh CA, FCPA, MAICD
- **Acting General Manager Human Resources** – Karyn Ervin
- **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.

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).

Legal framework

AHL is a wholly owned not-for-profit Australian Government company within the Prime Minister and Cabinet Portfolio. The responsible Minister for the reporting period was 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*
- *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.*

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 and performance reporting
- compliance with applicable laws and regulations.

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

As the Accountable Authority, the Board has overall responsibility for risk management including determining AHL's risk appetite and tolerance and ensuring AHL has an effective risk management approach which fosters a positive risk culture across the company. The ARFC assists the Board in discharging its responsibilities under the PGPA Act, including providing independent advice on the appropriateness of AHL's risk management and systems of internal control and approach to fostering a positive risk culture.

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: defines the degree of risk exposure the Board is willing

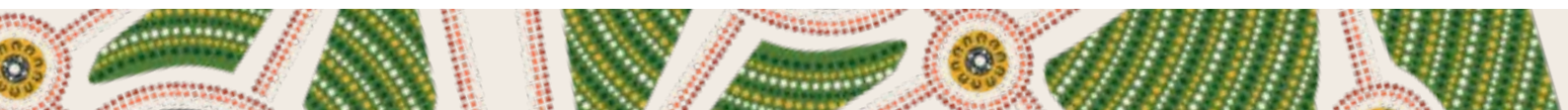
(and able) to accept or retain in pursuit of its strategic, business and operational goals and service delivery objectives

- Enterprise Risk Register: records AHL's enterprise level risks and mitigation strategies to ensure identified and emerging 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 and emerging risks fall within AHL's risk appetite and tolerance
- management systems: to measure, assess and report on all material risks across the company
- review 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:

- review of our ERM Framework at least every 2 years as part of the company's continual improvement process and commitment to managing risk in accordance with best practice set out in AS/NZS ISO 3100:2018 and the 2023 Commonwealth Risk Management Policy
- 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.

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



Fraud and corruption risk control

Our ERM framework provides the foundation for AHL's fraud and corruption control processes and mitigation strategies to identify, analyse, evaluate and treat fraud and corruption risks, which may be inherent to AHL's business functions. Our fraud and corruption risk control framework reflects the new Commonwealth Fraud and Corruption Control Framework which came into effect on 1 July 2024. Our framework comprises the company's 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 protect public resources from fraud and corruption by implementing strong, robust and effective fraud and corruption control measures across the company.

External scrutiny

During 2023–24:

- 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.

AHL is participating in one Australian National Audit Office (ANAO) performance audit, to review the *Management of Conflicts of Interest – Aboriginal Hostels Limited, Northern Territory Aboriginal Investment Corporation and Outback Stores*. Information about the audit can be found on the ANAO's website www.anao.gov.au/work/performance-audit/management-conflicts-interest-ahl-ntaic-and-outback-stores.



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 11, and shows our efforts to improve environmental performance.

TABLE 11: ECOLOGICALLY SUSTAINABLE DEVELOPMENT ACTIVITIES

Reporting requirement	AHL response
How AHL accords with and contributes to the principles of ecologically sustainable development	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. These minimum standards include statutory requirements around energy efficiency and sustainability, with the requirement to reduce carbon and greenhouse gas emissions. With each project, AHL engages private consultants who assess the intended building's energy use (water, thermal performance and energy). We continue to focus on identifying and embedding better practice in the sustainable management of energy, water and waste.
Activities that affect the environment	AHL's core function – accommodation – consumes energy, water and materials, such as packaging, that contribute to landfill, pollution and greenhouse gas emissions. Energy is required to power AHL's offices and hostels to provide hot water, power for cooking and air conditioning. See Appendix A for further disclosures on emissions from the company's operations.
Measures taken to minimise the effect of activities on the environment	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-saving shower heads throughout our network is also underway. These initiatives have generated significant operational cost savings, and helped reduce the environmental impact of our service. AHL encourages employees to adopt sustainable waste management practices, and educates residents in minimising energy use and following good recycling practices. Each time AHL conducts upgrade works or refurbishment projects, energy efficiency gains in the design and products chosen are considered, to minimise environmental impacts.
Mechanisms for reviewing and increasing the effectiveness of measures	AHL regularly reviews energy usage to identify areas of potential efficiency gains and financial benefits.



Using solar energy at Galawu Hostel.



DAISY YARMIRR HOSTEL
Daisy Yarmirr Hostel

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

Transforming how we connect – modernising our digital channels

In 2023–24, our communication activities focused on the uplift and modernisation of AHL’s digital channels to better promote our services. We used these channels to share stories about our residents, employees, and partnerships.

A key milestone in our digital transformation was the launch of our redesigned, modern AHL website in May 2024. More information about our redesigned website project is on page 47.

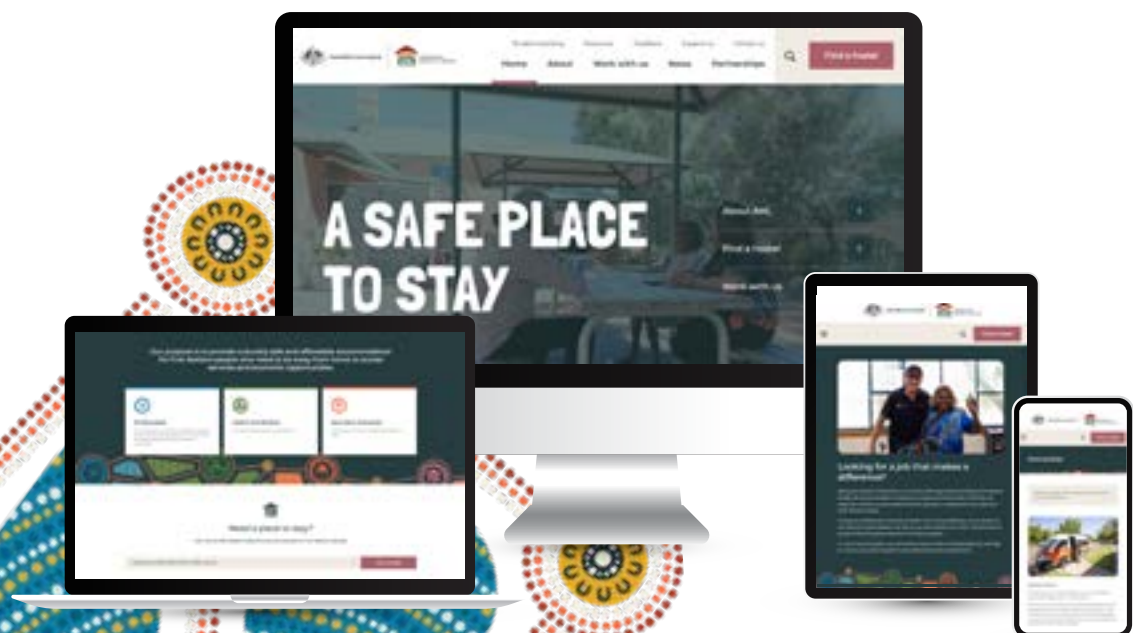
We continued to build our photo library by arranging professional photoshoots at our various hostels across the network. This enabled us to showcase our employees, residents and hostel facilities with real and impactful images, which we use to good effect in our marketing collateral and digital channels.

The first edition of AHL’s stakeholder e-newsletter AHL News was sent out in June 2024. We anticipate AHL News will be distributed twice a year to external stakeholders and AHL employees to share national, regional and local news stories, build AHL’s profile and drive people to our digital channels.

AHL re-launched and re-invigorated its LinkedIn social media account in April 2023, with its new modern branding and updated account profile. We continue to use this platform to highlight our success stories and increase awareness of our services.

A key priority is to communicate real stories about people who have or had a connection to AHL (such as employees or residents) or about our projects and achievements. A couple of the stories we developed this year include one about First Nations Senator Jana Stewart (she and her family stayed at an AHL hostel when she was a child) and a story about our dietitians and their work to implement new healthy hostel menus for residents.

These communication activities contributed towards raising awareness about AHL and our services and in turn, helped boost our occupancy rates and promote AHL as a great place to work.



AHL's new website – a major step forward in our digital improvement journey

In support of communicating our purpose with clarity, in May 2024, AHL launched its redesigned website.

AHL's refreshed website marked a significant milestone in AHL's digital transformation and reflects our commitment to raising AHL's profile and reputation as a professional provider of culturally safe and affordable accommodation for First Nations people.

The previous website no longer met the needs of our audience groups, with complicated navigation paths and outdated content and design. It also did not reflect our new, modern brand identity which went live in early 2023.

In light of this, we engaged experienced Drupal web development company, Spoon Media, to help design and deliver the improved website.

The project involved consulting with our stakeholders, to scope the key audience groups' user journeys and identify the main touchpoints and pain points.

The scoping phase discovered 2 main objectives, to improve the way people find hostel information and to improve the way we display our careers and employment page.

With this knowledge, the team designed a mobile-friendly website which not only looks visually pleasing but has enhanced functionality, accessibility and usability, allowing people to quickly find the information they need, using the least number of clicks.

Some key features of the redesigned website include an interactive hostel map, attractive hostel pages which can be found through a number of pathways, modern AHL branding and the use of appealing and real images (no stock images).

The new 'Work with us' page enhances the way we display our job advertisements and provides best practice guides on how to apply for a job. This helps boost AHL's recruitment efforts and the ability to receive good quality applications from suitable candidates.

This project's success represents a major step forward in AHL's digital transformation journey, where our audiences' needs are at the centre of what we do.

AHL implemented a number of digital channel improvements in 2023–24.



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 2023–24 and membership comprised:

- Chief Financial Officer and Company Secretary (Chair)
- General Managers
- 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 continues its focus on improving cyber security resilience. We have invested in training employees, so they can recognise and avoid falling victim to cyber security attacks, for them personally and for AHL's operations. ICT team resourcing is being increased which will enhance the team's ability to respond and remediate security issues.

Information Management

AHL is implementing an Information Governance Framework, aligning with the Information Standard for Australian Government and related ISO standards. The Framework has strengthened information governance, progressing AHL towards compliance with the National Archives of Australia's *Building trust in the public record: managing information and data for government and community policy* (2021). We are reviewing tools and systems that are fit-for-purpose, will streamline information management processes, enhance information security, and facilitate efficient records management. This work will ensure that data, information and records are managed in a compliant and culturally appropriate manner.

This reflects our commitment to effective data, information and records management, ensuring transparency, accountability, and compliance.

Boosting digital inclusion – free Wi-Fi in AHL’s hostels

In mid-2023, we kicked off the rollout of free Wi-Fi across our hostel network, marking a major, long overdue step forward in our service offering.

Wi-Fi is a wireless networking technology that allows devices to interface with the internet.

Providing our residents with free highspeed Wi-Fi is particularly important for our hostels located in remote regions, where availability of reliable internet is often limited.

People in regional, rural and remote Australia rely on their telecommunications services more than ever before. Having stable, highspeed connectivity supports access to education, work, services and entertainment.

With this in mind, our goal was to provide all of our residents with free access to the internet.

This digital enhancement project took place over many months.

Wi-Fi connectivity was initially piloted in 4 hostels across the network: Durungaling Hostel, Elley Bennett Hostel, Kirinari Newcastle Hostel and Yumba Hostel. This meant the pilot was trialled in both Multipurpose and Secondary Education hostels.

After a successful pilot, we began rolling Wi-Fi out to all hostels, with Wi-Fi to be installed in the majority of hostels by the end of 2024.

The rollout involved a wide range of activities including the design of the network, placement of access point devices and security controls. A number of comprehensive updates to our network infrastructure were also required to ensure that the Wi-Fi service on offer met the needs of both residents and employees.

This initiative was made possible through funding received in the 2023–24 Federal Budget and it also supports the Government’s broader efforts around closing the digital gap for First Nations Australians.

Feedback from our residents has been overwhelmingly positive.

“Wi-Fi is a definite improvement here. Got students here. We’re spending hours on devices and there goes the credit. Wi-Fi is a must.”

This upgrade not only enhances our residents’ experience when staying at our hostels but will reduce AHL’s operation costs, by eliminating the need to install cables.

Given that almost 19,000 First Nations people relied upon the services AHL provided this year, this Wi-Fi initiative makes a significant contribution towards improved digital access and inclusion.



Free Wi-Fi access has been well received by our residents.

Our people

Employee profile

Aligning with the *Delivering for Tomorrow: the APS Workforce Strategy 2025*, our focus in 2023–24 was to attract, build and retain skills, expertise and talent. In the first half of 2024, we partnered with the APS Centre of Excellence for Workforce Planning. Together, we conducted a comprehensive review of AHL's workforce to inform the development of a new AHL Workforce Strategy.

In line with the *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022*, we focused on prioritising ongoing employment as the primary basis of engagement. Reducing the instances of non-ongoing engagements has ultimately created better job security for our employees.

