



Northern  
Territory  
Government

Department of Housing,  
Local Government and  
Regional Services

# 2012

## Annual Report

2011-12



# Purpose of this Annual Report

The 2011-12 Department of Housing, Local Government and Regional Services Annual Report has been prepared in accordance with section 28 of the *Public Sector Employment and Management Act* and the *Financial Management Act*. It also meets the obligations for annual reporting specified in the *Information Act*.

Its primary purpose is to report on the agency's performance, objectives and activities in 2011-12 to its ministers, the Northern Territory Legislative Assembly, other agencies, staff, industry partners, the Northern Territory community and other interested stakeholders.

The 2011-12 annual report summarises our progress towards achieving our strategic goals, as outlined in our Corporate Plan 2010-2013, and reflects our commitment to effective corporate governance through openness and accountability. It aims to provide:

- an account of our revenue and revenue policies and how we have used public funds
- an insight into the challenges and opportunities that have influenced our actions and delivery of services
- an assessment of our achievements under three strategic goals measured against a range of performance indicators.

**The Hon Peter Chandler MLA**

Minister for Housing  
Parliament House  
DARWIN NT 0800

**The Hon Adam Giles MLA**

Minister for Local Government  
Parliament House  
DARWIN NT 0800

**The Hon Alison Anderson MLA**

Minister for Regional Development  
Minister for Indigenous Advancement  
Parliament House  
DARWIN NT 0800

Dear Ministers

Section 28 of the *Public Sector Employment and Management Act* and the *Financial Management Act*, requires that in our capacity as Chief Executive Officers of the Departments of Housing and Local Government and the Department of Regional Development and Indigenous Advancement, we present you with a report on the operations of the former Department of Housing, Local Government and Regional Services for the financial year ended 30 June 2012. The report is enclosed, and incorporates the financial statement required under section 10 of the *Financial Management Act* for NT Home Ownership for the same period.

The annual report and financial statement were prepared on the basis of information compiled by the former agency's executive management team. As neither of us was the Chief Executive Officer for the former agency at any time during the relevant period, we are unable to verify or warrant the accuracy of the information contained in the documents although they appear to contain the information required by the relevant legislation.

Yours sincerely



**John Baskerville**

Chief Executive  
Department of Housing  
Department of Local Government

19 October 2012



**Rob Kendrick**

Acting Chief Executive  
Department of Regional Development and  
Indigenous Advancement

19 October 2012





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356

new remote public housing dwellings built

805

refurbishments and rebuilds completed

87

new social housing dwellings

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## Chief Executives' Message

We present the annual report of the Department of Housing, Local Government and Regional Services for 2011-12.

The Department of Housing, Local Government and Regional Services delivers social housing programs and related infrastructure across the Territory. The department builds stronger regions and communities through sustainable economic development and effective local government, provides interpreter and translator services, and delivers water safety and animal welfare programs.

The services and programs the agency delivers are based on strong partnerships and relationships with non-government community organisations, stakeholders, local government, communities, other government agencies and the Australian Government.

Through these partnerships we deliver our strategic goals that improve access to safe, secure, appropriate and affordable housing, and develop strong regions and communities for Territorians.

We have more than 670 staff, spread across five regions, who deliver the agency's core services. To succeed in the complex and challenging environment in which we operate, we rely on our people understanding and demonstrating a commitment to delivering outcomes for all Territorians. We value the diversity of our staff, and their combined capacity in delivering our services to urban and remote areas.

Our planning framework is collaborative and consultative. Ongoing reviews of this framework guide our actions and keep us on track in achieving our goals.

This annual report provides a comprehensive account of the agency's functions and performance against approved budgets and resources for 2011-12. Throughout it you will see our strategic goals from our Corporate Plan highlighted, and references to specific budget outputs. The report also provides information about the agency's responsibilities, internal governance arrangements and relationships with the external environment.

# Key achievements

2011-12

## Strategic Goal 1

Improve access to safe, secure, appropriate and affordable housing

- Under the National Partnership Agreement on Remote Indigenous Housing (NPA RIH), built 356 new houses and completed 805 refurbishments and rebuilds in a number of remote Indigenous communities and town camps across the Territory. This includes new subdivisions in Maningrida, Galiwin'ku, Gunbalanya, Wurrumiyanga, Wadeye and Umbakumba.
- Major remote headworks and upgrades completed (including electrical, water and sewerage assets) to support the significant increase in additional housing, where needed.
- Implemented the Public Housing Safety Strategy, including new Public Housing Safety Officers and a Three Strike Policy to assist in making public housing a safer place to live.
- Provided tenancy support to more than 600 households, through seven service providers, across the Territory.
- Completed 87 new social housing dwellings in Alice Springs and Darwin.
- Supported more than 600 transitional and short-term accommodation beds for homeless people, and those at risk of homelessness.
- Established new company Venture Housing providing affordable housing for Territorians.
- Received 264 HOMESTART NT applications and issued 166 loans.
- Assisted with the sale of 21 new affordable housing units for low to middle-income earners at Johnston Stage 1A, priced between \$320 000 and \$390 000.
- Built two new senior villages in Bellamack and Larapinta, adding 58 new units to the public housing stock.

## Strategic Goal 2

Strong regions, communities and local governments

- Prepared the final six Local Implementation Plans (LIPs) for Ali Curung, Borroloola, Papunya, Elliott, Kalkarindji/Daguragu and Ramingining.
- Executed long-term leases over 61 parcels of Aboriginal land occupied by Northern Territory Government infrastructure on the Tiwi Islands and on Groote Eylandt. This is the first tranche of the 1471 lots that require long-term tenure.
- Reviewed the financial sustainability of Shire Councils.
- Supported 530 jobs and employment of 20 mentors for Shire Councils through the Shires Indigenous Workforce Package.
- Published economic profiles for Gunbalanya, Ntaria, Ngukurr and Yirrkala.
- Held Futures Forums in Yirrkala, Ramingining and Milingimbi.
- Supported up to 100 Indigenous Territorians through the Indigenous Business Development Program. Distributed \$354 000 to support 21 Indigenous businesses and organisations.
- Opened Aboriginal Interpreter Service (AIS) offices in Maningrida, Gunbalanya, Wadeye, Groote Eylandt, Wurrumiyanga, Nhulunbuy, Papunya, Yuendumu and Ntaria, increasing capacity with 27 community-based interpreters.
- Supported 540 homelands through grant funding to 34 service providers, and a further \$4 million in capital grant expenditure.

### Strategic Goal 3

## A collaborative, influential and capable organisation

- Established a Remote Infrastructure Program Office that coordinates, facilitates and manages the delivery of infrastructure projects in remote communities on behalf of government.
- Increased investment in corporate learning and development for our employees.
- Conducted comprehensive strategic and operational risk assessments of the agency and its functions.
- Employed six office-based apprentices and seven graduate trainees in urban, regional and remote areas.
- Implemented changes to processes and procedures in response to the national work health and safety legislation.
- Achieved double the sector-wide target of Indigenous employment with 20 per cent of our workforce identifying as Indigenous. The sector-wide target is 10 per cent.
- Met the minimum greenhouse rating of 5.5 with 81 per cent of the agency's vehicle fleet.
- Implemented the new asset management system in the agency and a number of improvement projects through corporate housing systems and mobile technologies.

On Saturday 25 August 2012, the NT Election was held resulting in a change of government. The Country Liberal Government was sworn in on 1 September 2012 with new agency arrangements announced on the 4 September 2012.

The new agency structure and Ministry reflects a strong focus on the regions and remote communities. The new arrangements resulted in the Department of Housing, Local Government and Regional Services being split into three discrete agencies:

- Department of Housing
- Department of Local Government
- Department of Regional Development and Indigenous Advancement.

We look forward to continuing the excellent work of our staff and stakeholders to meet the Northern Territory Government's priority of delivering lasting benefits for all Territorians.



**JOHN BASKERVILLE**

Chief Executive,  
Department of Housing  
Department of Local Government

19 October 2012



**ROB KENDRICK**

Acting Chief Executive,  
Department of Regional Development  
and Indigenous Advancement

19 October 2012

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## Our **Leadership Team**

### › Senior Executive Group

The agency's Senior Executive Group (SEG) is responsible for strategic decision making and policy setting for the agency. It also provides leadership and direction to ensure the agency meets its corporate responsibilities and priorities.

SEG meets weekly and comprises nine members, including the Chief Executive.

*Members of SEG are also members of the Executive Leadership Team (ELT).*





**Catherine Weber**

**Deputy Chief Executive, Strategic Policy and Governance**

Catherine joined the agency in January 2010 from the NT Treasury, where she was Assistant Under Treasurer (Corporate and Superannuation) for a number of years. At the executive level since 1998, Catherine held positions in Treasury's public finance, strategic policy, financial management and intergovernmental areas. Prior to this, Catherine worked in several other Territory Government agencies in Darwin and Alice Springs since the early 1980s.



**Mychelle Curran**

**Deputy Chief Executive, Territory Housing Programs and Performance**

Mychelle started with the agency in August 2010. Prior to that, she was Director, Urban Strategy and Asset Investment for Housing South Australia, and held a range of executive roles since 2000. Mychelle has an extensive background in social housing policy, management and operations with state housing organisations in South Australia and Tasmania.

**Ken Davies**

**Chief Executive**  
*December 2009 - September 2012*

Ken was appointed Chief Executive of the Department of Housing, Local Government and Regional Services in December 2009. Prior to this, Ken was Deputy Chief Executive of the Department of the Chief Minister. In that role he was responsible for coordinating whole-of-government policy and strategic responses relating to Indigenous policy and growth planning in the Northern Territory.

Ken began his career in the Territory as a teacher in 1978. In 1999 Ken moved from Central Australia to Darwin to take up a short-term position in the Department of Chief Minister, and later as General Manager, Indigenous Education and then Deputy Chief Executive, Education Services in the Department of Education.





### Mike Chiodo

**Deputy Chief Executive, Capital Works, Infrastructure and Remote Infrastructure Program Office**

Mike Chiodo took up his current role in January 2012. He coordinates whole-of-sector infrastructure and capital works projects in remote locations on behalf of government.

Mike established a career in senior executive management roles and implementing and managing major projects with organisations such as Coles Myer, Thakral Property Holdings, the City Of Sydney and Sydney Harbour Foreshore Authority.



### Rob Kendrick

**Senior Executive Director, Local Government, Regional and Community Services**

Rob joined the agency in July 2011 after serving 29 years in the NT Police, finishing with the rank of Commander for Darwin. Rob worked throughout the Northern Territory during his police career, and also served six months in East Timor with the United Nations Police.



### Danielle Cross

**Acting Executive Director, Corporate Services**

Danielle joined the agency in March 2010 from the Office of the Commissioner for Public Employment, where she was the Director, Workforce Development for several years.

Danielle has extensive public sector experience, particularly in training, development and change management.



### Chris Brooke

**Chief Financial Officer**

Chris came to the agency in March 2012 with broad commercial experience in Australia and internationally. He has worked in many countries, including the UAE, USA, South Africa and India, predominantly in the retail and property sectors. Chris has extensive experience in managing finance, IT and legal functions as well as strategic development, business planning and business acquisitions.



### Lisa Wilson

**Director, Office of the Chief Executive**

After a number of years in the finance, banking and not-for-profit sectors, Lisa joined the agency as a records clerk in 2000.

Lisa was appointed to the role of Director of Secretariat in 2009, and in 2011 became the Director of the Office of the Chief Executive.



### Viki Smith

**Acting Director, Human Resources**

Viki joined the agency in 2011 after many years as a senior consultant with other government agencies. Most recently she managed the Public Sector Management Program in the Office of the Commissioner for Public Employment, where she also delivered the NTPS Capability and Leadership Framework and the Willing and Able Strategy.

- › Our Leadership Team
- › Executive Leadership Team

## MEMBERSHIP

### Andrew Kirkman

Executive Director, Remote Housing NT

### Michelle Brown

Executive Director, Service Delivery Coordination Unit

## › Executive Leadership Team

The Executive Leadership Team (ELT) is made up of the Senior Executive Group and Executive Directors.

ELT provides advice to the Chief Executive on policy and operational matters, and monitors the agency's performance against its objectives. The team also discusses strategic issues, which are referred to the Senior Executive Group for decision making.

ELT meets every six weeks.

### Lyn Allen

Executive Director, Strategic Policy Development and Coordination

### Noelene Swanson

Executive Director, Territory Housing Development and Operations

### James Rogers

Regional Executive Director, Arnhem

### Steve Edgington

Regional Executive Director, Barkly

### John De Koning

Regional Executive Director, Big Rivers (Katherine)

### Len Griffiths

Acting Regional Executive Director, Central Australia (Alice Springs)

### Christine Fitzgerald

Regional Executive Director, Darwin

### Bridgette Bellenger

Director, Regional and Indigenous Economic Development

### Giovina D'Alessandro

Director, Local Government and Community Services

### Trish Grimshaw

Director, Corporate Communications

### Bronwyn Lo

Director, Information and Business Systems

# Significant events

2011-12

## AUGUST 2011

- › Johnston affordable housing land sale

## SEPTEMBER 2011

- › Opening of Alyerre Hostel in Alice Springs
- › Opening of Ted Collins Village
- › Water safety week

## OCTOBER 2011

- › 5th Indigenous Economic Development Forum
- › Maningrida subdivision opening



### AUGUST

Johnston affordable housing land sale



### SEPTEMBER

Opening of Ted Collins Village and Alyerre Hostel



### OCTOBER

5th Indigenous Economic Development Forum

Maningrida subdivision opening



**NOVEMBER**

Balanced Housing Market conference

Public housing garden competition in Wadeye



**DECEMBER**

Bellamack Seniors' Village



**JANUARY**

Venture Housing Company established



**NOVEMBER 2011**

- › Balanced Housing Market conference
- › Wadeye public housing garden competition

**DECEMBER 2011**

- › Opening of Bellamack Seniors' Village

**JANUARY 2012**

- › Venture Housing Company established



# Significant events

2011-12

## MARCH 2012

- › Opening of Darwin's managed accommodation facility at Berrimah
- › Yirrkala Futures Forum



MARCH

Yirrkala Futures Forum

## APRIL 2012

- › Public Housing Safety Officers (PHSO) commence training



APRIL

PHSO commence training

## MAY 2012

- › AIS - BIITE Memorandum of Understanding signed
- › Execution of the first NT Government infrastructure leases
- › National Language and the Law conference
- › Ramingining Futures Forum



MAY

National Language and The Law conference

## JUNE 2012

- › Galiwin'ku subdivision opening
- › Milingimbi Futures Forum
- › Business in the Bush Forum
- › Public Housing Safety Officers commence duties
- › Introduced the Public Housing Safety Three Strikes Policy



JUNE

Galiwin'ku subdivision opening

43.4%

of the total Northern Territory capital works budget in 2011-12 was for housing and related works

\$445.6m

total investment in housing



## Agency Overview

The Department of Housing, Local Government and Regional Services (the agency) delivers social housing programs and related infrastructure across the Territory, and builds stronger regions and communities through sustainable economic development and effective local government.

The agency also delivers water safety and animal welfare programs, and improves access to services for many Territorians through interpreter and translator services.

In developing and implementing strategic government policies, the agency engages and builds relationships with non-government organisations, industry, local governments, other agencies and communities.

### › Our Environment

Our programs and housing services assist over 60 000 people in urban and remote areas right across the Territory.

We are the lead agency on a number of major partnership agreements with the Australian Government.

The agency consistently delivers a quality service to people across the Northern Territory through our regional offices in Alice Springs ('Central Australia'), Tennant Creek ('Barkly'), Katherine ('Big Rivers') and Nhulunbuy ('Arnhem'), with central offices in Palmerston, Casuarina and Darwin city.

Our frontline staff delivering services 'on the ground' are guided and supported by the program areas in our central offices.

At year end, we had some 670 staff across the Territory. We rely on each one of them to deliver quality service to Territorians in urban, regional and remote areas.

# A strong, thriving, sustainable Territory community

## › How we work

### We will:

- create and sustain a client-centred culture
- develop effective partnerships and networks that deliver effective outcomes to our clients
- learn from our experiences so we can deliver better services
- use regional perspectives to help shape and drive our business
- plan, anticipate and think strategically so that we operate proactively
- commit to action and take personal responsibility.

## › How we behave

### We will:

- be professional
- be accountable
- work together
- value diversity
- listen and respond
- be flexible and get things done
- take care of ourselves and each other.

## › Our Structure

The core functional areas of our agency are:

### Territory Housing Programs and Performance

Providing access to safe, affordable and appropriate housing for all eligible Territorians.

- Public Housing - urban, remote and town camps
- Industry Housing
- Managed Accommodation
- Government Employee Housing
- Public Housing Safety Strategy
- Maintenance and property services
- Tenancy management and support
- Affordable Housing Rental Company.

### Local Government, Regional and Community Services

Stronger regions and communities.

- Local Government
- Regional Development
- Interpreter and Translating Services NT
- Aboriginal Interpreting Services
- Water Safety and Animal Welfare.

### Indigenous Policy and Remote Services Coordination

Whole of government advice and policy development contributing to better decision making in service delivery and improved environment and living conditions for Indigenous Territorians especially those in remote communities.

- Indigenous Policy
- Indigenous Essential Services
- Remote Service Delivery Coordination
- Remote Infrastructure Coordination

### NT Home Ownership (Government Business Division)

Access for low to middle-income Territorians to affordable housing through home ownership.

- HOMESTART NT.

These areas are supported by:

### Strategic Policy and Governance

Provide professional support and solutions that add value to the work of our agency and the achievement of our strategic goals.

- Office of the Chief Executive
- Corporate Services
- Strategic Policy and Coordination.

All areas support the delivery of services across the Territory from the regional offices in Arnhem, Barkly, Big Rivers, Central Australia and Darwin.

# Agency Snapshot

› Interesting stats for 2011-12

## 43.4%

of the total Northern Territory capital works budget in 2011-12 was for housing and related works

## \$386.1m

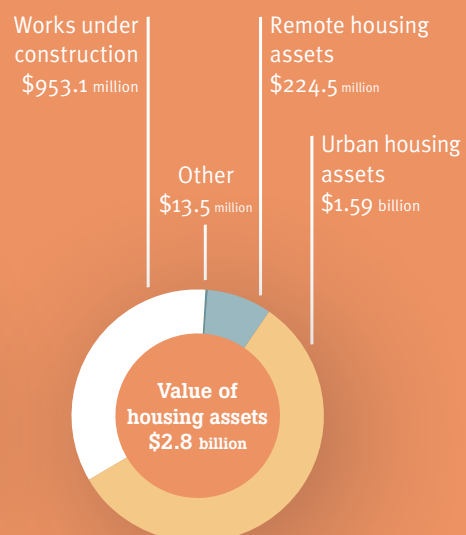
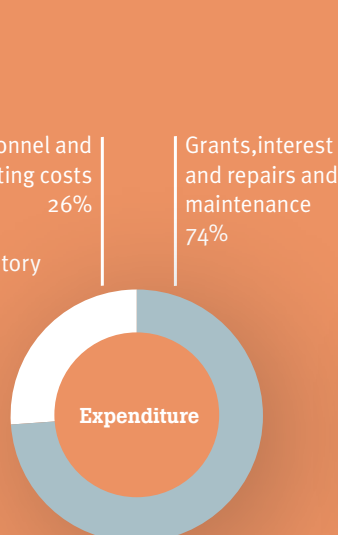
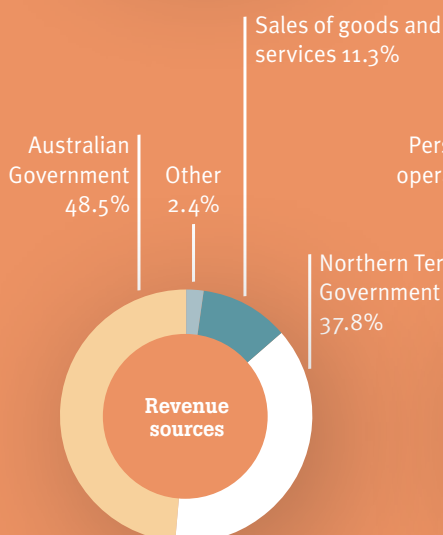
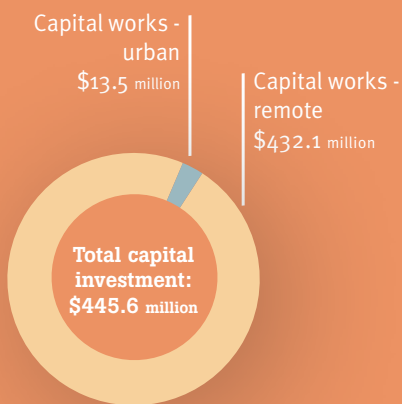
(capital works)

## + \$59.5m

(capital grants)

## = \$445.6m

**total investment into housing**





Per the 2011 Census<sup>1</sup>, the Northern Territory's total population is 211,945. Of those people:

**26.8%**

are Indigenous

**62.8%**

speak only English at home

**89,377**

live outside Darwin, Palmerston, and Litchfield Shire. 51% of that proportion is Indigenous

In June 2012, the equivalent of 674 full-time staff worked in the agency's five regions. Of that workforce:

**20%**

are Indigenous; well above the NTPS-wide target of 10% by 2012

**49%**

of our executives are women

Our total number of housing assets:

**11,866**

These are located in:

	Big Rivers	Central Australia	Darwin
Arnhem	2025	2710	4426
Barkly	629		

More than 100 Aboriginal languages and dialects are spoken in the Territory, and many Indigenous Territorians speak English as their third or fourth language.

In June 2012, there were 440 interpreters covering more than 109 languages, making the agency's Aboriginal Interpreter Service one of the largest employers of Aboriginal people in Australia.

The agency administered 28 pieces of legislation, with 15 Acts and 13 pieces of subordinate legislation, on behalf of the Minister for Public and Affordable Housing and the Minister for Local Government.

1. Source: ABS online, 2011 Census Quickstats, accessed 23 August 2012

## › Funding Insights

During 2011-12, the Department of Housing, Local Government and Regional Services received \$523.5 million in Australian Government funding. The key components of this funding were:

# \$287m

for upgrading and construction of Indigenous housing in remote areas

# \$109.7m

for remote Indigenous housing works and repairs and maintenance on dwellings owned by non-government organisations and for property management and maintenance in remote areas of the Territory

# \$30.7m

under the National Affordable Housing Agreement for housing-related services and grants to non-government organisations to deliver a range of services aimed at reducing homelessness

In 2011-12, \$386.1 million was invested in housing and related infrastructure.

During 2011-12, key grant expenditure included:

# \$75.8m

to assist local government organisations for financial assistance, roads, operations and special purposes

# \$65.5m

for the delivery of electricity, water and sewerage services to remote Indigenous communities through the contracted service provider, Power and Water Corporation

# \$48.9m

was provided to shire councils for the delivery of property and tenancy management services in remote areas

In 2011-12 the agency assisted 166 Territorians to purchase their own home under the HOMESTART NT program, spending \$54 million in loans, fee assistance and shared equity investment.



# Regional Snapshots


As an agency with responsibilities across the Territory, in regional and remote communities as well as urban areas, we deliver high quality services through our regional offices.

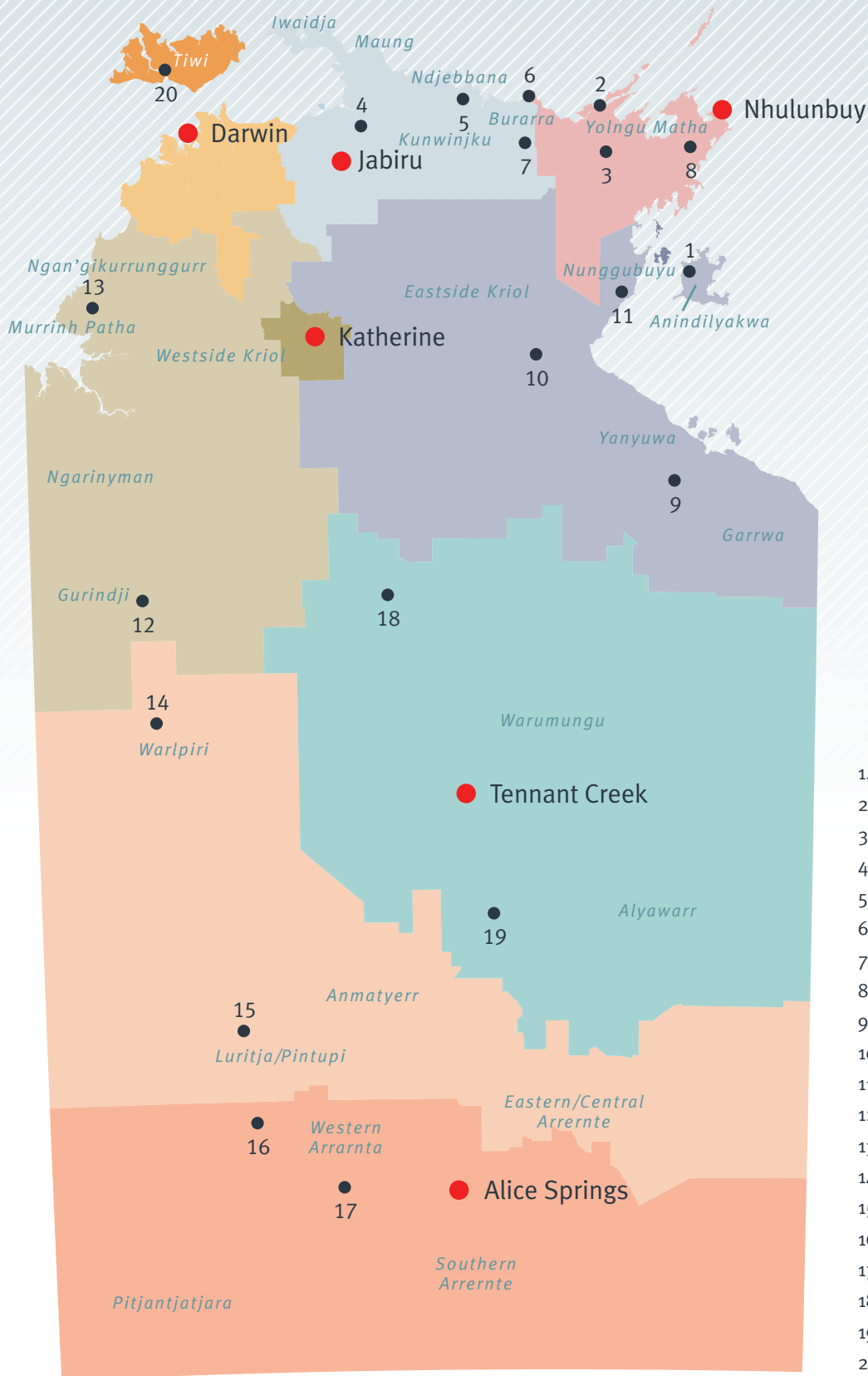
Our frontline staff delivering services are guided and supported by the program areas in our central offices in Darwin, where planning and coordination across our responsibilities are important if we are to achieve our strategic goals and priorities.

## SHIRES

- West Arnhem Shire 
- East Arnhem Shire 
- Barkly Shire 
- Central Desert 
- MacDonnell Shire 
- Roper Gulf Shire 
- Victoria Daly Shire 
- Tiwi Islands Shire 

## MUNICIPALITIES

- Municipality of Katherine 
- Municipalities of Darwin, Palmerston and Litchfield, Belyuen, Coomalie, Wagait Shires 



● MAJOR REMOTE TOWNS

1. Angurugu/Umbakumba
2. Galiwin'ku
3. Gapuwiyak
4. Gunbalanya
5. Maningrida
6. Milingimbi
7. Ramingining
8. Yirrkala
9. Borroloola
10. Ngukurr
11. Numbulwar
12. Daguragu/Kalkarindji
13. Wadeye
14. Lajamanu
15. Yuendumu
16. Papunya
17. Ntaria (Hermannsburg)
18. Elliott
19. Ali Curung
20. Wurrumiyanga (Nguiu)

*Names in italics are the main Aboriginal languages spoken in that area.*

# Arnhem

## MAJOR REMOTE TOWNS

Angurugu/Umbakumba  
 Galiwin'ku  
 Gapuwiyak  
 Gunbalanya  
 Maningrida  
 Milingimbi  
 Ramingining  
 Yirrkala

## LOCAL GOVERNMENT IN THE REGION

### West Arnhem Shire

Population 6978; covers 49 910 km<sup>2</sup>

### East Arnhem Shire

Population 10 228; covers 33 416 km<sup>2</sup>

## HOMELAND COMMUNITIES

131 homeland communities

## ECONOMIC DEVELOPMENT COMMITTEE

East Arnhem

## FULL-TIME EQUIVALENT STAFF: 33

Permanent: 26

Temporary: 7

## INDIGENOUS LANGUAGES:

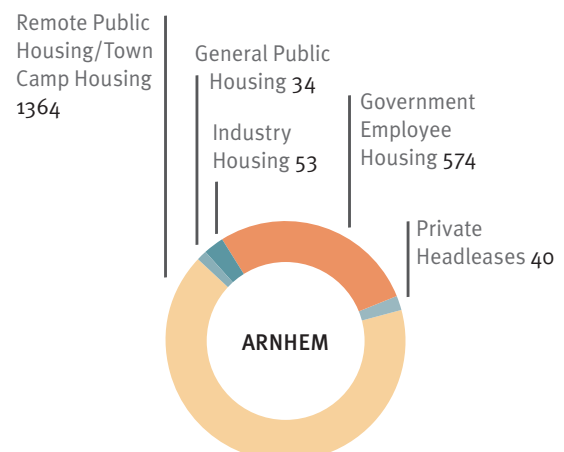
**North East Arnhem** 21 Yolngu languages

**Groote Eylandt** Alawa  
 Anindilyakwa  
 Kriol  
 Nunggubuyu

**Gunbalanya/Jabiru** Burarra  
 Kunwinkju

**Maningrida/Warruwi** Burarra  
 Djambarrpuyngu  
 Djinang  
 Guninggu  
 Gurrgoni  
 Kriol  
 Nakkara  
 Ndjebbana  
 Rembarrnga  
 Yanyangu  
 Maung  
 Walang

## › Government Supported Housing





## › Key Achievements 2011-12

- Through the National Partnership Agreement on Remote Indigenous Housing (NPA RIH), constructed 229 new dwellings in Groote Eylandt (48), Galiwin'ku (79), Gunbalanya (39) and Maningrida (63).
- Also under the NPA RIH, completed 148 refurbishments and 61 rebuilds in Groote Eylandt, Galiwin'ku, Gunbalanya, Maningrida, Warruwi and Gunyangara.
- New subdivisions in Maningrida, Galiwin'ku and Umbakumba included major remote headworks and upgrades (including electrical, water and sewerage assets) to support the significant increase in additional housing.
- Completed construction of new Government Employee Housing (GEH) dwellings in Nhulunbuy, Yirrkala and Maningrida.
- Secured an agency agreement in Maningrida, with the Maningrida Progress Association to manage 14 additional houses in the community under the Remote Public Housing Management Framework.
- Secured community housing lease agreements in Ramingining, Gunyangara, Minjilang and Warruwi to secure additional housing investment and long-term management under the Remote Public Housing Management Framework.
- Continued positive negotiations with the Yirrkala Traditional Owners and Northern Land Council for a community housing lease to secure housing investment under the NPA RIH.
- Completed planning for the NPA RIH housing works in Milingimbi, Ramingining and Gapuwiyak in close consultation with the Housing Reference Groups in those communities.
- Established shire council local boards in all Arnhem Region communities, which will ensure local community input into shire council affairs, and act as an effective engagement tool for shire councils to liaise and consult with their communities.
- Facilitated two industry information forums in Nhulunbuy: the first on the process for undertaking development on Indigenous land and the second on opportunities for local business in the NT Government's procurement of goods and services.
- AIS staff underwent extensive legal training for court work and use of advanced interpreting technology.

ARNHEM	Nhulunbuy	East Arnhem	West Arnhem	Total
General Public Housing	34			34
Industry Housing	17		36	53
Government Employee Housing	195	215	164	574
Private Headleases <sup>1</sup>				40
Remote Public Housing / Town Camp Housing	0	840	524	1364
<b>TOTAL</b>	<b>246</b>	<b>1055</b>	<b>724</b>	<b>2065</b>

1. Private headlease breakdown by Shire is unavailable

# Barkly

## MAJOR REMOTE TOWNS

Ali Curung  
Elliott

## LOCAL GOVERNMENT IN THE REGION

### Barkly Shire

Population 8210; covers 323 755 km<sup>2</sup>

## HOMELAND COMMUNITIES

92 homeland communities

## ECONOMIC DEVELOPMENT COMMITTEE

Tennant Creek

## FULL-TIME EQUIVALENT STAFF: 18

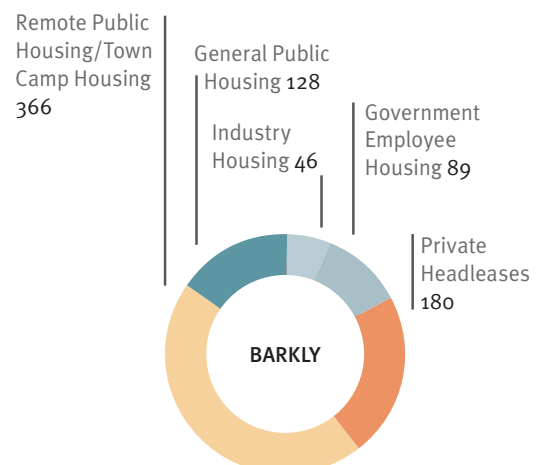
Permanent: 17

Temporary: 1

## INDIGENOUS LANGUAGES:

Alyawarre  
Anmatyerre  
Jingili  
Kaititj  
Mudbarra  
Warlpiri  
Warnmanpa  
Warumungu

## › Government Supported Housing



## › Key Achievements 2011-12

- Through NPA RIH, completed eight refurbishments at Ali Curung.
- Implemented the Marlinja water reticulation upgrade.
- Connected Ampilatwatja to the Arlparra electricity grid.
- Upgraded septic systems at seven Ampilatwatja dwellings and enhanced sewerage management at Ampilatwatja and Arlparra.
- Installed a water treatment plant at Ali Curung.
- Built renewable energy technology at Alpurrurulam to reduce diesel consumption and emission of greenhouse gases.
- Upgraded six units in the Blain Street complex.
- Facilitated the development of a linked NT Government office for the agency in Ali Curung and Elliott.
- Recruited an Indigenous Economic Development Officer (IEDO) to facilitate the development of Indigenous business opportunities in the Barkly region.
- AIS staff underwent extensive legal training for court work and use of advanced interpreting technology.
- Increased corporate training for all staff, including resilience training.

<b>BARKLY</b>	Tennant Creek	Other Barkly	Total
General Public Housing	127	1	128
Industry Housing	44	2	46
Government Employee Housing	14	75	89
Private Headleases <sup>1</sup>			180
Remote Public Housing / Town Camp Housing	78	288	366
<b>TOTAL</b>	<b>263</b>	<b>366</b>	<b>809</b>

1. Private headlease breakdown by Shire is unavailable

# Big Rivers

## MAJOR REMOTE TOWNS

**Borroloola**  
**Daguragu/Kalkarindji**  
**Ngukurr**  
**Numbulwar**  
**Wadeye**

## LOCAL GOVERNMENT IN THE REGION

**Katherine Town Council**  
 Population 9967; covers 7443 km<sup>2</sup>

**Victoria Daly Shire**  
 Population 7161; covers 167 879 km<sup>2</sup>

**Roper Gulf Shire**  
 Population 7118; covers 185 940 km<sup>2</sup>

## HOMELAND COMMUNITIES

155 homeland communities

## ECONOMIC DEVELOPMENT COMMITTEE

**Katherine**  
**Gulf (Borroloola)**  
**Victoria River District**

FULL-TIME EQUIVALENT STAFF: 39

Permanent: 32  
 Temporary: 7

## INDIGENOUS LANGUAGES:

**Katherine**                      Gurrindji  
    Jawoyn  
    Kriol  
    Mayali  
    Ngarinman  
    Nunggubuyu  
    Walpiri - Nauiyu  
    Nambiyu (Daly River)

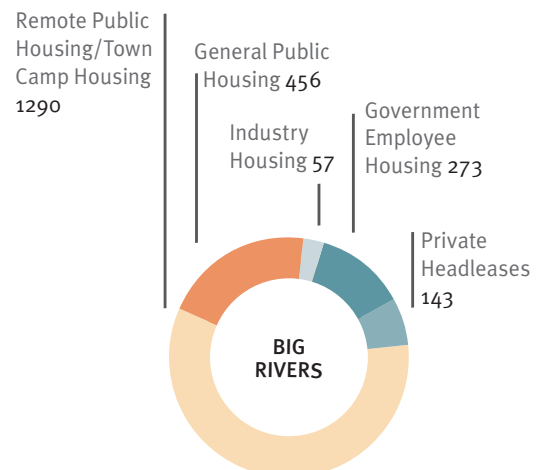
**Peppiminarti**                      Kriol  
    Ngangikurrungurr  
    Ngangiwumirri  
    Marithiel

**Ngukurr**                              Kriol Marra

**Wadeye**                              Mari-Jurran  
    Murrinh-Patha  
    Nungu Jamidi

**Borroloola**                              Yanyuwa  
    Marra  
    Garrawa  
    Gurdanji

## › Government Supported Housing



## › Key Achievements 2011-12

- Provided the Tenancy Sustainability Program (TSP) to support tenancies at risk of failure: eight tenancies have successfully completed TSP and 22 tenancies are currently being assisted.
- Through NPA RIH completed 68 new dwellings, 352 refurbishments and 53 rebuilds.
- Commenced construction of the 68 new dwellings and 49 refurbishments at Numbulwar and two new dwellings at Palumpa.
- Coordinated the recovery effort, clean up and repatriation in Palumpa community following flooding in the aftermath of Tropical Cyclone Grant.
- Led the Big Rivers Regional Coordination Committee to work collaboratively across the three levels of government (Australian, Territory and local) to facilitate the implementation of key government initiatives, policies and programs for the benefit of the Big Rivers region.
- Improved government and non-government coordination and collaboration by providing high-level support for interagency coordination meetings, including:
  - Katherine Interagency Tasking and Coordination Group
  - Katherine Youth Interagency Tasking and Coordination Group
  - Regional Coordination Group.
- AIS staff underwent extensive legal training for court work and use of advanced interpreting technology.
- Completed office amalgamation and refurbishments, including the introduction of 'hot desks' for remote staff who spend the majority of their time working in the communities. This office arrangement has attracted much interest from other government agencies in Katherine who are now looking to utilise this innovative work practice where space is at a premium.

<b>BIG RIVERS</b>	<b>Katherine</b>	<b>Roper Gulf<sup>2</sup></b>	<b>Victoria Daly</b>	<b>Total</b>
General Public Housing	422	18	16	456
Industry Housing	53	4		57
Government Employee Housing	13	154	106	273
Private Headleases <sup>1</sup>				143
Remote Public Housing / Town Camp Housing	36	601	653	1290
<b>TOTAL</b>	<b>524</b>	<b>777</b>	<b>775</b>	<b>2219</b>

1. Private headlease breakdown by Shire is unavailable

2. Roper inc 87 tc at Borroloola

# Central Australia

## MAJOR REMOTE TOWNS

Lajamanu  
Ntaria (Hermannsburg)  
Papunya  
Yuendumu

## LOCAL GOVERNMENT IN THE REGION

**Alice Springs Town Council**  
Population 27 589; covers 328.3 km<sup>2</sup>

**MacDonnell Shire**  
Population 7322; covers 268 904 km<sup>2</sup>

**Central Desert Shire**  
Population 4887; covers 282 065 km<sup>2</sup>

## HOMELAND COMMUNITIES

160 homeland communities

## ECONOMIC DEVELOPMENT COMMITTEE

West MacDonnell  
Alice Springs  
Anmatjere (Ti Tree)

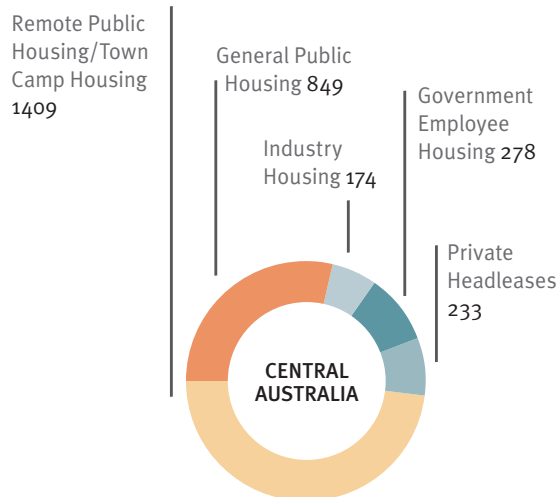
## FULL-TIME EQUIVALENT STAFF: 59

Casual: 4  
Permanent: 44  
Temporary: 11

## INDIGENOUS LANGUAGES:

Alyawerre  
Anmatyerr  
Central Arrernte  
Eastern Arrernte  
Jingili  
Kaititj  
Mudbarra  
Luritja  
Ngaanyatjarra  
Pintupi  
Pitjantjatjara  
Southern Arrernte  
Wambaya  
Warlpiri  
Warnmanpa  
Warumungu  
Western Arranta  
Yankunytjatjara  
Wuriaki

## › Government Supported Housing





## › Key Achievements 2011-12

- Under NPA RIH, constructed 46 new dwellings across the Alice Springs Town Camps (26), Lajamanu (17), and Santa Teresa (3).
- 237 refurbishments and 33 rebuilds across Alice Springs Town Camps, Lajamanu, Willowra, Yuelamu, Nturiya, Wilora, Haasts Bluff, Mount Liebig, Areyonga, Titjikala, Santa Teresa, Amoonguna, Engawala, Pmara Jutunta and Laramba.
- Also completed 87 refurbishments at Amoonguna, Santa Teresa, Titjikala, Mt Liebig, Areyonga, Haasts Bluff, Yuelamu, Willowra, Wilora, Nturiya, Engawala, Pmara Jutunta, Laramba communities.
- Completion of the Larapinta village in Alice Springs, comprising of 18 units, 12 two-bedroom and six 1 bedroom, designed to assist independent living of tenants 55 years and over.
- Strong participation with interagency responses to regional issues affecting co-hesive community living, including:
  - Alice Springs ‘Operation Marathon’ convened from May to September 2012 to address anti-social behaviour in the town from a whole of government perspective
  - Southern Region Coordination Committee
  - Community Safety Central Australia working group
  - Senior Officers Group (SOG).
- AIS staff underwent extensive legal training for court work and use of advanced interpreting technology.
- Completed office refurbishments enabling a more open work environment supporting team building initiatives.

CENTRAL AUSTRALIA	Alice Springs	Central Desert	MacDonnell	Total
General Public Housing	847	2		849
Industry Housing	174			174
Government Employee Housing	34	111	133	278
Private Headleases <sup>1</sup>				233
Remote Public Housing / Town Camp Housing	284	500	625	1409
<b>TOTAL</b>	<b>1339</b>	<b>613</b>	<b>758</b>	<b>2943</b>

1. Private headlease breakdown by Shire is unavailable

# Darwin

## MAJOR REMOTE TOWNS

Wurrumiyanga (Nguiu)

## LOCAL GOVERNMENT IN THE REGION

### Darwin City Council

Population 76 987; covers 112 km<sup>2</sup>

### City of Palmerston

Population 30 327; covers 52.8 km<sup>2</sup>

### Litchfield Council

Population 19 714; covers 9214 km<sup>2</sup>

### Belyuen Shire

Population 210; covers 41.6 km<sup>2</sup>

### Coomalie Shire

Population 1329; covers 1513.6 km<sup>2</sup>

### Wagait Shire

Population 333; covers 5.7 km<sup>2</sup>

### Tiwi Islands Shire Council

Population 2524; covers 7492 km<sup>2</sup>

## HOMELAND COMMUNITIES

27 homeland communities

FULL-TIME EQUIVALENT STAFF: 525

Casual: 59

Permanent: 335

Temporary: 131

## INDIGENOUS LANGUAGES:

Darwin

Larrakia

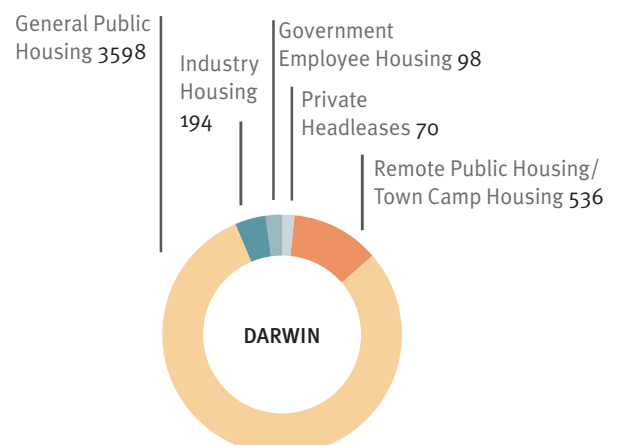
Litchfield (Batchelor)

Madinari  
Mariamu

Tiwi Islands

Tiwi

## › Government Supported Housing



## › Key Achievements 2011-12

- Completed construction of managed and supported accommodation facilities in Malak, Berrimah, Coconut Grove and Stuart Park.
- Completed construction of a 40-unit seniors' village at Bellamack.
- Established a Housing Reference Group at Belyuen to ensure community input into housing allocation decisions and improve and maintain connections to the community.
- Under NPA RIH constructed 39 new houses at Wurrumiyanga, and completed 63 refurbishments and 21 rebuilds in Wurrumiyanga, Milikapiti, Belyuen and Acacia Larrakia, including a new subdivision in Wurrumiyanga. Major remote headworks and upgrades have also been completed (including electrical, water and sewerage assets) to support the significant increase in additional housing.
- Provided intensive tenancy support to 70 remote households.
- Provided the Tenancy Sustainability Program (TSP) to 160 households through Mission Australia, Anglicare and CatholicCare.
- Hosted the Fifth Indigenous Economic Development Forum in Darwin in October 2011.
- Hosted a 'Business in the Bush' luncheon in Darwin in June 2012 to promote and demystify opportunities for businesses to partner and work in remote communities.
- Facilitated the delivery of Indigenous Business Australia's 'Into Business' workshops in Wurrumiyanga.
- AIS staff underwent extensive legal training for court work and use of advanced interpreting technology.
- Increased corporate training for all staff, including resilience training, service delivery, leadership and organisational culture.

DARWIN	Darwin	Palmerston	Coomalie/ Belyuen/ Wagait	Litchfield	Tiwi Islands	Total
General Public Housing	2299	1222	63	14		3598
Industry Housing	162	31		1		194
Government Employee Housing	14	1	32	16	35	98
Private Headleases <sup>1</sup>						70
Remote Public Housing / Town Camp Housing			43	14	479	536
<b>TOTAL</b>	<b>2475</b>	<b>1254</b>	<b>138</b>	<b>45</b>	<b>514</b>	<b>4496</b>

1. Private headlease breakdown by Shire is unavailable

20%

of the agency's workforce is Indigenous

49%

of the agency's executive staff are women

674

staff work across the agency's five regions



## Our People

Ours is a large agency with responsibilities right across the Northern Territory, from urban centres to regional areas, and remote communities.

We rely on our people to plan and deliver high-quality services to Territorians through our regional offices in Alice Springs, Tennant Creek, Katherine and Nhulunbuy, and central offices in Palmerston, Casuarina and Darwin. Frontline staff are guided and supported by the program areas in our central offices.

This section overviews the agency's people, including staff demographics, workforce development initiatives and performance management. It also celebrates our achievements.

### › People Profile

At 30 June 2012, the agency employed 674 full-time equivalent staff across the Territory.

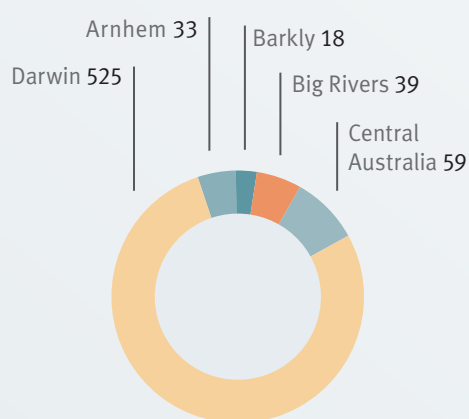
This is an increase of 63 staff since June 2011, which is largely due to a number of programs transferring to the agency from other areas. These include the Working Futures group from the Department of Construction and Infrastructure and the Regional Program Officers from the Department of Justice.

In April 2012, 21 new Public Housing Safety Officers were employed to provide a safe environment for public housing tenants and their neighbours. In October 2011, a new NT Coordinator General was appointed. Activity in the Aboriginal Interpreter Services also increased across the regions in 2011-12.

**STAFF SNAPSHOT AS AT 30 JUNE 2012**

	Number	
<b>Full-time equivalent (FTE) staff</b>	674	
<b>Part-time staff</b>		
Permanent part-time	14	
Temporary part-time	26	
Casual	518	
<b>Early careers - graduates, apprentices and cadets</b>	17	
<b>DEMOGRAPHICS</b>		
Male (full-time equivalent)	257	38%
Female (full-time equivalent)	417	62%
Aboriginal and Torres Strait Islander employees	130	20%
Employees with disability	23	3.5%
Employees from culturally diverse backgrounds	21	3.2%
Women in executive positions	34	49%
<b>TURNOVER</b>		
Commencements	298	
Separations <sup>1</sup>	162	
Staff turnover rate <sup>2</sup>	25%	

**STAFF PER REGION AS AT 30 JUNE 2012**



	Permanent	Temporary	Casual	Total
Arnhem	26	7		33
Barkly	17	1		18
Big Rivers	32	7		39
Central Australia	44	11	4	59
Darwin	335	131	59	525
				<b>674</b>

1. Includes resignations and end of contract.

2. Calculated as the number of separations divided by the FTE average per month in 2011-12



### › Supporting Our Staff

During 2011-12, initiatives were implemented to build and strengthen our workforce capability.

- Increased investment in corporate learning and development from \$1200 per person in 2010-11 to \$1597 per person in 2011-12.
- Delivered capacity development programs focused on leadership (32 programs with 338 participants), service delivery (22 programs with 368 participants) and organisational culture (18 programs with 279 participants).
- Supported 22 staff with study assistance to undertake formal study.
- Advertised 236 positions and made 250 recruitment selections.
- Undertook comprehensive strategic and operational risk assessments of the agency and its functions.
- Supported six office-based apprentices and two graduates in urban, regional and remote areas.
- Supported three Indigenous cadets to completion of their tertiary studies in accounting, commerce and arts.
- Hosted three Indigenous Employment Program participants and offered Year 10 work experience.
- Awarded the inaugural Work Integrated Learning Scholarships to five students from Charles Darwin University.
- Implemented changes to processes and procedures in response to the national work health and safety legislation.
- Exceeded the sector-wide target of 10 per cent for Indigenous employment, with 20 per cent of the agency's workforce identifying as Indigenous.
- Met the minimum greenhouse rating of 5.5 with 81 per cent of the agency's vehicle fleet.
- Established a Remote Infrastructure Program Office to coordinate, facilitate and manage the delivery of infrastructure projects in remote communities on behalf of government.
- Implemented the new asset management system in the agency as well as a number of improvement projects through corporate housing systems and mobile technologies.
- Improved performance monitoring and reporting across the agency.

# Demographics

## GENDER AND LEVEL

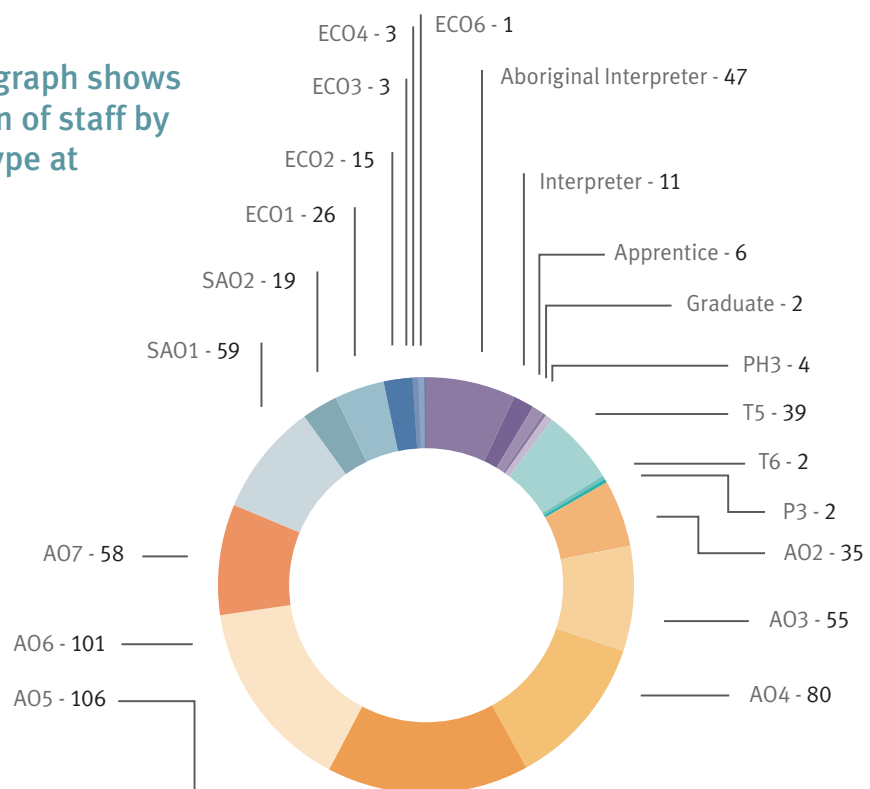
During 2011-12, females represented the majority of Aboriginal interpreters, interpreters and AO2 to SAO1 level. The gender balance is fairly even in the executive level. The highest number of staff is in the AO5 and AO6 level.

## DESIGNATION AND GENDER OF FTE STAFF AT 30 JUNE 2012

Designation	Female	Male	Total
Aboriginal interpreter	30	17	47
Interpreter	8	3	11
NTPS apprentice	3	3	6
Graduate	2	0	2
Physical 3	2	2	4
Technical 5	1	38	39
Technical 6	0	2	2
Professional 3	0	2	2
Administrative Officer 2	27	8	35
Administrative Officer 3	46	9	55
Administrative Officer 4	62	18	80

Designation	Female	Male	Total
Administrative Officer 5	66	40	106
Administrative Officer 6	70	31	101
Administrative Officer 7	36	22	58
Senior Administrative Officer 1	33	26	59
Senior Administrative Officer 2	8	11	19
Executive Contract Officer 1	13	13	26
Executive Contract Officer 2	7	8	15
Executive Contract Officer 3	1	2	3
Executive Contract Officer 4	2	1	3
Executive Contract Officer 6	0	1	1
<b>Total</b>	<b>417</b>	<b>257</b>	<b>674</b>

The following graph shows the distribution of staff by employment type at 30 June 2012.



## AVERAGE AGE

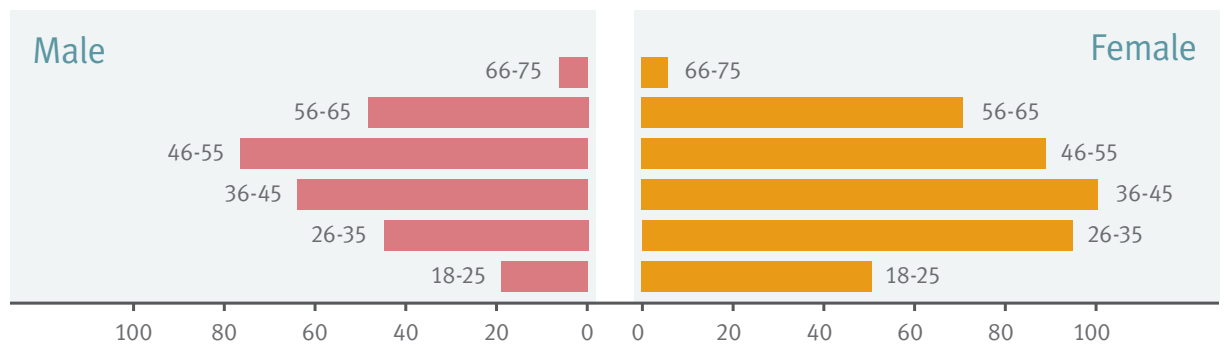
The average age of agency staff is 49. This is six years older than the greater Northern Territory Public Service (NTPS), where the average age is 43.

**WOMEN AT WORK**

Of the agency’s 674 FTE staff at year end, 62 per cent were women. The proportion of women at the executive level was 49 per cent; 10 per cent higher than the greater NTPS proportion of 39 per cent.

**Age and gender of full-time equivalent (fte) staff at 30 June 2012**

Age Range	Male FTE	Female FTE	Total	Percentage
18-25	19	54	<b>73</b>	11%
26-35	45	96	<b>141</b>	21%
36-45	63	100	<b>163</b>	24%
46-55	77	90	<b>167</b>	25%
56-65	48	71	<b>119</b>	18%
66-75	6	5	<b>11</b>	1%
<b>Total</b>	<b>257</b>	<b>417</b>	<b>674</b>	<b>100%</b>



**EQUAL EMPLOYMENT OPPORTUNITY AND WORKFORCE DIVERSITY**

With a workplace comprising 130 Indigenous employees and 21 employees who have identified as being from culturally diverse backgrounds, the agency meets and exceeds diversity targets set by government. Nonetheless, we continually strive to improve diversity in our workforce through our priority of developing a professional workforce reflective of the Northern Territory’s diverse population.

	Female	Male	Total	% of agency employees*	% NTPS target
Aboriginal and Torres Strait Islanders	84	46	130	20%	10%
Employees from culturally diverse backgrounds	14	7	21	3.2%	No target
Employees with disability	12	11	23	3.5%	4%

\* Employees self-declare their EEO status; disclosure is not compulsory.

## INDIGENOUS EMPLOYMENT AND CAREER DEVELOPMENT STRATEGY

The agency is proud of its continuous achievement in Indigenous representation in the workforce, with 20 per cent of employees identifying as Indigenous at 30 June 2012. Our Indigenous representation is double the target set for the whole of the NTPS of 10 per cent by 2012.

Accepting, encouraging and fostering diversity within our agency is essential if we are to be regarded as an attractive employer and an employer of choice for Indigenous Territorians.

the agency has developed a specific Indigenous employment action plan to improve local Indigenous employment and development opportunities. Additionally, the agency continues to support Indigenous career development programs, such as Indigenous cadetships, Indigenous leadership programs, and Indigenous employment program and work experience. The agency also participates in the Office of the Commissioner for Public Employment's Indigenous Employment and Career Development coordinators network.



# Corporate Learning and Development

Ongoing learning, development and education opportunities are offered to all employees. The agency's commitment to learning and professional development of our staff saw an increase of expenditure from \$1200 per person in 2010-11 to \$1597 per person in 2011-12.

During the reporting period, the agency's corporate learning and development initiatives revolved around:

- recruitment and selection
- giving and receiving performance feedback
- mentoring Indigenous employees
- getting the best out of people
- team building
- feedback - vital element
- machinery of government
- coaching skills for high performance in organisations
- advance government decision making
- internal consulting skills.

The agency supported the Office of the Commissioner for Public Employment with strong representation on its leadership programs, including:

- 'Lookrukin' Indigenous women's leadership development program
- 'Kigaruk' Indigenous men's leadership development program
- public sector management
- future leaders
- executive leaders
- 'Discovery - women as leaders'
- various Australia and New Zealand School of Government (ANZSOG) workshops.

## › 2011 NTPS Employee Survey

The response to the Commissioner for Public Employment's survey of NTPS employees in August 2011 from employees in this agency was much greater than the number of responses from other agencies. The important feedback provided in these responses enables the agency to improve the workplace and strengthen our workforce.

Positive findings for this agency include:

- **A strong commitment to community service.** Staff are committed to providing an excellent customer service, and confidentiality of information is taken seriously.
- **A high positive rating for 'application for employment open to all'.** This demonstrates that job vacancies are advertised publically and that the general public have a reasonable opportunity to apply.

- **The workplace provides opportunities for flexible work arrangements.** Managers also take the differing needs and circumstances of employees into account when making decisions.

Opportunities for improvement include:

- Formal performance feedback is low. Improving in this area is one of the agency's first priorities. It should be noted that:

Of respondents who had received formal performance feedback, 86 per cent found these discussions beneficial

In February, all managers were required to complete a performance agreement discussion with their staff, and this should occur every six months

Workshops on 'Giving and Receiving Feedback' and the Performance Agreement process' were offered to all staff.

- Employment based on merit. Many respondents believed that there is an ongoing need to ensure recruitment and promotion decisions are fair, or that favouritism is not a factor in decisions to promote employees. Recruitment and selection workshops will continue to be offered to all staff, and human resource consultants will continue to work with managers to ensure proper and reasonable processes result in good recruitment decision making.
- The Fair Internal Review System. Some respondents reported the need to build confidence in the procedures and processes used to resolve employee grievances. The agency's grievance procedures have been reviewed and will be circulated and explained to staff.
- Quality leadership. Employees believe ongoing work is required to build the agency's leadership capacity, particularly in operational areas, and that more work needs to be done to promote available leadership training opportunities and ethical leadership. In response to this feedback, the agency's senior leaders have participated in 360-degree feedback. An agency-specific 'Essential Skills for Leaders' program is also available to all managers and team leaders.



## › Workforce Development Initiatives

The agency continues to strengthen its investment in growing and supporting our employees through on-the-job-training, ranging from apprenticeships to the graduate program. These programs are essential in building a skilled, sustainable and capable workforce and developing the agency's future leaders.

### DISCOVERY - WOMEN AS LEADERS

In 2011-12 six women were sponsored to participate in the 'Discovery - Women as Leaders' program, a unique personal and professional development opportunity for women in the NTPS. The program is designed to help women develop their confidence, learn leadership skills and build valuable support and business networks.

### KIGARUK - INDIGENOUS MEN'S LEADERSHIP DEVELOPMENT PROGRAM

Congratulations to Tim Appo from the Arnhem Region, who recently completed his studies and was awarded a Diploma of Management (Policy Development) from Charles Darwin University as part of the 'Kigaruk Indigenous Men's Leadership Development' program. Kigaruk provides an opportunity for Indigenous men to gain knowledge and skills necessary to increase their effectiveness in their current position and to improve their career progression.

### LOOKRUKIN - INDIGENOUS WOMEN'S LEADERSHIP DEVELOPMENT PROGRAM

During 2011-12, the agency sponsored seven women on 'Lookrukin - Indigenous Women's Leadership Development Program' (two from both Alice Springs and Katherine and three from Darwin). They studied a Diploma of Management (Policy Development) from Charles Darwin University. Lookrukin is designed to provide a high level, significant learning experience for Aboriginal and Torres Strait Islander women employed in the NTPS.

### ESSENTIAL SKILLS FOR LEADERS

The 'Essential Skills for Leaders' workshop was designed especially for our agency to equip staff with the skills necessary to lead people. The 2.5-day workshop was first delivered in Alice Springs in late 2011, and has since been offered in Darwin. Topics covered include leadership, performance management, probation, and budget and financial management.

### ABORIGINAL CULTURAL AWARENESS

The 'Aboriginal Cultural Awareness' workshop was introduced in 2012 and has been delivered in Katherine

and Darwin. Planning is underway for the workshop to be delivered in Alice Springs and Nhulunbuy. At year end, more than 50 employees have attended the workshop. Content includes an introduction to language, Aboriginal culture, kinship systems and Indigenous history.

### NAVIGATOR FOR MEN AT WORK

Our agency, in conjunction with the Department of Natural Resources, Environment, the Arts and Sport, offered a new professional development program in 2011-12: 'Navigator for Men at Work'. The program is a great professional development opportunity for men to develop their capabilities and improve their interpersonal skills. Nine men from this agency attended (three from Arnhem and six from Darwin). Topics include:

- building self-awareness and confidence
- improving skills in managing difficult situations/people
- honing the ability to influence others
- developing listening skills
- understanding others better
- developing better communication and interpersonal relationship skills
- building support and mentoring networks
- how to constructively develop and influence others.

### REGIONAL EXECUTIVE DIRECTOR'S INDUCTION

An induction program tailored for the new Regional Executive Directors (RED) was held in October 2011. The aim of the program is to enable knowledge sharing at a senior executive level to support the agency in its lead role in delivering the Territory's obligations under the National Partnership Agreement with the Australian Government on Remote Indigenous Housing, Remote Service Delivery and Homelessness, as well as key responsibilities in housing management and delivering services to remote and regional locations.

### AGENCY INDUCTION

The agency's induction program helps new employees to settle into their new team and workplace by giving them an understanding of and the agency and how their role fits into it.

The agency's corporate plan, strategic goals, code of conduct, performance agreements, workplace health and safety and employee assistance program are all discussed.

During 2011-12, a number of inductions were completed with specific work groups, including graduates, apprentices, the newly established Remote Infrastructure Program Office, the Public Housing Safety Officers and the Work Integrated Learning Scholarship recipients.

### **PUBLIC SECTOR MANAGEMENT PROGRAM**

Two employees successfully completed the ‘Public Sector Management Program’ and were awarded a Graduate Certificate in Public Sector Management from Flinders University. This is a national leadership program designed specifically for public sector managers from federal, state, territory and local governments. In 2011–12 the agency sponsored seven employees (one from Alice Springs, one from Katherine and five from Darwin) to study for this post graduate certificate.

### **GRADUATE DEVELOPMENT PROGRAM**

The ‘Graduate Development Program’ is designed to develop new generations of employees whose ideas, ambition and leadership potential will help shape the future of the NTPS. It’s a fantastic opportunity for graduates, who can begin a career with the public sector in a supervised environment that continues their professional training.

In 2011-12, two graduates commenced with the agency. One holds a Bachelor of Economics (International Trade and Finance) and the other holds a Bachelor of Accounting. Both graduates will participate in work rotations throughout the agency during the 12-month program. As part of the 2011 program, five graduates participated in the 2011 Australian Bureau of Statistics Census, working as remote area mobile team members in Barkly, Big Rivers and Darwin regions.

### **APPRENTICESHIP PROGRAM**

The Apprenticeship program gives Territorians the opportunity to gain a qualification through structured employment and training in the NTPS. Apprentices undergo on-the-job training to broaden their skills and experience and study for a Certificate III at a Registered Training Organisation.

In 11-2012, five apprenticeships were offered, in business and information technology. Three are studying for a Certificate III in Business over 12 months, and two are studying for a Certificate III in Information Technology over 18 months. All apprentices will rotate throughout various work groups during the course of the program. One apprentice from 2011, located in Wurrumiyanga, is continuing her study towards a Certificate III in Business.

### **INDIGENOUS CADETSHIP SUPPORT**

The Indigenous Cadetship Support program is part of the NTPS’s commitment to achieve a more representative number of Aboriginal and Torres Strait Islander people in its workforce. The cadetship assists Aboriginal and Torres Strait Islanders to gain tertiary qualifications and

ongoing employment in the NTPS. The agency provides a study allowance, book allowance and vacation employment during the academic break.

During 2011-12, two cadets graduated from Charles Darwin University; one with a Bachelor of Accounting and one with a Bachelor of Commerce. Both cadets accepted a graduate position in the private sector. Another cadet successfully completed a Bachelor of Arts at the Australian National University, and the agency continues to support her in furthering her studies in a Bachelor of Laws.

### **INDIGENOUS EMPLOYMENT PROGRAM**

The agency hosted three participants under the Indigenous Employment Program during 2011-12:

- The Aboriginal Interpreter Service provided work experience for student studying for a Certificate II in Customer Contact
- Indigenous and Economic Development offered on-the-job training for student studying for a Certificate II in Business Administration
- Territory Housing hosted the student studying a Certificate II in Community Services.

This program is a key NT Government Indigenous employment initiative. Similar to the apprenticeship program, on-the-job training is aligned to the areas of study.

### **WORK INTEGRATED LEARNING SCHOLARSHIP**

The Work Integrated Learning Scholarship is a whole-of-government program that invites students enrolled at Charles Darwin University to apply for a scholarship with NTPS agencies. This career development initiative was adopted by the agency in 2011-12, and five students were successful in gaining a scholarship.

The students will be undertaking paid work placements during their university breaks in a number of areas across the agency. Several were working during June 2012, gaining valuable work experience.

### **VACATION EMPLOYMENT**

Employment of up to 12 weeks is offered during university semester break to students studying various disciplines. This enables them to develop an understanding of the agency’s core business and a range of administrative skills and knowledge relevant to their studies.

During 2011-12, eight students were provided with vacation employment during the Christmas and mid-year breaks.

### 360-DEGREE FEEDBACK

In 2011-12, 360-degree feedback was offered to 42 senior leaders across the agency. The feedback helps illuminate the leaders' personal development needs and points to areas of their work that may require professional development. The process also helps guide the agency on areas where the senior leaders group could benefit from targeted support. The NTPS Capability and Leadership Framework was used as a basis to obtain feedback from managers, peers and team members.

The 360-degree process identified the following areas of strength in the agency's senior leaders:

- professionalism and probity
- resilience
- commitment to action
- engagement with risk and personal courage
- judgement, intelligence and common sense
- valuing differences and diversity.

The agency is planning a senior leaders program to develop the priority areas of:

- inspiring a sense of purpose and direction
- ensuring closure and delivering on intended results
- guiding mentors and developing people
- demonstrating self-awareness and a commitment to personal development.

### DEVELOPING PERSONAL RESILIENCE IN THE WORKPLACE

This popular half-day workshop has been delivered in Alice Springs, Tennant Creek, Katherine and Darwin. It is designed to assist staff in building personal resilience, provide tools and strategies to build resilience in a team environment and deal with change. More than 200 staff have attended the program.

### POLICY DEVELOPMENT - SHAPING PUBLIC ACTION

The agency, in conjunction with the Department of the Chief Minister, designed and delivered a policy development program on 'Shaping Public Action'. The pilot program targets middle managers who want to enhance their understanding of the key aspects of public policy development. The program covers the impact of the political system on policy making and the importance of internal and external stakeholder engagement to determine and achieve policy objectives. The pilot program has been successful and is now offered to the whole of government through the Office of the Commissioner for Public Employment.

### › Study Assistance

Staff are encouraged to increase their learning through formal study in areas relevant to the agency's core business. During the reporting year, 22 employees received study assistance and support through reimbursement of study fees, and paid study leave to attend tutorials, lectures and examinations.

Study leave undertaken by employees included:

- Bachelor of Behavioural Science
- Bachelor of Business
- Bachelor of Commerce
- Bachelor of Environmental Science
- Bachelor of Information Technology
- Bachelor of Laws
- Bachelor of Social Work
- Associate Degree in Legal Studies
- CPA Professional
- Graduate Certificate in Business
- Graduate Certificate in Social Planning
- Master of Social Change and Development.

### Number of actual staff in regional and remote locations at 30 June 2012

Location	No. of Actual Staff
Alice Springs	223
Alyangula	3
Angurugu	15
Atitjere (Harts Range)	1
Borrooloolo	2
Daly River	1
Elliott	1
Galiwinku	7
Gapuwiyak	3
Gunbalanya	7
Jabiru	2
Kalkarindji	2
Katherine	81
Lajamanu	2
Laramba (Napperby)	1
Mataranka	1
Milingimbi	6
Milikapiti	3
Maningrida	15
Mutitjulu	1
Ngukurr	3
Nhulunbuy	43
Numbulwar	1
Ntaria (Hermammsburg)	1
Nyirripi	1
Palumpa	1
Papunya	4
Pirlangimimpi (Melville Island)	3
Ramingining	4
Tennant Creek	38
Ti Tree	1
Wadeye	27
Warruwi	2
Wurrumiyanga (Nguui)	15
Yirrkala	2
Yuendumu	1
<b>Total</b>	<b>524</b>

### › Remote Workforce Development

All employees are encouraged to continue their personal and professional development and strengthen their ability to provide exemplary service to Territorians. Living in a remote or regional area poses unique challenges in accessing training and development opportunities. To support our staff in these areas, the agency sponsored the following learning and development opportunities in 2011-12:

- Public Sector Management Program
- Kigaruk - Indigenous Men's Leadership Development Program
- Lookrukin - Indigenous Women's Leadership Development Program
- Essential Skills for Leaders
- Aboriginal Cultural awareness
- Navigator for Men at Work
- recruitment and selection
- developing personal resilience in the workplace
- giving and receiving feedback
- team building and capacity development
- 360-degree feedback.

As at 30 June 2012, there were 524 agency staff, including casual, temporary, part-time and full-time employees, working in regional and remote locations. Of this figure, 319 are Aboriginal Interpreters.

### › Performance Management

Our people are our most important assets and are essential to the agency's continuous improvement and high performance. The agency uses Performance Agreements between managers and staff. This process is critical in attaining the agency's strategic goal of 'achieving a collaborative, influential and capable organisation'. Participating in Performance Agreements is expected of all staff.

Performance Agreements are:

- an opportunity to reflect on achievements and challenges
- important individual conversations between staff and their manager to plan future priorities and development opportunities
- a tool to capture regular feedback and direction provided throughout the year.

Constructive Performance Agreement discussions cultivate productive working relationships, build capable, high-performing teams and achieve results.

The NTPS Capability and Leadership Framework is an effective tool that can be used in the Performance Agreement process. From the 2011 NTPS Employee Survey, 86 per cent of employees who had a Performance Agreement discussion found the conversation valuable.

During 2011-12, the Performance Agreement process was reviewed and Human Resources Consultants provided information and workshops across the Territory. Information on the Performance Agreement process is available on the agency intranet, together with a suite of tools for managers and employees to complement this process.

Additionally, workshops on 'Giving and Receiving Feedback', 'Essential Skills for Leaders' and team building all assist in developing the workplace and getting the best out of the team.

## › Celebrating Staff Achievements

We are proud to share a summary of our employees' fantastic achievements from 2011-12.

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### **Jayde Manning**

*Apprentice*

Awarded Trainee of the Year for Central Australia. Jayde has also been nominated for the NT Training Awards hosted by the Department of Business and Employment.

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### **Daniel Johns**

*Apprentice*

Completed an apprenticeship with the agency and received a Certificate III in Business.

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### **Sean Heavey**

*Apprentice*

Completed an apprenticeship with the agency and received a Certificate III in Business.

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### **Tim Appo**

*Arnhem Regional Office*

Awarded a Diploma of Management (Policy Development) from Charles Darwin University as part of the 'Kigaruk -Indigenous Men's Leadership Development Program'.

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### **Mychelle Curran**

*Territory Housing Programs and Performance*

Selected as one of two NTPS representatives to participate in the 2011 Executive Fellows Program offered by the Australia and New Zealand School of Government (ANZSOG).

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### **Solomon Gaturu**

*Legislation*

Admitted as a solicitor to the Supreme Court of the Northern Territory. Solomon is the first Kenyan to achieve this in the Northern Territory.