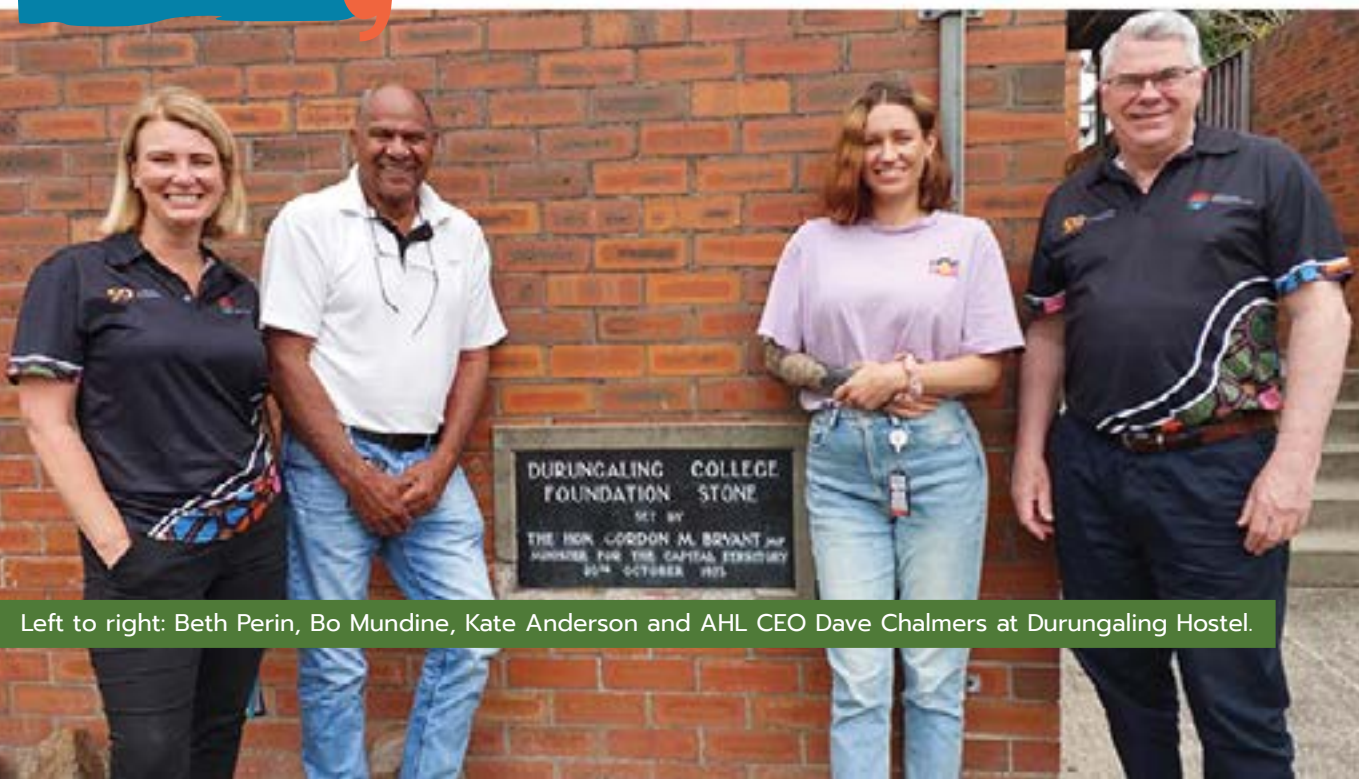
We continued to prioritise cultural capability, with members of the leadership cohort undertaking Cultural Respect and Safety training. Early discussions took place with the Working Group on Culture on the development an AHL anti-racism strategy.

Significant progress was made on the Human Resource Management Information System (HRMIS) project, with the selection and onboarding of Aurion as AHL's new HRMIS provider. Hostels were consulted extensively, to ensure the new system will meet our diverse workforce needs.

We continued to acknowledge the high performance of our employees by presenting 4 NAIDOC Recognition Awards and 14 Service Awards. As part of AHL's 50th anniversary, a national event was held where AHL Board members, local Elders, community members and stakeholders joined to celebrate this significant milestone.

To demonstrate how much AHL's leadership value engaging with our employees, in 2023–24 the CEO and senior executives visited a number of hostels across our national network. These important in-person visits involved meeting with, and hearing from, our frontline employees on the important service they provide to First Nations communities around Australia.

The staff are really nice, like family. We know them.



Left to right: Beth Perin, Bo Mundine, Kate Anderson and AHL CEO Dave Chalmers at Durungaling Hostel.

Personal and Miscellaneous leave

AHL's overall personal and miscellaneous absence rate for 2023–24 was an average of 15.6 days per employee, which is consistent with 2022–23. AHL will continue to work with employees on promoting a stronger attendance culture.

Recruitment and retention

In 2023–24, we remained committed to positioning AHL as an employer of choice. We promoted job mobility by advertising a number of vacancies internally, seeing a number of acting and lateral opportunities for existing AHL employees. Flexible working arrangements such as remote working, continued to be encouraged, where appropriate. We held a Career Roadshow in Katherine, NT and worked with a marketing company to attract new talent in priority areas, using a range of communication tactics.

Enterprise Agreement

Following a successful 'YES' vote, the AHL Enterprise Agreement 2024–27 (the Agreement) was approved by the Fair Work Commission on 29 April 2024 and came into effect on 6 May 2024. The Agreement applies to all non-SES AHL employees and sees a number of improved employment conditions including leave and increased remuneration for our employees.

APS Employee Census

In 2024, AHL employed new strategies to boost employee participation in the APS Employee Census, with a focus on ensuring hostel employees were empowered to have their say. Both electronic and paper survey options were made available to ensure differing needs of our workforce were met. Pleasingly, we saw a 14 per cent increase in participation in the 2024 APS Employee Census (56 per cent participation compared to 42 per cent in 2023).

The census results highlight we are doing well in areas such as commitment to AHL's goals and belief in AHL's purpose and objectives, with challenges in internal communication, innovation and work capacity. AHL has produced an Action Plan to celebrate the things we are doing well and to identify opportunities that require our specific focus.

The employees in our Secondary Education hostels play a key role in supporting the growth of resilient young people.



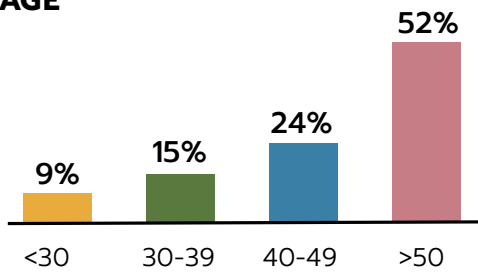
FIGURE 5: EMPLOYEE SNAPSHOT

Employee headcount (excluding casual employees): 318

Ongoing: 83% (264 employees)

Non-ongoing: 17% (54 employees)

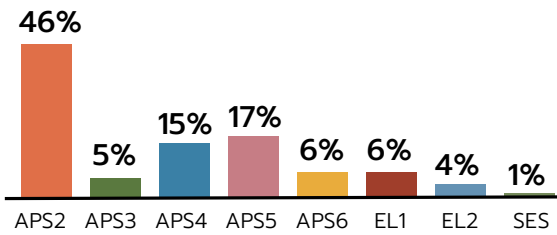
AGE



DIVERSITY

First Nations	44%
Disability	4%
Female	52%
Born overseas	27%

APS CLASSIFICATION



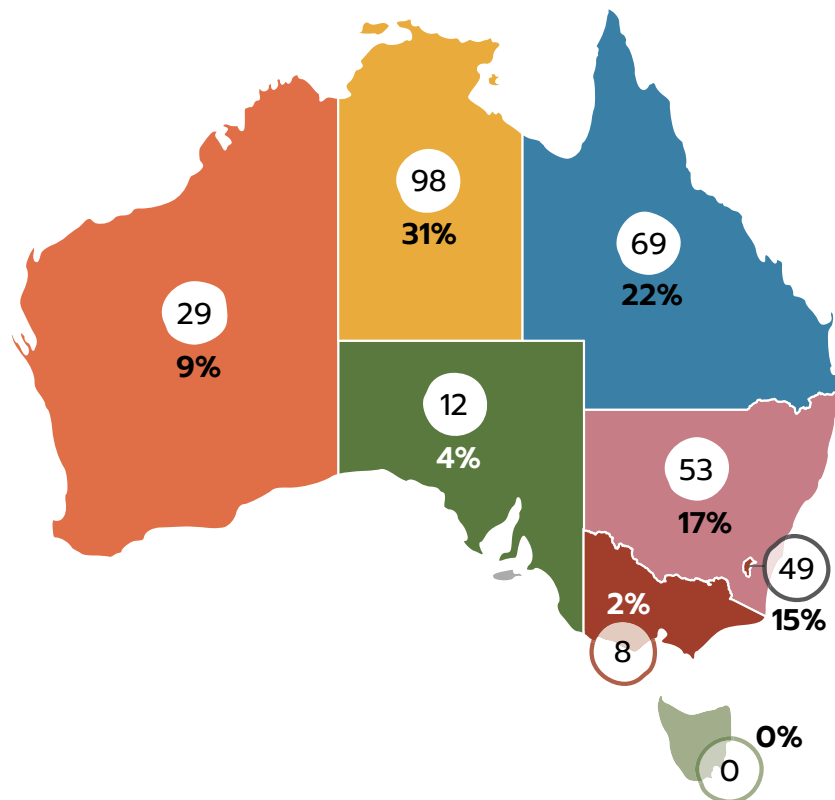
PATTERNS OF WORK

Full-time	82%
Part-time	18%

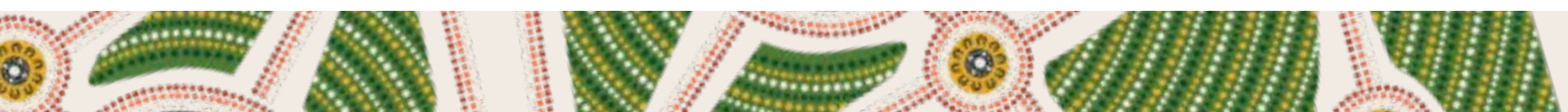
LOCATION

○ AHL headcount

% of total AHL employees



Note – the above data excludes casual employees.



After more than 30 years, Ronald Jan is 'still here' helping residents

Ronald Jan, Hostel Manager of Nindee Hostel in Adelaide SA, has cared for our AHL First Nations residents, and enjoyed a varied AHL career, for more than 30 years and counting.

As one of AHL's longest serving employees, so much has changed since Ronald started his AHL career, including advancements in technology and streamlining of day-to-day processes.

'I remember when I first started with Aboriginal Hostels Limited in 1990, we didn't have computers to use, we had Revenue Sheets which were hand written and required you to enter all resident details and tariff collections onto large A3 Revenue Sheets.

We had to ensure that all our paperwork was completed by the Sunday night, so that it was sent off in the overnight bags and received by the Regional Office on

a Monday mornings, now we just enter everything on the Reservation Management System (RMS) and email it off,' Ronald said.

Born in Darwin NT, Ronald has been working for First Nations organisations for more than 40 years.

Ronald explained that working at AHL over several decades has its rewards, such as getting to see family connections which span generations:

'Sometimes I am amazed when a resident comes to stay at Nindee Hostel and you can remember them when they were a young kid with their parents staying at the hostel, and now they are adults returning with their kids.

You always get comments from people that may come back to stay at Nindee Hostel after many years and the first thing they say to you is, "You're still here."

It is wonderful to hear of an AHL employee who has exemplified AHL's PROUD values of supporting, growing and empowering others, for more than 30 years – which is an amazing achievement.

Ronald Jan and his AHL colleagues over the years.



Work health, safety and rehabilitation

Work health and safety (WHS)

AHL made significant efforts in 2023–24 to continue implementing a risk-based approach to managing WHS. During the reporting period, the WHS management system was reviewed primarily to address the recommendations from the internal audit, but also to respond to changes to WHS legislation and Comcare inspection findings.

In summary, internal audit findings have been addressed through:

- regular consultation with the National Health and Safety Committee (NHSC) to ensure that WHS information is fit for purpose and meets the requirements of our unique workforce
- development and maintenance processes to ensure identified employees have the capability to perform their roles
- continuous monitoring of occupational qualification attainments and priority training completion (including induction, first aid, mental health first aid, food safety, health and safety representatives and emergency response training)

- improvements to the hazard and incident management system and supporting processes.

The NHSC held 4 meetings during 2023–24 and took a lead role in monitoring risks and developing risk treatments for psychosocial hazards.

Employee wellbeing

Employee wellbeing initiatives included providing employees with access to flu and COVID-19 booster vaccinations and the healthy lifestyle allowance.

AHL continued to offer the Employee Assistance Program (EAP) which is a free, confidential counselling and support program providing employees with access to counsellors (including First Nations counsellors if requested), to help employees resolve problems that may impact their life.

Preparations for R U OK? Day.



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 2023–24, AHL implemented improvements to internal processes and tools within our rehabilitation management system and disability advisory support services. We also supported employees by facilitating timely access to medical assistance, such as physiotherapy and psychology services.

Worker's compensation and workplace incident statistics

During 2023–24 there were 6 worker's compensation claims accepted, with 5 caused by exposure to psychosocial hazards.

AHL proactively managed injury cases through robust early intervention, rehabilitation and case management. We performed above the Commonwealth average in worker's compensation claim notification timeframes and return to work outcomes.

Notifiable incidents

Table 17 provides a summary of notifiable incidents that occurred during the year, as required by the *Work Health and Safety Act 2011*.

TABLE 17: WHS STATISTICS, 2021–22 TO 2023–24

Notifiable incident classification	2021–22	2022–23	2023–24
Death	0	3	1
Serious Injury/illness	2	1	1
Dangerous incident	5	0	0
Not-notifiable*	0	3	0
Total	7	7	2

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



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. In support of the protection of children and young people, AHL maintains compliance with the Commonwealth Child Safe Framework (the Framework) including the 4 core requirements (summarised below):

- Undertake risk assessments, to identify the level of responsibility for, and contact with, children. Evaluate risks to child safety, and put in place appropriate strategies to manage identified risks.
- Establish and maintain a system of training and compliance, to make our employees aware of, and compliant with, the Framework and relevant legislation, including Working with Children Checks / Working with Vulnerable People Checks and mandatory reporting requirements.
- Adopt and implement the National Principles for Child Safe Organisations (the National Principles).
- Publish an annual statement of compliance with the Framework.

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 2023–24, we expanded our training delivery by conducting facilitated sessions and by making resources available online.

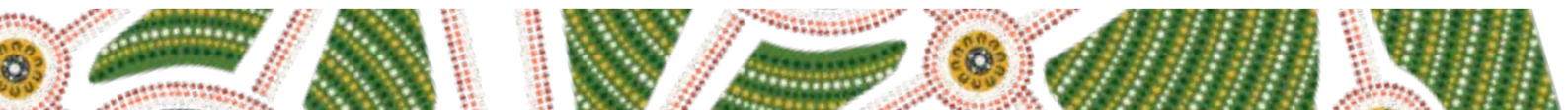
Making age-appropriate information available locally at hostels is also important and in early 2024, AHL distributed a series of books for young people to our multipurpose and health and medical hostels, including resources designed to empower and teach children about personal body safety and respectful relationships.



A place for young people to feel at home.

AHL's approach supports the creation of child-safe hostels and at the same time, nurtures a culturally safe environments for First Nations children and young people. For example, to supplement the education young people in our Secondary Education hostels receive through school, we also provide the Keeping it Safe and Deadly program. In 2023-24, this training was delivered to students in person at two Secondary Education hostels (Fordimail and Canon Boggo). This is a tailored program that allows space to both educate and listen to young people, with the end goal of providing them with culturally appropriate information on protective behaviours. This training also includes a segment on the online environment, to ensure we are promoting online safety and wellbeing while minimising the opportunity for children and young people to be harmed.

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



The staff are kind, polite. Good at their jobs. Experienced, and they help with questions.

STATUTORY REPORTS

Silas Roberts Hostel.



Directors' Report

The Board of Directors presents its Report on Aboriginal Hostels Limited (AHL) for the financial year ended 30 June 2024.

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.

Consolidated Entity Disclosure Statement

AHL does not have any subsidiaries and is not required to prepare consolidated financial statements under accounting standards, on that basis section 295(3A) of the *Corporations Act 2001* does not apply.

Principal activities

The principal activity of the company during 2023–24 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 have contracts with the NT Government 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.

Operating result

The operating result in 2023–24 was a \$2.936 million deficit, which was significantly higher than the \$1.377 million deficit in 2022–23.

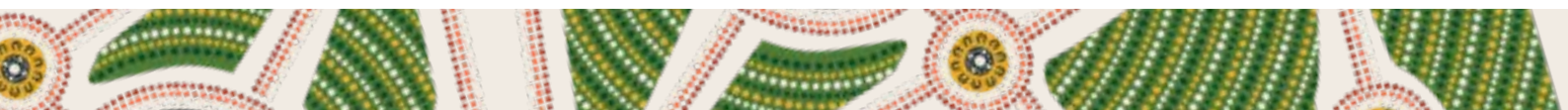
The \$1.559 million increase in the 2023–24 deficit from the previous year, was primarily due to increasing costs of hostel operations, including property operating, information communication technology, insurance, training and recruitment and depreciation costs.

As part of the 2023–24 Budget measure, AHL received an additional \$6.952 million in operational funding and \$3.048 million in capital funding. This has enabled the company to complete much needed maintenance and capital works at our hostels, to employ dietitians who reviewed and refreshed our hostel menus, to better recognise the work of our hostel managers and to improve our hostel security.

Financial position

The net assets of the company at 30 June 2024 were \$169.3 million, an increase from \$154.8 million in the previous financial year. The increase in net assets was primarily due to the \$14.3 million revaluation increment for land, buildings and art and artefacts.

The company continues to maintain a strong financial position with \$39.7 million in cash and other investments at 30 June 2024 (\$38.2 million at 30 June 2023).



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 2024, the AHL Board had 8 Directors. Up to 9 Directors may be appointed as prescribed by the AHL Constitution.

In 2023–24, the Board met 5 times, the Audit, Risk and Finance Committee met 5 times and the Asset Management Committee met 4 times. The Working Group on Culture did not formally meet in 2023–24 but continued to progress initiatives out of session.

The Board's extensive corporate governance experience has ensured that the company's 2023–24 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.



AHL Board members (l-r): Alison Page, Anthony Ashby (Chair), Paul Allen, Shona Reid, Professor Valerie Cooms (Deputy Chair) and Katie Wyatt visited our hostels in Alice Springs, March 2024. Absent: Simon McGrath AM and Leann Wilson.



Directors' details

TABLE 18: DETAILS OF DIRECTORS, 2023–24

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	20/10/2026	5/5
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 is a Professor of Indigenous Policy at CAEPR, ANU and a member of a number of significant reference groups and advisory committees. 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	20/10/2026	5/5
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 is a current Director of Calleo Resourcing. 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 Chair, Investment Committee (commenced 1/10/2023) Member, Asset Management Committee (ceased 30/9/2023)	6/5/2020	14/6/2026	5/5
Mr Simon McGrath AM		Mr McGrath is a senior leader in the hospitality sector and current Deputy Chair of the Tourism and Transport Forum. 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	4/5

Name	Qualifications	Experience	Position	Date of appointment	Appointment end date	Number of eligible meetings attended
Ms Alison Page	Bachelor of Design First Class Honours (UTS), Graduate Australian Institute Company Directors	Ms Page is a Walbanga and Wadi woman and an award-winning designer and film producer. She also holds Board roles with the Sydney Harbour Federation Trust, National Australia Day Council, Australian National Maritime Museum, National Trust NSW and Ninti One Ltd.	Non-executive Director Member, Asset Management Committee (commenced 1/10/2023) Member, Working Group on Culture (commenced 2023-24).	25/10/2022	24/10/2025	5/5
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 is currently a member of SA/NT Poche Board, a Director on the Winston Churchill Memorial Trust and a member of the Indigenous Advisory Body at Flinders University.	Non-executive Director Member, Working Group on Culture (commenced 2023-24).	15/6/2022	14/6/2026	4/5
Ms Leann Wilson		Ms Wilson is a descendant 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 the Deputy Chair of the Healing Foundation. She sits on a number of Boards, many with a health focus.	Non-executive Director Member, Working Group on Culture (commenced 1/10/2023) Member, Audit, Risk and Finance Committee (ceased 30/9/2023)	30/10/2020	29/10/2026	5/5
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 and Gippsland Water.	Non-executive Director Member, Audit, Risk and Finance Committee (commenced 1/10/2023)	25/10/2022	24/10/2025	4/5

Board committees

To assist in the performance of its responsibilities, the Board has established 3 subcommittees and a working group:

- the Audit, Risk and Finance Committee
- the Asset Management Committee
- the Investment 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.

Asset improvements

The NIAA-issued Indigenous Boarding Providers grant allowed us to improve some of our Secondary Education facilities in Canon Boggo Pilot and Fordimail hostels this year. This grant program aims to ensure improved education outcomes and provide safe, supported accommodation for First Nations students who need to study away from home to complete their secondary education. The improvements have been well received by students and we thank NIAA for their support.

The popular basketball court – one of the improvements funded under the Indigenous Boarding Providers grant.



Investment Committee

The Investment Committee is responsible for reviewing and monitoring the company's investment strategies and programs for AHL to deliver its business strategies and objectives efficiently and effectively. The committee makes delegated investment decisions and assists the Board in its consideration and oversight of AHL's investment strategies, activities and sustainability.

Working Group on Culture

The Working Group on Culture aims to reinforce, promote, respect and celebrate the diversity, strength and resilience of First Nations communities and cultures. As one of the largest employers of First Nations people in the Australian Public Service, AHL is committed to developing a company culture that is built on mutual respect and cultural safety, not only for our employees, but for our residents. Professor Valerie Cooms (Chair) and Ms Leann Wilson are the founding members of the Working Group. In 2023–24, Ms Alison Page was welcomed as a member of the Working Group, and development of an anti-racism strategy was initiated.

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 AHL Board Directors receive the superannuation guarantee contribution required by the Australian Government, which was 11 per cent in 2023–24, and do not receive any other retirement benefits.

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 total remuneration of the Directors and Senior Executives of the company in 2023–24 is shown in Table 19.



TABLE 19: REMUNERATION OF KEY MANAGEMENT PERSONNEL, 2023-24

Name	Position title	Short Term Benefits (\$)			Post-Employment Benefits (\$)			Other Long term-benefits (\$)			Termination benefits (\$)	Total remuneration (\$)
		Base salary	Bonuses	Other Benefits and allowances ¹⁰	Superannuation contributions	Long service leave	Other longterm benefits					
Mr Anthony Ashby	Chair, Non-executive Director	\$82,873	-	\$1,640	\$9,116	-	-	-	-	-	\$93,629	
Professor Valerie Cooms	Deputy Chair, Non-executive Director	\$41,437	-	-	\$4,558	-	-	-	-	-	\$45,995	
Mr Paul Allen	Non-executive Director	\$41,436	-	\$17,432	\$6,476	-	-	-	-	-	\$65,344	
Mr Simon McGrath AM	Non-executive Director	\$41,437	-	\$8,721	\$5,517	-	-	-	-	-	\$55,675	
Ms Leann Wilson	Non-executive Director	\$41,437	-	\$2,408	\$4,823	-	-	-	-	-	\$48,668	
Ms Alison Page	Non-executive Director	\$41,436	-	\$3,160	\$4,906	-	-	-	-	-	\$49,502	
Ms Katie Wyatt	Non-executive Director	\$41,438	-	\$6,312	\$5,252	-	-	-	-	-	\$53,002	

¹⁰ 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 in 'Other benefits and allowances'.

Name	Position title	Short Term Benefits (\$)			Post-Employment Benefits (\$)			Other Long term-benefits (\$)			Termination benefits (\$)	Total remuneration (\$)
		Base salary	Bonuses	Other Benefits and allowances ^o	Superannuation contributions	Long service leave	Other longterm benefits					
Ms Shona Reid	Non-executive Director	\$42,204	-	-	\$4,642	-	-	-	-	-	\$46,846	
Mr Dave Chalmers AO, CSC	Chief Executive Officer	\$296,337	-	\$90,637	\$46,545	\$8,062	-	-	-	-	\$441,581	
Mr Dermot Walsh CA, FCPA, MAICD	Chief Financial Officer and Company Secretary	\$233,834	-	\$36,137	\$42,300	-	-	-	-	-	\$312,271	
Mr Bob Harvey PSM	General Manager (GM) Operations	\$179,911	-	\$62,059	\$31,619	\$13,936	-	-	-	-	\$287,525	
Mr Peter Bligh	GM Business Development and Employment	\$83,475	-	-	\$19,921	\$1,814	-	-	-	-	\$105,210	
Ms Karyn Ervin	A/g GM, Human Resources	\$133,372	-	\$33,666	\$23,198	-	-	-	-	-	\$190,236	
Total										Total	\$1,795,484	

Supporting the next generation of First Nations leaders

Since it was established in 1973, AHL has been committed to supporting and mentoring the next generation of First Nations leaders. As Professor Tom Calma AO said recently at the Lowitja O'Donoghue Oration 2024, 'Hostels led the way in Aboriginal participation in leadership roles from the very beginning.'

Our partnership with The Observership Program is one of the practical ways we aim to meet this commitment today.

The program gives young leaders an opportunity to learn about the fundamental principles of corporate governance, with practical training and support provided by the Australian Institute of Company Directors.

Brisbane-based Larrakia man Stuart Robb was AHL's Board Observer in 2023.

When discussing his time in the role, Stuart said that he had learnt an enormous amount from the AHL Board and leadership team.

'I consider myself fortunate to have participated in the program with such an iconic organisation that continues to have a profound impact on First Nations people.'

'I've thoroughly enjoyed every moment. I greatly appreciate the warmth and generosity shown by AHL's Board members, AHL Executive and the broader AHL team.'

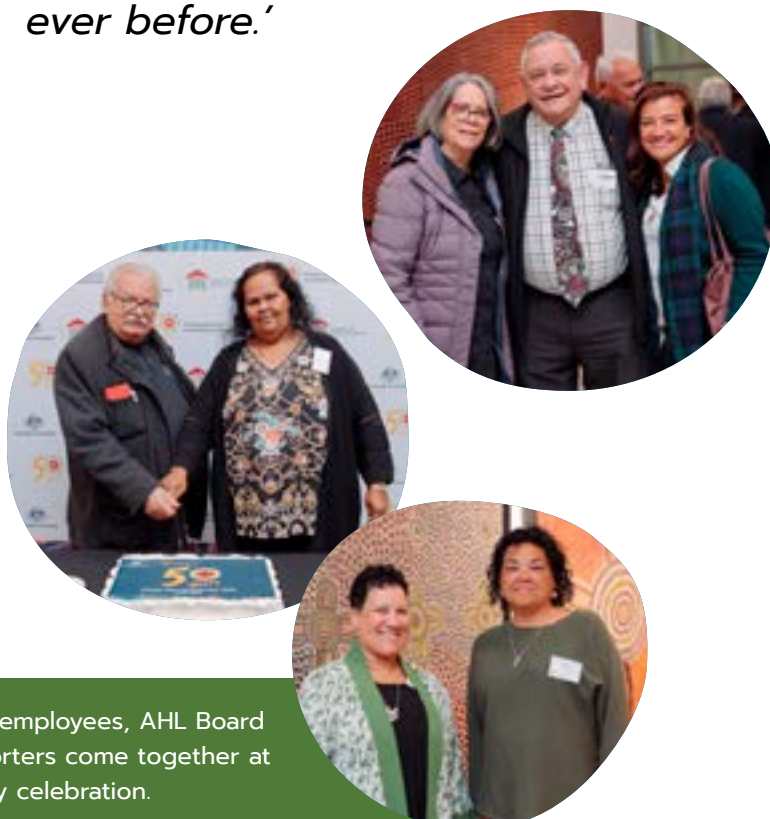
The program requires each Observer to be paired with an organisation for a 12-month period. During that time, they attend all Board and/or committee meetings as non-voting members.