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**Heidi Williams**

*Indigenous Economic Development, Alice Springs*

One of four finalists in the Chamber of Commerce Customer Service Awards that recognise outstanding service to the public.

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**Alicia Briston**

*Local Government, Regional and Community Services*

Completed the Indigenous Employment Program, a pre-employment program that equips trainees with skills relevant to entry-level positions.

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**Casey Anderson**

*Local Government, Regional and Community Services*

Completed the Indigenous Employment Program, a pre-employment program that equips trainees with skills relevant to entry-level positions.

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**Giovina D'Alessandro**

*Local Government, Regional and Community Services*

Completed the Public Sector Management Program and awarded a Graduate Certificate in Public Sector Management.

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**Hayley Davies**

*Remote Housing NT*

Completed the Public Sector Management Program and awarded a Graduate Certificate in Public Sector Management.

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**Jemma Norris**

*Indigenous cadet*

Awarded a Bachelor of Arts from the Australian National University and is continuing her studies in a Bachelor of Laws.

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**Kellie Ann Fawcett**

*Indigenous cadet*

Awarded a Bachelor of Accounting from Charles Darwin University.

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**Lauren Pratt**

*Indigenous cadet*

Awarded a Bachelor of Accounting from Charles Darwin University.

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**Lianna Brown**

*Aboriginal Interpreter Service*

Offered a scholarship by Macquarie University to study for a Post Graduate Certificate in Community Interpreting.

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**Jacqui Phillips**

*Aboriginal Interpreter Service*

Offered a scholarship by Macquarie University to study for a Post Graduate Certificate in Community Interpreting.

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**Irene Sfouggaristos**

*Scholarship recipient*

Successful recipient of the inaugural Work Integrated Learning Scholarship.

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**David Ea**

*Scholarship recipient*

Successful recipient of the inaugural Work Integrated Learning Scholarship.

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**Thomas linton**

*Scholarship recipient*

Successful recipient of the inaugural Work Integrated Learning Scholarship.

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**Kelsey Smith**

*Scholarship recipient*

Successful recipient of the inaugural Work Integrated Learning Scholarship.

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**Natasha Hampton**

*Scholarship recipient*

Successful recipient of the inaugural Work Integrated Learning Scholarship.

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**Cheryl Dives**

*Central Australia Regional Office*

Celebrated 30 years of service with the NT Government in the public housing area.

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**Wendy Raymond**

*Service Delivery Coordination Unit*

Celebrated a service milestone. Began career working as a telephonist with the Post Master General in 1971. She has over 17 years with housing as a housing manager in all offices except Nhulunbuy.

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**Lisa Joy**

*Central Australia Regional Office*

Achieved 20 years' service with Territory Housing. She has worked in Alice Springs and Darwin.

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**Wayne Hoban**

*Central Australia Regional Office*

Retired from the NTPS after more than 32 years' service, most of which was in the housing-related areas of the agency.

## Aurora Quinn



## › 2011 Chief Minister's Awards for Excellence in the Public Sector

The hard work of Territory public servants was recognised at the Chief Minister's Awards for Excellence in the Public Sector on 17 November 2011. Following are the achievements of our people and teams:

### Aurora Quinn

*Interpreting and Translating Service of the Northern Territory (ITSNT)*

Recipient of the 2011 Chief Minister's Public Sector Medal, recognising her extraordinary contribution to the lives of thousands of Territorians in her capacity as a language translator and interpreter.

Aurora was instrumental in the development of the NT Government's language service policy. Under her stewardship, the ITSNT enriches the lives and equalises the opportunities for more than a third of people living in the Territory who speak a language other than English.

### Julie Brimson

*Territory Housing Programs and Performance*

Recipient of the 2011 Chief Minister's Public Sector Medal, recognising her outstanding ability to plan and implement change in the Territory's Local Government Reform.

Julie facilitated a successful and significant program of change management to achieve our strategic goals and people focus in the Palmerston and Arnhem regions.

### Housing Operational Training Unit

*Territory Housing Programs and Performance*

Finalist in the 'Strengthening Government and Public Administration' category.

The Housing Operational Training Unit developed and implemented new approaches to training, supporting and developing Territory Housing staff in urban and remote locations to meet the expanding housing needs in the Territory.

### Local Implementation Plans

*Service Delivery Coordination Unit*

Finalist in the 'Enriching our Society and Lifestyle' category.

For the establishment of Local Implementation Plans (LIPs) for the Territory's 15 Remote Service Delivery (RSD) sites in partnership with local people and key stakeholders. The LIPs are long-term generational commitments based on delivering coordinated, targeted and accelerated development in Indigenous communities.

## 2011 Chief Minister's Awards

### Aurora Quinn - winner: Chief Minister's Medal

Over the last 25 years, Aurora Quinn has made an extraordinary difference to the lives of thousands of Territorians in her capacity as a language translator and interpreter. Since joining the 'Ethnic Affairs' department in the late eighties, she has led the Interpreting and Translating Service of the Northern Territory (ITSNT) through an incredible period of growth and expansion. Aurora was instrumental in the development of language service policy for the Territory Government, and under her stewardship, the ITSNT enriches the lives and equalises the opportunities for more than a third of people living in the Territory that speak a language other than English.

Aurora has also been pivotal in the professional development of interpreters and translators right across the Territory in the areas of 'ethnic' languages and sign languages (AUSLAN). She also championed the development and subsequent delivery of a significant program of cross-cultural communication training in both government and non-government environments.

### Julie Brimson - winner: Chief Minister's Medal

Our regional offices and staff are at the forefront of the agency and are integral to achieving improved public housing services and building strong regions and communities.

Recognised for her outstanding ability to plan and implement change in the Territory's Local Government Reform, Julie Brimson was asked by the agency's executive team to undertake a significant change management process to achieve our strategic goals and people focus in the Palmerston and Arnhem regions.

Julie embraced the challenge and in just under a year implemented sustainable and effective change management strategies that had unprecedented results in improved culture and performance. These regions continue to develop and thrive following Julie's leadership, testament to her remarkable ability as a change agent.

# Health and Wellbeing

The health and safety of employees in the workplace is a priority for the agency.

During 2011-12, the Senior Executive Group endorsed the introduction of a Health and Wellbeing Framework that focuses on the five pillars of wellbeing: career wellbeing, flexible work practices, physical and psychological health, community involvement and financial wellbeing. A remote travel vehicle policy was also introduced, and occupational health and safety committees established throughout the agency.

## Work-Life Balance Initiatives

Staff accessed a range of work-life initiatives during 2011–12 to assist them in balancing their work commitments with family, community and cultural responsibilities, interests and other obligations. These initiatives included:

- flexible working hours
- purchasing additional recreation leave
- taking recreation leave at half pay
- extended leave scheme
- home-based work
- compressed working week
- part-time employment
- taking a career break.

The agency approved leave without pay for periods for up to 12 months for 17 employees to undertake both personal and professional development opportunities. Additionally, one application for home-based work and seven requests for part-time employment were supported. One employee took the opportunity to purchase additional leave.

### NUMBER OF STAFF USING A WORK-LIFE BALANCE OPTION

Option	Female	Male	Total	% of Workforce
Purchased leave (up to six weeks' additional leave)	1	0	1	0.2
Flexible work arrangements (part-time work)	10	6	16	2.4
Career breaks	7	1	8	1.2
Working from home	1	0	1	0.2

## › Occupational Health and Safety

Occupational health and safety is discussed at all employees' induction, as is the agency's Employee Assistance Program (EAP). This program offers employees and their family members up to five free confidential counselling sessions to assist with work-related issues or personal concerns. Career guidance is also available. Services are currently available from the NTPS's four selected EAP providers. In 2011–12, a total of 283 EAP sessions were taken up by staff members and their family, at a cost of \$81 475.

Free flu vaccinations were offered to all employees as part of the agency's health and wellbeing initiative.

The agency also continued to deliver the 'Developing Personal Resilience in the Workplace' workshop to more than 200 employees in Alice Springs, Tennant Creek, Katherine, Nhulunbuy and Darwin. Attendees learn strategies to build personal resilience, tools to strengthen resilience in a team environment and how to deal with change.

## › Workers' Compensation

During 2011-12, 12 new claims for workers' compensation were received. Fifteen cases were resolved. At 30 June 2012, there were seven open compensation claims.

**The table below compares workers' compensation data from 2008–09 through to 2011-12.**

Workers' Compensation Claims	2011-12	2010-11	2009-10	2008-09
Claims at 1 July 2011	10	8	4	4
New claims	12	8	6	5
Claims resolved	15	6	3	5
Open claims at 30 June 2012	7	10	8	4
Staff currently receiving workers' compensation payments	3	6	0	0



# Reporting Against Employment Instructions

Under the *Public Sector Employment and Management Act*, Employment Instructions provide direction to agencies on human resource management matters. Each Instruction specifies required reporting in agency annual reports. The agency's performance against each Instruction is reported below.

Employment instructions and agency requirements	Actions
<p><b>Number 1 - Filling vacancies</b></p> <p>Chief Executive must develop a procedure for the filling of vacancies</p>	<ul style="list-style-type: none"> <li>Recruitment and establishment policies are available on the staff intranet.</li> <li>Human resources consultants continue to provide advice on recruitment and selection processes.</li> <li>More than 67 staff across the Territory attended 'Recruitment and Selection' workshops.</li> <li>Recruitment action undertaken during 2011-12 includes advertising 236 vacancies (ongoing and fixed period), 298 commencements of new employees and 162 separations.</li> <li>One promotion appeal was received during the reporting period. This appeal was disallowed.</li> </ul>
<p><b>Number 2 - Probation</b></p> <p>Chief Executive must develop a probation procedure</p>	<ul style="list-style-type: none"> <li>Probation reports are coordinated and monitored by human resources.</li> <li>The 'Essential Skills for Leaders - Managing Probation' workshop was delivered to more than 35 team leaders and managers in Darwin and Alice Springs.</li> <li>A probation policy has been reviewed and will be available to all staff on the intranet.</li> <li>The probation process is discussed with new employees at induction.</li> </ul>
<p><b>Number 3 - Natural justice</b></p> <p>The rules of natural justice to be observed in all dealings with employees</p>	<ul style="list-style-type: none"> <li>The principles of natural justice are applied to all dealings with employees. Agency employment policies and procedures reflect these principles.</li> </ul>
<p><b>Number 4 - Employee performance management and development system</b></p> <p>Chief Executive must develop and implement an employee performance management and development process</p>	<ul style="list-style-type: none"> <li>Information and supporting documentation on Performance Agreements is available on the agency's intranet.</li> <li>Feedback on performance is provided every six months.</li> <li>Performance Agreement information sessions were made available to all work groups.</li> <li>Improving Performance procedures and a guide to giving and receiving feedback have been drafted and will be available to all staff on the intranet.</li> <li>Giving and Receiving Feedback', 'Essential Skills for Leaders' and 'Getting the Best out of People' workshops were delivered in Darwin and Alice Springs.</li> </ul>
<p><b>Number 5 - Medical examinations</b></p> <p>No reporting requirements</p>	<ul style="list-style-type: none"> <li>The agency rarely requires the need to manage medical incapacity issues. When required, managers liaise with Human Resource Consultants or the Office of the Commissioner for Public Employment for specific advice.</li> </ul>
<p><b>Number 6 - Employee performance and inability</b></p> <p>Chief Executive may develop employee performance and inability procedures</p>	<ul style="list-style-type: none"> <li>There were no inability cases during 2011-12.</li> <li>The agency's human resources consultancy framework is designed to assist managers and staff when exploring inability matters.</li> <li>Improving performance procedures were developed and will be available to all staff on the intranet.</li> </ul>
<p><b>Number 7 - Discipline</b></p> <p>Chief Executive may develop discipline procedures</p>	<ul style="list-style-type: none"> <li>No formal disciplinary actions were taken during 2011-12.</li> </ul>



**Employment instructions and agency requirements**

**Actions**

**Number 8 - Internal agency complaints and section 59 grievance reviews**

Chief Executive must develop an internal employee grievance handling policy and procedure

- A 'Management of Grievances' procedure has been reviewed and will be available to all staff on the intranet.
- Mediation is used as a mechanism to actively resolve potential grievances and continues to be used as an early intervention tool.
- One grievance was lodged in 2011-12, and resolved.
- Our human resources consultancy framework provides a contact point for staff who feel aggrieved in the workplace.

**Number 9 - Employee Records**

Chief Executive is responsible for keeping employees' record of employment

- Employee personnel files are maintained by the Department of Business and Employment.
- Requests for access to employee records are made through the Director, Human Resources.

**Number 10 - Equity of Employment Opportunity Programs**

The rules of natural justice to be observed in all dealings with employees

- Details of the agency's programs and initiatives are provided earlier in the relevant section of this report.

**Number 11 - Occupational Health and Safety Standards Programs**

Chief Executive must ensure the application of appropriate occupational health and safety standards and programs.

Chief Executive to report annually on occupational health and safety programs

- Implementation of policies and procedures associated with the national uniform *Work Health and Safety Act* that came into effect from 1 January 2012.
- A health and wellbeing framework was introduced.
- Four selected EAP providers are available to staff members and their family, providing up to five free confidential counselling sessions.
- Annual flu vaccinations were offered to all employees and are fully funded by the agency.
- More than 200 employees have attended the 'Developing Personal Resilience in the Workplace' program.
- Occupational health and safety is discussed at induction.

**Number 12 - Code of conduct**

Chief Executive may issue an agency-specific code of conduct.

Chief Executive may issue agency guidelines regarding acceptance of gifts and benefits by public sector officers

- The code of conduct is available to all staff on the intranet and has been reinforced through our human resources consultants' activities.
- The code of conduct is discussed at induction.
- Acceptance of gifts and benefits and disclosure of interest policies was endorsed and is available on the agency intranet.

**Number 13 - Appropriate workplace behaviour**

Chief Executive must develop and implement an agency policy and procedure to:

- foster appropriate workplace behaviour
- foster a culture of respect
- deal effectively with inappropriate workplace behaviour and bullying

- Appropriate workplace behaviour is discussed at induction.
- This new Employment Instruction was an agenda item for the Senior Executive Group and Executive Leadership Team meetings.
- Work has commenced on preparing a policy and procedure on respect in the workplace.

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81%

of the vehicle fleet met minimum greenhouse rating of 5.5

# 3

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## Corporate **Governance**

Sound corporate governance helps an organisation to achieve its outcomes and obligations through thorough planning, decision making, risk management and accountability. The agency's corporate governance arrangements are described and reported on in this section.

### › Corporate Governance

Corporate governance defines the agency's strategic objectives and enables it to manage risks, maintain stakeholder relationships and utilise resources to meet its strategic goals and deliver core business. Additionally, it ensures sound governance practices are in place and actioned appropriately throughout the agency, to achieve transparent and ethical decision making and accountability at all levels.

The agency's corporate governance principles are accountability, transparency, integrity, stewardship, and leadership.

## Corporate Governance Framework

**STRATEGIC GOALS**

1. *Improve access to safe, secure, appropriate and affordable housing.*
2. *Strong regions, communities and local governments.*
3. *A collaborative, influential and capable organisation.*

HOW WE BEHAVE

HOW WE WORK

HOW WE GOVERN OURSELVES

**SENIOR EXECUTIVE GROUP**

Risk and Audit

Work Health Safety

Information  
Management

Procurement

**EXECUTIVE LEADERSHIP TEAM**› **Accountability**

The agency upholds this corporate governance principle by implementing appropriate standards, controls and policies so staff understand expectations and take responsibility for their decisions and actions.

**CORPORATE GOVERNANCE POLICY**

The agency's corporate governance policy assists staff to understand expectations and responsibilities by continually:

- articulating accountabilities, responsibilities and authority to act, associated with different staff classification levels and functional roles
- improving agency governance practices
- educating employees and stakeholders on their roles and responsibilities.

**CORPORATE DELEGATIONS**

Appropriate delegations enable staff to be accountable. The delegations system is split across five categories:

1. finance
2. accounts payable
3. procurement
4. housing
5. human resources.

The delegations system has been designed to be more efficient and responsive to organisational changes, and simpler to administer.

**MANAGEMENT AND STAFF**

The agency's Senior Executive Group is responsible for strategic decision making and policy setting for operational and internal processes. Strategic issues are referred to the group by the agency's Executive Leadership Team, which provides high-level management across the agency.

The Executive Leadership Team is made up of the Executive Directors and Directors, who are responsible for managing the operations of the agency's business units and who are accountable to their respective Senior Executive Group member.

› Transparency

The agency upholds the corporate governance principle of transparency by ensuring roles and responsibilities are clearly communicated and clear advice and procedures are available to assist in decision making.

**CORPORATE PLAN**

The agency’s corporate plan is an important tool to communicate its three strategic goals and annual operational priorities.

The Department of Housing, Local Government and Regional Services Corporate Plan 2010-13 was developed to explain the breadth of the agency’s responsibilities and to reflect the significant role of the regional offices in implementing agency programs, government priorities and agreements.

The corporate plan is reviewed and updated annually to ensure strategies and priorities continue to reflect the operational and environmental challenges facing government and the agency. It is also updated with our achievements against each of the strategic goals to continually monitor our performance and measure our results.

**ACCESS TO INFORMATION**

In accordance with the *Information Act*, the agency provides the means for interested people to access information held by it.

Through the Information Access Policy individuals can access information about themselves without the need for a formal application under the Freedom of Information process. During 2011-12, the agency responded to 54 informal and 55 formal information access requests. Details of formal requests are in the following table.

<i>Applications under the Information Act</i>	2008-09	2009-10	2010-11	2011-12
Accepted applications outstanding at start of year	0	1	0	1
Applications to access personal information	19	30	37	42
Applications to access government information	5	17	12	13
Accepted applications withdrawn	3	2	2	5
Applications transferred	0	1	0	0
Unaccepted applications	1	0	0	0
Applications completed within 30 days	19	44	47	53
Applications completed in more than 30 days	0	0	2	2
Open applications at end of year	1	0	1	0

## PERSONAL INFORMATION

All personal information is handled in accordance with the Information Privacy Principles set out in Schedule 2 of the *Information Act*. The agency's privacy policy is available from our Information Officer or from the website.

The agency undertakes to protect the personal information it holds by:

- collecting only the information that is necessary to perform its functions
- holding the information for no more than the period of time required by business, legislative or historical reasons
- protecting such information from unauthorised disclosure or access.

No privacy breach notifications were lodged during 2011-12.

## INFORMATION AVAILABLE

In addition to meeting legislative reporting obligations, the agency endeavours to regularly report on its activities by:

- publishing progress updates on key initiatives on the agency's websites
- tabling reports in local and national forums such as Council of Territory Co-operation and Estimates Committee.

## › Integrity

This Corporate Governance principle is upheld by the agency by ensuring its ethics are integrated in decision making, building trust in government.

### Corporate Ethics

The agency's values are articulated in the Corporate Plan. The values are underpinned by the Northern Territory Public Sector's Principles and Code of Conduct, which provide guidance on a range of ethical and moral issues that staff may encounter.

The Code of Conduct applies to all staff and adherence to it is a condition of employment.

### Conflict of Interest Provisions

The Code of Conduct includes the principle that employees shall disclose in writing to the Chief Executive any private financial and other interests, where those interests that may conflict or appear to conflict with their official duties, and take reasonable steps to prevent such conflict.

The agency's disclosure of interests policy was reviewed and updated during 2011-12. Under the revised policy, all

executive contract officers and employees at the SAO2 level are required to complete a disclosure of interests form, as well as any other employee that may have any real or perceived conflicts of interests.

Under the Procurement Directions, all staff involved in quotation/tender assessment are required to complete a declaration of interests and confidentiality form for all procurement activities regardless of value. No staff undertaking procurement assessments identified any conflicts of interest during 2011-12.

## › Stewardship

The agency strives to manage resources in a manner that is compliant with legislation and policy, and to achieve efficient and effective outcomes that benefit the Territory community.

### Procurement

Sound procurement practices support the agency's resource management. The agency's Procurement Management Plan was developed in line with our annual obligations under the Procurement Directions. Three staff from the Department of Business and Employment's expert procurement network are based in our agency to advise our staff on all procurement-related matters and improve procurement practice throughout the agency.

During the year all internal procurement guidelines and policies were reviewed and made available to staff on the intranet. Significant reforms to the NT Government procurement framework are being implemented in stages from July 2012. The in-house agency procurement team will revise guidelines and policies to incorporate the whole-of-government changes and continue to provide timely advice on to staff on procurement best practice.

## › Leadership

The agency upholds this corporate governance principle by establishing corporate values, communicating vision, proactively consulting and influencing direction.

Strong leadership is provided through the Chief Executive and the Senior Executive Group, which provides strategic direction across the agency to ensure we meet our corporate responsibilities.

The agency recognises that leadership (of both people and issues) is demonstrated across most levels of the agency, wherever staff take responsibility for their work and are accountable for their actions. The agency places strong emphasis on learning and on professional development to encourage leadership among all staff.

# Risk Management

**Part Two: Our People** details the significant contribution of our people to the agency's success and outlines the opportunities we offer to encourage excellence in performance.

## Corporate Values

The values and behaviours the agency expects of its staff are outlined in our Corporate Plan. The Corporate Plan is available on the intranet, and is emphasized through regular staff workshops and forums and discussed with individual staff during regular performance management discussions.

## RISK MANAGEMENT FRAMEWORK

**Risk management processes form part of the agency's corporate governance. They must be consistent, transparent and repeatable.**

Corporate governance requires integrated processes and practices to manage all significant risks associated with the agency's operations and the achievement of its goals. It includes:

- assessing and managing business risk from strategic through to operational levels
- sets out a structured approach to audit and internal controls
- builds risk management into corporate and business-level planning
- develops business continuity arrangements.

In February 2012, the agency appointed a consultant to assist in developing an effective tool for the agency to record, monitor and report on key strategic and operational risks. The resultant risk register tool and guidelines developed provide a standardised approach for identification, management and reporting of risks across business divisions. The tool will continued to be rolled out across the business divisions in 2012-13 to align with regular business planning and reporting processes.

Specific risk management activities during 2011-12 included:

- development and implementation of an internal audit plan
- re-establishment of the Risk and Audit Committee
- development of a risk reporting framework.

## RISK AND AUDIT COMMITTEE

The Risk and Audit Committee assists the Chief Executive to meet the agency's responsibilities under the *Financial Management Act* and the Treasurer's Directions. The Committee advises the Chief Executive and the Executive Leadership Team of the agency's risk, control and compliance framework and its external accountabilities.

During 2011-12, the Risk and Audit Committee was re-formed following the resignation of John Montague as Chair at the November 2011 meeting. During Mr Montague's 18 months as Chair, the committee:

- introduced a new contemporary charter
- developed closer ties with the Auditor-General's Office



- provided valuable feedback on the agency’s risk management processes and internal and external audits and reviews.

The re-formed committee and its new structure reflects recommendations made by Mr Montague following his resignation as Chair.

The following table details the committee’s new structure, which includes a reduction in membership size and an increase in the proportion of independent members.

### Risk and Audit Committee Structure

Position	Details
<b>Independent Chair</b>	<b>Ken Simpson</b> Commissioner for Public Employment
<b>Independent Member</b>	<b>Marcia Hoffmann</b> Executive Director Corporate Services, Department of Education and Training
<b>Member</b>	<b>Catherine Weber</b> Deputy Chief Executive, Strategic Policy and Governance, DHLGRS
<b>Member</b>	<b>Andrew Kirkman</b> Executive Director, Remote Housing NT, DHLGRS

The Committee met six times during 2011-12 for which a series of comprehensive reports on the status of previous findings, audits and reviews were developed. The reports are regularly updated for consideration by the committee at meetings.

The committee’s Charter sets out its objectives, authority, membership, roles, reporting and administrative responsibilities. The Charter is approved by the Chief Executive and reviewed annually. The newly formed committee reviewed and updated the Charter to include the structural changes outlined above and to clarify the roles and responsibilities of the committee moving forward.

### AUDITS AND REVIEWS

During 2011-12, the agency was subject to a number of external audits as part of the Auditor-General’s annual audit program.

In accordance with those requirements the agency also arranged for financial statements to be audited with respect to Australian Government-funded programs.

Outcomes of audits were generally satisfactory. Audit findings were taken on board by the agency and processes and procedures were improved in line with audit recommendations.

Several agency internal reviews and assessments aimed at improving program performance and operational systems and processes were also conducted during the period.

The agency is also subject to investigation or enquiries into agency business undertaken by external monitoring bodies such as the NT Ombudsman. A summary of external audits, reviews and reports on or relating to agency business released in 2011-12 are summarised in the table overleaf.

### External Audits - Auditor General

Audit/Review and Purpose	Outcome
<p><b>Agency Compliance Audit 2011-12</b></p> <p>To review the adequacy of the agency's internal controls and compliance with the <i>Financial Management Act</i> and other related Acts.</p>	<ul style="list-style-type: none"> <li>The agency compliance audit found non compliance instances with the Treasurer's Directions, Procurement Directions, and the Agency's accounting and property manual. The agency is addressing all issues identified.</li> </ul>
<p><b>Agency End of Financial Year Review 2011-12</b></p> <p>To review the adequacy of selected aspects of end-of-financial-year controls over reporting, accounting, and material financial transactions and balances with the primary purpose of providing support to the audit of the Treasurer's Annual Financial Statement.</p>	<ul style="list-style-type: none"> <li>No significant matters or material control weaknesses in controls were identified. The audit identified a number of minor matters, including in relation to year-end reconciling processes.</li> </ul>
<p><b>Compliance Audit IT Support</b></p> <p>To review the adequacy of the controls of the Tenancy Management System (TMS), focusing on interface controls and reconciliations, user access management and change control.</p>	<ul style="list-style-type: none"> <li>The audit considered the TMS controls to be satisfactory and identified opportunities for improvement in change management, user access management and data access.</li> </ul>
<p><b>NT Home Ownership</b></p> <p><b>Financial Statement Audit end of financial year 2011-12</b></p> <p>To satisfy the Auditor-General that NT Home Ownership has prepared its financial statements for the year ended 30 June 2012 in accordance with Australian Accounting Standards and other mandatory financial reporting requirements.</p>	<ul style="list-style-type: none"> <li>The Auditor-General issued an unqualified opinion on the audit of the financial statements, raising one minor matter in relation to correspondence received from the Australian Valuation Office.</li> </ul>
<p><b>NT Home Ownership</b></p> <p><b>Interim Financial Statement Audit 2011-12</b></p> <p>To satisfy the Auditor-General that Home Ownership has prepared its interim financial statements for 2011-12 in accordance with Australian Accounting Standards and other mandatory financial reporting requirements.</p>	<ul style="list-style-type: none"> <li>The audit considered that there are generally satisfactory internal controls in respect of NT Home Ownership's activities.</li> </ul>

## Audits Completed in Accordance with Legislative Arrangements

Program	Purpose	Outcome
Jabiru Town Development Authority Financial Statement Audit 2011-12	To satisfy the Auditor-General that the Jabiru Town Development Authority has prepared its financial statements for the year ended 30 June 2012 in accordance with Australian Accounting Standards and other mandatory financial reporting requirements.	The financial statements were prepared in accordance with reporting requirements.
NT Grants Commission 2011-12	To satisfy the Auditor-General that the NT Grants Commission has prepared its financial statements for the year ended 30 June 2012 in accordance with Australian Accounting Standards and other mandatory financial reporting requirements.	The financial statements were prepared in accordance with reporting requirements.

## Audits of Australian Government Funded Programs

Program	Audit Purpose	Findings	Status
Aboriginal Interpreter Services (AIS) - general funding agreement	To audit the financial acquittal relating to the year ended 30 June 2011.	<ul style="list-style-type: none"> <li>The acquittal was prepared in accordance with funding guidelines.</li> </ul>	Completed
AIS - National Partnership Agreement acquittal	To audit the financial acquittal relating to the year ended 30 June 2011.	<ul style="list-style-type: none"> <li>The acquittal was prepared in accordance with funding guidelines.</li> </ul>	Completed
Municipal and Essential Services to Indigenous Living Areas (MUNS)	To audit the financial acquittal relating to the year ended 30 June 2011.	<ul style="list-style-type: none"> <li>The acquittal was prepared in accordance with funding guidelines.</li> </ul>	Completed
MUNS CDEP Converted Jobs Funding	To audit the financial acquittal relating to the year ended 30 June 2011.	<ul style="list-style-type: none"> <li>The acquittal was prepared in accordance with funding guidelines.</li> </ul>	Completed
Development Coordinators	To audit the financial acquittal relating to the year ended 30 June 2011.	<ul style="list-style-type: none"> <li>The acquittal was prepared in accordance with funding guidelines.</li> </ul>	Completed
<i>Local Government Financial Assistance Act</i>	To provide an audit opinion to the Commonwealth Minister by the Auditor-General that the funding acquittal statement prepared by the agency for the year ended 30 June 2011 was in accordance with the requirements of the <i>Local Government (Financial Assistance) Act 1995 (Cth)</i> .	<ul style="list-style-type: none"> <li>The funding acquittal was prepared in accordance with the Act.</li> </ul>	Completed

CDEP: Community Development Employment Projects  
IEP: Indigenous Employment Program

### Internal Reviews

Output	Internal Review	Progress/Outcome
Financial, Budget Management and Grants Administration	Functional assessment of the current operations of the Financial, Budget Management and Grants Administration units and identify opportunities to improve the provision of finance-related services.	The review has been completed with recommendations to improve the effectiveness of how the agency delivers financial services. The agency is currently developing an action plan in response to the report's recommendations.
Information and Business Systems	Functional assessment of the current operations of the Information and Business Systems Branch and identify opportunities to improve the provision of information, communication and technology related services.	The review has been completed with recommendations to improve the provision of services across the agency. The agency has commenced implementing an action plan developed in response to the report's recommendations.
Financial Sustainability Review of Shires	Review of the financial sustainability of Local Government Shire Councils including consideration on the current funding arrangements and structure of shire councils in meeting future service delivery requirements.	The Review was conducted by Deloitte on behalf of the agency and completed, and a report was publicly released.  A taskforce has been established to oversee the implementation of the 32 recommendations identified in the review and provide advice to the Minister for Local Government on related issues.
Tennant Creek Foundation Review	Review the effectiveness of the Foundation's governance model and operational performance as the management entity for the Battery Hill Mining Centre, and the Nyinkka Nyunyu Art and Culture Centre in Tennant Creek, and make recommendations for the future sustainability of the Foundation.	Following the review, the agency has prepared recommendations and a plan on how to move forward following and is currently seeking ministerial approval.
Economic Development Committees Review	Review the effectiveness of the Northern Territory's Economic Development Committees (EDCs), and recommend how advice on regional economic development matters from residents of regional Northern Territory can be better delivered to government, particularly in light of strategic policy framework advances since the 2006 inception of the EDCs.	The agency is working closely with the Department of Business and Employment to implement the review's recommendations.
Grants Management	Review the transparency and accountability of the administration of the grant program and develop options to standardise administration of grants across the agency.	The agency has prepared an action plan to implement reforms to the grant management process across the agency.
Aboriginal Interpreter Service (AIS) Business Service Model Planning Assessment	Undertake an operational and business model planning assessment of AIS and develop a business model that provides options and recommendations for the identification, development and delivery of an additional viable business service offering.	The AIS has finished implementing changes in response to the assessment's recommendations, including developing a partnership governance model with key Territory and Australian government agencies through the establishment of an Intergovernmental Reference Committee, which met for the first time in June 2012.

## External Reviews

Monitoring body and report	Investigation/enquiry	Progress/Outcome
<p><b>Council of Territory Co-operation</b></p> <p>Animal Welfare Governance Sub-Committee</p> <p>Final Report October 2011</p> <p>Tabled in Legislative Assembly on 26 October 2011</p>	<p>Report investigates animal welfare issues on the treatment of cattle and horses at the Charles Darwin University (CDU) owned cattle station, Mataranka Station.</p>	<p>The report makes 21 recommendations toward improving the Territory's animal welfare legislative framework and its implementation and enforcement by government.</p> <p>The agency has made significant progress, implementing most non-legislative recommendations through changes to resourcing or procedures within the Animal Welfare Branch. A Bill amending the <i>Animal Welfare Act</i> to implement 10 of the recommendations was introduced into the Legislative Assembly in May 2012.</p>
<p><b>Council of Territory Co-operation</b></p> <p>Final Report, May 2012</p> <p>Tabled in Legislative Assembly on 1 May 2012</p>	<p>Final report includes information about all Council inquiries and activities during its period of operation.</p>	<p>The report summarises the recommendations and agency responses from its previously published reports.</p> <p>The report does not make any new recommendations.</p>
<p><b>Australian National Audit Office (ANAO)</b></p> <p>Performance audit on the Implementation of the National Partnership Agreement on Remote Indigenous Housing (NPA RIH) in the Northern Territory</p> <p>Tabled in the Federal Parliament on 10 November 2011</p>	<p>Audit assesses the effectiveness of the implementation of the NPA focusing on the administration of the program following the August 2009 SIHIP Review of Program Performance by the Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs, which increased the Australian Government's presence and role in the overall management of the program.</p>	<p>The audit report made three recommendations:</p> <ul style="list-style-type: none"> <li>• articulating the roles and responsibilities of the Australian Government</li> <li>• enhancing the reporting of progress against the NPA objectives and outcomes</li> <li>• publishing the cost of the work packages.</li> </ul> <p>The agency provided an official response agreeing with and supporting the ANAO's recommendations.</p>

## Insurance

In accordance with Treasurer's Directions, the agency and government business division are required to report on its mitigation strategies and processes in place to reduce the likelihood or severity of their insurable risks.

The Northern Territory Government is generally self insured.

In 2011-12, commercial public liability insurance at a cost of \$62 000 was procured for the agency's housing assets and is limited to property owners' and occupiers' liability only.

Insurable Risk Category	Mitigation Strategies
Workers' Compensation	<ul style="list-style-type: none"> <li>• Establishment of Work Health &amp; Safety Committees.</li> <li>• An Employee Assistance Program is available to all staff.</li> </ul>
Property and Assets	<ul style="list-style-type: none"> <li>• Construction under the agency's Capital Works Program is governed by Northern Territory Government Construction Contracts, ensuring contractors and service providers have appropriate levels of insurance in place.</li> <li>• A Repairs and Maintenance Program is in place for the agency's property and asset management.</li> <li>• Works to utility services are signed off by appropriate licensed tradespersons and certificates of compliance are issued where applicable.</li> </ul>
Public Liability	<ul style="list-style-type: none"> <li>• Commercial public liability was procured for the agency's housing assets.</li> </ul>
Indemnities	<ul style="list-style-type: none"> <li>• The <i>Financial Management Act</i> and Treasurer's Directions are applied with respect to indemnities.</li> </ul>

# Governing Legislation

The agency is responsible for administering 28 pieces of legislation, with 15 Acts and 13 pieces of subordinate legislation, on behalf of the Minister for Public and Affordable Housing and the Minister for Local Government.

The legislation provides an overarching direction for the many functions the agency performs and establishes the foundation to a number of its outputs. The agency also has statutory responsibility for certain statutory authorities and bodies, which are listed at Appendix 1 - Statutory Authorities and Bodies Administered.

The 15 Acts administered by the agency are as follows:

- *Animal Welfare Act*
- *Cemeteries Act*
- *Crown Lands Act (Section 79)*
- *Darwin Rates Act*
- *Housing Act*
- *Jabiru Town Development Act*
- *Local Government Act (except Chapter 8)*
- *Local Government Grants Commission Act*
- *Local Government (Katherine Rates) Act*
- *Nudity Act*
- *Places of Public Entertainment Act*
- *Pounds Act*
- *Status of Darwin Act*
- *Status of Palmerston Act*
- *Swimming Pool Safety Act.*

## › Legislative Changes During 2011-12

### HOUSING ACT

Amendments were made to the *Housing Act* to establish Public Housing Safety Officers (PHSOs), who have the authority to address and diffuse antisocial behaviour and give directions at public housing premises. The amendments describe the circumstances when PHSOs may act and their powers in relation to dealing with anti-social behaviour in public housing. This supports the delivery of safe, secure and healthy public housing in urban and remote communities and sets a framework for effective management of anti-social behaviour in public housing properties by tenants and visitors, whether invited or not.

The Housing Regulations were also amended to support the establishment of PHSOs by putting in place, provisions relating to the eligibility of a person to be a PHSO, infringement notice offences and the content of seizure receipts.

### LOCAL GOVERNMENT ACT

Amendments were made to the *Local Government Act* (the Act) and Local Government (Electoral) Regulations (the Regulations) as part of aligning the Northern Territory's electoral legislation (which also includes the *Electoral Act*) with contemporary electoral practices adopted in other jurisdictions. The amendments to the Act and the Regulations included:

- reducing the informality of votes at Legislative Assembly and local government elections
- the removal of the \$100 candidate nomination deposit for local government elections
- removal of the ability for an elected member of the council to simultaneously be an employee of the same council
- authorisation of how-to-vote material to ensure clarity
- voting by electronic means to certain classes of voters
- the Electoral Commissioner as the sole provider for all local government elections.

Additional amendments were made to the Regulations changing the vote counting system for local government elections from an Exhaustive Preferential system to a Single Transferable Vote Proportional Representation system (STVPR).

Amendments were also made to the Local Government (Accounting) Regulations to streamline the tender process for municipal and shire councils by cutting red tape and allowing local government councils in the Territory to take full advantage of collective tenders to achieve greater efficiency and savings for their communities.



# Corporate Communications

The agency maintains a consistent marketing approach that aligns with the directions set by the Northern Territory Government. Quality control checks are undertaken on all publications and communication materials, including the agency's internet site.