Observers learn about the fundamental principles and functions of not-for-profit and government-appointed Boards, the roles of Board members, fiscal processes and other governance priorities.

Building on the experience and insights he gained as an Observer, Stuart is now an Independent Member of AHL's Investment Committee.

AHL's Acting General Manager Human Resources Karyn Ervin explained why AHL's participation in this program is so vital.

'AHL helps ensure talented and emerging First Nations leaders gain important skills they can take to future boardrooms. Boardrooms that are pleasingly more inclusive and diverse than ever before.'



Current and former employees, AHL Board Directors and supporters come together at our 50th anniversary celebration.

Tables 20, 21 and 22 outline the composition, qualifications and remuneration of members of the Audit, Risk and Finance Committee, Asset Management Committee and Investment Committee, respectively.

TABLE 20: AUDIT, RISK AND FINANCE COMMITTEE, 2023–24

Member and position	Qualifications, knowledge, skills or experience	Number of eligible meetings attended/total number of meetings	Total annual remuneration / sitting fees ¹¹
Mr Paul Allen Chair	Refer to Table 18	5/5	-
Ms Katie Wyatt Director member (commenced 1/10/23)	Refer to Table 18	3/3	-
Ms Rebecca Richardson Independent member (commenced 8/11/23)	Bach Town Planning, Diploma of Law, Grad Dip Tourism Management, GAICD. Ms Richardson has a background in urban development, housing and property, combined with qualifications in environmental planning, law, management and financial analysis. She has a keen interest in working with local communities, including Indigenous communities, to enhance opportunities and well-being. An experienced company Director and audit committee member and chair, Ms Richardson is also Managing Director of Urbanista, a planning and strategy consultancy practice with a focus on housing and sustainable communities.	3/3	\$6,000
Mr Tim Cronin Independent member (commenced 10/11/23)	Bachelor of Commerce (UQ), Bachelor of Economics (UQ) Graduate Diploma in Advanced Accounting QUT, CA ANZ. Mr Cronin is a Chartered Accountant and Certified Internal Auditor with over 38 years' experience specialising as an auditor for public and private sector organisations. He is currently a Partner at PKF with responsibility for Assurance and Risk Advisory and the Chair of the Queensland Law Society Finance, Audit and Risk Committee and two local government audit and risk committees.	2/3	\$4,000
Mr David Evans Independent member (ceased 3/9/23)	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.	2/2	\$3,200
Mr Geoff Knuckey Independent member (ceased 31/12/23)	B. Economics (ANU), FCA, GAICD, Registered Company Auditor. Mr Knuckey has extensive experience as an Audit Committee member or Chair. He also has extensive experience as a Director and serves on Boards and Audit Committees of multiple government and private sector entities.	3/3	\$4,800
Ms Leann Wilson Director member (ceased 30/9/23)	Refer to Table 18	1/2	-

The committee's Charter can be found at: <https://www.ahl.gov.au/accountability-and-reporting>

¹¹ Under the Remuneration Tribunal Determination AHL Directors receive additional annual fees for serving on the Audit, Risk and Finance Committee – refer to Table 19.

Table 21: ASSET MANAGEMENT COMMITTEE, 2023–24

Member and position	Qualifications, knowledge, skills or experience	Number of eligible meetings attended / total number of meetings	Total annual remuneration / sitting fees. ¹²
Mr Simon McGrath AM Chair	Refer to Table 18	4/4	-
Mr Alison Page Director Member (commenced 1/10/23)	Refer to Table 18	2/3	-
Mr Paul Allen Director Member (ceased 30/9/23)	Refer to Table 18	1/1	-
Mr Mike Allen PSM Independent Member	<p>Graduate Diploma in Urban Estate Management, Member Australian Institute of Company Directors; Fellow, Institute of Public Administration Australia; Life Member, Australasian Housing Institute.</p> <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 First Nations 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>	4/4	\$6,000

¹² Under the Remuneration Tribunal Determination, AHL Directors receive additional annual fees for serving on the Asset Management Committee – refer to Table 19.

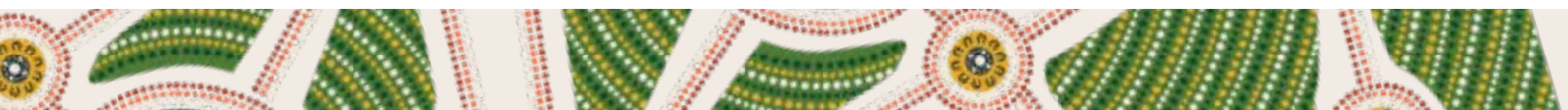


Table 22: INVESTMENT COMMITTEE, 2023–24

Member and position	Qualifications, knowledge, skills or experience	Number of eligible meetings attended / total number of meetings	Total annual remuneration / sitting fees.
Mr Paul Allen Chair (commenced 1/10/23)	Refer to Table 18	3/3	-
Dr Michael E Drew Independent Member (commenced 20/11/23)	<p>PhD in Economics QUT, FAICD and Life Member of the Financial Services Institute of Australasia (FINSIA).</p> <p>A classically trained economist, Dr Drew is a Co-Founder and Director of Drew, Walk & Co. He has over 30 years' professional experience with executive appointments at organisations such as the Myer Family Company, QIC, QSuper, Ord Minnett, J.B. Were & Son, and Wilson HTM.</p> <p>He is a company Director or trustee with a range of institutions, and a Professor of Finance at Griffith University.</p>	3/3	\$4,500
Ms Kate Cam Independent Member (commenced 21/11/23)	<p>Master of Applied Finance, Bachelor of Arts (Communication), GAIC, CFA Society Australia.</p> <p>Ms Cam is an independent investment and data governance consultant providing governance solutions, strategies and education to her clients.</p> <p>Ms Cam has more than 25 years' experience in the global investment and capital markets industries having worked in Sydney, London and Hong Kong with a range of Indigenous, wealth management, insurance and superannuation organisations. She served six years as a non-Executive Director of the National Centre of Indigenous Excellence (NCIE).</p>	3/3	\$4,500
Mr Stuart Robb Independent Member (commenced 21/11/23)	<p>Mr Robb is a proud Larrakia and Torres Strait Islander man with broad experience across ASX listed companies in mining and energy, as well as investment and funds management, the public sector, and non-for-profit organisations in Indigenous Health. He is passionate about promoting self-management, self-sufficiency, and the economic independence of Aboriginal and Torres Strait Islander people.</p> <p>Mr Robb is currently Manager of Group Internal Audit Operational Risk at Rio Tinto and is a board member of First Nations Broadcasting (Darwin). He holds a Diploma of Investor Relations from the Australian Institute of Investor Relations (AIRA), a Master of Accounting from Bond University, a Bachelor of Business from RMIT University and has completed Melbourne Business School's MURRA Indigenous Business Leadership program.</p>	3/3	\$4,500



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 wilful 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 to report in 2023–24.

There were no related party disclosures to report in 2023–24.

Rounding

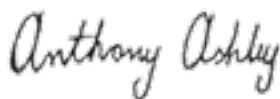
The company is an entity to which ASIC Class Order 98/100 applies. Accordingly, amounts in the Directors' Report and Financial Report have been rounded to the nearest \$1,000.

Auditor's independence

The Directors received an independence Declaration from the Auditor-General for the year ended 30 June 2024. 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.

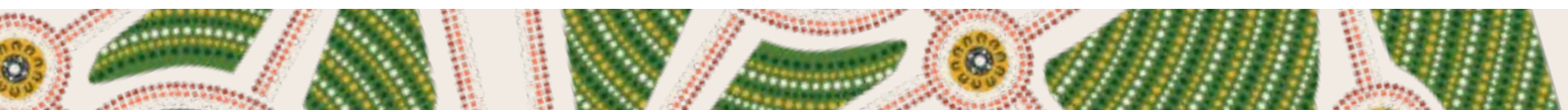


Anthony Ashby

Chair

Aboriginal Hostels Limited

24 September 2024



Financial Report



OFFICIAL: Sensitive



Mr Anthony Ashby
Chairperson
Aboriginal Hostels Limited

ABORIGINAL HOSTELS LIMITED FINANCIAL REPORT 2023–24 AUDITOR'S INDEPENDENCE DECLARATION

In relation to my audit of the financial report of Aboriginal Hostels Limited for the year ended 30 June 2024, 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
25 September 2024

OFFICIAL: Sensitive



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 2024 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 2024 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 2024 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 material accounting policy information 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 their 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.

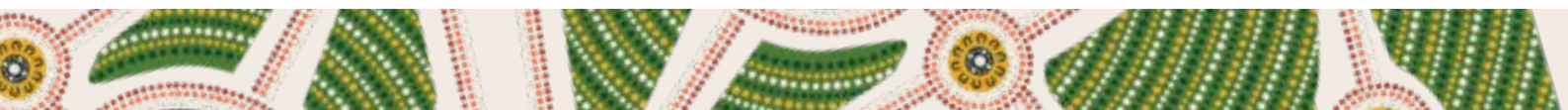
I confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

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 2024, 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.

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.



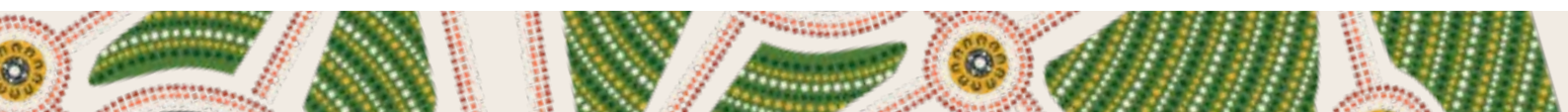
I also provide the directors with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, actions taken to eliminate threats or safeguards applied.

Australian National Audit Office

A handwritten signature in black ink, appearing to read 'Peter Kerr', written in a cursive style.

Peter Kerr
Executive Director
Delegate of the Auditor-General

Canberra
27 September 2024



AHL Financial Statements

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 2024

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 Australian Accounting Standards – Simplified Disclosures and the Corporations Regulations 2001,
 - b) give a true and fair view of the financial position of the company as at 30 June 2024 and of the performance for the year ended on that date of the company, and
 - c) that the consolidated entity disclosure statement is true and correct.

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 2022.

Signed



Anthony Ashby CA
Chair
Date: 25 September 2024

Signed



Dermot Walsh CA, FCPA
Chief Financial Officer and Company Secretary
Date: 25 September 2024



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

FINANCIAL STATEMENTS

for the period ended 30 June 2024

Content

Statement of Comprehensive Income
Statement of Financial Position
Statement of Changes in Equity
Cash Flow Statement

Financial Performance

- 1 Expenses
- 2 Own-source revenue

Funding

- 3 Grant received from portfolio department

Financial Position

Financial Assets

- 4 Cash and cash equivalents and term deposits
- 5 Trade and other receivables
- 6 Other Investments

Non-Financial Assets

- 7 Schedule of property, plant and equipment and intangible assets
- 8 Other non-financial assets

Liabilities

- 9 Suppliers
- 10 Interest bearing liabilities
- 11 Other payables

People and relationships

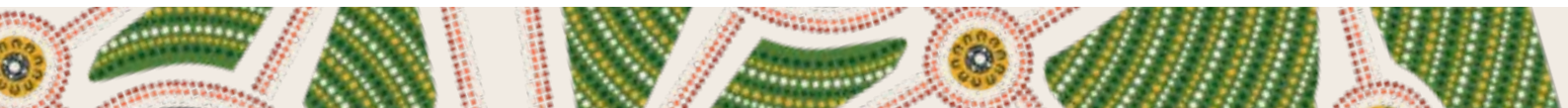
- 12 Employee provisions
- 13 Key management personnel
- 14 Related party disclosures

Managing uncertainties

- 15 Economic dependency
- 16 Contingent assets and liabilities

Other information

- 17 Bequest accounts
 - 18 Current/non-current distinction for assets and liabilities
-



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Statement of Comprehensive Income

for the period ended 30 June 2024

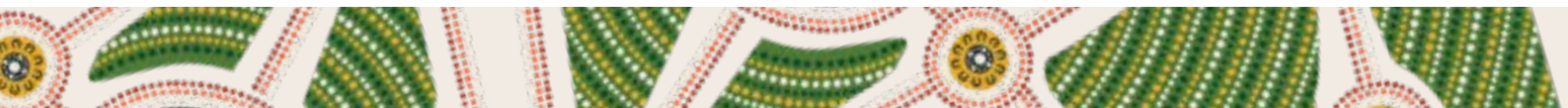
	Note	2024 \$'000	2023 \$'000	Original Budget ¹ \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1A	35,896	30,453	35,105
Hostel accommodation expenses	1B	6,415	5,214	6,802
Administration expenses	1C	8,556	7,377	7,706
Property operating expenses	1D	11,992	8,532	10,000
Depreciation and amortisation	1E	7,983	7,426	7,254
Write-down and impairment of assets and bad debts	1F	291	362	456
Finance and borrowing costs	1G	106	117	114
Fair value loss on financial instruments at fair value through the profit and loss	1H	357	-	-
Total expenses		71,596	59,481	67,437
Own-source income				
Own-source revenue				
Revenue from contracts with customers	2A	21,714	20,629	19,635
Interest	2B	2,943	1,343	1,119
Other revenue	2C	911	183	559
Total own-source revenue		25,568	22,155	21,313
Gains				
Gains from sale of assets		-	18	-
Total gains		-	18	-
Total own-source income		25,568	22,173	21,313
Net (cost of)/contribution by services		(46,028)	(37,308)	(46,124)
Revenue from Commonwealth Government				
Grant received from portfolio department	3	43,092	35,931	43,092
Total revenue from Commonwealth Government		43,092	35,931	43,092
Total revenue		68,660	58,104	64,405
Surplus/(Deficit) on continuing operations		(2,936)	(1,377)	(3,032)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Revaluation of land		4,487	813	-
Revaluation of buildings		8,748	4,628	-
Revaluation of art and artefacts		1,080	-	-
Total other comprehensive income		14,315	5,441	-
Total comprehensive income		11,379	4,064	(3,032)

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

¹ Budget 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**

Administration expenses	This variance was mainly due to increased contract labour hire cost.
Property operating expenses	This variance was mainly due to increased security services and repairs and maintenance costs.
Write-down and impairment of assets and bad debts	This variance was mainly due to the decreases in bad debts expense, as a result of improved debt recovery processes.
Fair value loss on financial instruments at fair value through the profit and loss	This variance was related to the fair value loss of AHL's managed funds investment as at balance date.
Revenue from contracts with customers	This variance was mainly related to higher tariff income due to increased occupancy at AHL's hostels.
Interest	This variance related to higher interest revenue received on term deposits, due to higher than budgeted interest rates.
Other revenue	This variance was mainly related to cash distribution income from AHL's managed funds investment.
Revaluation of land, buildings and art and artefacts	This variance related to the revaluation of land, buildings and art and artefacts.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Statement of Financial Position**

as at 30 June 2024

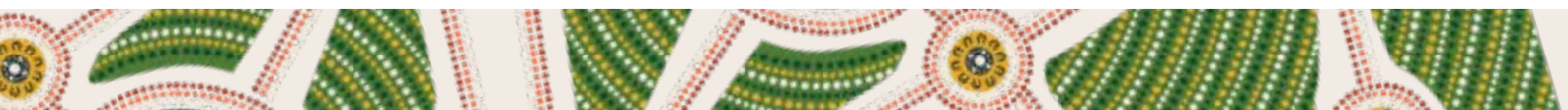
	Note	2024 \$'000	2023 \$'000	Original Budget ¹ \$'000
ASSETS				
Financial assets				
Cash and cash equivalents	4	8,349	8,554	36,058
Trade and other receivables	5	1,925	1,173	1,218
Other Investments	6	30,911	29,609	-
Total financial assets		41,185	39,336	37,276
Non-financial assets²				
Land	7	45,462	40,975	40,162
Buildings	7	86,927	81,195	74,339
Work In Progress	7	2,095	371	2,567
Leasehold Improvements	7	1,323	1,405	1,086
Plant and equipment	7	2,881	2,405	2,368
Art and artefacts	7	3,312	2,256	2,273
Intangibles	7	61	101	244
Other non-financial assets	8	532	392	568
Total non-financial assets		142,593	129,100	123,607
Total assets		183,778	168,436	160,883
LIABILITIES				
Payables				
Suppliers	9	1,997	1,739	1,948
Other payables	11	3,568	2,963	1,905
Total payables		5,565	4,702	3,853
Interest bearing liabilities				
Leases	10	3,327	4,259	3,126
Total interest bearing liabilities		3,327	4,259	3,126
Provisions				
Employee provisions	12	5,619	4,635	4,940
Total provisions		5,619	4,635	4,940
Total liabilities		14,511	13,596	11,919
Net assets		169,267	154,840	148,964
EQUITY				
Contributed equity		97,291	94,243	97,291
Reserves		76,229	61,914	56,474
Retained surplus/(Accumulated deficit)		(4,253)	(1,317)	(4,801)
Total equity		169,267	154,840	148,964

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

¹ Budget 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 other investments	These variances were due to the investments in term deposits that matured after 30 June 2024 and investments in managed funds as at 30 June 2024.
Trade and other receivables	This variance mainly related to the increase in occupancy at AHL's hostels resulting an increased level of trade debtors as at 30 June 2024 and the accrual of cash distribution income of AHL's managed funds investment.
Land, buildings and art and artefacts	These variances mainly related to the three-year cyclical revaluation of land, buildings and art and artifacts.
Work in Progress	This variance was due to the completion of capital projects during the financial year.
Leasehold improvements, plant and equipment and computer software	These variances were due to acquisitions of non-financial assets (including work in progress) during the financial year.
Other payables	This variance related to higher than budgeted grants received in advance during the financial year.
Leases	This variance was due to new fleet leases executed during the financial year.
Employee provisions	This variance was due mainly due to the increased annual leave and the impacts from salary increments of the new enterprise agreement on employee provisions.
Reserves	This variance related to the movements in the land, buildings and art and artefacts value as a result of a revaluation at 30 June 2024.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Statement of Changes in Equity
for the period ended 30 June 2024**

	Note	2024 \$'000	2023 \$'000	Original Budget ¹ \$'000
CONTRIBUTED EQUITY				
Opening balance as at 1 July				
Balance carried forward from previous period		94,243	94,243	94,243
Transactions with owners				
Contributions by owners				
Equity injection		3,048	-	3,048
Total transactions with owners		<u>3,048</u>	<u>-</u>	<u>3,048</u>
Closing balance as at 30 June		<u>97,291</u>	<u>94,243</u>	<u>97,291</u>
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		(1,317)	60	(1,769)
Adjusted opening balance		<u>(1,317)</u>	<u>60</u>	<u>(1,769)</u>
Comprehensive income				
Surplus/(Deficit) for the period		(2,936)	(1,377)	(3,032)
Total comprehensive income		<u>(2,936)</u>	<u>(1,377)</u>	<u>(3,032)</u>
Closing balance as at 30 June		<u>(4,253)</u>	<u>(1,317)</u>	<u>(4,801)</u>
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		61,914	56,473	56,474
Comprehensive income				
Other comprehensive income		14,315	5,441	-
Total comprehensive income		<u>14,315</u>	<u>5,441</u>	<u>-</u>
Closing balance as at 30 June		<u>76,229</u>	<u>61,914</u>	<u>56,474</u>
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		154,840	150,776	148,948
Adjusted opening balance		<u>154,840</u>	<u>150,776</u>	<u>148,948</u>
Comprehensive income				
Surplus/(Deficit) for the period		(2,936)	(1,377)	(3,032)
Other comprehensive income		14,315	5,441	-
Total comprehensive income		<u>11,379</u>	<u>4,064</u>	<u>(3,032)</u>
Contributions by owners				
Equity injection		3,048	-	3,048
Total transactions with owners		<u>3,048</u>	<u>-</u>	<u>3,048</u>
Closing balance as at 30 June		<u><u>169,267</u></u>	<u><u>154,840</u></u>	<u><u>148,964</u></u>

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

¹ Budget has been categorised using line item categories from the financial statements.

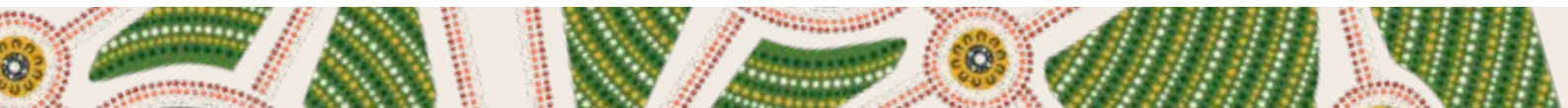


ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Budget variance commentary – Statement of changes in equity

Other comprehensive income

This variance related to the revaluation of land, buildings and art and artefacts.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Cash Flow Statement****for the period ended 30 June 2024**

	Note	2024 \$'000	2023 \$'000	Original Budget ¹ \$'000
OPERATING ACTIVITIES				
Cash received				
Receipts from Commonwealth Government		44,905	38,925	44,666
Receipts from State and Territory Governments		2,878	3,117	2,733
Receipts from hostel accommodation customers		17,708	16,275	16,077
Interest		256	357	100
Net GST received		2,976	1,980	2,711
Other		260	733	-
Total cash received		68,983	61,387	66,287
Cash used				
Employees		34,911	29,849	34,597
Suppliers		29,472	23,026	27,646
Interest paid - leases		43	45	33
Other		162	157	-
Total cash used		64,588	53,077	62,276
Net cash from operating activities		4,395	8,310	4,011
INVESTING ACTIVITIES				
Capital cash received				
Proceeds from investments - term deposits		121,824	76,113	80,036
Interest on investments		2,289	920	1,019
Total investing cash received		124,113	77,033	81,055
Capital cash used				
Payment for property, plant and equipment		7,205	5,728	7,047
Investments - Term deposits		104,283	79,975	80,036
Investments - Managed funds		19,200	-	-
Total capital cash used		130,688	85,703	87,083
Net cash from/ (used by) investing activities		(6,575)	(8,670)	(6,028)
FINANCING ACTIVITIES				
Financing cash received				
Contributed Equity		3,048	-	3,048
Total cash received		3,048	-	3,048
Financing cash used				
Principal repayments - leased assets		1,073	1,051	969
Total cash used		1,073	1,051	969
Net cash received by financing activities		1,975	(1,051)	2,079
Net increase/(decrease) in cash held		(205)	(1,411)	62
Cash and cash equivalents at the beginning of the reporting period		8,554	9,965	35,996
Cash and cash equivalents at the end of the reporting period	4	8,349	8,554	36,058

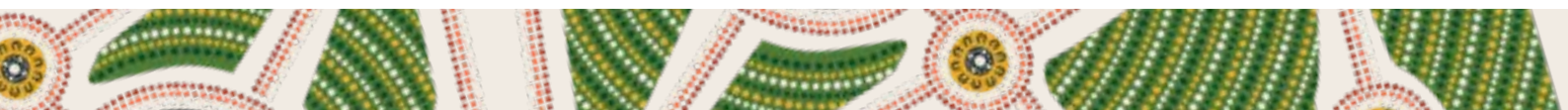
The above statement should be read in conjunction with the accompanying notes.

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

¹ Budget 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**

Receipts from hostel accommodation customers	This variance related to higher tariff from increased occupancy at AHL's hostels.
Interest	This variance related to higher interest receipts due to higher market interest rates.
Operating other cash received	This variance was mainly due to end of lease vehicle sale profit share and rent received.
Operating cash used interest paid – leases	This variance was due to new fleet leases executed during the financial year.
Investing activities cash received - proceeds from investments	This variance related to increased 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 and increased term deposit investments during the financial year.
Investing activities cash used - term deposits and managed funds	This variance related to increased term deposit investments and managed funds investments during the financial year.
Financing cash received principal repayments – leased assets	This variance was due to new fleet leases executed during the financial year.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2024****Overview**

Aboriginal Hostels Limited (AHL) is a not-for-profit Commonwealth Company limited by guarantee, established under the *Corporations Act 2001*. 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 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 include, cash and cash equivalents, trade and other receivables, term deposits, investments in managed funds and trade and other payables. Further information about AHL's financial instruments is 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.

The financial statements have been prepared on an individual entity basis as Aboriginal Hostels Limited (AHL) does not have any subsidiaries, joint ventures, or associated companies as defined under relevant accounting standards. Therefore, no consolidated financial statements have been prepared for the reporting period.

AHL operates as a single legal entity, and all financial information presented in these statements pertains solely to the operations and financial position of the company itself.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2024****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

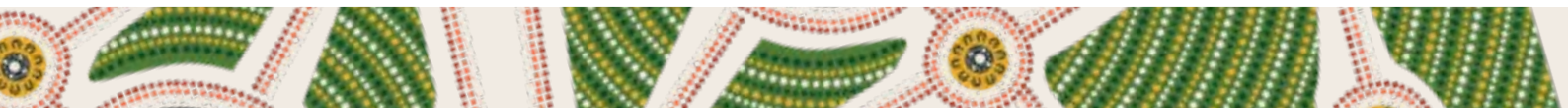
No provision for income tax has been raised as AHL is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

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 2024****Financial performance**

This section analyses the financial performance of Aboriginal Hostels Limited for the year ended 30 June 2024.

Expenses	Note	2024	2023
		\$'000	\$'000
Note 1A: Employee benefits			
Wages and salaries		27,381	23,093
Annual leave		2,178	1,922
Long service leave		690	443
Other leave		1,399	1,278
Superannuation		4,129	3,650
Termination benefits		119	67
Total employee benefits		35,896	30,453
Accounting Policy			
Accounting policies for employee related expenses is contained in note 12.			
Note 1B: Hostel accommodation expenses			
Food and beverages		4,958	3,910
Cleaning and hygiene		1,457	1,304
Total hostel accommodation expenses		6,415	5,214
Note 1C: Administration expenses			
Workers compensation expenses		918	775
Information technology and communications		2,416	2,084
Contractors		827	754
Consultants		864	911
Travel and accommodation		777	702
Vehicle short-term leases		11	4
Insurance		679	622
Directors' fees	13B	459	378
Training and recruitment		599	272
Audit fees		135	135
Legal expenses		202	76
Marketing		223	95
Postage and stationery		163	132
Other		283	437
Total administration expenses		8,556	7,377



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements
for the period ended 30 June 2024

Note 1D: Property operating expenses	2024	2023
	\$'000	\$'000
Repairs and maintenance	6,078	3,811
Fuel and power	1,768	1,706
Security services	2,717	1,600
Rates	911	836
Minor furnishings	284	331
Short-term leases	-	19
Other	234	229
Total property operating expenses	11,992	8,532

AHL had short-term lease commitments of \$3,048 as at 30 June 2024 (\$4,060 as at 30 June 2023).