## › 2011-12 Achievements

### Media management

Managed proactive and reactive media, responding to 182 media enquiries and issuing seven media statements to local, national and international media in relation to the agency's activities. The agency also provided interviews for media with agency staff and provided media training to 14 agency spokes people.

### Proactive media:

- produced four features for Territory newspapers about the housing works and other initiatives in Wadeye, Maningrida, Borroloola and Galiwin'ku
- produced an affordable housing options for low to middle income earners feature in the NT News real estate section
- produced monthly eNewsletters for Remote Housing NT
- Held a media event to present trophies and showcase the winners of the public housing garden competition in Wadeye
- supported a number of sponsorship opportunities relevant to the agency's responsibilities including the Master Builders Awards, HIA Awards and the Engineering Excellence Awards.

### Show Circuit:

Designed and managed the displays for Housing the Territory and Working Future at the shows in each region.

### Territory 2030:

Coordinated whole of government communication activities for Housing the Territory and Working Future and supported communication activities for other policy areas as required.

### Housing Conference:

Hosted the Balanced Housing Market Conference.

### Johnston and Bellamack affordable housing ballots:

Supported the Johnston and Bellamack ballots by managing communication activities, including media events, to promote Johnston and Bellamack to potential buyers.

### HOMESTART NT campaign:

Ongoing communications campaign to inform the public about HOMESTART NT.

### Remote housing:

Continued to develop the suite of communication materials to support regional staff and tenants with property and tenancy management materials, including audio books, storyboards, talking posters and press advertisements. Materials are produced in 15 Indigenous languages where appropriate.

### Public housing garden competition:

Managed the 2011-12 competition which encourages public housing tenants to take pride in planting and maintaining their gardens including advertising, media and presentation events.

### Senior public housing tenants Christmas cakes:

Managed the 2011-12 event including the distribution of Lions Club Christmas cakes, production of cards and media event with tenants.

### Public Housing Safety Strategy:

Developed a suite of communication materials to support internal and external stakeholders including tenants, and neighbours of public housing

### Futures Forums:

Provided event and marketing support for Future Forums held in Yirrkala, Ramingining and Mililingimbi.

### Business and Economic Profiles:

Designed and published community business and economic profiles for Remote Service Delivery (RSD) sites.

### Local Implementation Plans (LIPs):

Designed the remaining six Local Implementation Plans for Territory Growth Towns (non-RSD sites).

### Indigenous Economic Development Forum:

Provided event and marketing support for the fifth IED Forum and Expo in Darwin.

### Local Government:

Supported local government preparations for the 2012 elections by producing communication materials to support community engagement and awareness.

### Aboriginal Interpreter Service:

Continued to raise the profile of the Aboriginal Interpreter Service through the development of promotional products, marketing materials and proactive media management.

### Water Safety:

Supported annual water safety initiatives by managing campaigns including 'Don't Play in Pipes and Drains' campaign, Swimming Pool Safety, Water Safety Awareness Program and Water Safety Week.

### Animal Welfare:

Supported annual animal welfare initiatives by managing campaigns for Animal Welfare Branch and assisted in raising the profile of the Animal Welfare Inspectors with the introduction of new uniforms.



## Wadeye: The Territory's green-thumb capital

For 14 years, green-thumbed public housing tenants in the Territory's main centres have been recognised and rewarded for their beautiful gardens in Territory Housing's annual public housing garden competition.

In 2011, the competition boundaries were expanded to include remote communities across the Territory, including Wadeye.

Formerly known as Port Keats, Wadeye is situated 420 kilometres south-west of Darwin with a population of around 3000 people.

Over the past two years, more than 105 new houses were built in two new subdivisions and another 115 houses were rebuilt or refurbished in the community under the National Partnership Agreement for Remote Indigenous Housing. The joint housing program between the Australian and Northern Territory governments has helped improve the lives of more than 200 families and given residents a fresh focus.

The 27 entries received in the township's inaugural garden competition was staggering. Judges were particularly impressed by the innovation displayed by many residents, who made use of whatever they could find to create their masterpieces.

### Perpetua Jamarin

Perpetua Jamarin won first prize for 'Best Recently Established Garden' at her new house in Marrimi Court. Perpetua and her husband Harold created the garden from scratch with the help of their two sons. "When we first moved here in August last year there was nothing... just dirt," said Perpetua. "I got my boys to dig the holes and then we planted the grass."

The lush front lawn is bordered by tropical plants with colourful foliage and edged with smart white cylinder-shaped blocks that they salvaged from building sites and painted. Hanging baskets with cheerful flowers dangle from window awnings, palms and colourful shrubs are dotted around the yard and shade trees planted around the perimeter will provide great shelter later on. Judges commented that the garden was designed and cared for to look good.

Perpetua also created a patch out the back with vegies and fruit trees. "We've got sweet potato, paw paw, banana and cassava – we put that one straight into the fire," she said of the potato-like vegetable.

Perpetua tends her garden every day after working at Wadeye's Centrelink office, and credits her love of gardening to her father. "My dad used to garden a lot and I learnt from him," she said. "I feel proud of my garden, and when family and neighbours come and see it they say they want one like mine. That makes me feel good."

### Bernard and Sabina Dumoo

Bernard and Sabina Dumoo's garden in Perdijert Street was voted runner-up in the 'Best Recently Established Garden' category. The first thing you notice is the colourful plants along the fence line and a manicured, iridescent green lawn, which impressed the judges. Sabina explained that the lawn is Bernard's responsibility, and she looks after the rest, including some very healthy fruit trees that can't produce enough to keep up with demand.

We have big paw paws, and banana as well," she said. "I used to have arrowroot but everyone came and took it!" Sabina is passionate about her garden, picking up rubbish regularly and planting for the future. "I'm going to try to plant more fruit, for my daughter, Melissa," she said. "I want to plant mangoes; lots of kids will come for that one!"

Sabina often changes her garden around, with plants from the nursery and cuttings given to her. Judges commented that the original fencing is a credit to the couple's good maintenance of the property, and that the garden was well planted, with small trees next to the house and bigger ones further away.

### Theodora Narndu

A calming spot to relax outside with a cup of tea is the centrepiece of Theodora Narndu's place in Yelumgum Street, which was awarded third prize in the 'Best Recently Established Garden' category. The verandah is framed by heliconias, crotons and brilliant red hibiscus, with colourful hanging baskets at either end. There's a nice lawn with colourful flowers, native plants and shade trees around the edge.

"It makes my day; my whole day," said Theodora of her garden. "I sit on my verandah every morning and have a cup of tea with my daughters and my grandkids all around."

Theodora loves her garden and gets great pleasure from wandering around it. "Because of the birds and the trees and sea breeze coming this way, I just love it... it gives me a good feeling," she said.

Winning the award was a big surprise for Theodora. "When I won the prize it really just touched my heart and I said wow, I didn't expect it," she said.

And it's enjoyed by the whole neighbourhood. "Neighbours come and my family come and sit down and have a chat with me in my garden," she said. "They say it's the garden that makes the spirit of the people."

# Community Consultation

## The agency engages with a wide range of stakeholders to effectively deliver its services to the Territory community.

To continually improve service delivery, the agency acknowledges the importance of stakeholder engagement in our core business. The agency achieves this through:

- establishing and maintaining effective partnerships with key stakeholders and representative groups
- structured and coordinated consultation with communities on agency and broad government initiatives
- conducting regular information and consultation forums
- encouraging the establishment of local relationships by supporting regional agency capacity
- developing and implementing a customer charter and structured communication plans.

## › Territory Housing Services

### TENANCY SUPPORT PROGRAMS

In 2011-12, four service provider forums were held with Territory Housing staff and non-government service providers delivering the Tenancy Sustainability (TSP) and A Place to Call Home (APTCH) programs. The forums were an opportunity for the service providers and Housing staff to work together to streamline the approach to both TSP and APTCH. Processes and forms were developed from these sessions and are now used to deliver the program. Service providers were also able to network and share best practice in the delivery of their programs at the forums.

### NATIONAL REGULATORY SYSTEM (NRS) FOR COMMUNITY HOUSING PROVIDERS CONSULTATIONS

The proposed NRS seeks to introduce nationally consistent regulatory arrangements to promote the growth of the community housing sector nationally. Public consultations on the Regulation Impact Statement and the design elements of the proposed NRS were held in Alice Springs and Darwin in December 2012. The Alice Springs consultation was attended by nine current or potential community housing providers and the Darwin consultations were attended by 19 representatives from peak bodies and community housing providers.

### NATIONAL RENTAL AFFORDABILITY SCHEME (NRAS)

In March 2012, the agency hosted an industry workshop on the National Rental Affordability Scheme (NRAS). The workshop brought together government, industry and the Territory's four approved NRAS participants: Ethan Affordable Housing, Venture Housing Company, Land Development Corporation and Charles Darwin University. The workshop was attended by about 50 delegates, who comprised of an equal mix of industry, non-government organisations and government agencies.

### HOUSING REFERENCE GROUPS (HRGs)

Housing Reference Groups (HRGs) have been established in each community to ensure people have input into decisions about housing in their community. HRGs provide advice on cultural and family-related matters that affect decisions about housing in the community, including:

- local community concerns and aspirations relating to housing
- job and training opportunities generated through housing construction and maintenance
- long-term planning and housing needs.

HRGs consist of community representatives and include people from special interest groups, such as youth or aged-care workers, and people from different cultural and family representative groups.

The agency will work with the HRGs to provide recommendations to ensure that housing decisions are fair and that housing is provided to those families in the community that are most in need.

### PUBLIC HOUSING SAFETY STRATEGY

The cornerstone of the Public Housing Safety Strategy is the employment and training of specialist Public Housing Safety Officers. To support their work a Three Strike Policy has been introduced.

In the lead up to these important operational and policy changes, consultation was undertaken with:

NT Police; Central Australian Legal Aid Service; North Australian Legal Aid Service; NT Legal Aid; Department of Children and Families; Office of the Commissioner for Public Employment; Department of Justice; Department of Lands and Planning; Australian Government Department of Families, Housing, Community Services and Indigenous Affairs; Alice Springs Transformation Plan; Department of the Chief Minister; NT Ombudsman; Community and Public Sector Union; Central Australian Affordable Housing Company; Tangentyere Council; Central Australian Aboriginal Congress; Central Land Council; Aboriginal Hostels Limited.

### NT HOME OWNERSHIP

Conducted public information sessions on home ownership initiatives throughout the Territory, and a seminar in conjunction with NT Shelter, Yilli Rreung and Indigenous Business Australia.

## › Local Government, Regional and Community Services

### LOCAL GOVERNMENT

- Agency staff have attended most ordinary council meetings and most Local Board meetings to provide support and information to councils. New Regional Management Plans have been developed for the Central Australia, Big Rivers and Northern Regions through a consultative process between the agency and shire councils.
- The agency worked with shire and municipal councils to provide support and information for the 2012 local government general elections. The agency also consulted with the Northern Territory Electoral Commission in the lead up to the local government elections in March 2012 to ensure a coordinated approach in providing electoral awareness information.
- In partnership with the NT Local Government Association (LGANT), the agency provided councilor induction activities for newly elected members. This was followed by consultation with elected members to provide ongoing support and information.
- Three Regional Shires Forums were conducted during 2011-12. These provided a valuable consultative tool between the agency and shire councils.
- The Palumpa Causeway Working Party established by the agency met with community representatives approximately every six weeks during 2011-12 to progress construction of the upgraded causeway. Representatives from the Mutchirr Corporation, traditional owners, Victoria Daly Shire Council, Australian Government and agency staff also participated.
- The agency met approximately every two months with Bagot Community Incorporated and community members regarding the implementation of the Northern Territory Government's election commitment to upgrade services and infrastructure in Bagot to a similar standard as any other suburb in Darwin.
- The agency provided support to the City of Darwin, Coomalie Community Government Council, Belyuen Community Government Council, Wagait Shire Council and Litchfield Council to complete the initial investigations of local government boundary expansion into unincorporated areas.

- A review of elected member allowances was completed. A review of the local government vote counting system was conducted. As a result of the review, the Single Transferable Vote Proportional Representation system was introduced. This system was supported by the majority of local governments during consultation as the most suitable vote-counting system for the Territory and in particular, for multi-member electorates.

- Further local government consultative reviews were conducted in 2010-11 around the following matters:

requirement for a \$100 nomination deposit for local government candidates

provisions in the *Local Government Act* related to council members simultaneously being council employees

procurement provisions in the Local Government (Accounting) Regulations

### REGIONAL DEVELOPMENT

- The agency determined the need for a review of the Territory's nine Economic Development Committees, and commissioned Price WaterHouse Coopers to deliver a comprehensive report.
- Responded to the findings of the review into the Economic Development Committees by developing an integrated whole-of-government strategy for regional development to be rolled out in the 2012-13 financial year.
- Delivered Futures Forums in the communities of Yirrkala, Ramingining and Milingimbi, giving community members access to information about programs and services relating to employment and business development opportunities.
- Supported ministerial attendance at the second and third Northern Australia Ministerial Forums.
- Negotiated and developed a new Memorandum of Understanding between the Australian and Northern Territory governments, including, for the first time, Northern Territory Government representation on the Regional Development Australia Northern Territory committee.



## INDIGENOUS ECONOMIC DEVELOPMENT

- Supported the 2011 Garma Festival with the chairs of the Northern Territory Indigenous Economic Development Taskforce and the Northern Territory Indigenous Business Network participating in the economic development conference stream.
- Hosted the fifth Indigenous Economic Development Forum in Darwin in October 2011.
- In March 2012, sponsored both the Indigenous Forces at Work Conference held in Alice Springs and the Pacific Asia Indigenous Tourism Conference held in Darwin. In addition, the IED unit participated on the Steering Committee for the 2011 Youth Business Awards that were open to Northern Territory middle and secondary schools.
- In June 2012, a Business in the Bush luncheon was held in Darwin to promote opportunities for businesses to partner and work in remote communities.
- In June 2012, supported the Australian Bureau of Agriculture Resource Economics and Sciences Regional Outlook Conference with the engagement of the Northern Territory Indigenous Economic Development Taskforce Chair in the future business opportunities panel.
- Supported the Northern Territory Indigenous Business Network by attending meetings and providing secretariat support to develop the network and its membership.
- Supported the 2011 Enterprise Grants program delivered across Northern Territory primary and middle schools.
- Provided secretariat support and hosted three Indigenous Economic Development Field Officers Network meetings in Darwin and Alice Springs.
- Participated in the Remote Training Employment and Economic Development Working Group and on the nine Economic Development Teams to implement the economic schedules in the Local Implementation Plans.
- Participated in the North Australian Indigenous Experts Forum on Sustainable Economic Development.
- Participated in the Northern Australia Beef Industry Indigenous Forum.
- Facilitated the delivery of Indigenous Business Australia's Into Business Workshops in Wurrumiyanga

## INTERPRETING AND TRANSLATING SERVICES

- The Aboriginal Interpreter Service (AIS) consulted with government and non-government organisations through presentations and user training to promote the benefits, understanding and use of Aboriginal interpreters.
- Various meetings and workshops were held with interpreters and translators to discuss professional issues such as the practitioners' code of ethics, professional

development, national accreditation, assignments, fees and payments.

- The Interpreting and Translating Service NT (ITSNT) continued ongoing consultations with migrant and refugee communities, government and non-government service providers, interpreters and translators to address emerging language needs, migrant and refugee concerns, recruiting and training and the skills shortage in the interpreting and translating profession. These included:

Refugee Support Network (Melaleuca Refugee Centre)

Multicultural Advisory Forum (Centrelink - Department of Human Services)

Multicultural Aged Care Network (Carers NT and Partners in Culturally Appropriate Care - PICAC).

## WATER SAFETY AND ANIMAL WELFARE

- Conducted presentations to real estate agencies Ray White and Raine & Horne on the *Swimming Pool Safety Act* and our processes in relation to new and existing pools for pool fencing and safety barrier requirements.
- The Animal Welfare Advisory Committee (AWAC) meets every three months. The AWAC advises the minister on all aspects of animal welfare in the Northern Territory. The Director of the Animal Welfare Branch (AWB) is the NT Government representative on the committee and the Manager of the Education unit is the secretariat role on the committee.
- The Northern Territory Water Safety Advisory Council (NTWSAC) meets every three months. The NTWSAC advises the minister on all aspects of water safety in the Northern Territory. The Director of the Water Safety Branch is the NT Government representative on the council and the Manager of the Education unit is the secretariat role on the council.

## › Indigenous Policy and Remote Service Delivery

### LOCAL REFERENCE GROUPS

Local Reference Groups (LRGs) have been established in the major remote communities, as the main forum for each town to consult and negotiate with government on the Local Implementation Plans. The members of LRGs are community people, who meet regularly to set out the community priorities and monitor whether actions in the LIPs are being delivered.

# External Boards and Committees

## › National Bodies

- Animal Ethics Committee - State Regulators Working Group
- Animal Welfare Code Liaison Group
- Animal Welfare Council
- Australia and New Zealand Companion Animal Working Group
- Australian Standards Committee (as 1926 Swimming Pool Safety)
- Board of the National Accreditation Authority for Translators and Interpreters
- Child Protection Income Management Working Group
- Coordinator-General's Network
- Council of Australian Governments - Working Group on Indigenous Reform
- Criminal Court User Group (Magistrates Court)
- Homelessness and Housing Policy Research Working Group
- Housing and Homelessness Advisory Group
- Housing and Homelessness Information Management Group
- Housing Supply and Affordability Reform Working Party
- Housing Ministers' Advisory Committee
- Indigenous Reform Coordination Sub-Group
- Joint Community and Disability Services Ministers' Advisory Council and Housing Ministers' Advisory Committee
- Joint Working Group on Indigenous Settlements
- Local Government and Planning Joint Officers' Group
- Ministerial Council Aboriginal and Torres Strait Islander Affairs
- National Affordability Housing Agreement Review Working Group
- National Indigenous Reform Agreement Working Group
- National Indigenous Reform Agreement Performance Information Management Group
- National Local Government Finance Managers' Forum
- National Address Management Framework
- National Water Safety Advisory Council
- Not for Profit Housing Sector Development Sub Group
- Overarching Bilateral Implementation Plan Governance Committee
- Overcoming Indigenous Disadvantage Working Group
- Refugee Support Network
- Regional Development Australia (RDA) Northern Territory

- Remote Operations Centre Managers Network
- Report on Government Services (ROGS) Housing and Homelessness Working Group.
- Risk Assessment, Measurement and Mitigation Sub-committee (of the National Emergency and Disaster Committee)
- Select Committee on Housing and Homelessness
- Standing Committee on Aboriginal and Torres Strait Islander Affairs
- Urban and Regional Service Delivery Strategy Subcommittee
- Working Group on Indigenous Reform

## › Northern Territory Bodies

- Alcohol Reference Group
- Alcohol Reform Working Group
- Alice Springs Accommodation Action Group Committee
- Alice Springs Counter Disaster Committee
- Alice Springs Counter Disaster Welfare Committee
- Alice Springs Economic Development Committee
- Alice Springs Interagency Tasking Coordination Group (ITCG)
- Alice Springs Project Control Group (SIHIP)
- Alice Springs Regional Coordination Committee
- Alice Springs Transformation Plan - Joint Steering Committee
- Animal Welfare Advisory Committee
- Anmatjere Economic Development Committee
- Big Rivers Regional Coordination Committee
- Borroloola Interagency Meeting
- Borroloola Steering Committee
- Borroloola Women's Council
- Building a Better Future for Young Territorians
- Child Protection Directors Network
- Closing the Gap Coordination Group
- Community Helping and Information Network
- Community Information Referral Mechanism Steering Committee
- Community Safety Working Group
- Counter Disaster Welfare Group (Darwin)
- Daly River Management Advisory Committee
- Domestic Violence Network
- Early Childhood Steering Committee
- East Arnhem Counter Disaster Committee



- East Arnhem Economic Development Committee
- East Arnhem Regional Coordination Committee
- East Arnhem Regional Harmony Group
- Economic Development Teams
- Electoral Planning Committee
- Every Child Every Day Working Group
- Garma Steering Committee
- Government Employee Housing Interdepartmental Reference Group
- Groote Eylandt Regional Partnership Committee
- Growth Town Economic Development Team Wadeye
- Growth Towns Infrastructure Delivery Committee
- Gulf Economic Development Committee
- Healing Pathways Steering Committee
- Healthy Homes Steering Group
- Homelessness Implementation Plan Monitoring Reference Group
- Homelessness Summit Working Group
- Housing and Homelessness Advisory Group
- Housing Payments Deductions Scheme Working Party
- Indigenous Affairs Advisory Council (IAAC)
- Indigenous Consultative Council - Department of Justice
- Indigenous Knowledge Symposium Committee
- Industry Reference Group
- Integrated Family Services Working Group
- Interagency Case Management
- Interagency Collaboration Panel
- Interagency Tasking and Coordination Group
- Jabiru Town Development Authority
- Katherine Accommodation Action Group
- Katherine Economic Development Committee
- Katherine Interagency Tasking and Coordination Group
- Katherine Regional Coordination Committee
- Katherine Regional Counter Disaster Planning Committee
- Katherine Youth Interagency Tasking and Coordination Group
- Local Government Accounting Advisory Committee
- Local Government (Administration and Legislation) Advisory Committee
- McArthur River Mining Community Benefit Trust
- Mission Australia service provider
- Multicultural Advisory Forum
- Nhulunbuy Cemetery Committee
- Nhulunbuy Town Board
- Nitmiluk (Katherine Gorge) National Park Board
- North Australian Aboriginal Justice Agency Board
- Northern Territory Council of Social Services Network
- Northern Territory Criminal Court Users' Group
- Northern Territory Grants Commission
- Northern Territory Indigenous Economic Development Taskforce
- Northern Territory Regional Advisory Committee for the National Accreditation Authority of Translators and Interpreters
- Northern Territory Settlement Planning Committee (NT Housing Sub-Committee)
- Northern Territory Water Safety Advisory Council
- NT Government Chief Information Committee
- NT Government Chief Information Officers' Forum
- Ord River Stage II Interdepartmental Committee
- Palumpa Inter Agency Forum
- Patrol Network Group
- Pay Equity Taskforce
- Police Steering Committee
- Pools in Remote Areas Steering Group
- Population Intelligence Network (previously known as the Population Intelligence Working Group)
- Public Safety Senior Officers Group
- Regional Development NT
- Remote Training Employment and Economic Development Working Group
- Remote Service Delivery Board of Management
- Remote Service Delivery Governance and Leadership Working Group
- Rio Tinto Alcan Task Force
- School Attendance Working Group
- Social Responsibility Sub-Committee of Chief Executives
- Statistical Liaison Committee
- Strategic Indigenous Housing and Infrastructure Program - Joint Steering Committee
- Strategic Indigenous Housing and Infrastructure Program - Strategic Alliance Leadership Committee
- Tennant Creek Advisory Board
- Tennant Creek Economic Development Committee
- Tennant Creek Foundation
- Tiwi Islands Economic Development Committee
- Victoria River Economic Development Committee
- Wadeye Inter Agency Forum
- West MacDonnell Economic Development Committee

# Environmental Management

The agency is mindful of its environmental responsibility and strives to meet obligations under whole-of-government initiatives by encouraging and promoting energy smart practices.

Agency offices across the Territory use a number of environmental energy-saving strategies, including:

- office amalgamations wherever possible to achieve higher occupancy ratios in agency office accommodation and more efficient use of lighting and air-conditioning
- the trial of an office 'hot desking' concept in the Katherine office where the agency has a high proportion of staff who spend 60 per cent or more of their time out of the office on field work
- seeking cooperation from lessors of office accommodation to implement environment-friendly improvements and management practices, for example, re-tinting windows and improving after-hours lighting systems to reduce power consumption
- introducing double-sided printing as a default across the majority of printers and photocopiers to reduce paper consumption
- recycling printer toner cartridges
- recycling bins provided for office waste
- recycling mobile phones
- timed after-hours lighting and air-conditioning
- encouraging electronic distribution of documents to minimise the use of paper
- activating 'energy save' options on copiers and printers after hours.

## VEHICLES

The agency is working towards targets to reduce greenhouse gas emissions set in the Northern Territory Greening the Fleet Strategy (20 per cent by 2014, and 50 per cent by 2020) for the passenger and light commercial fleet.

For 2011-12, the average CO<sub>2</sub> produced per vehicle (gm/km) for the agency fleet was reduced by 18.8 per cent against a targeted reduction of 16 per cent.

At 30 June 2012, the agency had a pool of 179 vehicles of which 162 were four-cylinder vehicles, including 11 hybrids. One hundred and ten vehicles, or 81 per cent

of the fleet, met the minimum greenhouse rating of 5.5. This is an improvement over the 52 per cent reported for the 2010-11 period.

Vehicles are routinely selected to balance operational requirements with environmental and economic considerations. In regional areas, 4WD vehicles still comprise quite a large proportion of the fleet, and are necessary to ensure access and delivery of services to many remote locations. Although these vehicles do not always meet the minimum greenhouse ratings, selections are made on the basis of available options and following a comparison of vehicle efficiencies. Diesel powered vehicles are used wherever possible.

## CLIMATE CHANGE

The Northern Territory Government has committed to become carbon neutral by 2018 under the Northern Territory Climate Change Policy. Under this target, whole-of-government systems to account for greenhouse gas emissions according to recognised international greenhouse accounting standards will be progressively rolled out over the next eight years.

The agency has initiated a number of strategies to reduce its carbon emissions, including:

- more rigorous examination of office accommodation proposals to ensure that office space is used as efficiently as possible, and the energy impacts of office refits are minimised
- Use of diesel vehicles in remote and regional areas where appropriate
- Encouraging the use of video conferencing facilities as an alternative to intra and interstate travel.



11,866

housing assets across the NT

\$50m

of developments transferred to Venture Housing

29%

Indigenous employment in SIHIP;  
far exceeding 20% target

4

## Translating Strategy into **Action**

The agency's structure and strategic goals support us to deliver on our obligations under a number of Territory Government policy frameworks and strategies.

In addition to our own strategic goals and policies, the agency also makes significant contributions to a number of partnerships between the Northern Territory and Australian governments.

# Strategic Goal 1

## IMPROVE ACCESS TO SAFE, SECURE, APPROPRIATE AND AFFORDABLE HOUSING

### › Three-year priority

- Deliver safe, secure and healthy public housing to low-income households for the duration of their need
- Improve access to public housing assistance and support in Indigenous communities and town camps
- Build the capacity of the non-government sector to provide housing assistance to clients with special needs
- Contribute to the delivery of affordable rental and home ownership strategies
- Provide opportunities for increasing home ownership for low to middle-income earners in the Territory
- Maximise core government services through housing availability.

### › We measure our success by:

- more new and refurbished homes in both urban and remote centres
- a reduction in property damage, antisocial behaviour and rental arrears
- a decline in the level of homelessness
- less prevalence of overcrowding in remote homes
- an increase in social housing provided by the community sector
- more homes are purchased through HOMESTART NT
- more government employees are accommodated in our regions and remote communities.



## More Seniors' Housing

With an ageing population, a key focus of the agency is providing more housing options for senior Territorians. Seniors are one of the biggest groups of tenants in Territory Housing and our seniors' villages are very popular. Senior tenants are able to enjoy the new facilities, low maintenance gardens and living among other seniors.

### Bellamack Seniors' Village

The Bellamack Seniors' Village was officially opened in Palmerston in December 2011 and consists of 40 one and two-bedroom units specifically designed to meet the needs of senior tenants.

### Larapinta Seniors' Village

The Territory Government invested \$5.4 million in this new village in Alice Springs, which includes 12 two-bedroom and six one-bedroom units, all designed specifically to meet the needs of seniors. The Village was completed at the end of April 2012, and handed over to the agency in June 2012.

## › New Public and Social Housing

The Territory Government is expanding the number of public housing dwellings available for Territorians and changing the way public housing is delivered to better meet client needs.

**Bellamack Seniors' Village:** In September 2011, Bellamack Seniors Village was completed, providing 40 one and two-bedroom dwellings for seniors. The Australian Government contributed funding of \$4.1 million and the Territory Government contributed \$7.5 million towards the construction.

**Larapinta Seniors' Village:** 18 public housing units were handed over to the agency in June 2012.

In Alice Springs and Darwin new short-term and transitional accommodation came online providing vital housing to people in need.

## › Urban Public Housing Stock by Region at 30 June 2012

REGION	Number of Bedrooms				Total
	1	2	3	4	
Alice Springs	226	230	359	34	849
Casuarina	125	205	741	71	1142
Darwin	420	453	256	28	1157
Katherine	130	147	166	13	456
Nhulunbuy	11	12	10	1	34
Palmerston	348	424	489	38	1299
Tennant Creek	31	21	70	6	128
<b>TOTAL</b>	<b>1291</b>	<b>1492</b>	<b>2091</b>	<b>191</b>	<b>5065</b>

## › Industry Housing<sup>1</sup> at 30 June 2012

REGION	Number of Bedrooms				Total
	1	2	3	4	
Alice Springs	48	76	34	16	174
Casuarina	4	33	58	14	109
Darwin	5	30	7	11	53
Katherine	2	28	22	5	57
Nhulunbuy	1	4	8	4	17
Palmerston <sup>2</sup>	15	7	41	5	68
Tennant Creek	5	20	19	2	46
<b>TOTAL</b>	<b>80</b>	<b>198</b>	<b>189</b>	<b>57</b>	<b>524</b>

1. Territory Government dwellings managed by non-government and commercial organisations

2. Business industry housing dwellings in Palmerston Region are all allocated in Jabiru.





## › Remote Public Housing Management Framework

Throughout 2011-12, the Remote Housing Management Framework continued to be implemented ensuring standardised practices and policies for delivery and management of dwellings in remote Indigenous communities and community living areas. The Remote Public Housing Management Framework (RPHMF) is aligned to the extent practical with urban public housing to ensure a consistent approach across all public housing in the Northern Territory. The framework includes:

- operational policy on eligibility, priority access and wait listing
- tenancy agreements
- tenancy rules
- remote rent framework
- Housing Reference Groups
- Tenancy Management System (IT business system)

Remote public houses that are subject to tenancy agreements are regulated by the *Residential Tenancies Act (RTA)*. Tenants are signed up to tenancy agreements under the RTA as they transition into new, rebuilt, refurbished or repaired housing.

Key areas of the framework are:

- property management, including repairs and maintenance
- tenancy management, including tenancy agreements, wait lists and income-based rent
- tenancy support, helping families to sustain their tenancy

Remote public housing, excluding homelands/outstations managed by shires or outstation resource centres, currently numbers approximately 4 900 dwellings. Rent collected for 2011-12 was \$11.55 million.

### TENANCY SUPPORT

At 30 June 2012, 2806 tenancy agreements were signed and each household provided with Intensive Tenancy Support.

Tenancy Support aims to provide tenants with the knowledge and skills to maintain successful tenancies in a healthy and safe housing environment. Two levels of tenancy support are currently provided:

- Basic tenancy support is provided by Community Housing Officers and Housing Officers employed under Service Level Agreements or with a direct management model.
- Intensive Tenancy Support, which includes some life skills but not case management, is delivered by Housing Officers.



## Public Housing Safety Officers

The Territory Government introduced Public Housing Safety Officers (PHSOs) to reduce incidents of antisocial behaviour in and around public housing.

This is the first initiative of its kind in Australia and is a key part of the government's Public Housing Safety Strategy.

PHSOs provide a service that supports the work of Territory Housing. The Officers work proactively with tenants, neighbours and visitors to resolve and reduce antisocial behaviour. They also act on complaints of antisocial behaviour occurring in and around public housing.

PHSOs also work closely with other government agencies and community service providers to ensure a coordinated approach to tackling antisocial behaviour and provide a safer environment.

The PHSOs commenced training in April 2012 and commenced operations in the first week of June 2012. Fifteen PHSOs were recruited for Darwin and six for Alice Springs. They provide around the clock coverage in Darwin and after hours coverage in Alice Springs, ensuring a Territory Housing operational presence seven days a week.

The Intensive Tenancy Support Program is delivered over three phases and covers six topic areas:

1. understanding the tenancy agreement
2. transitional arrangements
3. managing money and resources
4. managing visitors and crowding
5. household orientation and functionality
6. maintaining a safe, healthy and hygienic household.

All tenants have access to ‘basic tenancy support’, which is provided through the employment of Community Housing Officers. The Officers provide ongoing assistance with forms, reporting repairs and maintenance and address tenancy queries.

Intensive tenancy support is provided to tenants entering into tenancy agreements.

The agency employs approximately 50 tenancy officers across the Northern Territory. In addition, service providers are funded to employ 76 Community Housing Officers under Service Level Agreements.

**REMOTE HOUSING SERVICE LEVEL AGREEMENTS**

The agency introduced Service Level Agreements with shires and service providers to replace the previous grant funding arrangements with shire councils that ended on 30 June 2010.

A minimum of 40 per cent of the labour employed in the delivery of property management works, whether directly employed by the service provider or indirectly employed through approved subcontractors, is to be carried out by Indigenous employees.

Service providers are funded to employ 76 Indigenous Community Housing Officers, of which 50 per cent are required to be Indigenous employees.

The target for Indigenous employees reported under Service Level Agreements recorded to date show the targets have been exceeded:

Service	Indigenous Employment Target	Indigenous Employment Actual
Property management	40%	62%
Tenancy management	50%	80%

**Home Ownership Schemes**

The Territory Government funds a number of home owner assistance schemes that are available to Territorians.

The largest of these is HOMESTART NT, a home loan assistance product that assists low to middle-income Territorians to purchase their own home. The scheme allows low to middle-income Territorians to access about 40 per cent of the property market, with weekly payments set at an affordable 30 per cent of household income.

HOMESTART NT loans feature:

- competitive variable interest rates
- low deposit
- no monthly service fees
- low application fees.

From 1 July 2004 to 30 June 2012, 1586 households were assisted in purchasing their own home, with over \$364 million in loans and shared equity purchases funded.

In 2011-12, 166 households were assisted, with almost \$54 million in loans and shared equity purchases funded.

› **Affordable Rental Housing Company**

Venture Housing was established in February 2012 to offer rental properties to Territorians on low to middle incomes at 20 per cent below market rates.

The not-for-profit company was established by Housing Choices Australia and the Unity Housing Company. Both companies have extensive affordable housing development experience and property portfolios in Victoria and South Australia. The Territory Government supported the new company with operational funding, land, the transfer of 35 units and office accommodation.

Venture Housing operates independently of government and works closely with local developers, builders and non-government organisations to deliver new and innovative affordable housing for Territorians.

At year end, the first 35 units to be owned and managed by Venture Housing were under construction in Parap (Village@Parap). A further 10 public housing units in Parap will be rented to senior Territorians.

Venture Housing has already secured 256 rental properties to offer at reduced rent through the National Rental Affordability Scheme (NRAS), and is planning to develop up to 21 dwellings in Driver.

As Venture Housing becomes established it will develop its own housing projects, further contributing to local employment and creating more affordable housing for Territorians.

# Australian Government Agreements and Partnerships

The agency also makes significant contributions to agreements and national partnerships between the Northern Territory and Australian governments.

The table below shows how key Australian government agreements contribute to the agency's Strategic Goal 1.

<b>Strategic Goal 1:</b> Improve access to safe, secure, appropriate and affordable housing	<ul style="list-style-type: none"><li>• National Affordable Housing Agreement</li><li>• National Partnership Agreement on (NPA) Social Housing</li><li>• NPA Homelessness</li><li>• NPA Remote Indigenous Housing</li></ul>
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## NATIONAL AFFORDABLE HOUSING AGREEMENT

The National Affordable Housing Agreement (NAHA) aims to ensure that all Australians have access to affordable, safe and sustainable housing that contributes to social and economic participation.

The NAHA is an agreement by the Council of Australian Governments that commenced on 1 January 2009, initiating a whole-of-government approach to tackling the problem of housing affordability.

The NAHA is complemented by three significant National Partnership Agreements that commit governments to pursue reforms in social housing, homelessness and Indigenous housing:

- Social Housing NPA (ceased 30 June 2010)
- Homelessness NPA (due to cease 30 June 2013)
- Remote Indigenous Housing NPA (due to cease June 2018).

## NATIONAL PARTNERSHIP AGREEMENT ON HOMELESSNESS

As the lead for the National Partnership Agreement on Homelessness (NPAH), the agency plays a key role in the governance, execution, coordination and reporting of the Northern Territory's Implementation Plan.

The NPAH Implementation Plan comprises a package of measures delivered by the agency, the Department of Children and Families, the Department of Health and the Department of Justice.

The agency leads negotiations with the Australian Government for initiatives under the NPAH and participates in a number of inter-jurisdictional working groups dealing directly with homelessness.

In 2011-12, more than 27 000 clients and a further 528 households have been assisted under the NPAH in the Northern Territory. Initiatives to reduce homelessness include:

- the Tenancy Sustainability Program, supporting tenants to sustain successful tenancies
- A Place to Call Home, providing intensive case management and life-skills training for homeless people or people at risk of homelessness transitioning into public housing.

Targeted responses to Indigenous homelessness include operational funding for:

- Percy Court, providing 28 accommodation units for transitional accommodation in Alice Springs
- South Terrace accommodation facility, providing 66 beds for short-term accommodation in Alice Springs
- new remote safe houses in Gunbalanya and Wadeye for women and children escaping family violence

- eight self-contained transitional accommodation units adjacent to a women's shelter in Darwin.