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	2024	2023
	\$'000	\$'000
Depreciation		
Buildings	6,427	6,030
Plant and equipment	1,118	987
Art and artefacts	23	23
Total depreciation	7,568	7,040
Amortisation		
Leasehold improvements	375	346
Intangibles	40	40
Total amortisation	415	386
Total depreciation and amortisation	7,983	7,426

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

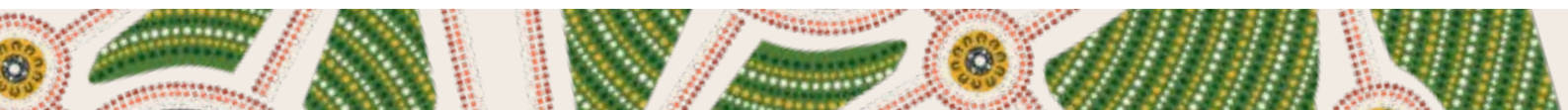
Write-down and impairment of assets		
Building	191	305
Plant and equipment	41	33
Total write-down and impairment of assets	232	338
Bad debts write off and provision for bad debts	59	24
Total write-down and impairment of assets and bad debts	291	362

Note 1G: Finance and borrowing costs

Bank charges	63	72
Interest on lease liabilities	43	45
Total finance and borrowing costs	106	117

Note 1H: Other expenses

Fair value loss on financial instruments at fair value through the profit and loss	357	-
Total loss from asset sales	357	-



Notes to the Financial Statements for the period ended 30 June 2024

Accounting Policy

Accounting policies for depreciation expenses are located after Note 7.

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 2024

Own-source revenue

Note 2A: Revenue from contracts with customers	2024	2023
	\$'000	\$'000
Funding for operation of hostels	3,592	4,302
Hostel accommodation revenue	18,122	16,327
Total revenue from contracts with customers	21,714	20,629
Funding received for operation of hostels		
National Indigenous Australians Agency (NIAA)		
Wadeye Secondary Education Boarding Facility	7	766
Tennant Creek Hostels	982	1,000
Northern Territory Government		
Apmere Mwerre Visitor Park	1,532	1,608
Northern Territory Department of Health		
Alyerre Hostel	1,071	928
Total funding received for operation of hostels	3,592	4,302
Hostel accommodation revenue		
Tariffs collected from non-government entities	16,243	14,492
Tariffs collected from State and Territory Governments	1,879	1,835
Total hostel accommodation revenue	18,122	16,327

Accounting policy

Revenue recognition

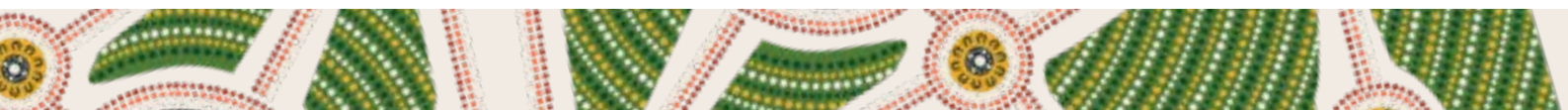
Revenue is recognised to the extent it is probable that the economic benefits will flow to AHL and the revenue can be reliably measured. The following specific recognition criteria must be met before revenue is recognised.

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.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2024***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.

Note 2B: Interest income	\$'000	\$'000
Interest income	2,943	1,343
Total interest income	2,943	1,343

Note 2C: Other revenue		
Grants	228	-
Managed funds distributions	393	-
Rent received	111	-
Other income and gains	179	183
Total other revenue	911	183

Note 3: Revenue from Commonwealth Government		
Grant received from Department of the Prime Minister and Cabinet	43,092	35,931
Total grant received from Commonwealth Government	43,092	35,931

Accounting policy*Interest income*

Interest revenue is recognised using the effective interest method.

Other revenue

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.

The Company received cash distributions from its investments in managed funds during the financial year which represent returns on the Company's investments in managed funds. The Company recognises income from managed funds' distributions in the period in which the right to receive the distribution is established, provided that it is probable that the economic benefits associated with the transaction will flow to the Company and the amount of the income can be measured reliably.

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 2024****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.

Note 4: Cash and cash equivalents	2024	2023
	\$'000	\$'000
Cash at bank	8,170	8,382
Donation account	179	172
Total cash and cash equivalent	8,349	8,554

Note 5: Trade and other receivables

Trade receivables	797	466
Less: Impairment loss allowance	(60)	(13)
Total trade receivables	737	453
GST receivable	452	307
Other receivables	736	413
Total other receivable	1,188	720
Total trade and other receivables	1,925	1,173

Note 6: Other investments

Term deposits	12,068	29,609
Managed funds	18,843	-
Total other investment	30,911	29,609

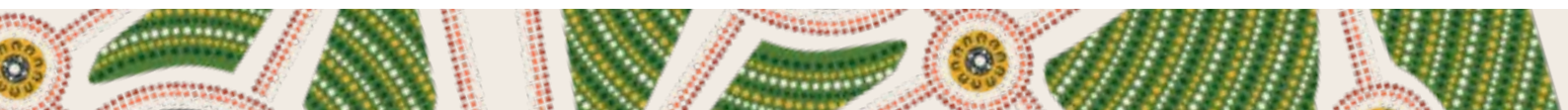
Accounting policy*Trade and other receivables*

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.

Investments in managed funds comprise investments in the Indigenous Prosperity Fund (IPF), managed by IBA Asset Management Pty Ltd (IBAAM). The company's investments in the IPF are measured at fair value through the profit and loss.



Financial instruments

Financial assets and financial liabilities are recognised in the statement of financial position when the Company becomes a party to the contractual provisions of the instrument. Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in profit or loss.

Categories of Financial Instruments

The Company classifies its financial instruments into the following categories as per the requirements of Australian Accounting Standards:

1. Financial Assets:

- i. Cash and cash equivalents: These primarily comprise cash at bank and on hand, as well as short-term highly liquid investments with original maturities of three months or less.
- ii. Trade and other receivables: These are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are recognized initially at fair value and subsequently measured at amortised cost using the effective interest method.
- iii. Other investments: These are term deposits with Australian banks with maturity of less than 12 months and Investments in managed funds comprise investments in the Indigenous Prosperity Fund (IPF), managed by IBA Asset Management Pty Ltd. They are recognized initially at fair value and subsequently measured at measured at fair value through the profit and loss.

2. Financial Liabilities:

Trade and other payables: These primarily include trade payables, accruals, and other short-term financial liabilities. They are recognised initially at fair value and subsequently measured at amortised cost.

3. Fair value measurement

The fair values of financial instruments that are traded in active markets are based on quoted market prices at the reporting date. For financial instruments where there is no active market, the fair value is determined using valuation techniques, including discounted cash flow analysis.

4. Risk management

The Company is exposed to various financial risks arising from its financial instruments. These risks include interest rate risk, credit risk, and liquidity risk. The Company's risk management policies are designed to identify and analyse these risks, set appropriate risk limits and controls, and monitor the risks and adherence to limits.

5. Capital management

The Company manages its capital structure in order to maintain financial flexibility and safeguard its ability to continue as a going concern while maximising shareholder value. The Company's capital includes share capital, reserves, and retained earnings.

This disclosure note provides an overview of the Company's financial instruments and the related risks and management policies as of the reporting date. The Company's financial instruments are subject to regular review and assessment to ensure compliance with regulatory requirements and alignment with the Company's overall financial strategy.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587

Notes to the Financial Statements
for the period ended 30 June 2024

Note 7: Reconciliation of the opening and closing balances of property, plant and equipment and intangibles 2024

	Land		Buildings		Work in Progress		Leasehold Improvements		Plant and Equipment		Art and Intangibles		Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	
As at 1 July 2023													
Gross book value	40,975	77,454	371	2,860	5,741	2,302	202	129,905					
Accumulated depreciation	-	(2)	-	(1,455)	(3,616)	(46)	(101)	(5,220)					
Total as at 1 July 2023	40,975	77,452	371	1,405	2,125	2,256	101	124,685					
Recognition of right of use assets on initial application of AASB 16	-	3,743	-	-	280	-	-	4,023					
Adjusted total as at 1 July 2023	40,975	81,195	371	1,405	2,405	2,256	101	128,708					
Additions:													
By acquisition	-	-	7,114	-	-	-	-	7,114					
Capitalised from work in progress	-	3,592	(5,390)	295	1,503	-	-	-					
Disposal of assets	-	(190)	-	(1)	(41)	-	-	(232)					
Reclassifications	-	10	-	(1)	(9)	-	-	-					
Revaluations and impairments recognised in other comprehensive income ¹	4,487	8,748	-	-	-	1,080	-	14,315					
Depreciation expense	-	(5,556)	-	(375)	(929)	(24)	(40)	(6,924)					
Depreciation expense on right-of-use assets	-	(872)	-	-	(188)	-	-	(1,060)					
Other movements of right-of-use assets	-	-	-	-	140	-	-	140					
Total as at 30 June 2024	45,462	86,927	2,095	1,323	2,881	3,312	61	142,061					
Total as at 30 June 2022 represented by													
Gross book value	45,462	91,239	2,095	3,149	8,142	3,312	202	153,601					
Accumulated depreciation	-	(4,312)	-	(1,826)	(5,261)	-	(141)	(11,540)					
Total as at 30 June 2024	45,462	86,927	2,095	1,323	2,881	3,312	61	142,061					
Carrying amount of right-of-use assets	-	2,871	-	-	232	-	-	3,103					

¹ In 2023-24 AHL had a revaluation of land, buildings, art and artifacts, which resulted in an increase in fair value of \$14,315k. The above lease disclosures should be read in conjunction with the accompanying notes 1E and 10.

ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2024****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 2024.

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.

In 2023-24 AHL had a comprehensive valuation of art and artefacts carrying values undertaken by JLL, which resulted in an increase in fair value \$1,080k at 30 June 2024.

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.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2024****Accounting policy (continued) - Property, plant and equipment**

In 2023-24 AHL had a comprehensive valuation of land and buildings carrying values undertaken by JLL, which resulted in an increase in fair value \$13,235k at 30 June 2024.

New acquisitions are initially valued at '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 2024, 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.

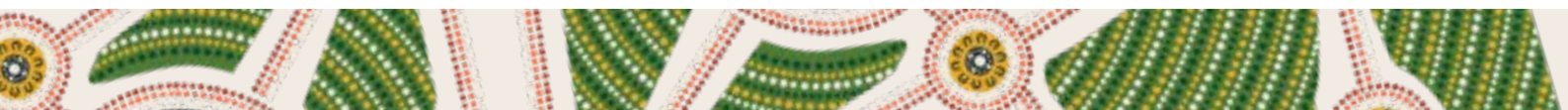
Depreciation rates (useful lives) at the end of each reporting period together with necessary adjustments are recognised in the current and future reporting periods as appropriate. Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

Asset category	2024	2023
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:

¹ Leasehold 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.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2024***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.

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.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2024**

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.

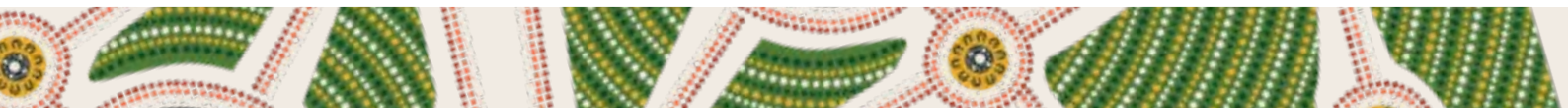
Fair value measurement

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 2024. 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 2024**

	2024	2023
	\$'000	\$'000
Note 8: Other non-financial assets		
Prepayments	532	392
Total other non-financial assets	532	392
Note 9: Suppliers		
Trade payables		
Trade creditors and accruals	1,997	1,739
Total suppliers	1,997	1,739
Suppliers expected to be settled		
No more than 12 months	1,997	1,739
Total suppliers	1,997	1,739
Note 10: Interest bearing liabilities		
Buildings lease liability	3,090	3,977
Plant and equipment lease liability	237	282
Total lease liability	3,327	4,259
Lease liability expected to be settled		
No more than 12 months	1,061	1,033
More than 12 months	2,266	3,226
Total lease liability	3,327	4,259
Note 11: Other payables		
Employee payables	1,322	1,025
Grants received in advance	1,723	1,278
Refundable tariffs	340	447
Unearned revenue	183	213
Total other payables	3,568	2,963
Other payable expected to be settled		
No more than 12 months	3,568	2,963
Total Other payables	3,568	2,963

Credit terms for goods and services were within 30 days (2023: 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. The carrying value is a reasonable approximation of their fair values due to the short-term nature of trade and other payables. The company ensures sufficient liquidity to meet its obligations as they become due by maintaining adequate cash reserves, available credit lines, and closely managing its working capital.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2024***Interest Bearing Liabilities – ROU Leases*

Total cash outflow for leases for the period ended 30 June 2024 was \$1016k (30 June 2023 was \$798k).

Maturity analysis – contractual undiscounted cash flows

	2024	2023
	\$'000	\$'000
Within 1 year	\$1,090	\$1,071
Between 1 to 5 years	\$2,141	\$2,975
More than 5 years	\$ 150	\$ 300

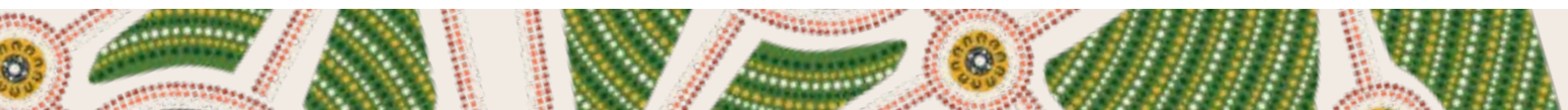
Disclosure notes for significant leasing arrangements and all significant leasing arrangements with below market terms.

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 2024****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.

	2024	2023
	\$'000	\$'000
Note 12: Provision for employee benefits		
Provision for annual leave	2,657	2,164
Provision for long service leave	2,962	2,471
Total provision for employee benefits	5,619	4,635
Employee benefits expected to be settled		
No more than 12 months	3,013	2,437
More than 12 months	2,606	2,198
Total employee benefits	5,619	4,635

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 2024**

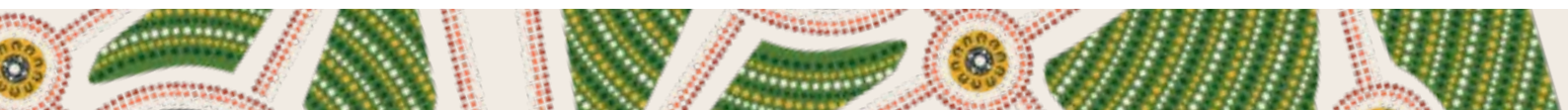
The CSS and PSS are defined benefit schemes of the Australian Government. The PSSap is a defined contribution scheme. From 1 July 2005, new employees are eligible to join the PSSap scheme. Where staff do not indicate a preference, PSSap is the default superannuation fund.

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 2023-24 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 2023-24 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 2024****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 Managers.

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

Directors	Position	Terms
Mr Anthony Ashby	Chair, Non-executive director	24 Sep 2019 to 17 Sep 2023 18 Sep 2023 to 20 Oct 2023 21 Oct 2023 to 20 Oct 2026
Dr Valerie Cooms	Deputy Chair, Non-executive director	2 Sep 2019 to 17 Sep 2023 18 Sep 2023 to 20 Oct 2023 21 Oct 2023 to 20 Oct 2026
Mr Paul Allen	Non-executive director	6 May 2020 to 5 May 2023 9 May 2023 to 14 June 2023 15 Jun 2023 to 14 June 2026
Mr Simon McGrath	Non-executive director	6 May 2020 to 5 May 2023 9 May 2023 to 14 June 2023 15 Jun 2023 to 14 June 2026
Ms Leann Wilson	Non-executive director	30 Oct 2020 to 29 Oct 2023 30 Oct 2023 to 29 Oct 2026
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
Ms 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
Mr Peter J Bligh	General Manager, Business Development and Employment	Commenced 7 Nov 2022
Ms Karyn Ervin	A/g General Manager, Human Resources	Commenced 7 Jul 2023



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the financial statements****For the period ended 30 June 2024****Note 13B: Key management personnel remuneration**

	2024	2023
	\$	\$
Directors remuneration^{1,2}		
Short-term benefits	413,371	342,967
Post-employment benefits	45,290	35,921
Total directors' remuneration	458,661	378,888
Executive remuneration		
Short-term employee benefits		
Short-term employee benefits	1,123,744	948,302
Post-employment benefits	163,584	135,902
Other long-term employee benefits	49,495	50,068
Total executive remuneration³	1,336,823	1,134,272
Total key management personnel remuneration⁴	1,795,484	1,513,160

1. The above Directors' fee calculation includes 8 members including the Chair of the Board in 2023-24 and 9 members in 2022-23.

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 5 for 2023-24 and 4 for 2022-23.

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.

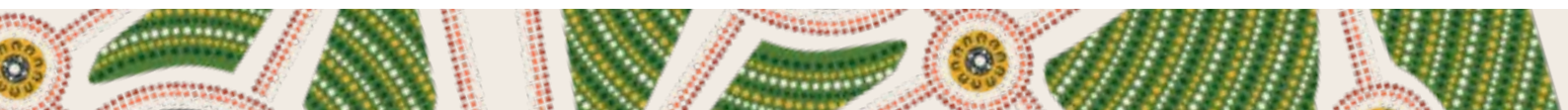
Note 14: Related party disclosures*Related party relationships*

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 one contingent liability in relation to a personal injury claim at balance date. Any liability in relation to the matter was not quantifiable 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 2024****Other Information****Note 17: 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 17A: 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 WBC for 12 months at interest rate 5.19%. The term deposit is maturing on 9 May 2025. Accrued interest on term deposit as at 30 June 2024 was \$566.

	2024	2023
	\$	\$
OPERATING ACCOUNT		
Opening balance	-	7
Interest	5,416	473
Expenses	(15,378)	(1,453)
Transfer to term deposit	9,962	973
Closing balance of operating account	-	-
Term deposit		
Opening balance	86,533	87,506
Matured term deposit and reinvestment	(9,962)	(973)
Closing balance of term deposit	76,571	86,533
Closing balance of May Ames bequest account ¹	76,571	86,533

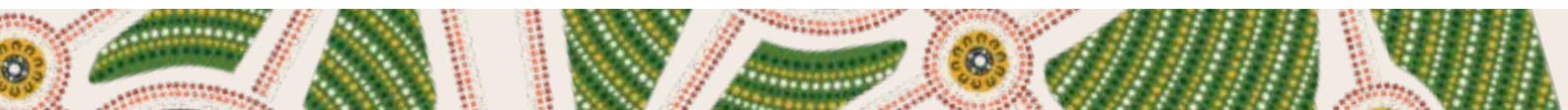
Note 17B: Ashley Cooper bequest account

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 WBC for 12 months at interest rate 5.19%. The term deposit is maturing on 9 May 2025. Accrued interest on term deposit as at 30 June 2024 was \$376.

OPERATING ACCOUNT		
Opening balance	-	11
Interest	8,101	861
Expenses	(104,118)	(11)
Transfer to term deposit	96,017	861
Closing balance of operating account	-	-
Term deposit		
Opening balance	146,835	145,974
Matured term deposit and reinvestment	(96,017)	861
Closing balance of term deposit	50,818	146,835
Closing balance of Ashley Cooper bequest account ²	50,818	146,835

¹ The decrease in the closing balance is due expenses incurred on Secondary Education Transition Support Program and the 2023 end of year camp program for secondary education hostel students organised by AHL.

² The decrease in the closing balance is due to the 2023 end of year camp program for secondary education hostel students organised by AHL.



ABORIGINAL HOSTELS LIMITED ABN 47 008 504 587**Notes to the Financial Statements
for the period ended 30 June 2024****Note 18: Current/non-current distinction for assets and liabilities**

	2024	2023
	\$'000	\$'000
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	8,349	8,554
Trade and other receivables	1,925	1,173
Other Investments	12,068	29,609
Other non-financial assets	532	392
Total no more than 12 months	22,874	39,728
More than 12 months		
Land	45,462	40,975
Buildings	86,927	81,195
Work In Progress	2,095	371
Leasehold Improvements	1,323	1,405
Plant and equipment	2,881	2,405
Art and artefacts	3,312	2,256
Intangibles	61	101
Other Investments	18,843	-
Total more than 12 months	160,904	128,708
Total assets	183,778	168,436
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	1,997	1,739
Other payables	3,568	2,963
Leases	1,061	1,033
Employee provisions	3,013	2,437
Total no more than 12 months	9,639	8,172
More than 12 months		
Leases	2,266	3,226
Employee provisions	2,606	2,198
Total more than 12 months	4,872	5,424
Total liabilities	14,511	13,596



*If this wasn't here, I don't know what I'd be doing,
maybe living in a tent somewhere*



Kirinari Hostel, Sydney.



INDEX



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)	page 9	The purposes of the company as included in the company's corporate plan for the reporting period	Mandatory
28E(aa)	page 21-37	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)	page 41	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)	n/a	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)	n/a	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)	page 62-63	Information on each Director of the company during the reporting period	Mandatory
28E(g)	page 39	An outline of the organisational structure of the company (including any subsidiaries of the company)	Mandatory
28E(ga)	page 54-55	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 employee's location	Mandatory
28E(h)	page 12-13, 52	An outline of the location (whether or not in Australia) of major activities or facilities of the company	Mandatory
28E(i)	page 40-41	Information in relation to the main corporate governance practices used by the company during the reporting period	Mandatory
28E(j), 28E(k)	n/a	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): (a) the decision making 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 (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	If applicable, mandatory
28E(l)	n/a	Any significant activities or changes that affected the operations or structure of the company during the reporting period	If applicable, mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
28E(m)	n/a	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)	page 43	Particulars of any reports on the company given by: (a) the Auditor-General, or (b) a Parliamentary Committee, or (c) the Commonwealth Ombudsman; or (d) the Office of the Australian Information Commissioner; or (e) the Australian Securities and Investments Commission	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)	page 65–67, 106	Information about executive remuneration	Mandatory
28E(ob)	page 69, 106	The following information about the audit committee for the company: (a) a direct electronic address of the charter determining the functions of the audit committee; (b) the name of each member of the audit committee; (c) the qualifications, knowledge, skills or experience of each member of the audit committee; (d) information about each member's attendance at meetings of the audit committee; (e) the remuneration of each member of the audit committee	Mandatory



Appendices

Appendix A. Emissions Inventory Tables

NET ZERO REPORTING

Greenhouse gas emissions reporting has been developed with methodology that is consistent with the whole of Australian Government approach, as part of the APS Net Zero 2030 policy.

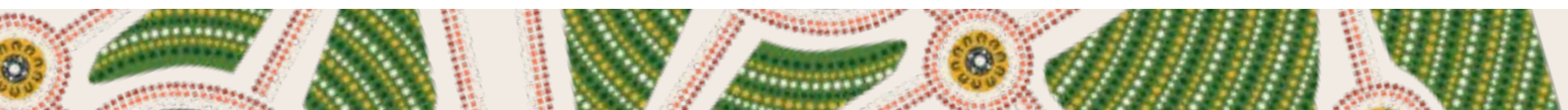
TABLE 23: 2023–24 GREENHOUSE GAS EMISSIONS INVENTORY– LOCATION-BASED METHOD

Emission Source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (Location Based Approach)	N/A	2,584.901	355.367	2,940.268
Natural Gas	111.063	N/A	20.332	131.395
Solid Waste*	N/A	N/A	88.194	88.194
Refrigerants*†	0.000	N/A	N/A	0.000
Fleet and Other Vehicles	62.019	N/A	15.264	77.283
Domestic Commercial Flights	N/A	N/A	129.581	129.581
Domestic Hire Car*	N/A	N/A	0.031	0.031
Domestic Travel Accommodation*	N/A	N/A	34.359	34.359
Other Energy	138.107	N/A	46.036	184.143
Total t CO₂-e	311.189	2,584.901	689.164	3,585.254

Note: the table above presents emissions related to electricity usage using the location-based accounting method.
CO₂-e = Carbon Dioxide Equivalent.

* indicates emission sources collected for the first time in 2023–24. The quality of data is expected to improve over time as emissions reporting matures.

† indicates optional emission source for 2023–24 emissions reporting.



2023–24 ELECTRICITY GREENHOUSE GAS EMISSIONS				
Emission Source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Percentage of electricity use
Electricity (Location Based Approach)	2,584.901	355.367	2,940.268	100%
Market-based electricity emissions	2,592.064	320.008	2,912.072	76.94%
Total renewable electricity	-	-	-	23.06%
Mandatory renewables*	-	-	-	18.72%
Voluntary renewables**	-	-	-	4.34%

Note: the table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO₂-e = Carbon Dioxide Equivalent.

* Mandatory renewables are the portion of electricity consumed from the grid that is generated by renewable sources. This includes the renewable power percentage.

** Voluntary renewables reflect the eligible carbon credit units surrendered by the entity. This may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage (ACT only).

DEFINITIONS

Scope 1 emissions reflect emissions from sources owned or controlled by Government, including the stationary combustion of fuels (boilers, generators), and transportation (vehicle fleet).

Scope 2 emissions are indirect emissions which occur because of the activities that generate electricity, which is consumed by an entity, but is generated outside that entity's boundaries. They are physically produced by the burning of fossil fuels by the generator of the electricity.

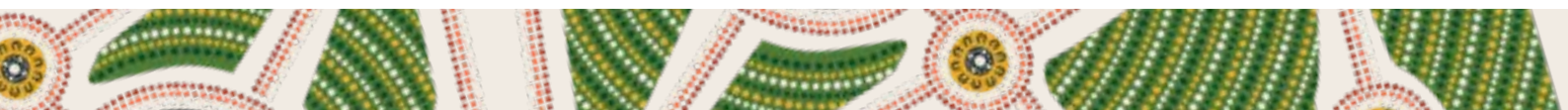
Scope 3 emissions reflect other indirect emissions produced through Government activities.



Appendix B. 2022–23 Annual Report corrections

AHL's 2022–23 Annual Report contained information which requires some clarification and correction.