Targeted responses to reduce rough sleeping include:

- intervention and case management services that assist rough sleepers to access accommodation and transport to return to country (delivered in Darwin, Katherine and Alice Springs)
- Darwin-supported accommodation program providing transitional accommodation and case management to men who are homeless, including those who are sleeping rough
- extra accommodation at the YMCA Doctors Gully Hostel
- a post-release support program assisting clients exiting correctional services to re-engage with the community and transition into stable accommodation.

## NATIONAL PARTNERSHIP AGREEMENT ON SOCIAL HOUSING

The primary aim of the National Partnership Agreement on Social Housing (NPA SH) is to:

- increase the supply of social housing through new construction
- ensure people are able to rent housing that meets their needs
- ensure people who are homeless or at risk of homelessness can access sustainable housing.

Under the agreement, a Social Housing Growth Fund has been established. The fund provides Australian Government funding to increase the supply of social housing and is sourced from the Social Housing Initiative under the National Partnership Agreement on National Building and Jobs Plan.

The 40-unit Bellamack Seniors Village, completed in September 2011, was the key initiative under the NPA SH. Under the NPA, the Australian Government provided funding of \$4.1 million and the Territory Government contributed \$7.484 million.

## NATIONAL PARTNERSHIP AGREEMENT ON REMOTE INDIGENOUS HOUSING

Under the National Partnership Agreement on Remote Indigenous Housing (NPA RIH), the Territory Government is also responsible for implementing a remote public housing management system. The Territory Government is also working with the Australian Government to improve living conditions so people can live in safer and healthier homes.

The NPA RIH, which incorporates the Strategic Indigenous Housing and Infrastructure Program (SIHIP), will deliver 1456 new houses, 415 rebuilds and 2500 refurbishments across 73 remote Indigenous communities and a number of community living areas/town camps across the Northern Territory by June 2018. At 30 June 2012, 680 new houses had been built, and 2397 refurbishments and rebuilds were completed in a number of remote Indigenous communities and town camps across the Territory.

The NPA RIH continues to provide significant employment and training opportunities for Indigenous people across the Territory. At 30 June 2012, there were more than 80 Indigenous people employed in the delivery of the construction program for remote public housing. Since it commenced, the program has employed approximately 1500 Indigenous people.

Sustainable employment and training outcomes for Indigenous people are a key priority of this program. A target of 20 percent Indigenous employment has been set and this is being exceeded with a current achievement of 29 per cent Indigenous employment across the program. This has developed local Indigenous construction-related skills in communities, which are being utilised in local repairs and maintenance programs.



OVERVIEW OF REMOTE HOUSING DEVELOPMENTS AT 30 JUNE 2012

Community	New Houses	Rebuilds	Refurbish-ments
Acacia Larrakia			12
Alice Springs town camps	86	103	93
Ali Curung			56
Alpurrurulam			57
Amanbidji			8
Amoonguna			48
Ampilatwatja			24
Areyonga			29
Angurugu	60	25	10
Atitjere			18
Barunga			52
Belyuen			32
Beswick			53
Binjari			24
Bulla			15
Bulman			14
Canteen Creek			18
Daguragu			35
Engawala			21
Eve Valley			13
Galiwin'ku	90	20	51
Gunbalanya	62	9	55
Gunyangara			3
Haasts Bluff			16
Imangara			8
Imanpa			16
Jilkminggan			24
Kalkarindji			48
Kaltukatjara			40
Kintore			44
Kybrook Farm			8
Lajamanu	17		82
Laramba			30

Community	New Houses	Rebuilds	Refurbish-ments
Maningrida	110	16	101
Milikapiti		30	9
Milyakburra	2	9	17
Minyerri			31
Mount Liebig			26
Nganmariyanga (Palumpa)	2		25
Ngukurr	35	26	34
Nturiya			24
Nyirripi			30
Papunya			43
Peppimenarti			20
Pigeon Hole			10
Pirlangimpi		30	
Pmara Jutunta			27
Rittarangu			5
Santa Teresa	3		66
Tara			14
Tennant Creek community living areas		70	
Titjikala			26
Umbakumba	18	9	33
Wadeye	105	28	87
Wallace Rockhole			13
Warruwi			24
Weemol			12
Wilora			17
Willowra			40
Wurrumiyanga (Nguuu)	90	63	96
Wutunugurra			16
Yarralin			23
Yuelamu			30
<b>Total</b>	<b>680</b>	<b>438</b>	<b>1956</b>





James Dempsey and his family are among the new tenants, and they are thrilled with their new home. *“Before, we lived in a house just over the back with three rooms and three families,”* James said. *“It was very hard when you wanted to use the toilet or shower and there were several people we had to avoid for cultural reasons. Our new house has two bedrooms; one for me and my missus and one for our two boys. It makes a big difference.”*

In **Wadeye**, 105 new houses, 28 rebuilds and 87 refurbishments were completed during 2011-12. Arthur Karui now lives in a new three-bedroom house with his wife, Anna and their three sons. He said thanks to the new accommodation, life for residents has never been so positive.

*“Wadeye used to be an uncomfortable place to live”,* Arthur said. *“We used to live in a small area in the middle of town where we used to be squashed in and there wasn’t much space.”*

*“We feel very comfortable here,”* Arthur said of his new home. *“It is more peaceful for the family and the neighbours. It’s enjoyable for the kids and a lot easier for them to play; we have the bush out the back where we gather tucker and firewood.”*

The upgrading of Hidden Valley and other town camps in **Alice Springs** is part of the Australian and Northern Territory governments’ Alice Springs Transformation Plan.

The plan built 85 new homes and refurbished other homes through the NPA RIH.

Purina Anderson has moved into one of the 23 new homes built at Hidden Valley and loves her new home. She says the town camp is a lovely and beautifully quiet area to live in. *“The house I had before was pretty old, it wasn’t insulated and I used to get up freezing cold,”* she said.

A total of 80 new houses were built across **Angurugu, Milyakburra** and **Umbakumba**. David Campbell and Elma Yanyarrngu, along with their six year old daughter, are one of several families who have moved into new houses built at Angurugu on Groote Eylandt. They live a quiet, normal life, and say it’s only possible because they have their own house and personal space.

*“It was hard sharing with so many other people before,”* David said. *“There was no privacy and it was very hard to keep the house tidy. Now it is really good. We have a lot of personal space and we only have to share with close family.”*

## More Remote Public Housing

The agency offered more public housing options in six remote communities during 2011-12.

A total of 109 new houses, 16 rebuilds and 79 refurbishments have been delivered in **Maningrida** under the NPA RIH. At year end a landscaping crew from Maningrida was working tirelessly to landscape the new subdivision.

In **Gunbalanya**, a total of 62 new houses and 64 rebuild and refurbishments were completed during 2011-12, including two new subdivisions - Arrkuluk and Banyan.



# Strategic Goal 2

## STRONG REGIONS, COMMUNITIES AND LOCAL GOVERNMENTS

### › Three-year priorities

- lead whole-of-government implementation of the Working Future policy, in partnership with other relevant stakeholders
- coordinate whole-of-government Indigenous policy
- build regional economies through enterprise development, job creation and infrastructure investment
- strengthen local government capacity
- provide interpreting and translating services to improve access to services for all Territorians
- support water safety and animal welfare education and ensure legislative compliance across the Territory.

### › We measure our success by:

- Local Implementation Plans are signed and operating for all major remote Territory communities
- economic profiles for regional and remote centres are published
- Indigenous employment in shires/remote communities grows
- new remote infrastructure projects are completed
- Territory Government infrastructure is secured with long-term tenure arrangements in remote towns
- secure tenure is in place for public housing in remote communities and town camps
- local governments comply with statutory obligations
- AIS offices are placed in remote and regional locations
- animal welfare and water safety education programs are delivered
- 90 per cent of animal welfare complaints are responded to within three days
- 70 per cent of new pool inspections are completed within three weeks of application.

### › Remote Service Delivery

Improving accessibility and quality of services for people living in remote communities is a key priority for government. As of 30 June 2012, of the 1217 action items in the 15 RSD Local Implementation Plans (LIPs):

- 538 (44 per cent) were reported as complete
- 621 (51 per cent) were reported as in progress
- the remaining 58 (five per cent) were either not started, have a future end date or were items with no due date (ongoing)

Highlights to date include:

- Gunbalanya: school upgrade, trade training facility, published an employment profile
- Galiwin'ku: new cyclone shelter, published an employment profile
- Yuendumu: power station grid connection, teacher housing, published an employment profile
- Ngukurr: teacher housing, renal facilities, Bohdi bus services, published an employment profile
- Wadeye: new health centre, new children's service centre, staff housing, published an employment profile
- Gapuwiyak: school upgrade, published an employment profile
- Borroloola: MacArthur River bridge, published an employment profile
- Yirrkala: public bus services, teacher housing, published an employment profile
- Numbulwar: school upgrade, Bohdi bus services, published an employment profile
- Elliott: drilling of new bores, published an employment profile
- Umbakumba: teacher housing, sealing Angurugu to Umbakumba Road, published an employment profile
- Angurugu: new wastewater facilities, sealing Angurugu to Umbakumba Road, published an employment profile
- Maningrida: teacher housing, published an employment profile
- Ntaria: health e-towns IT infrastructure upgrade, published an employment profile
- Ali Curung: water quality upgrade, published an employment profile
- Kalkarindji: upgrade of the Buntine Highway, published an employment profile
- Papunya: regional road upgrades, published an employment profile
- Wurrumiyanga: increased power capacity, staff accommodation, published an employment profile.

### › Remote Infrastructure Program Office

The Remote Infrastructure Program Office (RIPO) was established in November 2011 and brought together the Remote Infrastructure Unit from the Department of Construction and the Land Tenure Unit and Essential Services Unit from DHLGRS.

The main roles of the RIPO are to:

- assess the delivery of remote infrastructure projects and ensure the delivery program does not overwhelm local capacity
- stimulate local businesses' participation
- stimulate local Indigenous employment
- test and implement alternative procurement approaches with greater local financing of projects
- program and prioritise remote infrastructure projects.

The current activities of the RIPO include:

- consolidating the Department Liaison Officer (DLO) network group, which comprises senior officers from NT Government agencies
- establishing a long-term land use planning group to guide essential services infrastructure investment
- developing a toolkit for Territory Government agencies on how to develop business cases for new projects
- identifying the capacity of existing essential services in remote communities.



## CDU/NTG PARTNERSHIP AGREEMENT: 2011-12

**Project number D11-0082**  
**\$540 000 - All Centres - NT Growth Towns**

### MEASURING AND COMMUNICATING DEMOGRAPHIC AND SOCIAL CHANGE IN 15 OF THE TERRITORY GROWTH TOWNS

- The purpose of this research project is to increase the understanding of factors impacting community demographics and to develop a model that will allow users to simulate the effect of changes in those factors on community populations.
- The project has a tender value of \$540 000 over a three year program.
- Still in its infancy the project will provide a better understanding of changes to community demographics and allow for improved engagement with remote communities to better inform policy and local decision making.

Through this project the agency is actively contributing to the achievement of the CDU/NTG Partnership Agreement through the following mechanisms:

- The recruitment of a Senior Research Fellow for the project has contributed to building the local teaching and research staff in the Northern Territory
- The use of local reference groups to assist facilitate the project is building local capacity to meet the needs of the Northern Territory in areas including research, evaluation, education and training. The piloting of Hermannsburg as the trial site for the project is ensuring that key stakeholders such as the Poche Centre for Aboriginal Health, our agency staff in Alice Springs and a local survey team in Hermannsburg, are exposed too and benefit from the outcomes of specialised relationships that value-add to the broader context and anticipated outcomes of the project
- The Northern Institute, CDU, is working closely with this agency to develop a sustainable partnership with Flinders University, South Australia. While the partnership does not form part of the formal structure of the project tender it is leveraging research investment from demographers in Applied Population Studies Unit at Flinders University and using this expertise to inform an agent based approach to modelling the demographic futures of small settlements, particularly Territory Growth.

Project outcomes to date include:

- The selection of Hermannsburg as the pilot site for the project
- The commencement of research using base data in relation to:
  - Research into mobility and migration of employed Indigenous people to compare their behaviours with Indigenous people who are not employed.

With employment as a key aim of Working Futures, understanding likely impacts on mobility and migration are crucial to modelling the future of Territory Growth Towns

- Facilitation of a mid-year presentation on 13 August 2012 to Northern Territory Government stakeholders about the current progress of the project
- Mapping of a CDU project list that involves Territory Growth Towns with a view to managing engagement with communities, within CDU and with other organisations.

Given the infancy of the project there are currently no testimonials or photographs.

**Project number D11-0205**  
**\$101 161.25 - Darwin**

### PROVISION OF DEVELOPMENT AND DELIVERY OF THE ANIMAL WELFARE BRANCH INVESTIGATORS TRAINING COURSE - CERTIFICATE IV IN GOVERNMENT (INVESTIGATION)

- The purpose of this project is to provide a Certificate IV course in Animal Welfare Investigation for Animal Welfare Inspectors to enhance their ability to deal with animal welfare issues.
- There is no tender or tender cost for this training course. CDU is utilised as the registered training organisation to deliver the course through a third party delivery agreement with Trellis Consulting who design, deliver and assess the training.
- Initial training is delivered in three stages covering 15 units of competency taken from a national training package in Animal Welfare Inspection:
  - Pre-course assignment
  - Two one week intensive training programs
  - Post course assignment
  - A follow-up refresher training course.
- On completion participants receive their Certificate.
- This project has been very successful in the up-skilling of Animal Welfare Inspectors from this agency and effectively increasing their professional ability Territory wide to deal with animal welfare inspection and meet the objectives of the Animal Welfare Act. Upon completion of the course participants surveyed indicated that they were more confident in performing their animal welfare inspection duties with the course providing them with a uniform way in which to undertake complex animal inspection tasks.

# Australian Government Agreements and Partnerships

The agency also makes significant contributions to agreements and national partnerships between the Northern Territory and Australian governments.

The table below shows how key Australian government agreements contribute to the agency's Strategic Goal 2.

<p><b>Strategic Goal 2:</b> Strong regions, communities and local governments</p>	<ul style="list-style-type: none"> <li>• Local Government Ministers' Forum</li> <li>• NPA Water for the Future</li> <li>• NPA Remote Service Delivery</li> <li>• NPA Closing the Gap</li> <li>• National Indigenous Reform Agreement</li> </ul>
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## NATIONAL PARTNERSHIP AGREEMENT TO SUPPORT LOCAL GOVERNMENT AND REGIONAL DEVELOPMENT

The key objective of the National Partnership Agreement to support Local Government and Regional Development (NPA LGRD) is to improve the capacity, resilience and infrastructure in communities and build capacity and resilience of local governments.

Under the NPA is the Local Government Reform Fund, from which funding has been sourced for a joint project between the Local Government Association of the Northern Territory (LGANT) and the Territory Government on Asset Management and Long Term Financial Planning for Councils in 2010-11.

This capacity-building project has offered training and professional development for local government staff and elected members in financial and asset management. The project was completed by 30 June 2012. However, additional work is continuing by LGANT on improving asset management plans linked to financial planning into 2012-13.

## LOCAL GOVERNMENT MINISTERS' FORUM

The Local Government Ministers' Forum was established in 2011 to replace the Local Government and Planning Ministers' Council. The Inter-Jurisdictional Working Group (IJWG) was established to support the newly created forum. The IJWG comprises senior agency representatives from the various jurisdictions responsible for local government, and the Chief Executive of the Australian Local Government Association.

The Local Government Ministers' Forum comprises ministers from across Australia with responsibility for local government and the President of the Australian Local Government Association. It is chaired by the Australian Government's Local Government Minister, The Hon Simon Crean MP.

At its first meeting, the Local Government Ministers' Forum agreed to a range of other actions and reforms, including:

- harnessing the opportunities for local government in a low carbon future, including from the Australian Government's Clean Energy Future package
- endorsing a recent review of the Inter-Governmental Agreement and continuing the agreement, which sets out a framework to prohibit cost-shifting between levels of government
- continuing reforms to underpin the financial sustainability of local government, including a national framework to more rigorously assess local government performance and sustainability
- discussing with the Honourable James Spigelman AC QC his panel's work on the Constitutional Recognition of Local Government.



## NATIONAL PARTNERSHIP AGREEMENT ON WATER FOR THE FUTURE

The NPA on Water for the Future aims to contribute to increased efficiency of rural water use, to protect and improve the environmental health of freshwater and freshwater-dependent ecosystems, prepare communities for climate change, help secure water supplies for towns and cities, and assist households and businesses to use water more efficiently.

Under the Water for the Future NPA, the COAG Strategy on Water and Wastewater in Remote (including Indigenous) Communities is providing majority funding of \$20.25 million for water supply projects at five remote Indigenous Northern Territory townships in support of the rollout of the Remote Indigenous Housing NPA. The agency is managing the implementation of these projects at Wadeye, Wurrumiyanga, Galiwin'ku, Angurugu and Umbakumba. The projects will improve water security at these townships, ensuring residents have sufficient water to meet current and future demand.

## NATIONAL INDIGENOUS REFORM AGREEMENT

The National Indigenous Reform Agreement (NIRA) is one of six national agreements that establish shared policy and reform objectives in areas of federal significance. It was established to frame the task of closing the gap of Indigenous disadvantage by setting out the objectives, outcomes, outputs, performance indicators and performance benchmarks agreed by COAG. The COAG 'Closing the Gap' targets are as follows:

- close the life expectancy gap within a generation
- halve the gap in mortality rates for Indigenous children under five within a decade
- halve the gap for Indigenous students in reading, writing and numeracy within a decade
- ensure all Indigenous four year olds in remote communities have access to early childhood education within five years
- halve the gap for Indigenous 20-24 year olds in Year 12 attainment or equivalent attainment rates by 2020
- halve the gap in employment outcomes between Indigenous and non-Indigenous Australians within a decade.

The NIRA also identifies the strategic platforms or 'building blocks' that underpin Closing the Gap targets: early childhood, schooling, health, economic participation, healthy homes, safe communities, and governance and leadership. The building blocks are supported through a range of Indigenous National Partnerships that detail specific objectives, performance measures and reporting requirements.

Unlike other national agreements, there are no funds specifically associated with the NIRA. Funding for Closing the Gap initiatives flows from the National Partnership Agreements.

### OVERARCHING BILATERAL IMPLEMENTATION PLAN

Overarching Bilateral Indigenous Plans (OBIPs), established under the NIRA, have been developed to guide co operative work between the Commonwealth and individual states and territories in realising the NIRA's objectives and commitments.

The schedules to the OBIP comprise the focus of the work in implementing the NIRA building blocks, including:

- Remote Service Delivery National Partnership Agreement
- Closing the Gap in the Northern Territory National Partnership Agreement
- National Partnership Agreement on Remote Indigenous Housing
- Closing the Gap in Indigenous Health Outcomes
- Remote Indigenous Public Internet Access National Partnership Agreement
- National Partnership Agreement on an Indigenous Clearinghouse
- National Partnership Agreement on Indigenous Economic Participation
- National Partnership Agreement on Indigenous Early Childhood Development
- Urban and Regional Service Delivery
- Data Quality Improvements
- Healthy Country, Healthy People
- Groote Eylandt Regional Partnership Agreement
- Indigenous Arts and Culture

A Governance Committee has been established to oversee the effectiveness of the plan. The committee comprises the Northern Territory state manager of the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and the Chief Executive of this agency. The OBIP Governance Committee meets quarterly and seeks input from other relevant agencies, and invites them to participate in meetings as required.

### WORKING GROUP ON INDIGENOUS REFORM

The Working Group on Indigenous Reform (WGIR) is responsible for overseeing COAG's national Indigenous reform agenda.

The WGIR is chaired by Australian Government Minister Macklin, the Minister for Families and Housing, Community Services and Indigenous Affairs and is attended by senior officers from all the jurisdictions. From the Northern Territory, this includes this agency, the Department of the Chief Minister and NT Treasury. The WGIR meet quarterly. In between meetings, work for the WGIR is progressed by the policy sub-group, the Indigenous Reform Co-ordination Sub-Group.

### NATIONAL REPORTING ON CLOSING THE GAP OF INDIGENOUS DISADVANTAGE

States and territories provide raw data to the Australian Institute of Health and Welfare that is subsequently utilised in the following reports:

- COAG Reform Council's performance report on the NIRA
- Closing the Gap in the Northern Territory Monitoring Report
- Closing the Gap Prime Minister's Report
- Productivity Commission's (PC) Overcoming Indigenous Disadvantage Key Indicators Report
- PC's Indigenous Expenditure Report
- PC's Report on Government Services Indigenous Compendium.

### CLOSING THE GAP IN THE NORTHERN TERRITORY NATIONAL PARTNERSHIP AGREEMENT

The Northern Territory Emergency Response (NTER) was implemented by the Australian Government in 2007.

The Australian Government reviewed the NTER in 2008 and introduced re-designed measures and a new income management measure through legislation in late 2009. The 2009 Closing the Gap in the Northern Territory Partnership Agreement was intended to maintain and strengthen the core NTER measures and provide for the continuation of the majority of measures until June 2012.

Total funding to the Territory as National Partnership payments amounts to \$335.4 million. Major areas of funding included (but are not limited to):

- remote area police operations
- alcohol management planning

- Indigenous interpreters
- child protection services
- additional remote area teachers and infrastructure.

The funding arrangements and initiatives have largely been completed under the agreement. Where measures are envisaged to continue on for completion beyond June 2012 into the 2012–13 financial year, arrangements are being made for these to transition into the Stronger Futures partnership agreement.

### ABORIGINAL INTERPRETER SERVICE

One of the key outputs of the Closing the Gap NPA is to build the capacity of interpreter services to support engagement between Indigenous communities and government and non-government agencies. The Australian Government provides investment to the Territory Government to:

- recruit community liaison/mentor officers to coordinate and support the work of Indigenous interpreters in providing their services in identified communities/ regions
- recruit and develop Indigenous interpreters to provide interpreting services to Indigenous communities and government and non-government agencies
- develop and deliver training programs and training materials for Indigenous interpreters.

In 2011-12, the Aboriginal Interpreter Service:

- continued to provide interpreter services in legal, health and welfare fields across the Northern Territory and across the border jurisdictions (Western Australia, South Australia and Queensland)
- provided specialist training to 339 interpreters across the Territory
- established new offices for the administration of the Community Liaison and Development Officer Program in Groote Eylandt and Ntaria
- employed a pool of 440 casual Interpreters, 19 full-time equivalent Community Based Interpreters, seven full-time Interpreter Support and Development Officers (mentors) and 10 Community Liaison and Development Officers.







\$354,000

of grants to Indigenous businesses

22,380

hours of interpreting provided by AIS

8000

interpreting and translating assignments  
delivered by ITS NT



## Performance Reporting

This section reports on the agency's performance against its planned outcomes for 2011-12.

It also overviews the performance measures used to achieve the outcomes, and highlights the agency's achievements during the year.

This section aligns the agency's strategic goals, as set out in the Corporate Plan 2010-13, with the output structure outlined in Budget Paper No.3, 2011-12.

## Strategic Goal 1

IMPROVE ACCESS TO SAFE, SECURE, APPROPRIATE AND AFFORDABLE HOUSING

OUTPUT GROUP:  
TERRITORY HOUSING SERVICES

### › Outputs:

- 1 Urban Public and Affordable Housing
- 2 Remote Public Housing
- 3 Government Employee Housing

Outcome: *Access to safe, affordable and appropriate housing for all eligible Territorians*

OUTPUT GROUP:  
NT HOME OWNERSHIP

Outcome: *Access to safe, affordable and appropriate housing for all eligible Territorians*

## Strategic Goal 2

STRONG REGIONS, COMMUNITIES AND LOCAL GOVERNMENTS

OUTPUT GROUP: LOCAL GOVERNMENT, REGIONAL AND COMMUNITY SERVICES

### › Outputs:

- 1 Local Government
- 2 Regional Development
- 3 Interpreter and Translator Services
- 4 Water Safety and Animal Welfare

Outcome: *Stronger regions and communities*

OUTPUT GROUP: INDIGENOUS POLICY AND REMOTE SERVICES COORDINATION

### › Outputs:

- 1 Indigenous Policy
- 2 Indigenous Essential Services
- 3 Remote Service Delivery Coordination
- 4 Remote Infrastructure Coordination

Outcome: *Improved social wellbeing and living conditions for Indigenous Territorians, especially those living in remote communities*

# Territory Housing Services

## › Outputs:

- 1 Urban Public and Affordable Housing
- 2 Remote Public Housing
- 3 Government Employee Housing

**Outcome:** *Access to safe, affordable and appropriate housing for all eligible Territorians*

### Output 1 Urban Public and Affordable Housing

Provide safe and appropriate public and affordable housing to eligible Territorians. In collaboration with the community housing sector, assist in delivering crisis and supported accommodation to clients with high and complex needs.

#### PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets	
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate	
1. Total urban housing stock is allocated between public and industry housing. Actual figures represent stock allocations as at 30 June.	<b>Urban housing stock <sup>1</sup></b>						
	• public housing dwellings	5229	5066	5052	5080	5065	5123
	• industry housing dwellings	350	352	446	509	524	509
2. New measure in 2011-12.	<b>Affordable housing dwellings provided <sup>2,3</sup></b>						
							35
3. Venture Housing commenced operations in January 2012.	<b>Managed accommodation beds provided</b>						
			596	674	674		674
4. New measure. Excludes the cost of capital, calculated as per Report on Government Services.	<b>Net recurrent cost per urban housing dwelling <sup>4</sup></b>						
				13 000	13 709		13 000
5. 2011-12 figures are unavailable due to implementation of a new asset management system during the June quarter.	<b>Urban public housing occupancy rate</b>						
		95%	96%	97%	98%	96%	98%
6. Decrease in new households assisted in 2011-12 reflects a commitment to improve stock utilisation by resettling existing tenants prior to allocating to new households.	<b>Average number of days to occupy vacant stock <sup>5</sup></b>						
		77	100	59	45		21
	<b>New households assisted in urban public housing <sup>6</sup></b>						
		446	466	469	485	441	502
	<b>New households assisted as a proportion of total applicants <sup>2</sup></b>						
					15%	15%	15%
	<b>New households assisted through Bond Assistance Scheme</b>						
		253	207	247	220	309	220
	<b>Households supported to maintain a successful tenancy through tenancy sustainability programs</b>						
			346	582	591		488

#### 2011-12 ACHIEVEMENTS

- Completed 87 new social housing dwellings and significant upgrade works to existing facilities.
- Implemented the Public Housing Safety Strategy, which includes new Public Housing Safety Officers and the 'Three Strikes' policy to assist in making public housing a safer place to live.
- Provided tenancy support to more than 600 households, through seven service providers, across the Territory.
- Supported more than 600 transitional and short-term accommodation beds for homeless people, and those at risk of homelessness.
- Established new company Venture Housing providing affordable housing for Territorians.



## Output 2 Remote Public Housing

Provide and manage public housing to ensure Territorians in remote areas and town camps have access to safe, healthy, sustainable and affordable housing, including appropriate tenancy management and maintenance. Meet the needs of Indigenous and remote communities by providing new and upgraded housing and related infrastructure. Provide strategic planning and policy advice, including community engagement, to support the implementation of the Remote Public Housing Framework.

### PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
Remote public housing dwellings <sup>1</sup>	4249	4370	4552	4906	4965	5107
Town camp/community living area housing dwellings <sup>1</sup>		370	408	447	449	449
Refurbished and rebuilt dwellings <sup>2</sup>		344	1248	765	805	558
New dwellings <sup>2,3</sup>		76	257	336	356	274
Households supported to maintain a successful tenancy through intensive tenancy support programs <sup>4</sup>				915	1 021	646
Community Housing Reference Groups established	25	76	77	77	79	77
Indigenous employment on SIHIP projects <sup>5,6</sup>		35%	34%	20%	29%	20%
Indigenous employment in tenancy management <sup>7</sup>			50%	50%	80%	50%
Indigenous employment in property management <sup>8</sup>				40%	62%	40%

1. 2010-11 revised actual excludes outstation dwellings not owned by Territory Housing but for which Territory Housing provides Management and Repair and Maintenance funding. Estimates for 2011-12 have been revised due to methodology change.

Town camp/community living area dwellings are a subset of remote public housing dwellings.

2009-10 figures include 73 remote communities, Alice Springs town camps and Tennant Creek urban living areas.

From 2010-11, Borroloola town camps are also included.

2. 2011-12 targets for these deliverables were revised as a result of the finalisation of the Implementation Plan for the National Partnership Agreement on Remote Indigenous Housing. Figures are for financial year only.

3. Figures are included in the number of remote public housing and town camp dwellings.

4. New measure in 2011-12. Intensive tenancy support program offered to all tenants when they enter a new tenancy agreement. Lower number in 2012-13 is program target. Figure is for financial year only.

5. Strategic Indigenous Housing and Infrastructure Program (SIHIP).

6. Cumulative employment rates fluctuate with project stages. The 20 per cent target reflects the expected average over the life of the program.

7. 2010-11 figure included property management, which is now reported separately.

8. New measure.

### 2011-12 ACHIEVEMENTS

- Under the National Partnership Agreement on Remote Indigenous Housing (NPA RIH), built 356 new houses and completed 805 refurbishments and rebuilds in a number of remote Indigenous communities and town camps across the Territory. This includes new subdivisions in Maningrida, Galiwin'ku, Wurrumiyanga, Wadeye, Umbakumba and Gunbalanya.
- Major remote headworks and upgrades completed (including electrical, water and sewerage assets) to support the significant increase in additional housing, where needed.
- Completed major upgrades to water supply infrastructure at Wadeye and Wurrumiyanga, improving water security and meeting current and future demand.
- Completed improvements to water supply infrastructure at Maningrida including construction of a new 1.8 megalitre ground level water tank and rising main.

## Output 3

### Government Employee Housing

Provide housing and manage tenancies for eligible employees of Territory Government agencies.

#### PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
Dwellings in urban localities	287	293	290	289	288	289
Dwellings in remote localities <sup>1</sup>	903	936	1038	1023	1024	1061
Private head leasing arrangements	460	551	613	623	666	661

1. The decrease in 2011-12 is due to an error in the 2010-11 count of 14, being 13 dwellings under construction incorrectly included and one asset duplication now corrected.

#### 2011-12 ACHIEVEMENTS

- Built nine new dwellings and undertook upgrade works to existing government employee housing dwellings in remote locations at:
  - Ti Tree, Kulgera and Harts Range for NT Police, Fire and Emergency Services
  - Wurrumiyanga (Nguui) for Government Employee Housing and Office of Aboriginal and Torres Strait Islander Health (OATSIH) and Gove District Hospital on behalf of Department of Health
  - Adelaide River School for Department of Education.
- Commenced negotiations for a local Indigenous developer to deliver 11 house and land packages at Wadeye. Similar negotiations are taking place on Groote Eylandt under the auspices of the Regional Partnership Agreement.



# NT Home Ownership

**Outcome:** Access for low to middle-income Territorians to affordable housing through home ownership

**Business Division Profile:** NT Home Ownership provides housing assistance products to Territorians, including loans, grants and subsidies, to increase home ownership opportunities for low to middle-income earners

## PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
New home loans	101	145	106	154	166	150
Proportion of loans to Indigenous households <sup>1</sup>	4%	8%	6%	6%	5.42%	5%
Value of new home ownership loans	\$21M	\$36M	\$28M	\$40M	\$44.6M	\$39.4M
Value of new shared-equity purchases	\$5M	\$8M	\$6M	\$9M	\$9.1M	\$7.6M
Loan accounts in arrears greater than 30 days	0.8%	1.4%	1.06%	1.3%	1.16%	1.8%
Average loan amount	\$205 785	\$241 390	\$254 400	\$262 000	\$268 479	\$262 000
Median purchase price	\$270 000	\$312 000	\$340 000	\$325 000	\$338 750	\$330 000

1. NT Home Ownership and Indigenous Business Australia (IBA) will conduct joint information sessions regionally in 2012-13 targeting Indigenous households.

## 2011-12 ACHIEVEMENTS

- Received 264 HOMESTART NT applications and issued 166 loans.
- Assisted with the sale of 21 new affordable housing units for low to middle-income earners at Johnston Stage 1A, priced between \$320 000 and \$390 000.



# Local Government, Regional and Community Services

## › Outputs:

- ① Local Government
- ② Regional Development
- ③ Interpreter and Translator Services
- ④ Water Safety and Animal Welfare

Outcome: *Stronger regions and communities*

### Output ① Local Government

Develop the strength and capacity of shire and municipal councils to provide legitimate representation, effective governance, improved service delivery and sustainable development, through business support and compliance activities.

#### PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
Local government grants <sup>1</sup>	\$70.53M	\$64.45M	\$57.9M	\$57.3M	\$75.8M	\$57.3M
Municipal and essential services grants for homelands and outstations			\$16.5M	\$19.1M	\$19.1M	\$21.2M
Municipal and essential services grants for town camps <sup>2</sup>					NIL	\$2.5M
Local government key stakeholder forums working towards strengthening shire governance and service delivery			12	12	11	12

1. 2011-12 actual expenditure is higher than estimate due to advance of 2012-13 funding into 2011-12.

2. New measure in 2012-13. As part of the Stronger Futures negotiations, the Northern Territory has agreed to funding municipal and essential services in town camps, including Darwin and Alice Springs, from 2012-13 onwards.

#### 2011-12 ACHIEVEMENTS

- Reviewed the financial sustainability of Shire Councils.
- Local government general elections for the shires and municipals were held across the Territory in March 2012.
- Facilitated key stakeholder forums, including meetings of the Regional Shires Forum, the Local Government Accounting Advisory Council and the Administrative and Legislative Advisory Committee.
- Supported 530 jobs and employment of 20 mentors for Shire Councils through the Shires Indigenous Workforce Package.

## Output 2 Regional Development

Work in partnership with business, industry and communities to support activities that stimulate sustainable economic growth and wealth creation.

### PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
Indigenous businesses and organisations assisted under the Indigenous Business Development Program <sup>1,2</sup>		39	26	27	21	30
Regional businesses and organisations assisted under the Regional Economic Development Fund <sup>3,3</sup>		11	12	12	6	12
Regional development grants administered <sup>4,5</sup>				\$2.73M	\$0.97M	\$1.38M

1. The Indigenous Business Development Program and the Regional Economic Development Fund are application based assistance programs driven by individual business needs.

2. The variation from the estimate in 2011-12 reflects the slower than anticipated progress of applicants through the IBDP.

3. Four additional organisations were approved for funding late in the 2011-12 financial year, and grants will be drawn down in the course of 2012-13.

4. New measure in 2011-12.

5. 2011-12 expenditure is lower than estimate due to slower than anticipated progress of applicants through IBDP; and the need for further consultation regarding the facilitation program before funding could be released.

### 2011-12 ACHIEVEMENTS

- Published economic profiles for Gunbalanya, Ntaria, Ngukurr and Yirrkala.
- Held Futures Forums in Yirrkala, Ramingining and Milingimbi.
- Supported up to 100 Indigenous Territorians through the Indigenous Business Development Program (IBDP). Distributed \$354 000 to support 21 Indigenous businesses and organisations.
- Engaged four Indigenous Economic Development Officers (IEDOs) to service clients in the Barkly, Central, East Arnhem and Big Rivers regions. At year end, the IEDOs case managed 170 Indigenous entrepreneurs.



## Output 3

### Interpreter and Translator Services

Provide interpreter and translator services for Territorians with English as their second language to alleviate language barriers and enable fair and equitable access to government and non-government services.

#### PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
1. New measure in 2011-12.	<b>Aboriginal Interpreter Service (AIS)</b>					
2. Bookings include one-off interpreting jobs and booking of interpreters on weekly duty rosters. Rostered interpreters complete various numbers of interpreting jobs per day, depending on demand. Rosters are calculated as equivalent to 2.5 bookings per day.	Bookings attended <sup>1,2</sup>					
				4800	5618	4800
	326	382	409	404	440	400
	NAATI <sup>4</sup> accredited or recognised interpreters <sup>5</sup>			66	83	100
	Languages covered <sup>1</sup>			104	104	104
	<b>Interpreting and Translating Service NT (ITSNT)</b>					
3. Registered interpreters are recruited on a casual needs basis.	Interpreting bookings attended <sup>1</sup>					
				7000	6797	7500
	Translating assignments completed <sup>1</sup>					
				1000	1203	1500
4. NAATI: National Accreditation Authority for Translators and Interpreters.	127	156	185	200	199	210
	59	120	84	90	97	95
5. 2010-11 Actual revised to reflect amended measure.	NAATI accredited or recognised interpreters and translators			84	89	88
	49	56	62	65	62	68

#### 2011-12 ACHIEVEMENTS

- Opened AIS offices in Maningrida, Gunbalanya, Wadeye, Groote Eylandt, Wurrumiyanga, Nhulunbuy, Papunya, Yuendumu and Ntaria, which increased capacity with 27 community-based interpreters.
- The 17% increase in demand for AIS services was prompted by a significant increase from Centrelink, hospitals and legal services. The increased number of bookings represents a total of 22 380 hours of interpreting. The equivalent of 25 full-time interpreters are based in-community and provide an increased level of service.
- Interpreting and Translating Service NT (ITSNT) facilitated 25 workshops across 12 agencies that reached 325 people.
- ITSNT conducted professional development courses for 227 of its interpreters and translators.
- ITSNT completed 6797 interpreting and 1203 translation assignments.

## Output 4

### Water Safety and Animal Welfare

Promote safer communities through the Water Safety Strategy and administration of the *Swimming Pool Safety Act* and the *Animal Welfare Act*.

#### PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
<b>Water Safety</b>						
Enrolments in the Under 5 Water Safety Awareness Program	1101	1100	1100	1100	1191	1200
Under 5 Water Safety Awareness Program completion rate	>100%	88%	80%	80%	80%	80%
New pool fencing inspections conducted within three weeks of application <sup>1</sup>	70%	90%	80%	70%	66%	70%
<b>Animal Welfare</b>						
Complaints responded to within three days	99%	95.2%	94%	95%	99%	90%
Funds granted			\$0.2M	\$0.2M	\$0.2M	\$0.2M

1. Includes locations with visiting outreach service. Pool safety advisers are located in Darwin and Central Australia regions. 2011-12 actual in these regions was 85 per cent.

#### 2011-12 ACHIEVEMENTS

- During 2011-12, the agency continued its partnership with the Royal Life Saving Society of Australia to deliver the Under 5 Water Safety Awareness Program, specifically aimed at reducing the drowning rate in the 0-5 year age group. Since 2003, more than 9500 children have registered for the Water Safety Awareness Program.
- Three hundred and eleven animal welfare complaints resulted in two prosecutions. The Animal Welfare Branch successfully prosecuted six matters through the Darwin Court of Summary Jurisdiction, with a further five still before court at year end.
- The Animal Welfare Branch fielded 572 telephone complaints and conducted 324 investigations.
- All Animal Welfare Inspectors successfully completed the Certificate IV in Government (Investigations) and an Inspector was recruited for the Alice Springs office.
- Delivered public education activities and events, including World Animal Day, Pets Day Out, Animal Welfare Awareness Week, and Water Safety Week.



# Indigenous Policy and Remote Services Coordination

## › Outputs:

- 1 Indigenous Policy
- 2 Indigenous Essential Services
- 3 Remote Service Delivery Coordination
- 4 Remote Infrastructure Coordination

*Outcome: Improved social wellbeing and living conditions for Indigenous Territorians, especially those living in remote communities*

### Output 1 Indigenous Policy

Work with Territory, Commonwealth and local government agencies and Indigenous people to provide strategic policy and advice on Indigenous affairs from a whole of government perspective.

#### PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
Advice and reporting on national agreements delivered within agreed timeframes <sup>1</sup>				100%	100%	100%

1. New measure for 2011-12.

#### 2011-12 ACHIEVEMENTS

##### Reports (responses and advice)

- Strategic Review of Indigenous Expenditure
- Overcoming Indigenous Disadvantage 2011 Report
- Indigenous Expenditure Review Supplement
- Northern Territory Emergency Response Evaluation Report
- Prime Minister's Report on Closing the Gap of Indigenous Disadvantage
- Report on Government Services(ROGS) Indigenous Compendium
- Senate Community Affairs Committee Report on the Stronger Futures in the Northern Territory Bill and 2 related Bills
- Closing the Gap Monitoring Report, June-December 2011

##### Reviews and inquiries

- Senate Community Affairs Committee Inquiry into the Stronger Futures in the Northern Territory Bill (agency submission)
- Urban and Regional Services Strategy
- Governance and Leadership Framework
- National Indigenous Reform Agreement (NIRA) Performance Framework
- Northern Territory Emergency Response Evaluation
- Closing the Gap Clearinghouse review
- House of Representatives Standing Committee on Aboriginal and Torres Strait Islander Affairs (SCATSIA) Language learning in Indigenous communities Inquiry
- Safe Communities Strategy
- COAG Reform Council's National Indigenous Reform Agreement Review



## Output 2 Indigenous Essential Services

Coordinate funding and provide strategic planning and policy advice for the delivery of electricity, water and sewerage services to remote Indigenous communities through the contracted service provider, Power and Water Corporation.

### PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
Total annual cost of purchasing services for remote localities <sup>1,2</sup>	\$110.3M	\$60.8M	\$89.5M	\$63M	\$64.8M	\$68M
Customer satisfaction with services <sup>3</sup>	84%	78%	82%	75%	76%	75%
Indigenous ESO employment <sup>4</sup>			37%	40%	50%	40%

1. \$17.8M budgeted for 2011-12 was brought forward to 2010-11 to accelerate the Wadeye gas-fired power station project. In prior year budgets 2010-11 and 2011-12, \$5 million per annum was allocated to Essential Services Infrastructure in remote localities as part of the Strategic Indigenous Housing and Infrastructure Program. The 2012-13 increase reflects the return of these funds.

2. 2011-12 actual expenditure was higher than estimate due a Treasurer's Advance approved in June.

3. Customer satisfaction surveys from remote Indigenous communities, where fair is rated 50 per cent, good 75 per cent and very good 100 per cent. 2011-12 response rate of 28 per cent (20 of 72 communities) was lower than in previous years.

4. Indigenous Essential Service Officers (ESOs) as a proportion of total ESOs working in remote locations. 2011-12 actual is based on total staff employed - not FTE positions. Of a total of 172 ESOs, 86 were Indigenous. 51 ESOs (30 per cent) had Certificate II/III; of these, 16 (or 31 per cent) were Indigenous. Note that these figures are total staff numbers, not FTEs, and cannot be directly compared with the budget estimates (FTEs).

### 2011-12 ACHIEVEMENTS

- The Power and Water Corporation implemented a program targeting Essential Service Officers (ESOs). Training and up-skilling of ESOs Territory wide resulted in the recruitment of an additional 34 Indigenous Trainee ESOs trained to Certificate Level II.



### Output 3

## Remote Service Delivery Coordination

Coordinate integrated planning and delivery of services in Territory Growth Towns and monitor and report on progress of commitments in local implementation plans and national partnership agreements targeting improved services in remote towns and communities.

### PERFORMANCE MEASURES

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
Local implementation plans monitored and reviewed <sup>1</sup>			13	15	15	21

1. 2010-11 figure reflects local implementation plans signed. Review process began in 2011-12.

### 2011-12 ACHIEVEMENTS

- Monitored and reviewed Local Implementation Plans actions for the Remote Service Delivery (RSD) sites.
- Prepared the final six Local Implementation Plans for Ali Curung, Borroloola, Papunya, Elliott, Kalkarindji/ Daguragu and Ramingining.



**Output 4****Remote Infrastructure Coordination**

Coordinate and support, on a whole of government basis, planning and delivery of infrastructure and capital works in remote communities.

**PERFORMANCE MEASURES**

Key Deliverables	Previous Years			Current Year		Targets
	2008-09 Actual	2009-10 Actual	2010-11 Actual	2011-12 Estimate	2011-12 Actual	2012-13 Estimate
Establishment of infrastructure working groups <sup>1,2,3,4</sup>				15	5	21
Indigenous communities with a scheduled town area plan <sup>1,3</sup>				10	10	40
Remote towns where all NTG infrastructure is secured with long-term tenure arrangements <sup>1,3</sup>				1	4	21
Remote towns where secure tenure is in place for remote public housing, including town camps <sup>3,5</sup>				53	67	88

1. New measure in 2011-12.

2. Includes Remote Service Delivery sites, major and minor communities.

3. Cumulative total.

4. Target met. The working groups have been established based on regional boundaries that incorporate the 20 Territory Growth Towns rather than specific groups per growth town. The regional groupings that have been adopted on a 'placed based' approach by location are: Nguiu, Arnhem, Victoria Daly - Roper Gulf, Groote Eylandt and Central - Barkly. These regional groups were in operation for all of 2011-12.

5. Amended measure. At the end of 2011-12, 45 communities had signed leases, with a further 22 agreed in principle.

**2011-12 ACHIEVEMENTS**

- Executed long-term leases over 61 parcels of Aboriginal land occupied by Northern Territory Government infrastructure on the Tiwi Islands and on Groote Eylandt. This is the first tranche of the 1471 lots that require long-term tenure.

\$500.5m

total income for 2011-12

\$285.3m

paid in current and capital grants during the year

\$2.9b

total assets for the agency as at 30 June 2012

# 6

## Financial Statements

Presents the financial statements of the agency including the NT Home Ownership function, with detailed accompanying notes, along with an overview and analysis of our financial performance.

### › Financial Statement Overview

FOR THE YEAR ENDED 30 JUNE 2012

The Department of Housing, Local Government and Regional Services is a general government agency under the *Financial Management Act*. The agency also includes NT Home Ownership, a government business division (GBD) which forms part of the agency's management structure and contributes to the agency's strategic directions.

Under the *Financial Management Act*, the agency and NT Home Ownership are considered to be separate reporting entities for end of financial year reporting purposes and, as such, two separate financial reports are presented in this annual report.

## › Chief Financial Officer's Report

The 2011-12 budget and financial statements for the Department of Housing, Local Government and Regional Services and for the GBD NT Home Ownership have been prepared on an accrual basis and provide information in respect of the financial operations, balance sheet, changes in equity and cash flow of the agency for the year.

Budgets and performance are established by output, ensuring that resource allocation decisions are directed towards achieving the results intended by Government. Details of the agency's performance by output group are provided at Note 3 of the financial statements.

Performance against budget by output group is provided in the Performance Reporting section of the Annual Report.

I am pleased to report that the net surplus result for 2011-12 was \$2.1 million. This exceeded the budgeted deficit and was a vast improvement on the previous year's result.

Total income received for the reporting period was \$500.5 million, with \$325 million in appropriation from the Territory and Commonwealth governments. Major items of appropriation from the Commonwealth includes funding under the National Partnership Agreement for Remote Indigenous Housing (NPA RIH) and the National Affordable Housing Agreement (NAHA). Sales of goods and services for the period were \$56.5 million and predominantly relate to rent from public housing dwellings.

Expenditure during 2011-12 totalled \$498.4 million, with the largest component being grants and subsidies expenses at \$285.4 million. Employee expenses were one per cent over budget at \$60.2 million, while depreciation and amortisation expenses were \$33.7 million and purchases of goods and services totalled \$31.2 million. In 2011-12 \$27.8 million was spent on housing repairs and maintenance.

The most significant item on the agency's balance sheet is \$2.7 billion in housing stock, which is made up of \$1.8 billion of land and housing assets and \$936 million of construction works in progress. Housing stock is revalued annually to ensure the value of assets recorded in the financial statements accurately reflects fair value. As a result of the revaluation in 2011-12, asset values increased by \$33.5 million. Cash balances have increased by \$80.8 million to \$105.7 million at 30 June 2012. This is attributable to the replenishment of cash from the Commonwealth under the NPA RIH for accelerated grants expenditure and capital works activities.

Liabilities for the agency are \$113 million and have reduced from prior year due to a one-off accrued expense in 2010-11 for work in progress under the Remote Indigenous Housing program. Borrowings for the year totalled \$82.2 million, which reflects the value of loans taken out by the former government business division Territory Housing. Interest is paid on loans in regular monthly installments to NT Treasury Corporation.



› Certification of the Financial Statements

We certify that the attached financial statements for the Department of Housing, Local Government and Regional Services have been prepared from proper accounts and records in accordance with the prescribed format, the *Financial Management Act* and Treasurer’s Directions.

We further state that the information set out in the Comprehensive Operating Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement, and notes to and forming part of the financial statements, presents fairly the financial performance and cash flows for the year ended 30 June 2012 and the financial position on that date.

At the time of signing, we are not aware of any circumstances that would render the particulars included in the financial statements misleading or inaccurate.



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**JOHN BASKERVILLE**

Chief Executive,  
Department of Housing  
Department of Local Government

19 October 2012



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**ROB KENDRICK**

Acting Chief Executive,  
Department of Regional Development  
and Indigenous Advancement

19 October 2012



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**CHRIS BROOKE**

Chief Financial Officer

19 October 2012



## › Comprehensive Operating Statement

FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012 \$000	2011 \$000
<b>INCOME</b>			
<i>Grants and subsidies revenue</i>			
Current		84 825	58 847
Capital		21 911	2 122
<i>Appropriation</i>			
Output		180 591	193 337
Commonwealth		144 375	139 149
Sales of goods and services		56 512	54 899
Goods and services received free of charge	4	7 640	7 380
Gain on disposal of assets	5	12	573
Other income		4 685	2 292
<b>Total Income</b>	<b>3</b>	<b>500 551</b>	<b>458 599</b>
<b>EXPENSES</b>			
Employee expenses			
<i>Administrative expenses</i>			
Purchases of goods and services	6	31 174	32 203
Repairs and maintenance		27 846	22 018
Property management		39 233	33 676
Depreciation and amortisation	9 & 14	33 731	28 395
Other administrative expenses	4	9 072	11 929
<i>Grants and subsidies expenses</i>			
Current		225 803	184 905
Capital		59 547	145 714
Community service obligations		1 191	1 239
Interest expenses		10 681	10 808
<b>Total Expenses</b>	<b>3</b>	<b>498 435</b>	<b>527 115</b>
<b>Net Surplus/(Deficit)</b>		<b>2 116</b>	<b>(68 516)</b>
<b>OTHER COMPREHENSIVE INCOME</b>			
Asset revaluation reserve	14	33 497	133 070
Transfers to revaluation reserves			(352)
<b>Total Other Comprehensive Income</b>		<b>33 497</b>	<b>132 718</b>
<b>COMPREHENSIVE RESULT</b>		<b>35 613</b>	<b>64 202</b>

The Comprehensive Operating Statement is to be read in conjunction with the notes to the financial statements.

## › Balance Sheet

AS AT 30 JUNE 2012

	Note	2012 \$000	2011 \$000
<b>ASSETS</b>			
<i>Current Assets</i>			
Cash and deposits	7	105 824	24 907
Receivables	8	7 525	25 052
Advances and investments		1 000	1 000
Prepayments		51 281	973
<b>Total Current Assets</b>		<b>165 630</b>	<b>51 932</b>
<i>Non-Current Assets</i>			
Property, plant and equipment	9	2 754 302	2 438 638
<b>Total Non-Current Assets</b>		<b>2 754 302</b>	<b>2 438 638</b>
<b>TOTAL ASSETS</b>		<b>2 919 932</b>	<b>2 490 570</b>
<b>LIABILITIES</b>			
<i>Current Liabilities</i>			
Deposits held	13 & 20	4 057	3 413
Payables	10	12 617	48 348
Borrowings and advances	11	1 199	1 054
Provisions	12	6 652	6 020
Other liabilities	13	2 829	2 426
<b>Total Current Liabilities</b>		<b>27 354</b>	<b>61 261</b>
<i>Non-Current Liabilities</i>			
Deposits held	13 & 20	2 390	1 984
Borrowings and advances	11	81 028	82 227
Provisions	12	2 378	2 148
<b>Total Non-Current Liabilities</b>		<b>85 796</b>	<b>86 359</b>
<b>TOTAL LIABILITIES</b>		<b>113 150</b>	<b>147 620</b>
<b>NET ASSETS</b>		<b>2 806 782</b>	<b>2 342 950</b>
<b>EQUITY</b>			
Contributed equity		1 253 232	825 013
Land and buildings revaluation reserves	14	1 663 258	1 629 761
Accumulated deficit		(109 708)	(111 824)
<b>TOTAL EQUITY</b>		<b>2 806 782</b>	<b>2 342 950</b>

The Balance Sheet is to be read in conjunction with the notes to the financial statements.

## › Statement of Changes in Equity

FOR THE YEAR ENDED 30 JUNE 2012

	Note	Balance at 1 July \$000	Comprehensive result \$000	Transactions with owners in their capacity as owners \$000	Balance at 30 June \$000
<b>2011-12</b>					
<b>Accumulated Deficit</b>		(111 824)	2 116		(109 708)
<b>Asset revaluation reserve</b>	14	1 629 761	33 497		1 663 258
<b>Capital - Transactions with Owners</b>		825 013			825 013
<i>Equity contributions</i>					
Capital appropriation				113 163	113 163
Equity transfers in				231	231
Other				20 000	20 000
National partnership payments				297 925	297 925
<i>Equity withdrawals</i>					
Capital withdrawal				(100)	(100)
Equity transfers				(3 000)	(3 000)
		825 013		428 219	1 253 232
<b>TOTAL EQUITY AT END OF FINANCIAL YEAR</b>		<b>2 342 950</b>	<b>35 613</b>	<b>428 219</b>	<b>2 806 782</b>
<b>2010-11</b>					
<b>Accumulated Funds</b>		(42 956)	(68 516)		(111 472)
Transfers from reserves			(352)		(352)
		(42 956)	(68 868)		(111 824)
<b>Asset revaluation reserves</b>	14	1 496 691	133 070		1 629 761
<b>Capital - Transactions with Owners</b>		310 105			310 105
<i>Equity contributions</i>					
Capital appropriation				102 172	102 172
Equity transfers				1 447	1 447
Other				16 000	16 000
National partnership payments				396 889	396 889
<i>Equity withdrawals</i>					
Capital withdrawal				(1 600)	(1 600)
		310 105		514 908	825 013
<b>TOTAL EQUITY AT END OF FINANCIAL YEAR</b>		<b>1 763 840</b>	<b>64 202</b>	<b>514 908</b>	<b>2 342 950</b>

The Statement of Changes in Equity is to be read in conjunction with the notes to the financial statements.

## › Cash Flow Statement

FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012 \$000	2011 \$000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
<b>Receipts</b>			
<i>Grants and subsidies received</i>			
Current		84 825	42 047
Capital		21 911	2 122
<i>Appropriation</i>			
Northern Territory Treasury		180 591	193 337
Commonwealth		144 375	139 149
Receipts from sales of goods and services		133 863	68 375
<b>Total Operating Receipts</b>		<b>565 565</b>	<b>445 030</b>
<b>Payments</b>			
Payments to employees		(58 985)	(55 467)
Payments for goods and services		(129 910)	(113 133)
<i>Grants and subsidies paid</i>			
Current		(225 803)	(184 905)
Capital		(59 547)	(145 714)
Community service obligations		(1 191)	(1 239)
Interest paid		(10 681)	(10 808)
<b>Total Payments</b>		<b>(486 117)</b>	<b>(511 266)</b>
<b>NET CASH FROM/(USED IN) OPERATING ACTIVITIES</b>	<b>15</b>	<b>79 448</b>	<b>(66 236)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
<b>Receipts</b>			
Proceeds from asset sales	5	66	3 065
<b>Total Receipts</b>		<b>66</b>	<b>3 065</b>
<b>Payments</b>			
Refund of goods and services tax		(429 581)	(466 007)
<b>Purchase of assets</b>		<b>(429 581)</b>	<b>(466 007)</b>
<b>NET CASH USED IN INVESTING ACTIVITIES</b>		<b>(429 515)</b>	<b>(462 942)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
<b>Receipts</b>			
Deposits received		1 050	297
<i>Equity contributions</i>			
Capital appropriation		113 163	102 171
Commonwealth appropriation		297 925	396 889
Other equity contributions		20 000	16 000
<b>Total Financing Receipts</b>		<b>432 138</b>	<b>515 357</b>
<b>Payments</b>			
Repayment of borrowings		(1 054)	(928)
Equity withdrawals		(100)	(1 600)
<b>Total Payments</b>		<b>(1 154)</b>	<b>(2 528)</b>
<b>NET CASH FROM FINANCING ACTIVITIES</b>		<b>430 984</b>	<b>512 830</b>
Net increase/(decrease) in cash held		80 917	(16 348)
Cash at beginning of financial year		24 907	41 255
<b>CASH AT END OF FINANCIAL YEAR</b>	<b>7</b>	<b>105 824</b>	<b>24 907</b>

The Cash Flow Statement is to be read in conjunction with the notes to the financial statements.

# Index of Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2012

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3. Comprehensive Operating Statement by Output Group

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## 1. OBJECTIVES AND FUNDING

The purpose of the Department of Housing, Local Government and Regional Services is to deliver social housing programs and related infrastructure across the Territory, and build stronger regions and communities through sustainable economic development and effective local government.

The agency also improves access to services for many Territorians through interpreter and translator services, and it delivers water safety and animal welfare programs.

The agency is predominantly funded by, and is dependent on, the receipt of Parliamentary appropriations. The financial statements encompass all funds through which the agency controls resources to carry on its functions and deliver outputs. For reporting purposes, outputs delivered by the agency are summarised into three groups. Note 3 provides summary financial information in the form of a Comprehensive Operating Statement by output group.

- Territory Housing Services
- Local Government, Regional and Community Services
- Indigenous Policy and Remote Services Coordination.

## 2. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

### a) Basis of Accounting

The financial statements have been prepared in accordance with the requirements of the *Financial Management Act* and related Treasurer's Directions. The *Financial Management Act* requires the Department of Housing, Local Government and Regional Services to prepare financial statements for the year ended 30 June based on the form determined by the Treasurer. The form of agency financial statements is to include:

- (i) a Certification of the Financial Statements
- (ii) a Comprehensive Operating Statement
- (iii) a Balance Sheet
- (iv) a Statement of Changes in Equity
- (v) a Cash Flow Statement
- (vi) applicable explanatory notes to the financial statements.

The financial statements have been prepared using the accrual basis of accounting, which recognises the effect of financial transactions and events when they occur, rather than when cash is paid out or received. As part of the preparation of the financial statements, all intra agency transactions and balances have been eliminated.

Except where stated, the financial statements have also been prepared in accordance with the historical cost convention.

The form of the agency financial statements is also consistent with the requirements of Australian Accounting Standards. The effects of all relevant new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are effective for the current annual reporting period have been evaluated. The Standards and Interpretations and their impacts are:



## b) Australian Accounting Standards and Interpretations Issued but not yet Effective

Standard/Interpretation	Summary	Effective for annual reporting periods beginning on or after	Impact on financial statements
AASB 13 Fair Value Measurement, AASB 2011-8 Amendments to Australian Accounting Standards arising from AASB 13 [AASB 1, 2, 3, 4, 5, 7, 9, 2009-11, 2010 7, 101, 102, 108, 110, 116, 117, 118, 119, 120, 121, 128, 131, 132, 133, 134, 136, 138, 139, 140, 141, 1004, 1023 & 1038 and Interpretations 2, 4, 12, 13, 14, 17, 19, 131 & 132]	Replaces the guidance on fair value measurement in existing AASB accounting literature with a single standard. The Standard defines fair value, provides guidance on how to determine fair value and requires disclosures about fair value measurements.	1 Jan 2013	It is not likely to have a material impact on the agency in the period of initial adoption.
AASB 9 Financial Instruments (Dec 2010), AASB 2010-7 Amendments to Australian Accounting Standards arising from AASB 9 (Dec 2010) [AASB 1, 3, 4, 5, 7, 101, 102, 108, 112, 118, 120, 121, 127, 128, 131, 132, 136, 137, 139, 1023 & 1038 and Interpretations 2, 5, 10, 12, 19 & 127]	AASB 9 incorporates revised requirements for the classification and measurement of financial instruments resulting from the IASB's project to replace IAS 39 Financial Instruments: Recognition and Measurement (AASB 139 Financial Instruments: Recognition and Measurement).	1 Jan 2013	It is not likely to have a material impact on the agency in the period of initial adoption.
AASB 2011-9 Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income [AASB 1, 5, 7, 101, 112, 120, 121, 132, 133, 134, 1039 & 1049]	Requires entities to group items presented in other comprehensive income on the basis of whether they are potentially reclassifiable to profit or loss subsequently.	1 July 2012	It is not likely to have a material impact on the agency in the period of initial adoption.

## c) Agency and Territory Items

The financial statements of the Department of Housing, Local Government and Regional Services include income, expenses, assets, liabilities and equity over which the agency has control (Agency items). Certain items, while managed by the agency, are controlled and recorded by the Territory rather than the agency (Territory items). Territory items are recognised and recorded in the Central Holding Authority as discussed below.

## Central Holding Authority

The Central Holding Authority is the 'parent body' that represents the Government's ownership interest in Government-controlled entities.

The Central Holding Authority also records all Territory items, such as income, expenses, assets and liabilities controlled by the Government and managed by agencies on behalf of the Government. The main Territory item is Territory income, which includes taxation and royalty revenue, Commonwealth general purpose funding (such as GST revenue), fines, and statutory fees and charges.

The Central Holding Authority also holds certain Territory assets not assigned to agencies as well as certain Territory liabilities that are not practical or effective to assign to individual agencies such as unfunded superannuation and long service leave.

The Central Holding Authority recognises and records all Territory items, and as such, these items are not included in the agency's financial statements. The Department of Housing, Local Government and Regional Services does not collect any Territory Items on behalf of the Central holding Authority.

## d) Comparatives

Where necessary, comparative information for the 2010-11 financial year has been reclassified to provide consistency with current year disclosures.

## e) Presentation and Rounding of Amounts

Amounts in the financial statements and notes to the financial statements are presented in Australian dollars and have been rounded to the nearest thousand dollars, with amounts of \$500 or less being rounded down to zero.

**f) Changes in Accounting Policies**

There have been no changes to accounting policies adopted in 2011-12 as a result of management decisions.

**g) Accounting Judgments and Estimates**

The preparation of the financial report requires the making of judgments and estimates that affect the recognised amounts of assets, liabilities, revenues and expenses and the disclosure of contingent liabilities. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis for making judgments about the carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Judgments and estimates that have significant effects on the financial statements are disclosed in the relevant notes to the financial statements. Notes that include significant judgments and estimates are:

- Employee Benefits – Note 2(t) and Note 12: Non-current liabilities in respect of employee benefits are measured as the present value of estimated future cash outflows based on the appropriate Government bond rate, estimates of future salary and wage levels and employee periods of service.
- Contingent Liabilities – Note 18: The present value of material quantifiable contingent liabilities are calculated using a discount rate based on the published 10-year Government bond rate.
- Allowance for Impairment Losses – Note 2(n), 8: Receivables and 16: Financial Instruments.
- Depreciation and Amortisation – Note 2(k), Note 9: Property, Plant and Equipment.

**h) Goods and Services Tax**

Income, expenses and assets are recognised net of the amount of Goods and Services Tax (GST), except where the amount of GST incurred on a purchase of goods and services is not recoverable from the Australian Tax Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the Balance Sheet.

Cash flows are included in the Cash Flow Statement on a gross basis. The GST components of cash flows arising from investing and financing activities, which are recoverable from, or payable to, the ATO are classified as operating cash flows. Commitments and contingencies are disclosed net of the amount of GST recoverable or payable unless otherwise specified.

**i) Income Recognition**

Income encompasses both revenue and gains.

Income is recognised at the fair value of the consideration received, exclusive of the amount of GST. Exchanges of goods or services of the same nature and value without any cash consideration being exchanged are not recognised as income.

**Grants and Other Contributions**

Grants, donations, gifts and other non-reciprocal contributions are recognised as revenue when the agency obtains control over the assets comprising the contributions. Control is normally obtained upon receipt.

Contributions are recognised at their fair value. Contributions of services are only recognised when a fair value can be reliably determined and the services would be purchased if not donated.

**Appropriation**

Output appropriation is the operating payment to each agency for the outputs they provide and is calculated as the net cost of agency outputs after taking into account funding from agency income. It does not include any allowance for major non-cash costs such as depreciation.

Commonwealth appropriation follows from the Intergovernmental Agreement on Federal Financial Relations, resulting in Special Purpose Payments (SPPs) and National Partnership (NP) payments being made by the Commonwealth Treasury to state treasuries, in a manner similar to arrangements for GST payments. These payments are received by Treasury on behalf of the Central Holding Authority and then on passed to the relevant agencies as Commonwealth appropriation.

Revenue in respect of appropriations is recognised in the period in which the agency gains control of the funds.

### Sale of Goods

Revenue from the sale of goods is recognised (net of returns, discounts and allowances) when:

- the significant risks and rewards of ownership of the goods have transferred to the buyer
- the agency retains neither continuing managerial involvement to the degree usually associated with ownership nor effective control over the goods sold
- the amount of revenue can be reliably measured
- it is probable that the economic benefits associated with the transaction will flow to the agency
- the costs incurred or to be incurred in respect of the transaction can be measured reliably.

### Rendering of Services

Revenue from rendering services is recognised by reference to the stage of completion of the contract. The revenue is recognised when:

- the amount of revenue, stage of completion and transaction costs incurred can be reliably measured, and
- it is probable that the economic benefits associated with the transaction will flow to the entity.

### Interest Revenue

Interest revenue is recognised as it accrues, taking into account the effective yield on the financial asset.

### Goods and Services Received Free of Charge

Goods and services received free of charge are recognised as revenue when a fair value can be reliably determined and the resource would have been purchased if it had not been donated. Use of the resource is recognised as an expense.

### Disposal of Assets

A gain or loss on disposal of assets is included as a gain or loss on the date control of the asset passes to the buyer, usually when an unconditional contract of sale is signed. The gain or loss on disposal is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal. Refer also to Note 5.

### Contributions of Assets

Contributions of assets and contributions to assist in the acquisition of assets, being non reciprocal transfers, are recognised, unless otherwise determined by Government, as gains when the agency obtains control of the asset or contribution. Contributions are recognised at the fair value received or receivable.

### j) Repairs and Maintenance Expense

Funding is received for repairs and maintenance works associated with agency assets as part of output revenue. Costs associated with repairs and maintenance works on agency assets are expensed as incurred.

### k) Depreciation and Amortisation Expense

Items of property, plant and equipment, including buildings but excluding land, have limited useful lives and are depreciated or amortised using the straight-line method over their estimated useful lives.

Amortisation applies in relation to intangible non-current assets with limited useful lives and is calculated and accounted for in a similar manner to depreciation.

The estimated useful lives for each class of asset are in accordance with the Treasurer's Directions and are determined as follows:

	2012	2011
Urban buildings	50 years	50 years
Remote area buildings	40 years	40 years
Leased building upgrades	Remaining period of lease	Remaining period of lease
Plant and equipment	5 years	5 years

Assets are depreciated or amortised from the date of acquisition or from the time an asset is completed and held ready for use. Where an asset is revalued due to capital construction or upgrade, or due to market movements, the useful life is reassessed and the annual depreciation charge is adjusted to reflect the new value of the asset.

### l) Interest Expense

Interest expenses include interest and finance lease charges. Interest expenses are expensed in the period in which they are incurred.

### m) Cash and Deposits

For the purposes of the Balance Sheet and the Cash Flow Statement, cash includes cash on hand, cash at bank and cash equivalents. Cash equivalents are highly liquid short-term investments that are readily convertible to cash. Cash at bank includes monies held in the Accountable Officer's Trust Account (AOTA) that are ultimately payable to the beneficial owner – refer also to Note 20.

**n) Receivables**

Receivables include accounts receivable and other receivables and are recognised at fair value less any allowance for impairment losses.

The allowance for impairment losses represents the amount of receivables the agency estimates are likely to be uncollectible and are considered doubtful. Analysis of the age of the receivables that are past due as at the reporting date are disclosed in an aging schedule under credit risk in Note 16 Financial Instruments. Reconciliation of changes in the allowance accounts is also presented.

**Rental and Other Charges**

The collectability of debts is assessed at year end for current rental, current maintenance and other debtors. An allowance for doubtful debts is made when there is objective evidence that a rental receivable is impaired. It is not considered practical to provide a specific allowance. The amount of the allowance as such has been measured as the difference between the carrying amount and the future cash flows expected to be received within the next 12 months from each category of rental debtor.

**o) Property, Plant and Equipment**

**Acquisitions**

All items of property, plant and equipment with a cost, or other value, equal to or greater than \$10 000 are recognised in the year of acquisition and depreciated as outlined below. Items of property, plant and equipment below the \$10 000 threshold are expensed in the year of acquisition.

The construction cost of property, plant and equipment includes the cost of materials and direct labour, and an appropriate proportion of fixed and variable overheads.

**Complex Assets**

Major items of plant and equipment comprising a number of components that have different useful lives, are accounted for as separate assets. The components may be replaced during the useful life of the complex asset.

**Subsequent Additional Costs**

Costs incurred on property, plant and equipment subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed performance of the asset will flow to the agency in future years. Where these costs represent separate components of a complex asset, they are accounted for as separate assets and are separately depreciated over their expected useful lives.

**Construction (Work in Progress)**

As part of the financial management framework, the Department of Construction and Infrastructure is responsible for managing general government capital works projects on a whole of Government basis. Therefore appropriation for some agency capital works is provided directly to the Department of Construction and Infrastructure and the cost of construction work in progress is recognised as an asset of that Department. Once completed, capital works assets are transferred to the agency.

**Rental Dwellings**

**Acquisitions**

Constructed rental dwellings, upgrading costs and minor capital works carried out on existing rental dwellings are recorded at their expended completed contract price, including tendering costs, contract management and supervision fees and all fees and charges relating to construction as property assets. Rental dwelling contracts not completed at 30 June 2012 are stated as Works in Progress.

**Demolitions / Gifts**

Obsolete rental dwellings demolished and dwellings which are gifted or reverted under land rights legislation are written off in the financial year of occurrence. The write-offs represent the written down historical cost component of such dwellings. Appropriate adjustments are made against the asset revaluation reserve where previous revaluations have occurred.

**Sales**

Dwellings to be sold are valued immediately prior to the sale. The agency's policy is to record the difference between the sale price and the asset carrying amount as a gain or loss on sale.

**p) Revaluations and Impairment**

**Revaluation of Assets**

Subsequent to initial recognition, assets belonging to the following classes of non-current assets are revalued with sufficient regularity to ensure that the carrying amount of these assets does not differ materially from their fair value at reporting date:

- land
- buildings.

Fair value is the amount for which an asset could be exchanged, or liability settled, between knowledgeable, willing parties in an arms-length transaction. Land and buildings held by the agency that are not classified for rental use have not been revalued by the agency during the year ended 30 June 2012.

Plant and equipment are stated at historical cost less depreciation, which is deemed to equate to fair value.

#### Urban Rental Properties

An independent valuation of urban rental properties was completed at 30 June 2012 by the Australian Valuation Office, the results of which are reflected in these financial statements. The basis for the valuation of urban rental properties is that of 'fair value' being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction. The agency has adopted the policy of revaluing its urban rental properties which consists of land, houses, flat complexes and interest in body corporate, every year to ensure that the carrying amount does not differ materially from their fair value at reporting date.

Where the carrying amount of any urban rental property was determined to be greater than its recoverable amount the carrying amount of that dwelling has been written down to its recoverable amount. Details of the related carrying amount written down and any recoverable amount write downs have been disclosed in the financial statements.

Existing urban rental properties that have incurred major renovations or upgrading costs are revalued as soon as possible after the contract has been completed for those works. Useful lives of all urban rental dwellings have been reassessed at the time of valuation.

#### Remote Rental Dwellings

The Australian Valuation Office completed an independent valuation of remote rental dwellings at 30 June 2012, the results of which are reflected in these financial statements. The agency has adopted the policy of revaluing its remote rental dwellings at 30 June each year. Remote rental dwellings are measured on the basis of 'fair value' using the replacement cost methodology. The useful lives of all remote rental dwellings are also reassessed at the time of valuation.

#### Impairment of Assets

An asset is said to be impaired when the asset's carrying amount exceeds its recoverable amount.

The agency has adopted the policy of revaluing its rental property assets annually to ensure that asset's are carried at amounts that are not in excess of their recoverable amounts. Where indications of impairment exist the

agency determines the asset's recoverable amount as the asset's depreciated replacement cost for remote assets and fair value less costs to sell for urban assets.

Non-current physical and intangible agency assets are assessed for indicators of impairment on an annual basis. If an indicator of impairment exists, the agency determines the asset's recoverable amount. The asset's recoverable amount is determined as the higher of the asset's depreciated replacement cost and fair value less costs to sell. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

Impairment losses are recognised in the Comprehensive Operating Statement. They are disclosed as an expense unless the asset is carried at a revalued amount. Where the asset is measured at a revalued amount, the impairment loss is offset against the asset revaluation surplus for that class of asset to the extent that an available balance exists in the asset revaluation surplus.

In certain situations, an impairment loss may subsequently be reversed. Where an impairment loss is subsequently reversed, the carrying amount of the asset is increased to the revised estimate of its recoverable amount. A reversal of an impairment loss is recognised in the Comprehensive Operating Statement as income, unless the asset is carried at a revalued amount, in which case the impairment reversal results in an increase in the asset revaluation surplus. Note 14 provides additional information in relation to the asset revaluation surplus.

#### q) Assets Held for Sale

No assets were held for sale during the financial year.

#### r) Leased Assets

Leases under which the agency assumes substantially all the risks and rewards of ownership of an asset are classified as finance leases. Other leases are classified as operating leases.

#### Finance Leases

The agency did not enter into any finance leases during the year.



**Operating Leases**

Operating lease payments made at regular intervals throughout the term are expensed when the payments are due, except where an alternative basis is more representative of the pattern of benefits to be derived from the leased property. Lease incentives under an operating lease of a building or office space is recognised as an integral part of the consideration for the use of the leased asset. Lease incentives are to be recognised as a deduction of the lease expenses over the term of the lease.

**s) Payables**

Liabilities for accounts payable and other amounts payable are carried at cost, which is the fair value of the consideration to be paid in the future for goods and services received, whether or not billed to the agency. Accounts payable are normally settled within 30 days.

**t) Employee Benefits**

Provision is made for employee benefits accumulated as a result of employees rendering services up to the reporting date. These benefits include wages and salaries and recreation leave. Liabilities arising in respect of wages and salaries, recreation leave and other employee benefit liabilities that fall due within twelve months of reporting date are classified as current liabilities and are measured at amounts expected to be paid. Non-current employee benefit liabilities that fall due after twelve months of the reporting date are measured at present value, calculated using the Government long-term bond rate.

No provision is made for sick leave, which is non-vesting, as the anticipated pattern of future sick leave to be taken is less than the entitlement accruing in each reporting period.

Employee benefit expenses are recognised on a net basis in respect of the following categories:

- wages and salaries, non-monetary benefits, recreation leave, sick leave and other leave entitlements
- other types of employee benefits.

As part of the Financial Management Framework, the Central Holding Authority assumes the long service leave liabilities of Government agencies, including the Department of Housing, Local Government and Regional Services and as such no long service leave liability is recognised in agency financial statements.

**u) Superannuation**

Employees' superannuation entitlements are provided through the:

- Northern Territory Government and Public Authorities Superannuation Scheme (NTGPASS)
- Commonwealth Superannuation Scheme (CSS)
- non-government employee-nominated schemes for those employees commencing on or after 10 August 1999.

The agency makes superannuation contributions on behalf of its employees to the Central Holding Authority or non-government employee-nominated schemes. Superannuation liabilities related to government superannuation schemes are held by the Central Holding Authority and as such are not recognised in agency financial statements.

**v) Contributions by and Distributions to Government**

The agency may receive contributions from Government where the Government is acting as owner of the agency. Conversely, the agency may make distributions to Government. In accordance with the *Financial Management Act* and Treasurer's Directions, certain types of contributions and distributions, including those relating to administrative restructures, have been designated as contributions by, and distributions to, Government. These designated contributions and distributions are treated by the agency as adjustments to equity.

The Statement of Changes in Equity provides additional information in relation to contributions by, and distributions to, Government.

**w) Commitments**

Disclosures in relation to capital and other commitments, including lease commitments are shown at Note 17. Commitments are those contracted as at 30 June where the amount of the future commitment can be reliably measured.



## 3. COMPREHENSIVE OPERATING STATEMENT BY OUTPUT GROUP

	Note	Territory Housing Services		Local Government, Regional and Community Services		Indigenous Policy and Remote Services Coordination		Total	
		2012	2011	2012	2011	2012	2011	2012	2011
		\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
<b>INCOME</b>									
<i>Grants and subsidies revenue</i>									
Current		9 268	14 750	65 671	43 797	9 886	300	84 825	58 847
Capital		21 911	2 122					21 911	2 122
<i>Appropriation</i>									
Output		159 552	140 362	19 414	49 400	1 625	3 575	180 591	193 337
Commonwealth		139 084	135 904	5 291	3 245			144 375	139 149
Sales of goods and services (b)		54 181	52 607	2 312	2 107	19	185	56 512	54 899
Goods and services received free of charge	4	6 750	6 560	821	790	69	30	7 640	7 380
Gain on disposal of assets	5	12	573					12	573
Other income		4 648	1 046	17	1 246	20		4 685	2 292
<b>TOTAL INCOME</b>		<b>395 406</b>	<b>353 924</b>	<b>93 526</b>	<b>100 585</b>	<b>11 619</b>	<b>4 090</b>	<b>500 551</b>	<b>458 599</b>
<b>EXPENSES</b>									
Employee expenses		42 183	41 041	13 262	12 891	4 712	2 296	60 157	56 228
<i>Administrative expenses</i>									
Purchases of goods and services	6	22 850	25 372	6 437	5 465	1 887	1 366	31 174	32 203
Repairs and maintenance		27 764	21 800	81	217	1	1	27 846	22 018
Property management		38 414	33 318	660	315	159	43	39 233	33 676
Depreciation and amortisation	9 & 14	33 611	28 316	110	74	10	5	33 731	28 395
Other administrative expenses		8 182	11 109	821	790	69	30	9 072	11 929
<i>Grants and subsidies expenses</i>									
Current		59 359	105 340	102 556	79 564	63 888	1	225 803	184 905
Capital		24 896	141 266	19 193	4 448	15 458		59 547	145 714
Community service obligations		1 191	1 239					1 191	1 239
Interest expenses		10 681	10 808					10 681	10 808
<b>TOTAL EXPENSES</b>		<b>269 131</b>	<b>419 609</b>	<b>143 120</b>	<b>103 764</b>	<b>86 184</b>	<b>3 742</b>	<b>498 435</b>	<b>527 115</b>
<b>NET SURPLUS/(DEFICIT)</b>		<b>126 275</b>	<b>(65 685)</b>	<b>(49 594)</b>	<b>(3 179)</b>	<b>(74 565)</b>	<b>348</b>	<b>2 116</b>	<b>(68 516)</b>
<b>OTHER COMPREHENSIVE INCOME</b>									
Asset revaluation/realisation reserve	14	33 497	133 070					33 497	133 070
Transfers to asset revaluation reserve			(352)						(352)
<b>TOTAL OTHER COMPREHENSIVE INCOME</b>		<b>33 497</b>	<b>132 718</b>					<b>33 497</b>	<b>132 718</b>
<b>COMPREHENSIVE RESULT</b>		<b>159 772</b>	<b>67 033</b>	<b>(49 594)</b>		<b>(74 565)</b>		<b>35 613</b>	<b>64 202</b>

This Comprehensive Operating Statement is to be read in conjunction with the notes to the financial statements.

#### 4. OTHER ADMINISTRATIVE EXPENSES

	2012 \$000	2011 \$000
Goods and services received free of charge – Department of Business and Employment	7 640	7 380
Gifted assets		3 418
Write offs and doubtful debts expensed	1 432	1 131
<b>TOTAL OTHER ADMINISTRATIVE EXPENSES</b>	<b>9 072</b>	<b>11 929</b>

#### 5. GAIN ON DISPOSAL OF ASSETS

	2012 \$000	2011 \$000
Net proceeds from the disposal of non-current assets	66	3 065
Less: Carrying value of non-current assets disposed	(54)	(2 492)
<b>GAIN ON THE DISPOSAL OF NON-CURRENT ASSETS</b>	<b>12</b>	<b>573</b>

#### 6. PURCHASES OF GOODS AND SERVICES

The net surplus/(deficit) has been arrived at after charging the following expenses:	2012 \$000	2011 \$000
<b>Goods and services expenses:</b>		
Consultants	4 257	6 453
Advertising, marketing and promotion	951	963
Document production	228	62
Legal expenses	261	553
Recruitment	362	164
Training and study	1 112	765
Official duty fares	2 367	2 071
Travelling allowance	906	902
Other operating expenses	20 730	20 270
<b>TOTAL GOODS AND SERVICE EXPENSES</b>	<b>31 174</b>	<b>32 203</b>

#### 7. CASH AND DEPOSITS

	2012 \$000	2011 \$000
Cash on hand	49	11
Cash at bank	105 775	24 896
<b>TOTAL CASH AND DEPOSITS</b>	<b>105 842</b>	<b>24 907</b>

#### 8. RECEIVABLES

	2012 \$000	2011 \$000
<b>Current</b>		
Accounts receivable	15 539	29 568
Less: Allowance for impairment losses	(10 629)	(9 131)
GST receivables	4 910	20 437
	2 615	4 615
<b>TOTAL RECEIVABLES</b>	<b>7 525</b>	<b>25 052</b>

#### 9. PROPERTY, PLANT AND EQUIPMENT

	2012 \$000	2011 \$000
<b>Land</b>		
At fair value	1 794	1 794
<b>Buildings: Housing rental properties</b>		
<i>Urban rental properties</i>		
Urban vacant land at fair value	13 229	8 592
Urban improved land at fair value	862 355	834 339
Urban buildings at fair value	711 466	709 003
	<b>1 587 050</b>	<b>1 551 934</b>
<i>Remote rental properties</i>		
Remote vacant land at replacement cost	683	69
Remote improved land at replacement cost	5 592	6 340
Remote buildings at replacement cost	272 954	296 245
Less: Accumulated depreciation	(54 706)	(48 740)
	<b>224 523</b>	<b>253 914</b>
<b>TOTAL VALUE OF HOUSING RENTAL PROPERTIES</b>	<b>1 811 573</b>	<b>1 805 848</b>
<b>Construction (Work in Progress)</b>		
At capitalised cost	936 056	625 224
<b>Plant and Equipment</b>		
At fair value	8 023	7 885
Less: Accumulated depreciation	(3 154)	(2 127)
	<b>4 869</b>	<b>5 758</b>
<b>Computer Hardware</b>		
At capitalised cost	64	64
Less: Accumulated depreciation	(54)	(50)
	10	14
<b>TOTAL PROPERTY, PLANT AND EQUIPMENT</b>	<b>2 754 302</b>	<b>2 438 638</b>

### Property, Plant and Equipment Valuations

The basis for the valuation of urban rental properties is that of 'fair value', being the amount for which an asset could be exchanged between knowledgeable willing parties in an arms length transaction. As the value of these assets is updated, all depreciation relating to these assets is transferred to the asset revaluation reserve.

### Impairment of Property, Plant and Equipment

Agency property, plant and equipment assets were assessed for impairment as at 30 June 2012. No impairment adjustments were required as a result of this review.

### 2012 Property, Plant and Equipment Reconciliations

A reconciliation of the carrying amount of property, plant and equipment at the beginning and end of 2011-12 is set out below:

	Land	Buildings	Construction (Work in Progress)	Plant and Equipment	Leased Plant and Equipment	Total
	\$000	\$000	\$000	\$000	\$000	\$000
<b>CARRYING AMOUNT AS AT 1 JULY 2011</b>	<b>1 794</b>	<b>1 805 848</b>	<b>625 224</b>	<b>5 758</b>	<b>14</b>	<b>2 438 638</b>
Additions		7 980	360 834			368 814
Disposals		(54)				(54)
Depreciation		(5 966)		(1 028)	(4)	(6 998)
Additions/(Disposals) from asset transfers		(3 000)	(50 002)	139		(52 863)
Revaluation increments/(decrements)		6 765				6 765
<b>CARRYING AMOUNT AS AT 30 JUNE 2012</b>	<b>1 794</b>	<b>1 811 573</b>	<b>936 056</b>	<b>4 869</b>	<b>10</b>	<b>2 754 302</b>

### 2011 Property, Plant and Equipment Reconciliations

A reconciliation of the carrying amount of property, plant and equipment at the beginning and end of 2010-11 is set out below:

	Land	Buildings	Construction (Work in Progress)	Plant and Equipment	Leased Plant and Equipment	Total
	\$000	\$000	\$000	\$000	\$000	\$000
<b>CARRYING AMOUNT AS AT 1 JULY 2010</b>	<b>12 666</b>	<b>1 534 969</b>	<b>280 794</b>	<b>851</b>	<b>8</b>	<b>1 829 288</b>
Additions	1 561		507 936	(19)	19	509 497
Disposals	(1 003)	(1 489)				(2 492)
Depreciation		(5 787)		(412)	(13)	(6 212)
Additions/(Disposals) from asset transfers	(8 789)	164 978	(163 506)	5 338		(1 979)
Revaluation increments/(decrements)	(2 641)	113 177				110 536
<b>CARRYING AMOUNT AS AT 30 JUNE 2011</b>	<b>1 794</b>	<b>1 805 848</b>	<b>625 224</b>	<b>5 758</b>	<b>14</b>	<b>2 438 638</b>

## 10. PAYABLES

	2012	2011
	\$000	\$000
Accounts payable	8 006	3 534
Accrued expenses	4 583	44 785
Interest payable	28	29
<b>TOTAL PAYABLES</b>	<b>12 617</b>	<b>48 348</b>

## 11. BORROWINGS AND ADVANCES

	2012	2011
	\$000	\$000
<b>Current</b>		
Loans and advances	1 199	1 054
<b>Non-Current</b>		
Loans and advances	81 028	82 227
<b>TOTAL BORROWINGS AND ADVANCES</b>	<b>82 227</b>	<b>83 281</b>

## 12. PROVISIONS

	2012	2011
	\$000	\$000
<b>Current</b>		
<i>Employee benefits</i>		
Recreation leave	4 681	4 250
Leave loading	739	614
Recreation leave fares	92	94
<i>Other current provisions</i>		
Fringe benefits tax	114	127
Payroll tax	466	476
Superannuation contributions	560	459
	<b>6 652</b>	<b>6 020</b>
<b>Non-Current</b>		
<i>Employee benefits</i>		
Recreation leave	2 378	2 148
	<b>2 378</b>	<b>2 148</b>
<b>TOTAL PROVISIONS</b>	<b>9 030</b>	<b>8 168</b>

## 13. OTHER LIABILITIES

	2012	2011
	\$000	\$000
<b>Current</b>		
Deposits held	4 057	3 413
Unearned revenue - rent charged / paid in advance	2 829	2 426
	<b>6 886</b>	<b>5 839</b>
<b>Non-current</b>		
Deposits held – rental security bond deposits	2 390	1 984
<b>TOTAL OTHER LIABILITIES</b>	<b>9 276</b>	<b>7 823</b>

## 14. RESERVES

	2012	2011
	\$000	\$000
<b>Asset Revaluation Surplus</b>		
<i>(i) Nature and purpose of the asset revaluation surplus</i>		
The asset revaluation surplus includes the net revaluation increments and decrements arising from the revaluation of non-current Land and Buildings. Impairment adjustments may also be recognised in the Land and Buildings Revaluation Surplus.		
<i>(ii) Movements in the asset revaluation surplus</i>		
Balance as at 1 July	1 629 761	1 496 691
Increment/(Decrement) - land	34 632	(2 641)
Increment/(Decrement) - buildings	(27 867)	113 529
Transfer accumulated depreciation to reserve	26 732	22 182
<b>BALANCE AS AT 30 JUNE</b>	<b>1 663 258</b>	<b>1 629 761</b>

## 15. NOTES TO THE CASH FLOW STATEMENT

	2012 \$000	2011 \$000
<b>Reconciliation of Cash</b>		
<b>Reconciliation of Net Surplus/(Deficit) to Net Cash from Operating Activities</b>		
<b>Net Surplus/(Deficit)</b>	<b>2 116</b>	<b>(68 516)</b>
<i>Non-cash items:</i>		
Depreciation and amortisation	33 731	28 395
Repairs and maintenance expense - non-cash	92	9
Asset donations/gifts		3 418
Gain on disposal of assets	(12)	(573)
<i>Changes in assets and liabilities:</i>		
Decrease/(Increase) in receivables	17 527	(21 084)
Increase in prepayments	(40 308)	(148)
Decrease/(Increase) in other assets	17 277	
(Decrease)/Increase in payables	7 759	(8 906)
Increase in provision for employee benefits	785	486
Increase in other provisions	78	107
Increase in other liabilities	403	576
<b>NET CASH FROM OPERATING ACTIVITIES</b>	<b>79 448</b>	<b>(66 236)</b>

## 16. FINANCIAL INSTRUMENTS

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Financial instruments held by the Department of Housing, Local Government and Regional Services include cash and deposits, receivables, and payables. The Department of Housing, Local Government and Regional Services has limited exposure to financial risks as discussed below.

## a) Categorisation of Financial Instruments

The carrying amounts of the Department of Housing, Local Government and Regional Services financial assets and liabilities by category are disclosed in the table below.

	2012 \$000	2011 \$000
<b>Financial Assets</b>		
Cash and deposits	105 824	24 907
Loans and receivables	8 525	26 052
Pre payments	51 281	973
<b>Financial Liabilities</b>		
Deposits held - Trust	6 447	5 397
Unearned revenue	2 828	2 426
Payables	12 617	48 348
Provisions	9 030	8 168
Borrowings and advances	82 227	83 281

## b) Credit Risk

The agency has limited credit risk exposure (risk of default). In respect of any dealings with organisations external to Government, the agency has adopted a policy of only dealing with credit worthy organisations and obtaining sufficient collateral or other security where appropriate, as a means of mitigating the risk of financial loss from defaults.

Based on historic default rates, the Department of Housing, Local Government and Regional Services believes that no impairment allowance is necessary in respect of receivables from government agencies including Local Government organisations, rental and sundry debts less than two months old, ceased rental and sundry debts less than one month old, and bond assistance debts less than one month old.

The carrying amount of financial assets recorded in the financial statements, net of any allowances for losses, represents the agency's maximum exposure to credit risk without taking account of the value of any collateral or other security obtained.

## Receivables

Receivable balances are monitored on an ongoing basis to ensure that exposure to bad debts is not significant. A reconciliation and aging analysis of receivables is presented below.

	Aging of Receivables \$000	Aging of Impaired Receivables \$000	Net Receivables \$000
<b>2011-12</b>			
Not overdue	2 224		2 224
Overdue for less than 30 days	478	34	444
Overdue for 30 to 60 days	591	115	476
Overdue for more than 60 days	12 246	10 480	1 766
<b>Total</b>	<b>15 539</b>	<b>10 629</b>	<b>4 910</b>

## RECONCILIATION OF THE ALLOWANCE FOR IMPAIRMENT LOSSES

Opening		9 131	
Increase in allowance recognised in profit or loss		1 498	
<b>Total</b>		<b>10 629</b>	

## 2010-11

Not overdue	18 738		18 738
Overdue for less than 30 days	515	30	485
Overdue for 30 to 60 days	391	146	245
Overdue for more than 60 days	9 924	8 955	969
<b>Total</b>	<b>29 568</b>	<b>9 131</b>	<b>20 437</b>

## RECONCILIATION OF THE ALLOWANCE FOR IMPAIRMENT LOSSES

Opening		8 793	
Written off during the year		(897)	
Increase in allowance recognised in profit or loss		1 235	
<b>TOTAL</b>		<b>9 131</b>	

c) Liquidity Risk

Liquidity risk is the risk that the agency will not be able to meet its financial obligations as they fall due. The agency's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when they fall due.

The following tables detail the agency's remaining contractual maturity for its financial assets and liabilities. It should be noted that these values are undiscounted, and consequently totals may not reconcile to the carrying amounts presented in the Balance Sheet.

2012 Maturity analysis for financial assets and liabilities

	Interest Bearing				Non Interest Bearing \$000	Total \$000	Weighted Average \$000
	Fixed or Variable \$000	Less than a Year \$000	1 to 5 Years \$000	More than 5 Years \$000			
<b>Assets</b>							
Cash and deposits					105 824	105 824	
Receivables					7 525	7 525	
Advances					51 281	51 281	
Investment, loans and placements					1 000	1 000	
<b>TOTAL FINANCIAL ASSETS</b>					<b>165 630</b>	<b>165 630</b>	
<b>Liabilities</b>							
Deposits held					9 276	9 276	
Payables					12 617	12 617	
Provisions					9 030	9 030	
Borrowings		1 199		81 028		82 227	12.9
<b>TOTAL FINANCIAL LIABILITIES</b>		<b>1 199</b>		<b>81 028</b>	<b>30 923</b>	<b>113 150</b>	

2011 Maturity analysis for financial assets and liabilities

	Interest Bearing				Non Interest Bearing \$000	Total \$000	Weighted Average \$000
	Fixed or Variable \$000	Less than a Year \$000	1 to 5 Years \$000	More than 5 Years \$000			
<b>Assets</b>							
Cash and deposits					24 907	24 907	
Receivables					25 052	25 052	
Advances					973	973	
Investment, loans and placements					1 000	1 000	
<b>TOTAL FINANCIAL ASSETS</b>					<b>51 932</b>	<b>51 932</b>	
<b>Liabilities</b>							
Deposits held					7 823	7 823	
Payables					48 348	48 348	
Provisions					8 168	8 168	
Borrowings				83 281		83 281	12.9
<b>TOTAL FINANCIAL LIABILITIES</b>				<b>83 281</b>	<b>64 339</b>	<b>147 620</b>	



## d) Market Risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. It comprises interest rate risk, price risk and currency risk.

## i) Interest Rate Risk

The Department of Housing, Local Government and Regional Services has limited exposure to interest rate risk as agency financial assets and financial liabilities, with the exception of Treasury loans are non interest bearing.

## Market Sensitivity Analysis

Changes in the variable rates of 100 basis points (1 per cent) at reporting date would have the following effect on the agency's profit or loss and equity.

	Profit or Loss and Equity	
	100 basis points increase \$000	100 basis points decrease \$000
<b>30 JUNE 2012</b>		
Financial assets - cash at bank	1 058	(1 058)
Financial assets - receivable loans	10	(10)
Financial liabilities - borrowings	(822)	822
<b>NET SENSITIVITY</b>	<b>246</b>	<b>(246)</b>
<b>30 JUNE 2011</b>		
Financial assets - cash at bank	249	(249)
Financial assets - receivable loans	10	(10)
Financial liabilities - borrowings	(833)	833
<b>NET SENSITIVITY</b>	<b>(574)</b>	<b>574</b>

## ii) Price Risk

The Department of Housing, Local Government and Regional Services is not exposed to price risk as it does not hold units in unit trusts.

## iii) Currency Risk

The Department of Housing, Local Government and Regional Services is not exposed to currency risk as it does not hold borrowings denominated in foreign currencies or transactional currency exposures arising from purchases in a foreign currency.

## e) Net Fair Value

The fair value of financial instruments is estimated using various methods. These methods are classified into the following levels:

**Level 1** - derived from quoted prices in active markets for identical assets or liabilities.

**Level 2** - derived from inputs other than quoted prices that are observable directly or indirectly.

**Level 3** - derived from inputs not based on observable market data.

	Total Carrying Amount \$000	Net Fair Value Level 1 \$000	Net Fair Value Level 2 \$000	Net Fair Value Level 3 \$000	Net Fair Value Total \$000
<b>2012</b>					
<b>FINANCIAL ASSETS</b>					
Cash and deposits	105 824	105 824			105 824
Receivables	8 525	8 525			8 525
Advances & investments	51 281	51 281			51 281
<b>Total Financial Assets</b>	<b>165 630</b>	<b>165 630</b>			<b>165 630</b>
<b>FINANCIAL LIABILITIES</b>					
Deposits held	9 276	9 276			9 276
Payables	12 617	12 617			12 617
Provisions	9 030	9 030			9 030
Borrowings & advances	82 227		132 926		132 926
<b>Total Financial Liabilities</b>	<b>113 150</b>	<b>30 923</b>	<b>132 926</b>		<b>163 849</b>
<b>2011</b>					
<b>FINANCIAL ASSETS</b>					
Cash and deposits	24 907	24 907			24 907
Receivables	26 052	26 052			26 052
Advances & investments	973	973			973
<b>Total Financial Assets</b>	<b>51 932</b>	<b>51 932</b>			<b>51 932</b>
<b>FINANCIAL LIABILITIES</b>					
Deposits held	7 823	7 823			7 823
Payables	48 348	48 348			48 348
Provisions	8 168	8 168			8 168
Borrowings & advances	83 281		123 987		123 987
<b>Total Financial Liabilities</b>	<b>147 620</b>	<b>64 339</b>	<b>123 987</b>		<b>188 326</b>

17. COMMITMENTS

	2012 \$000	2011 \$000
<b>(i) Capital Expenditure Commitments</b>		
Capital expenditure commitments primarily relate to the construction of urban and remote housing and essential services. Capital expenditure commitments contracted for at balance date but not recognised as liabilities are payable as follows:		
Within one year	128 455	320 043
Later than one year and not later than five years		9 913
Later than five years		
	<b>128 455</b>	<b>329 956</b>
<b>(ii) Other Expenditure Commitments</b>		
Other non-cancellable expenditure commitments not recognised as liabilities are payable as follows:		
Within one year	34 277	39 679
Later than one year and not later than five years		5 058
Later than five years		
	<b>34 277</b>	<b>44 737</b>
<b>(iii) Operating Lease Commitments</b>		
The agency leases property under non-cancellable operating leases expiring from 1 to 13 years. Leases generally provide the agency with a right of renewal at which time all lease terms are renegotiated. The agency also leases items of plant and equipment under non-cancellable operating leases. Future operating lease commitments not recognised as liabilities are payable as follows:		
Within one year	6 040	6 893
Later than one year and not later than five years	2 274	5 045
Later than five years	9 500	5 350
	<b>17 814</b>	<b>17 288</b>

18. CONTINGENT LIABILITIES & CONTINGENT ASSETS

a) Contingent Liabilities

Territory Housing Appeals Board members in Alice Springs and Darwin are indemnified against all actions, proceedings, claims, demands, liabilities, losses, expenses (legal or otherwise) and payments whatsoever arising out of or in respect of an act or thing done or omitted to be done by members in their capacity as a member of the board. To date there have been no claims.

b) Contingent Assets

The Department of Housing, Local Government and Regional Services had no contingent assets as at 30 June 2012 or 30 June 2011.

19. EVENTS SUBSEQUENT TO BALANCE DATE

Since the reporting date amendments to the Administrative Arrangements Order for the public sector were gazetted on 4 September 2012 outlining the restructure of the machinery of government. From this date The Department of Housing, Local Government and Regional Services functions were allocated across three new agencies reporting to three new Ministers and two Chief Executives.

Agency	Minister	Chief Executive
Department of Housing	The Hon Peter Chandler, MLA	John Baskerville
Department of Local Government	The Hon Adam Giles, MLA	John Baskerville
Department of Regional Development and Indigenous Advancement	The Hon Alison Anderson, MLA	Rob Kendrick (Acting)

The Water Safety division and function transfers from Local Government to the Department of Sport and Recreation; and the Government Business Division NT Home Ownership will be administered in accordance with the *Financial Management Act* by the Department of Housing.

20. ACCOUNTABLE OFFICER'S TRUST ACCOUNT

In accordance with section 7 of the *Financial Management Act*, an Accountable Officer's Trust Account has been established for the receipt of money to be held in trust. A summary of activity is shown below:

NATURE OF TRUST MONEY	Opening Balance 1 Jul 2011 \$000	Receipts \$000	Payments \$000	Closing Balance 30 Jun 2012 \$000
Jabiru Town Development Authority	3 238	137	(100)	3 275
Unclaimed money	168	614		782
Tenants security bond deposits	1 984	479	(73)	2 390
Contractors retention	7		(7)	
	<b>5 397</b>	<b>1 230</b>	<b>(180)</b>	<b>6 447</b>

## 21. WRITE-OFFS, POSTPONEMENTS, WAIVERS, GIFTS AND EX GRATIA PAYMENTS

	Agency		Agency	
	2012	No. of	2011	No. of
	\$000	Trans.	\$000	Trans.
		\$000		\$000
<b>Write-offs, Postponements and Waivers Under the <i>Financial Management Act</i></b>				
Represented by:				
<i>Amounts written off, postponed and waived by Delegates</i>				
Irrecoverable amounts payable to the Territory or an agency written off			407	955
Losses or deficiencies of money written off				
Public property written off				
Waiver or postponement of right to receive or recover money or property				
<b>Total Written Off, Postponed and Waived by Delegates</b>			<b>407</b>	<b>955</b>
<i>Amounts written off, postponed and waived by the Treasurer</i>				
Irrecoverable amounts payable to the Territory or an agency written off			341	155
Losses or deficiencies of money written off				
Public property written off				
Waiver or postponement of right to receive or recover money or property			149	40
<b>Total Written Off, Postponed and Waived by the Treasurer</b>			<b>490</b>	<b>195</b>
<b>Write-offs, Postponements and Waivers Authorised Under Other Legislation</b>				
<b>Gifts Under the <i>Financial Management Act</i></b>			<b>3 418</b>	<b>1</b>





**Auditor-General**  
**Independent Auditor's Report**  
**to the Minister for Housing**  
**NT Home Ownership**  
**Year Ended 30 June 2012**

I have audited the accompanying financial report of the NT Home Ownership, which comprises the statement of financial position as at 30 June 2012, and the statement of comprehensive income, statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes.

**The Chief Executive's responsibility for the Financial Report**

The Chief Executive of the Department of Housing is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations). This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

**Auditor's Responsibility**

My responsibility is to express an opinion on the financial report based on my audit. I conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Chief Executive, as well as evaluating the overall presentation of the financial report.

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

**Auditor's Opinion**

In my opinion, the financial report presents fairly, in all material respects, the financial position of NT Home Ownership as of 30 June 2012, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations).

F. McGuinness  
Auditor-General for the Northern Territory  
Darwin, Northern Territory

18 October 2012



\$1.3m

net surplus result for 2011-12

\$225.7m

total assets as at 30 June 2012

NT Home Ownership  
Financial Statements





## › Chief Financial Officer's Report

NT Home Ownership has been operating for four years as a Government Business Division (an Agency or part of an Agency established under the *Financial Management Act* that recovers a significant proportion of its operating costs through user charges).

Pursuant to the *Financial Management Act*, a Government Business Division (GBD) is a separate reporting entity and, as such, is required to prepare annual financial statements in accordance with the format as determined by the Treasurer and in compliance with Australian Accounting Standards. Consistent with general commercial principals, GBD's are also required to pay tax and dividends on any profit made during the year.

NT Home Ownership's core business is to oversee the Northern Territory Government's home purchase assistance products including HOMESTART NT and provides affordable loans to low and middle income earners to assist Territorians into home ownership. The program is designed to enable eligible applicants to access around 40 per cent of the housing market in their regions using no more than 30 per cent of their gross income. HOMESTART NT also offers an interest-free fee assistance loan to help with costs associated with purchasing a home, such as stamp duty and conveyancing costs; and has a low two per cent deposit requirement. The entity continues to explore options to increase home ownership within the Territory and thresholds for income and property market values are regularly reviewed to ensure these options continue to be open to as many Territorians as possible.

NT Home Ownership has continued to show a positive outcome in its financial performance, posting a net surplus in operating activities after income tax of \$1.3 million in 2011-12. The comprehensive result was down from the previous year's net surplus of \$3.9 million, largely due to the income tax adjustment in 2011-12. The entities largest source of income is interest revenue from loans which comprises 81 per cent of total income of \$12.8 million. Total expenses of \$11.3 million include \$8.5 million in interest payable on borrowings from NT Treasury Corporation. Administrative expense predominantly relate to Territory Insurance Office administration fees and marketing and promotion costs associated with land release.

At 30 June NT Home Ownership's loan portfolio comprised of 1776 loans issued to Territorian's totalling \$163 million and held an interest in 772 shared equity investment properties to the value of \$55.6 million up from \$52.7 million in 2010-11. The home loan portfolio increased by \$25 million during the year as a result of the value of new loans provided exceeding the value of loans discharged. Borrowings and advances are the major component of liabilities in the Balance Sheet and total \$186 million and increased due to additional funding requirements to finance new home loan applications and shared equity interests in properties. The cash balance at year end was \$6.8 million with a minor increase in total equity to \$38 million compared to \$37 million last year.

› **Certification of the Financial Statements**

We certify that the attached financial statements for the Department of Housing, Local Government and Regional Services' government business division NT Home Ownership have been prepared from proper accounts and records in accordance with the prescribed format, the *Financial Management Act* and Treasurer's Directions.

We further state that the information set out in the Comprehensive Operating Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement, and notes to and forming part of the financial statements, presents fairly the financial performance and cash flows for the year ended 30 June 2012 and the financial position on that date.

At the time of signing, we are not aware of any circumstances that would render the particulars included in the financial statements misleading or inaccurate.



.....

**JOHN BASKERVILLE**

Chief Executive

19 October 2012



.....

**CHRIS BROOKE**

Chief Financial Officer

19 October 2012

› Comprehensive Operating Statement  
FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012 \$000	2011 \$000
<b>INCOME</b>			
Sales of goods and services		34	22
Interest revenue	4	10 418	9 280
Gain on disposal of investments	3	291	1 032
Gain on disposal of Land	3	188	
Other revenue		1 191	1 309
Revaluation of investments	6	738	2 838
<b>Total Income</b>		<b>12 860</b>	<b>14 481</b>
<b>EXPENSES</b>			
Employee expenses		202	212
<i>Administrative expenses</i>			
Purchases of goods and services	5	2 601	2 362
Other administrative expenses		23	12
<i>Grants and subsidies expenses</i>			
Current			1
Interest expenses		8 495	7 492
<b>Total Expenses</b>		<b>11 321</b>	<b>10 079</b>
<b>NET SURPLUS BEFORE INCOME TAX</b>		<b>1 539</b>	<b>4 402</b>
Income tax expense	7	240	469
<b>NET SURPLUS AFTER INCOME TAX</b>		<b>1 299</b>	<b>3 933</b>
<b>COMPREHENSIVE RESULT</b>		<b>1 299</b>	<b>3 933</b>

The Comprehensive Operating Statement is to be read in conjunction with the notes to the financial statements.

› Balance Sheet

AS AT 30 JUNE 2012

	Note	2012 \$000	2011 \$000
<b>ASSETS</b>			
<i>Current Assets</i>			
Cash and deposits	8	6 763	10 300
Receivables	9	35	40
Advances	9	3 207	2 329
<b>Total Current Assets</b>		<b>10 005</b>	<b>12 669</b>
<i>Non-Current Assets</i>			
Advances	9	160 081	135 675
Property, plant and equipment	10	-	562
Shared equity investments	11	55 607	52 730
<b>Total Non-Current Assets</b>		<b>215 688</b>	<b>188 967</b>
<b>TOTAL ASSETS</b>		<b>225 693</b>	<b>201 636</b>
<b>LIABILITIES</b>			
<i>Current Liabilities</i>			
Payables	12	757	426
Borrowings and advances		7 112	6 787
Provisions	13	547	1 047
<b>Total Current Liabilities</b>		<b>8 416</b>	<b>8 260</b>
<i>Non-Current Liabilities</i>			
Borrowings and advances		179 244	156 356
Provisions	13	1	7
<b>Total Non-Current Liabilities</b>		<b>179 245</b>	<b>156 363</b>
<b>TOTAL LIABILITIES</b>		<b>187 661</b>	<b>164 623</b>
<b>NET ASSETS</b>		<b>38 032</b>	<b>37 013</b>
<b>EQUITY</b>			
Capital		22 745	22 745
Accumulated sfunds		15 287	14 268
<b>TOTAL EQUITY</b>		<b>38 032</b>	<b>37 013</b>

The Balance Sheet is to be read in conjunction with the notes to the financial statements.

› Statement of Changes in Equity

FOR THE YEAR ENDED 30 JUNE 2012

	Equity at 1 July \$000	Comprehensive result \$000	Transactions with owners in their capacity as owners \$000	Equity at 30 June \$000
<b>2011-12</b>				
<b>Accumulated funds</b>	<b>14 268</b>	1 299		15 567
2011-12 Dividend Payable			(280)	(280)
	<b>14 268</b>	<b>1 299</b>	<b>(280)</b>	<b>15 287</b>
<b>Capital</b>	22 745			(22 745)
	<b>22 745</b>			<b>22 745</b>
<b>TOTAL EQUITY AT END OF FINANCIAL YEAR</b>	<b>37 013</b>	<b>1 299</b>	<b>(280)</b>	<b>38 032</b>
<b>2010-11</b>				
<b>Accumulated funds</b>	<b>10 883</b>	3 933		14 816
2010-11 Dividend Payable			(548)	(548)
	<b>10 883</b>	<b>3 933</b>	<b>(548)</b>	<b>14 268</b>
<b>Capital</b>	22 745			22 745
	<b>22 745</b>			<b>22 745</b>
<b>TOTAL EQUITY AT END OF FINANCIAL YEAR</b>	<b>33 628</b>	<b>3 933</b>	<b>(548)</b>	<b>37 013</b>

The Statement of Changes in Equity is to be read in conjunction with the notes to the financial statements.

## › Cash Flow Statement

FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012 \$000	2011 \$000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
<b>Receipts</b>			
Receipts from sales of goods and services		1 403	1 500
Interest received	4	10 418	9 312
<b>Total Receipts</b>		<b>11 821</b>	<b>10 812</b>
<b>Payments</b>			
Payments to employees		(212)	(196)
Payments for goods and services		(2 630)	(2 637)
Income tax paid		(469)	(20)
<i>Grants and subsidies paid</i>			
Current			(1)
Interest paid		(8 308)	(7 464)
<b>Total Payments</b>		<b>(11 619)</b>	<b>(10 318)</b>
<b>NET CASH FROM OPERATING ACTIVITIES</b>	<b>16</b>	<b>202</b>	<b>494</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
<b>Receipts</b>			
Proceeds From Land Sales	3	750	
Repayment of advances		19 369	18 755
Sales of investments	3	7 184	7 379
<b>Total Receipts</b>		<b>27 303</b>	<b>26 134</b>
<b>Payments</b>			
Advances and investing payments		(53 708)	(34 964)
<b>Total Payments</b>		<b>(53 708)</b>	<b>(34 964)</b>
<b>NET CASH USED IN INVESTING ACTIVITIES</b>		<b>(26 405)</b>	<b>(8 830)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
<b>Receipts</b>			
Proceeds from borrowings		30 000	10 000
Deposits received			(15)
<b>Total Receipts</b>		<b>30 000</b>	<b>9 985</b>
<b>Payments</b>			
Repayment of borrowings		(6 787)	(6 478)
Dividends paid		(548)	(23)
<b>Total Payments</b>		<b>(7 334)</b>	<b>(6 501)</b>
<b>NET CASH FROM FINANCING ACTIVITIES</b>		<b>22 666</b>	<b>3 484</b>
Net decrease in cash held		(3 537)	(4 852)
Cash at beginning of financial year		10 300	15 152
<b>CASH AT END OF FINANCIAL YEAR</b>	<b>8</b>	<b>6 763</b>	<b>10 300</b>

The Cash Flow Statement is to be read in conjunction with the notes to the financial statements.



# Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2012

## Note

1. Objectives and Funding
2. Statement of Significant Accounting Policies

## INCOME

3. Gain on Disposal of Investments
4. Interest Revenue

## EXPENSES

5. Purchases of Goods and Services
6. Gain on Revaluation of Investments
7. Income Tax Expense and Tax Equivalent Regime

## ASSETS

8. Cash and Deposits
9. Receivables
10. Property, Plant and Equipment
11. Shared Equity Investments

## LIABILITIES

12. Payables
13. Provisions

## OTHER DISCLOSURES

14. Notes to the Cash Flow Statement
15. Financial Instruments
16. Commitments
17. Contingent Liabilities and Contingent Assets
18. Events Subsequent to Balance Date
19. Write-offs, Postponements and Waivers
20. Community Service Obligations

## 1. OBJECTIVES AND FUNDING

NT Home Ownership provides HOMESTART NT as a Northern Territory Government initiative to assist Territorians to buy their own home. HOMESTART NT is administered by the Territory Insurance Office. NT Home Ownership is a distinct legal entity operated as a government business division of the Department of Housing, Local Government and Regional Services.

With financial support from HOMESTART NT, eligible Territorians earning low to middle incomes can buy their own home using less than 30 per cent of their income. There is a range of loan types and fee assistance loans to help with costs like stamp duty, purchase fees and white goods.

## 2. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

### a) Basis of Accounting

The financial statements have been prepared in accordance with the requirements of the *Financial Management Act* and related Treasurer's Directions. The *Financial Management Act* requires the NT Home Ownership (the entity) to prepare financial statements for the year ended 30 June based on the form determined by the Treasurer. The form of the entity's financial statements is to include:

- (i) a Certification of the Financial Statements
- (ii) a Comprehensive Operating Statement
- (iii) a Balance Sheet
- (iv) a Statement of Changes in Equity
- (v) a Cash Flow Statement
- (vi) applicable explanatory notes to the financial statements.

The financial statements have been prepared using the accrual basis of accounting, which recognises the effect of financial transactions and events when they occur, rather than when cash is paid out or received. As part of the preparation of the financial statements, all intra entity transactions and balances have been eliminated.

The financial statements have been prepared in accordance with the historical cost convention and, except where stated, do not take into account changing money values or fair values of non-current assets.

The form of the entity's financial statements is also consistent with the requirements of Australian Accounting Standards. The effects of all relevant new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are effective for the current annual reporting period have been evaluated.

b) Australian Accounting Standards and Interpretations Issued but not yet Effective

Standard/Interpretation	Summary	Effective for annual reporting periods beginning on or after	Impact on financial statements
AASB 13 Fair Value Measurement, AASB 2011-8 Amendments to Australian Accounting Standards arising from AASB 13 [AASB 1, 2, 3, 4, 5, 7, 9, 2009-11, 2010 7, 101, 102, 108, 110, 116, 117, 118, 119, 120, 121, 128, 131, 132, 133, 134, 136, 138, 139, 140, 141, 1004, 1023 & 1038 and Interpretations 2, 4, 12, 13, 14, 17, 19, 131 & 132]	Replaces the guidance on fair value measurement in existing AASB accounting literature with a single standard. The Standard defines fair value, provides guidance on how to determine fair value and requires disclosures about fair value measurements.	1 Jan 2013	It is not likely to have a material impact on the agency in the period of initial adoption.
AASB 9 Financial Instruments (Dec 2010), AASB 2010-7 Amendments to Australian Accounting Standards arising from AASB 9 (Dec 2010) [AASB 1, 3, 4, 5, 7, 101, 102, 108, 112, 118, 120, 121, 127, 128, 131, 132, 136, 137, 139, 1023 & 1038 and Interpretations 2, 5, 10, 12, 19 & 127]	AASB 9 incorporates revised requirements for the classification and measurement of financial instruments resulting from the IASB's project to replace IAS 39 Financial Instruments: Recognition and Measurement (AASB 139 Financial Instruments: Recognition and Measurement).	1 Jan 2013	It is not likely to have a material impact on the agency in the period of initial adoption.
AASB 2011-9 Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income [AASB 1, 5, 7, 101, 112, 120, 121, 132, 133, 134, 1039 & 1049]	Requires entities to group items presented in other comprehensive income on the basis of whether they are potentially reclassifiable to profit or loss subsequently.	1 July 2012	It is not likely to have a material impact on the agency in the period of initial adoption.

c) Comparatives

Comparative information for the 2011-12 financial year has been reclassified, where required, to provide consistency with current year disclosures.

The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about the carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

d) Presentation and Rounding of Amounts

Amounts in the financial statements and notes to the financial statements are presented in Australian dollars and have been rounded to the nearest thousand dollars, with amounts of \$500 or less being rounded down to zero.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

e) Changes in Accounting Policies

There have been no changes to accounting policies adopted in 2011-12 as a result of management decisions.

Judgements and estimates that have significant effects on the financial statements are disclosed in the relevant notes to the financial statements. Notes that include significant judgements and estimates are:

f) Accounting Judgments and Estimates

The preparation of the financial report requires the making of judgements and estimates that affect the recognised amounts of assets, liabilities, revenues and expenses and the disclosure of contingent liabilities.

- Employee Benefits - Note 2(u) and Note 16: Non-current liabilities in respect of employee benefits are measured as the present value of estimated future cash

outflows based on the appropriate Government bond rate, estimates of future salary and wage levels and employee periods of service.

- Contingent Liabilities - Note 21: The present value of material quantifiable contingent liabilities are calculated using a discount rate based on the published 10-year Government bond rate.
- Doubtful Debts - Note 2(m), Note 11: Receivables and Note 19: Financial Instruments.
- Depreciation and Amortisation - Note 2(n), Note 12: Property, Plant and Equipment.

#### g) Goods and Services Tax

Income, expenses and assets are recognised net of the amount of Goods and Services Tax (GST), except where the amount of GST incurred on a purchase of goods and services is not recoverable from the Australian Tax Office (ATO).

In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the Statement of Financial Position.

Cash flows are included in the Cash Flow Statement on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows. Commitments and contingencies are disclosed net of the amount of GST recoverable or payable unless otherwise specified.

#### h) Income Recognition

Income encompasses both revenue and gains.

Income is recognised at the fair value of the consideration received, exclusive of the amount of goods and services tax (GST). Exchanges of goods or services of the same nature and value without any cash consideration being exchanged are not recognised as income.

#### Grants and Other Contributions

Grants, donations, gifts and other non-reciprocal contributions are recognised as income when the entity obtains control over the assets comprising the contributions. Control is normally obtained upon receipt.

Contributions are recognised at their fair value. Contributions of services are only recognised when a fair value can be reliably determined and the services would be purchased if not donated.

#### Rendering of Services

Revenue from rendering services is recognised by reference to the stage of completion of the contract. Revenue is recognised when:

- the amount of revenue, stage of completion and transaction costs incurred can be reliably measured, and
- it is probable that the economic benefits associated with the transaction will flow to the entity.

#### Interest Revenue

Interest revenue is recognised as it accrues, taking into account the effective yield on the financial asset.

#### Disposal of Assets - investments

A gain or loss on disposal of assets is included as a gain or loss on the date control of the asset passes to the buyer, usually when an unconditional contract of sale is signed. The gain or loss on disposal is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal.

#### Community service obligation funding

Community service obligation funding is received from the Northern Territory Government where the entity is required to carry out activities on a non-commercial basis. Revenue in respect of this funding is recognised in the period in which the entity gains control of the funds.

#### Contributions of Assets

Contributions of assets and contributions to assist in the acquisition of assets, being non reciprocal transfers, are recognised, unless otherwise determined by Government, as gains when the agency obtains control of the asset or contribution. Contributions are recognised at the fair value received or receivable.

#### i) Interest Expense

Interest expenses include interest and finance lease charges. Interest expenses are expensed in the period in which they are incurred.

#### j) Taxation

The entity is required to pay income tax on its accounting surplus, at the company tax rate of 30 percent in accordance with the requirements of the Treasurer's Directions and the NT Tax Equivalents Regime.

#### k) Cash and Deposits

For the purposes of the Statement of Financial Position and the Cash Flow Statement, cash includes cash on hand, cash at bank and cash equivalents. Cash equivalents are highly liquid short-term investments that are readily convertible to cash.

l) Financial Instruments

*Non-derivative*

Non-derivative financial instruments comprise cash and cash equivalents, trade and other receivables, loans and borrowings, and trade and other payables.

Non-derivative financial instruments are recognised initially at fair value plus, for instruments not at fair value through profit or loss, any directly attributable transaction costs. Subsequent to initial recognition non-derivative financial instruments are measured as described below.

A financial instrument is recognised if the entity becomes a party to the contractual provisions of the instrument. Financial assets are recognised at trade date (less impairment). Financial assets are derecognised if the entity transfers the financial asset to another party without retaining control or substantially all risks and rewards of the asset. Financial liabilities are derecognised if the entity's obligations specified in the contract expire or are discharged or cancelled.

*Derivative*

The entity does not have any derivative financial instruments.

m) Receivables

Receivables include accounts receivable and other receivables and are recognised at fair value less any allowance for impairment losses.

The allowance for impairment losses represents the amount of receivables the entity estimates are likely to be uncollectible and are considered doubtful. Analysis of the age of receivables that are past due as at the reporting date are disclosed in an aging schedule under credit risk in Note 19: Financial Instruments. Reconciliation of changes in the allowance accounts is also presented.

Accounts receivable are generally settled within 30 days and other receivables within 60 days.

*Home loans*

The collectability of debts is assessed at year-end for home loan debtors. The entity will recognise an allowance for doubtful loans when objective evidence exists that all or part of a loan is impaired and unlikely to be collected. Loans are written off to the allowance account when they are assessed as not viable.

n) Depreciation and Amortisation Expense

Items of property, plant and equipment, including buildings but excluding land, have limited useful lives and are depreciated or amortised using the straight-line method over their estimated useful lives.

As at 30 June 2012 the entity did not hold any depreciable Property Plant or Equipment Assets.

o) Property, Plant and Equipment

*Acquisitions*

All items of property, plant and equipment with a cost, or other value, equal to or greater than \$5,000 are recognised in the year of acquisition. Items of property, plant and equipment below the \$5,000 threshold are expensed in the year of acquisition.

p) Revaluations and Impairment

*Revaluation of assets*

Subsequent to initial recognition, assets are revalued with sufficient regularity to ensure that the carrying amount of these assets does not differ materially from their fair value at reporting date. Fair value is the amount for which an asset could be exchanged, or liability settled, between knowledgeable, willing parties in an arms length transaction.

*Non-current investment - minority interest holding revaluations*

These are properties held under HOMESTART NT and properties purchased and/or constructed from/by external parties under HOMESTART NT.

Minority Interest Holdings are measured on the fair value basis, being the amount for which an asset could be exchanged by knowledgeable willing parties in an arm's length transaction. The entity has adopted the policy of revaluing its Minority Interest Holdings every year with any changes in fair value recognised as a gain or loss in the Statement of Comprehensive Income.

An independent valuation was completed at 30 June 2012 by the Australian Valuation Office, the results of which are reflected in these financial statements.

*Impairment of assets*

An asset is said to be impaired when the asset's carrying amount exceeds its recoverable amount. The entity's non-current physical and intangible assets are assessed for indicators of impairment on an annual basis. If an indicator of impairment exists, the entity determines the asset's recoverable amount. The asset's recoverable amount is determined as the higher of the asset's depreciated replacement cost and fair value less costs to sell. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss. Impairment losses are recognised in the Statement of Comprehensive Income.

#### *Impairment of financial assets*

Financial assets are reviewed at each Statement of Financial Position date to determine whether there is objective evidence of impairment. A financial asset or group of financial assets is impaired and impairment losses are incurred if there is objective evidence of impairment, resulting from one or more loss events that occurred after initial recognition that indicates that it is probable that the entity will be unable to collect all amounts due. The carrying amount of a financial asset identified as impaired is reduced to its estimated recoverable amount.

#### q) Assets Held for Sale

Assets held for sale consists of those assets which management has determined are available for immediate sale in their present condition, and their sale is highly probably within the next twelve months.

These assets are measured at the lower of the asset's carrying amount and fair value less costs to sell. These assets are not depreciated. Non-current assets held for sale have been recognised on the face of the financial statements under plant and equipment.

#### r) Leased Assets

Leases under which the agency assumes substantially all the risks and rewards of ownership of an asset are classified as finance leases. Other leases are classified as operating leases.

The entity has no finance or operating leases.

#### s) Payables

Liabilities for accounts payable and other amounts payable are carried at cost which is the fair value of the consideration to be paid in the future for goods and services received, whether or not billed to the entity. Accounts payable are normally settled within 30 days.

#### t) Borrowings

Government loans are initially recognised at the fair value of the consideration received less directly attributable transaction costs.

#### u) Employee Benefits

Provision is made for employee benefits accumulated as a result of employees rendering services up to the reporting date. These benefits include wages and salaries and recreation leave. Liabilities arising in respect of wages and salaries and recreation leave and other employee benefit liabilities that fall due within twelve months of reporting date are classified as current liabilities and are measured at amounts expected to be paid.

Non-current employee benefit liabilities that fall due after twelve months of the reporting date are measured at present value, calculated using the Government long term bond rate.

No provision is made for sick leave, which is non-vesting, as the anticipated pattern of future sick leave to be taken is less than the entitlement accruing in each reporting period.

Employee benefit expenses are recognised on a net basis in respect of the following categories:

- wages and salaries, non-monetary benefits, recreation leave, sick leave and other leave entitlements
- other types of employee benefits.

As part of the Financial Management Framework, the Central Holding Authority assumes the long service leave liabilities of Government Agencies, including NT Home Ownership and as such no long service leave liability is recognised in the entity's financial statements.

#### v) Superannuation

Employees' superannuation entitlements are provided through the:

- NT Government and Public Authorities Superannuation Scheme (NTGPASS)
- Commonwealth Superannuation Scheme (CSS)
- Non-government employee-nominated schemes for those employees commencing on or after 10 August 1999.

The entity makes superannuation contributions on behalf of its employees to the Central Holding Authority or non-government employee nominated schemes. Superannuation liabilities related to government superannuation schemes are held by the Central Holding Authority and as such are not recognised in the entity's financial statements.

#### w) Dividends

The entity provides for a dividend payable at the rate of 50 percent of net surplus after tax in accordance with the Northern Territory Government's dividend policy. A dividend is payable by NT Home Ownership in respect to the 2011-12 financial year.

#### x) Economic Dependence

The entity established by the *Financial Management Act (1995)* is subject to the direction of the Minister for Public and Affordable Housing. The entity is partially funded by government through Community Service Obligation payments in recognition that it carries out activities on a non-commercial basis and is reflected as such in the Statement of Comprehensive Income. These statements are prepared on a "going concern" basis in the expectation that such funding will continue.



y) Nature and Purpose of Reserves

NT Home Ownership currently does not hold any reserves.

z) Administration Fees

Administration fees are paid by the entity throughout the year to Territory Insurance Office for services provided in respect of home loans.

aa) Contributions by and Distributions to Government

The entity may receive contributions from Government where the Government is acting as owner of the entity. Conversely, the entity may make distributions to Government. In accordance with the *Financial Management Act* and Treasurer's Directions, certain types of contributions and distributions, including those relating to administrative restructures, have been designated as contributions by, and distributions to, Government. These designated contributions and distributions are treated by the entity as adjustments to equity. The Statement of Changes in Equity provides additional information in relation to contributions by, and distributions to, Government.

(bb) Commitments

Disclosures in relation to capital and other commitments, including lease commitments are shown at note 20.

Commitments are those contracted at 30 June where the amount of the future commitment can be readily measured.

### 3. GAIN ON DISPOSAL OF INVESTMENTS AND LAND

	2012	2011
	\$000	\$000
<b>INVESTMENTS</b>		
Net proceeds from the sale of investments	7 184	7 379
Less: Carrying value of investments disposed	(6 893)	(6 347)
<b>Gain on the disposal of investments</b>	<b>291</b>	<b>1 032</b>
<b>LAND</b>		
Net proceeds from the sale of land	750	-
Less: Carrying value of land disposed	(562)	-
<b>Gain on the disposal of land</b>	<b>188</b>	<b>-</b>

### 4. INTEREST REVENUE

	2012	2011
	\$000	\$000
Interest on home loans	10 052	8 809
Interest on cash balances	366	471
<b>TOTAL INTEREST REVENUE</b>	<b>10 418</b>	<b>9 280</b>

### 5. PURCHASES OF GOODS AND SERVICES

The comprehensive result has been arrived at after charging the following expenses:

	2012	2011
	\$000	\$000
<b>Goods and services expenses:</b>		
Consultants	47	3
Administration fees Territory Insurance Office	2 061	1 974
Valuation fees	122	132
Marketing and promotion	183	99
Document production	22	6
Legal expenses	21	30
Audit fees	67	49
Official duty fares	7	5
Travelling allowance	4	4
Write offs / provision doubtful loans	23	13
Other operational expenditure	44	47
<b>Total goods and services expenses</b>	<b>2 601</b>	<b>2 362</b>

### 6. REVALUATION OF INVESTMENTS

	2012	2011
	\$000	\$000
Revaluation of investments	55 607	52 730
Less: book values prior to revaluation	(54 869)	(49 892)
<b>Gain on the revaluation of non-current investments</b>	<b>738</b>	<b>2 838</b>

### 7. INCOME TAX EXPENSE AND TAX EQUIVALENT REGIME

	2012	2011
	\$000	\$000
<b>Income tax payable:</b>		
Surplus before income tax	1 539	4 402
Less: revaluation of investments	(738)	(2 838)
Taxable income	801	1 564
<b>Income tax expense @ 30%</b>	<b>240</b>	<b>469</b>
Adjustment relating to prior year's tax*		

### 8. CASH AND DEPOSITS

	2012	2011
	\$000	\$000
Cash on hand	196	775
Cash at bank	6 567	9 525
<b>Total cash and deposits</b>	<b>6 763</b>	<b>10 300</b>

## 9. RECEIVABLES AND ADVANCES

	2012	2011
	\$000	\$000
<b>CURRENT</b>		
Loans to home purchasers	3 207	2 329
Accounts receivable	-	8
Interest receivables	21	20
GST receivables	14	12
<b>TOTAL CURRENT RECEIVABLES</b>	<b>3 242</b>	<b>2 369</b>
<b>NON-CURRENT</b>		
Loans to home purchasers	160 284	135 865
Less impairment	(203)	(190)
<b>TOTAL NON-CURRENT RECEIVABLES</b>	<b>160 081</b>	<b>135 675</b>
<b>Total receivables</b>	<b>160 323</b>	<b>138 044</b>

## 10. PROPERTY, PLANT AND EQUIPMENT

	2012	2011
	\$000	\$000
<b>LAND</b>		
At fair value	-	562
<b>Total property, plant and equipment</b>	<b>-</b>	<b>562</b>

### 2012 Property, Plant and Equipment Reconciliations

A reconciliation of the carrying amount of property, plant and equipment at the beginning and end of 2011-12 is set out below:

	Land	Total
	\$000	\$000
Carrying amount as at 1 July 2011	562	562
Disposals	562	562
<b>Carrying amount as at 30 June 2012</b>	<b>-</b>	<b>-</b>

### 2011 Property, Plant and Equipment Reconciliations

A reconciliation of the carrying amount of property, plant and equipment at the beginning and end of 2010-11 is set out below:

	Land	Total
	\$000	\$000
Carrying amount as at 1 July 2010	562	562
Additions/disposals	-	-
<b>Carrying amount as at 30 June 2012</b>	<b>562</b>	<b>562</b>

## 11. SHARED EQUITY INVESTMENTS

	2012	2011
	\$000	\$000
Minority interest holding at independent valuation	55 407	52 241
Minority interest holding construction works at progress at cost	200	489
<b>Total investments in shared equity</b>	<b>55 607</b>	<b>52 730</b>
<b>Shared equity investments</b>		
Opening balance	52 730	50 076
Additions	9 032	6 163
Disposals	(6 893)	(6 347)
Net revaluation increments less decrements	738	2 838
<b>Total investment in shared equity</b>	<b>55 607</b>	<b>52 730</b>

## 12. PAYABLES

	2012	2011
	\$000	\$000
Accounts payable	117	1
Accrued expenses	405	377
Interest payables	235	48
<b>Total payables</b>	<b>757</b>	<b>426</b>

## 13. PROVISIONS

	2012	2011
	\$000	\$000
<b>CURRENT</b>		
<i>Employee benefits</i>		
Recreation leave	21	25
Leave loading	3	3
Dividend provision	280	548
Income tax provision	240	469
Provision for employer superannuation	3	2
<b>Total current provisions</b>	<b>547</b>	<b>1 047</b>
<b>NON-CURRENT</b>		
<i>Employee benefits</i>		
Recreation leave	1	7
<b>Total non current Provisions</b>	<b>1</b>	<b>7</b>
<b>Total provisions</b>	<b>548</b>	<b>1 054</b>

## 14. NOTES TO THE CASH FLOW STATEMENT

### Reconciliation of Cash

The total of the entity's cash and deposits of \$6.763 million recorded in the Balance Sheet is consistent with that recorded as cash in the Cash Flow Statement.

Reconciliation of comprehensive result to Net Cash From Operating Activities	2012 \$000	2011 \$000
<b>Net Surplus/Deficit</b>	1 299	3 933
<i>Non-cash items:</i>		
Asset write-offs/write-downs	23	-
Gain on disposal of investments	(479)	(1 032)
Gain on revaluation of assets	(738)	(2 838)
<i>Changes in assets and liabilities:</i>		
Increase in receivables	5	53
Decrease/(Increase) in payables	331	(88)
(Decrease)/Increase in provision for employee benefits	(10)	15
(Decrease)/Increase in other provisions	(229)	451
<b>Net Cash from Operating Activities</b>	<b>202</b>	<b>494</b>

## 15. FINANCIAL INSTRUMENTS

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Financial instruments held by NT Home Ownership include cash and deposits, receivables, payables. NT Home Ownership has limited exposure to financial risks as discussed below. The fair values of the financial assets, liabilities and borrowings approximate the carrying values.

### (i) Categorisation of Financial Instruments

The carrying amounts of NT Home Ownership's financial assets and liabilities by category are disclosed in the table below.

	2012 \$000	2011 \$000
<b>Financial Assets</b>		
Cash and deposits	6 763	10 300
Receivable Loans	163 288	138 194
Receivables Other	35	40
<b>Financial Liabilities</b>		
Payables	757	426
Borrowings	186 356	163 143
Other	523	1 019
Employee Benefits	25	34

### (ii) Credit

Credit risk is the risk of financial loss and/or increased costs due to the failure of a counterparty to meet its financial obligations. The entity's exposure to credit risk arises from funds advanced to loan counterparties and the possibility that a counterparty will not adhere to the terms of the contract with the entity when settlement becomes due.

The entity has limited credit risk exposure risk of default with government agencies. In respect of any dealings with organisations external to Government and individuals, the entity has adopted a policy of only dealing with credit worthy organisations and obtaining sufficient collateral or other security where appropriate, as a means of mitigating the risk of financial loss from defaults.

The entity's exposure to credit risk is influenced mainly by the individual characteristics of each non-government debtor. In monitoring debtor credit risk, debtors are grouped according to their aging profile and existence of previous financial difficulties. Loans are provided to home purchasers subject to the retention of title clauses, so that in the event of non-payment, the entity may have a secured claim.

The entity has established an allowance for impairment that represents its estimate of incurred losses in respect of loan receivables. The main components of this allowance are a specific loss component that relates to individual exposures, and/or collective loss component established for groups of similar assets.

The collective loss allowance is determined based on percentages derived from historical data of payment statistics.

The entity believes that no impairment allowance is necessary in respect of receivables.

The carrying amount of financial assets recorded in the financial statements, net of any allowances for losses, represents the entity's maximum exposure to credit risk without taking account of the value of any collateral or other security obtained.

### Receivables

Receivable balances are monitored on an ongoing basis to ensure that exposure to bad debts is not significant. A reconciliation and aging analysis of receivables is presented below.

	Aging of Receivables \$000	Aging of Impaired Receivables \$000	Net Receivables \$000
<b>2011-12</b>			
Not Overdue	35		35
<b>Total</b>	<b>35</b>		<b>35</b>
<b>2010-11</b>			
Not Overdue	32		32
Over 90 Days Overdue	8		8
<b>Total</b>	<b>40</b>		<b>40</b>

(iii) Liquidity Risk

Liquidity risk is the risk that the entity will not be able to meet its financial obligations as they fall due. The entity's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when they fall due.

The following tables detail the entity's remaining contractual maturity for its financial assets and liabilities. It should be noted that these values are undiscounted, and consequently totals may not reconcile to the carrying amounts presented in the Balance Sheet.

2012	Fixed Interest Rate					Total \$000	Weighted Average (%)
	Variable Interest \$000	Less than a Year \$000	1 to 5 Years \$000	More than 5 Years \$000	Non Interest Bearing \$000		
<b>Assets</b>							
Cash and deposits	6 763					6 763	4.09
Receivables					35	35	N/A
Investments and loans	163 288					163 288	7.00
<b>TOTAL FINANCIAL ASSETS</b>	<b>170 051</b>				<b>35</b>	<b>170 086</b>	
<b>Liabilities</b>							
Payables					757	757	N/A
Borrowings		7 112		179 244		186 356	4.91
Other					523	523	N/A
Employee benefits					25	25	N/A
<b>TOTAL FINANCIAL LIABILITIES</b>		<b>7 112</b>		<b>179 244</b>	<b>1 305</b>	<b>187 661</b>	

2011	Fixed Interest Rate					Total \$000	Weighted Average (%)
	Variable Interest \$000	Less than a Year \$000	1 to 5 Years \$000	More than 5 Years \$000	Non Interest Bearing \$000		
<b>Assets</b>							
Cash and deposits	10 300					10 300	4.44
Receivables					40	40	N/A
Investments and loans*	138 194					138 194	7.64
<b>TOTAL FINANCIAL ASSETS</b>	<b>148 494</b>				<b>40</b>	<b>148 534</b>	
<b>Liabilities</b>							
Payables					426	426	N/A
Borrowings		6 787		156 356		163 143	4.86
Other					1 019	1 019	N/A
Employee benefits					35	35	N/A
<b>TOTAL FINANCIAL LIABILITIES</b>		<b>6 787</b>		<b>156 356</b>	<b>1 480</b>	<b>164 623</b>	

\* Doubtful Debts excluded from this analysis.

(iv) Market Risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. It comprises interest rate risk, price risk and currency risk. The market risk has been assessed to be minimal.

(v) Interest Rate Risk

Interest rate risk is the risk of financial loss and or increased costs due to adverse movements in the values of financial assets and liabilities as a result of changes in interest rates. The entity's exposure to interest rate risk and the average interest rate for classes of financial assets and financial liabilities is set above. The average interest rate is based on the outstanding balance at the end of the year.

The entity's operating account earns quarterly interest at a variable interest rate Northern Territory Treasury Corporation's weighted average cash return less 50 basis points.

Market Sensitivity Analysis

Assuming the financial assets and liabilities at 30 June 2012 were to remain until maturity or settlement without any action by the entity to alter the resulting interest rate risk exposure, an immediate and sustained increase of one per cent in market interest rates across all maturities would have the following impact on the entity's profit or loss and equity.

	Profit or Loss and Equity	
	100 basis points increase \$000	100 basis points decrease \$000
<b>30 JUNE 2012</b>		
Financial assets - cash at bank	68	(68)
Financial assets - receivable loans	1 633	(1 633)
Financial liabilities - borrowings	(1 864)	1 864
<b>NET SENSITIVITY</b>	<b>(163)</b>	<b>163</b>
<b>30 JUNE 2011</b>		
Financial assets - cash at bank	103	(103)
Financial assets - receivable loans	1 382	(1 382)
Financial liabilities - borrowings	(1 631)	1 631
<b>NET SENSITIVITY</b>	<b>(146)</b>	<b>146</b>

(vi) Price Risk

NT Home Ownership is not exposed to price risk as it does not hold units in unit trusts.

(vii) Currency Risk

The NT Home Ownership is not exposed to currency risk as it does not hold borrowings denominated in foreign currencies or transactional currency exposures arising from purchases in a foreign currency.

(viii) Net Fair Value

The fair value of financial instruments is estimated using various methods. These methods are classified into the following levels:

**Level 1** - fair value is calculated using quoted prices in active markets. Instruments whose carrying amount is deemed to be equal to its fair value qualify for this level of classification

**Level 2** - to be used for those instruments that cannot be classified as either Level 1 or Level 3

**Level 3** - fair value is estimated using inputs other than quoted market data, for example, net present value.

The carrying amount of financial assets and liabilities recorded in the financial statements represents their respective net fair values with the exception of borrowings from NT Treasury Corporation.

	Total Carrying Amount \$000	Net Fair Value Level 1 \$000	Net Fair Value Level 2 \$000	Net Fair Value Level 3 \$000	Net Fair Value Total \$000
<b>2012</b>					
<b>FINANCIAL ASSETS</b>					
Cash and deposits	6 763	6 763			6 763
Receivables	35	35			35
Advances & investments	163 288	163 288			163 288
<b>Total Financial Assets</b>	<b>170 086</b>	<b>170 086</b>			<b>170 086</b>
<b>FINANCIAL LIABILITIES</b>					
Payables	757	757			757
Borrowings & advances	186 356		179 053		179 053
Other	523	523			523
Employee benefits	25	25			25
<b>Total Financial Liabilities</b>	<b>187 661</b>	<b>1 305</b>	<b>179 053</b>		<b>180 358</b>
<b>2011</b>					
<b>FINANCIAL ASSETS</b>					
Cash and deposits	10 300	10 300			10 300
Receivables	40	40			40
Advances & investments	138 194	138 194			138 194
<b>Total Financial Assets</b>	<b>148 534</b>	<b>148 534</b>			<b>148 534</b>
<b>FINANCIAL LIABILITIES</b>					
Payables	426	426			426
Borrowings & advances	163 143		140 667		140 667
Other	1 019	1 019			1 019
Employee benefits	35	35			35
<b>Total Financial Liabilities</b>	<b>164 623</b>	<b>1 480</b>	<b>140 667</b>		<b>142 147</b>

## 16. COMMITMENTS

### Capital Expenditure Commitments

Capital expenditure commitments primarily relate to the provision of HOMESTART NT loans. Capital expenditure commitments contracted for at balance date but not recognised as liabilities are payable as follows:

	2012	2011
	\$000	\$000
Within one year:		
Loan commitments for dwellings under construction	787	579
Loan commitments where approval for the facility has been given but drawdown on the facilities have not commenced	5 130	2 548
<b>Total Commitments</b>	<b>5 917</b>	<b>3 127</b>

## 17. CONTINGENT LIABILITIES AND CONTINGENT ASSETS

### (a) Contingent liabilities

The entity has no contingent liabilities as at 30 June 2012.

### (b) Contingent assets

The entity has no contingent assets as at 30 June 2012.

## 18. EVENTS SUBSEQUENT TO BALANCE DATE

Since the reporting date amendments to the Administrative Arrangements Order for the public sector were gazetted on 4 September 2012 outlining the restructure of the machinery of government. Under the *Financial Management Act* the administering department of NT Home Ownership is now the Department of Housing whereas up until this date it was the Department of Housing, Local Government and Regional Services which was abolished on that date as part of the restructure of the machinery of government.

## 19. WRITE-OFFS POSTPONEMENTS WAIVERS GIFTS AND EX GRATIA PAYMENTS

No events have arisen between the end of the financial year and the date of this report that require adjustment to or disclosure in these financial statements.

	Agency		Agency	
	2012	No. of Trans. \$000	2011	No. of Trans. \$000
<b>Write-offs, Postponements and Waivers Under the <i>Financial Management Act</i></b>				
<i>Amounts written off, postponed and waived by the Treasurer</i>				
Irrecoverable amounts payable to the Territory or an agency written off	10	1		
Losses or deficiencies of money written off				
Public property written off				
Waiver or postponement of right to receive or recover money or property				
<b>Total Written Off, Postponed and Waived by the Treasurer</b>	<b>10</b>	<b>1</b>		
<b>Write-offs, Postponements and Waivers Authorised Under Other Legislation</b>				
<b>Gifts Under the <i>Financial Management Act</i></b>				
<b>Ex Gratia Payments Under the <i>Financial Management Act</i></b>				



## 20. COMMUNITY SERVICE OBLIGATIONS

\$000	2012	2011
<b>Interest subsidy – low interest rates</b>		
The entity offers low interest rate loans for low to moderate income Territorians through the HOMESTART NT. The aim of HOMESTART NT is to increase the level of home ownership in the Territory and reduce the demand on public housing.		
Community service obligation funding received	1 131	1 131
Net cost of delivering service	1 131	1 131
<b>CSO surplus/(deficit)</b>	<b>-</b>	<b>-</b>
<b>Assist interest subsidy scheme</b>		
The Interest Assist Subsidy Scheme assists Territorians purchasing homes with private finance through assistance payments made directly to private lenders. The Interest Assist Subsidy Scheme is an incentive for home ownership for low to moderate income earners.		
Community service obligation funding received	-	-
Net cost of delivering service	-	1
<b>CSO surplus/(deficit)</b>	<b>-</b>	<b>(1)</b>
<b>Stamp duty differential</b>		
The stamp duty differential is a grant paid to public housing tenants purchasing their public housing properties through private finance.		
Community service obligation funding received	60	60
Net cost of delivering service	-	-
<b>CSO surplus/(deficit)</b>	<b>60</b>	<b>60</b>
<b>Fringe benefits tax</b>		
The entity pays fringe benefits tax on all low interest loans previously offered to Northern Territory Government public sector employees as an incentive to attract long term residency in the Northern Territory. Although the scheme is no longer available the tax liability remains for the life of existing loans. Fringe benefits tax is due on the difference between market loan interest rates and the interest rate of existing loans.		
Community service obligation funding received	-	48
Net cost of delivering service	-	-
<b>CSO surplus/(deficit)</b>	<b>-</b>	<b>48</b>



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# Appendices

1. Statutory Authorities and Bodies Administered
2. Grant Programs
3. Abbreviations and Acronyms

# Appendix 1

## STATUTORY AUTHORITIES AND BODIES ADMINISTERED

### › Animal Welfare Advisory Committee

The Animal Welfare Advisory Committee is a statutory body established pursuant to section 69 of the *Animal Welfare Act*.

The committee is responsible for:

- advising the minister on animal welfare legislation and other matters relevant to animal welfare
- investigating and reporting on matters relevant to animal welfare referred to it by the minister
- participating in the development of codes of practice and the review of adopted codes of practice
- providing advice to bodies, organisations or the general community on programs for the improvement of community awareness about animal welfare.

The committee met three times during the 2011-12 financial year.

At 30 June 2012, members of the Animal Welfare Advisory Committee were:

**Dr Stephen Cutter**  
*Chairperson*

**Ms Stephanie Hawkins**  
*Royal Society for the Prevention of Cruelty to Animals (NT) Inc (RSPCA)*

**Dr Alexandra Hesford**  
*Australian Veterinary Association Ltd*

**Mr Rob Kendrick**  
*Department of Housing, Local Government and Regional Services*

**Dr Richard Morton**  
*Department of Resources*

**Mr Luke Bowen**  
*Northern Territory Cattlemen's Association Incorporated*

**Mr Scott Andresen**  
*Pet Industry Association of Australia*

**Ms Julia Hardaker**  
*Animal Management in Rural and Remote Indigenous Communities*

**Alderman Robin Knox**  
*Local Government Association of the Northern Territory*

**Professor Keith Christian**  
*Charles Darwin University*

**Mr Brett Easton**  
*Senior Scientist, Biodiversity Conservation Division, Department of Natural Resources, Environment, the Arts and Sport*

### › Swimming Pool Safety Authority

The Swimming Pool Safety Authority was established pursuant to Section 38 of the *Swimming Pool Safety Act*. The purpose of the Act is to establish safety standards for certain swimming pools, and to require the enclosure of those swimming pools by barriers that restrict access by children to the swimming pool and for related purposes.

Mr Rob Kendrick, Senior Executive Director, Local Government, Regional and Community Services of the Department of Housing, Local Government and Regional Development, is the appointed Swimming Pool Safety Authority.

### › Swimming Pool Safety Review Committee

The Swimming Pool Safety Review Committee is an appointed committee established pursuant to Section 48 of the *Swimming Pool Safety Act* to review decisions made by the Swimming Pool Safety Authority under the Act.

At 30 June 2012, members of the Swimming Pool Review Committee were:

**Mr Graham Alfred Franklin**  
*Chairperson*

**Ms Annette (Floss) Roberts**  
*Royal Life Saving Society Australia (Northern Territory branch)*

**Mr Quentin Kilian**  
*Real Estate Institute of the Northern Territory Inc.*

## › Local Government Accounting Advisory Committee

The Local Government Accounting Advisory Committee is established under the *Local Government Act (Accounting) Regulations* to provide advice to the Minister for Local Government and the agency on:

- contemporary financial management and accounting practices relevant and appropriate to local government
- appropriate legislative changes necessary to improve standards of local government financial management and accounting

The committee met four times during 2011-12.

At 30 June 2012, members of the Local Government Accounting Advisory Committee were:

**Ms Julie Crisp**  
*Chairperson,*  
*Deloitte Touche Tohmatsu, Darwin*

**Mr Mark Gardner**  
*Deputy Chairperson,*  
*West Arnhem Shire Council*

**Mr David Gomez**  
*Merit Partners,*  
*Darwin*

**Mr Tony Tapsell**  
*Local Government Association of the Northern Territory*

**Ms Julie Bryce**  
*Nhulunbuy Corporation Limited*

**Mr Greg Arnott**  
*Victoria Daly Shire Council*

**Ms Giovina D'Alessandro**  
*Department of Housing, Local Government and Regional Services*

**Mr Neil Murray**  
*Department of Housing, Local Government and Regional Services*

**Mr Thomas Michel**  
*Roper Gulf Shire Council*

**Mr Mohammad Waqas**  
*Central Desert Shire Council*

## › Local Government Disciplinary Committee

The Local Government Disciplinary Committees are established pursuant to section 80 of the Local Government Act. Section 80 (1) of the Act provides that the minister may establish one or more disciplinary committees. Section 80 (2) further provides that the disciplinary committee consists of:

- a legal practitioner nominated by the