Information reported in the 2022–23 Annual Report	Clarifications / Corrections
At 30 June 2023, 45% of AHL's workforce were First Nations people.	<p>This % figure reported was correct.</p> <p>However, within the reporting on Closing the Gap, AHL did not explicitly state that this number excluded casual employees (i.e., it only included ongoing and non-ongoing employees).</p> <p>Where this figure was reported elsewhere in the Report, AHL did explicitly state that the number excluded casual employees.</p> <p>2023–24 Annual Report implications: At all times in this year's Annual Report, where the figure reporting on the percentage of AHL's workforce which were First Nations people is mentioned, a note to advise that it excludes casual employees has been included.</p>
In 2022–23 AHL provided accommodation for 5,228 people who reported that their main reason for staying was homelessness.	<p>The number of people who reported their main reason for staying was homelessness was inaccurate. The number (5,228) was calculated based on reservations, rather than individual people.</p> <p>The information AHL should have reported was:</p> <p><i>In 2022–23 AHL provided accommodation for 2,407 people who reported that their main reason for staying was homelessness.</i></p> <p>2023–24 Annual Report implications: AHL confirms that the number reported this year is accurate and is based on individual people.</p>
In 2022–23, 5,672 residents stayed in our Health and Medical hostels while they were receiving treatment for health conditions.	<p>The number of reported residents who stayed in Health and Medical hostels was inaccurate. The number (5,672) was not calculated so as to ensure that residents who stayed in two separate hostels during the year were only counted once; and those residents who had multiple reservations within a single hostel were only counted once.</p> <p>The information AHL should have reported was:</p> <p><i>In 2022–23, 5,319 residents stayed in our Health and Medical hostels while they were receiving treatment for health conditions.</i></p> <p>2023–24 Annual Report implications: AHL confirms that the number reported this year is accurate and was calculated in a way which takes into account resident mobility and multiple booking arrangements.</p>



Index

A

Aboriginal Children’s Advancement Society (ACAS), 33

Aboriginal Hostels Limited (AHL)

- 50th anniversary, 50
- company structure, 9, 39, 41, 60
- Constitution, 20, 34, 40, 60
- culture and values, 10
- model, 9
- network, 12–13
- overview, 6–18
- performance results *see* performance
- proceedings on behalf of the company, 72
- purpose, 9
- registered office, 60
- services, 11, 22–25
- vision, 9
- see also* hostels

ABSTUDY, 11

Accountable Authority, 42

address and contact details, *inside front cover*

administrative tribunal decisions, 43

AHL News, 46

Alice Springs, 8, 27

Allen, Mike, 70

Allen, Paul, 61, 62, 66, 69, 70, 71, 105

Alyerre Hostel, Alice Springs, 60

Anangu people health and wellbeing *see* Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) Women’s Council

ANAO *see* Australian National Audit Office

Annual Business Plan, 20

annual report 2022–23 corrections, 115

Apmere Mwerre Visitor Park, Alice Springs, 8, 27, 60

Ashby, Anthony, 61, 62, 66, 105

- Directors’ report, 60–72
- Chairs message, 7

asset management, 64

Asset Management Committee, 64, 70

Audit, Risk and Finance Committee, 42, 64, 69

Auditor-General *see* Australian National Audit Office

audits

- ANAO performance audits, 42
- financial statements, 72, 73, 74–76
- internal, 42, 56

- WHS management system, 56

Australian Charities and Not-for-profits Commission, 41

Australian Information Commissioner, 43

Australian National Audit Office

- auditor’s independence statement, 72, 73
- financial statements audit, 74–76
- performance audits, 43

Australian Public Service

- Code of Conduct, Values and Employment Principles, 42
- Employee Census, 51
- Net Zero reporting, 113–114
- workforce strategy, 50

Australian Securities and Investments Commission, 43

awards, 50

B

Bligh, Peter, 67, 105

Board of Directors

- Accountable Authority, 42
- Chair, 61
- Chair’s message, 7
- committees, 61, 64–65, 69–71
- Directors’ report, 60–72
- ethical standards, 42
- indemnities and insurance, 72
- meetings, 61, 62–63
- membership, 34, 61, 62–63
- Observership Program, 68
- remuneration, 65–67, 106
- role and functions, 40
- visits to hostels, 8, 61

Burney, Linda, 41

business structure, 9, 39, 41, 60

C

Calma, Tom, 68

Cam, Kate, 71

Canon Boggo Pilot Hostel, 58, 64

Central Australian Aboriginal Congress, 27

Chair

- Directors’ report, 60–72
- message from, 7
- see also* Board of Directors

Chalmers, Dave, 8, 40, 67, 105

Chief Executive Officer, 105



message from, 8
remuneration, 65, 67
Chief Financial Officer, 40, 105
remuneration, 67
child protection, 31, 58
child safety, 58
Closing the Gap, 29–34
code of conduct *see* ethical standards
Comcover Risk Management Benchmarking Survey, 42
committees
Board committees, 39, 61, 64–65, 69–71
corporate committees, 48, 56
Commonwealth Child Safe Framework, 58
Commonwealth Fraud and Corruption Control Framework, 43
Commonwealth Ombudsman, 43
Commonwealth Risk Management Policy, 42
communication activities, 46
community partnerships, 33–34
Company Secretary, 40
company structure, 9, 39, 41, 60
conflicts-of-interest management, 43
Constitution (AHL), 20, 34, 40, 60
contact officer, *inside front cover*
contracting *see* procurement
Cooms, Valerie, 61, 62, 65, 66, 105
corporate governance, 34, 40–43
Corporate Plan, 20, 21, 40
Corporations Act 2001, 2, 41, 60
corrections to 2022–23 annual report, 115
Cronin, Tim, 69
cultural awareness training, 50
cultural safety, 31, 34, 58, 65
Cultural Statement, 10
cyber security, 48

D

data and information, 34
digital transformation, 46, 47–49
Directors *see* Board of Directors
domestic and family violence services, 31
Drew, Michael E, 71

E

ecologically sustainable development, 44
education hostels *see* secondary education hostels

emissions inventory, 113–114
Employee Assistance Program, 56
employees *see* staff
energy usage, 113–114
enterprise agreement, 8, 51
Enterprise Risk Management Framework, 42, 43, 58
Environment Protection and Biodiversity Conservation Act 1999, 44
Ervin, Karyn, 40, 67, 68, 105
ethical standards, 10, 42
Evans, David, 69
Executive, 39, 40, 105
remuneration, 67
expenditure, 37
external scrutiny, 43

F

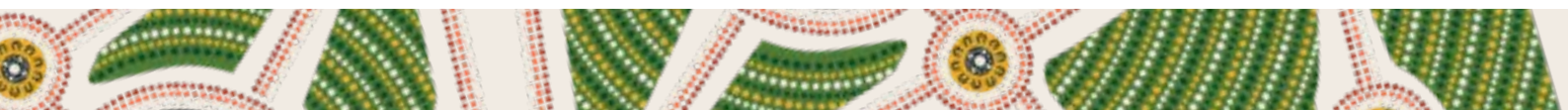
Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022, 50
feedback, 25
financial report, 35–37, 73–76
auditor's independence statement, 72, 73
financial position, 60
operating result, 36–37, 60
rounding, 72
financial statements, 74–109
First Nations businesses, 7, 16, 26
First Nations employees, 7, 8, 16, 30, 34, 54, 115
food *see* meals
Fordimail Hostel, 64
fraud control, 43
functions *see* roles and functions
funding, 7, 32, 50, 60

G

General Managers, 39, 40
governance, 34, 40–43
government policy orders, 41
greenhouse gas emissions, 114–115

H

Harvey, Bob, 40, 67, 105
health and medical hostels, 11, 12–13, 17, 22–23, 115
health and safety of staff *see* work health and safety
homelessness services, 27, 30, 115
hostel managers, 8



hostels

- bed numbers/nights, 11, 12–13, 22–23, 26
- Board and senior executive visits, 8, 50
- cultural safety, 31, 34, 58, 65
- health and medical hostels, 11, 12–13, 17, 22–23, 115
- maintenance and repairs, 35
- meals, 16, 32
- multipurpose hostels, 11, 12–13, 22–23
- network, 12–13
- occupancy, 7, 16, 17, 22–23, 115
- prepaid beds, 26
- resident origins, 15
- resident satisfaction, 7, 17, 24–25, 31, 34
- for secondary education students *see* secondary education hostels
- tariff and funding, 7
- Wi-Fi project, 49
- year at a glance, 16–17

human resources management *see* staff

I

- income, 36–37
- indemnities and insurance, 72
- Indigenous Boarding Providers grant, 64
- information and communication technology, 48–49
 - human resources management information system, 50
 - online safety training, 58
 - see also* website
- Information Governance Framework, 48
- Information Management Committee, 48
- information sharing, 34
- insurance and indemnities, 72
- internal audits, 42, 56
- internal control framework, 41
- Investment Committee, 65, 68, 71

J

- Jan, Ronald, 53
- judicial decisions, 43

K

- Kabalulumana Hostel, 15
- Keeping it Safe and Deadly program, 58
- key activities

- contributing to priorities of the National Agreement on Closing the Gap, 29–34
- delivering services, 22–25
- ensuring financial sustainability, 35–37
- implementing an annual hostel maintenance program, 35

key management personnel, 105–106, *see also* senior executives

key performance indicators *see* key activities; performance

Kirinari Hostel, 33

Knuckey, Geoff, 69

L

- leadership development, 68
- learning and development *see* training programs for staff
- legal framework, 41
- letter of transmittal, 2
- Lhere Artepe Aboriginal Corporation Night -Assertive Outreach Engagement Officers, 27
- location of staff, 52

M

- maintenance, 35
- McCarthy, Sen. Malarndirri, 9
- McGrath, Simon, 62, 66, 70, 105
- meals, 16, 32
- memoranda of understanding (MoUs), 8, 26
- Minister for Indigenous Australians, 9, 39, 41
- ministerial directions, 41
- mother and baby care, 11, 30, *see also* health and medical hostels
- multipurpose hostels, 11, 12–13, 22–23

N

- NAIDOC Recognition Awards, 50
- National Agreement on Closing the Gap, 29–34
- National Health and Safety Committee, 56
- National Indigenous Australians Agency, 64
- National Principles for Child Safe Organisations, 58
- Net Zero reporting, 113–114
- network of AHL, 12–13
- Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) Women's Council, 31, 34
- Nindee Hostel, Adelaide, 53
- Northern Territory Government, 60
- notifiable incidents, 57



O

Observership Program, 68
 occupancy of hostels, 7, 16, 17, 22–23, 115
 Office of the Australian Information Commissioner, 43
 Ombudsman, 43
 operating result, 36–37, 60
 organisational structure, 39
 outcome and program, 21
 overview of AHL, 6–183

P

Page, Alison, 61, 63, 65, 66, 70, 105
 partnerships, 8, 26–27, 33–34
 Patient Assisted Travel Schemes, 11
 pay *see* remuneration
 performance, 21–37
 environmental, 44
 financial *see* financial report
 photo library, 46
 Pilot, Boggo *see* Canon Boggo Pilot Hostel
 planning and reporting framework, 20–21
 Portfolio Budget Statements, 20, 21
 Prime Minister and Cabinet portfolio, 21, 41
 principal activities, 60; *see also* key activities
 proceedings on behalf of the company, 72
 procurement, 7, 16, 26
 program *see* outcome and program
 psychological and psychosocial hazards, 57
Public Governance, Performance and Accountability Act 2013, 2, 40
 Public Governance, Performance and Accountability Rule, 21
Public Service Act 1999, 65
 purpose statement, 9

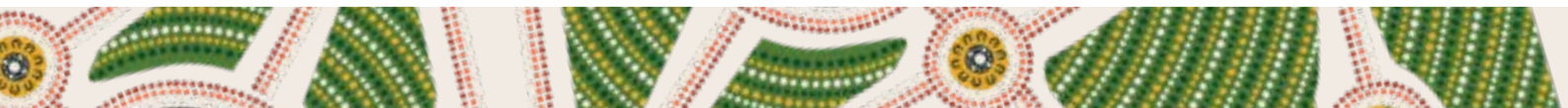
R

rehabilitation, 57
 Reid, Shona, 61, 63, 67, 105
 related party disclosures, 72, 106
 remuneration
 Asset Management Committee members, 70, 106
 Audit, Risk and Finance Committee members, 69, 106
 CEO, 65, 67, 106
 Directors, 65–67, 106
 key management personnel, 106

senior executives, 106
 repairs and maintenance, 35
 Resident Satisfaction Survey, 7, 17, 24–25, 31, 34
 Richardson, Rebecca, 69
 risk management, 42, 58
 Robb, Stuart, 68, 71
 roles and functions
 Board committees, 64–65
 Board of Directors, 40
 senior executives, 39, 40

S

safety *see* work health and safety
 salaries *see* remuneration
 school partnerships, 33, *see also* secondary education hostels
 secondary education hostels, 11, 12–13, 30
 community partnerships, 33
 occupancy, 22–23
 partner schools, 33
 student safety, 58
 students, 16
 security, 48
 senior executives, 39, 40, 105
 remuneration, 67, 106
 visits to hostels, 50
 Service Awards, 50
 services of AHL, 11, 22–25
 social media, 46
 staff
 APS Employee Census, 51
 awards and recognition, 50
 diversity, 52, 54–55
 employee snapshot, 52
 employment arrangements, 50, 51
 ethical standards, 42
 First Nations employees, 7, 8, 30, 34, 54, 115
 health and safety, 56–57
 human resources management information system, 50
 leave and absence rate, 51
 location, 52
 profile, 50
 recruitment and retention, 51
 rehabilitation, 57
 statistics, 52, 54–55
 training *see* training programs for staff



wellbeing, 56
see also senior executives
stakeholder engagement, 8, 22, 26–27, 34, 46,
see also partnerships
stakeholder satisfaction, 26, *see also* Resident
Satisfaction Survey
Stewart, Sen. Jana, 14, 46
Summer in Central Australia initiative, 27

T

training programs for staff
 child protection, 31, 58
 cultural awareness, 50
training programs for students, 58

V

values, 10, 42
vision statement, 9

W

Walsh, Dermot, 40, 67, 105
website
 address, *inside front cover*
 redesigned and upgraded, 46, 47
Wi-Fi project, 49
Wilson, Leann, 63, 65, 69, 105
women and children, 8, 11, 30, 58
work health and safety, 56–57
workers compensation, 57
workforce planning, 50, *see also* staff
Working Group on Culture, 65
workplace agreement *see* enterprise agreement
Wyatt, Katie, 61, 63, 66, 105

Y

year at a glance, 16–17



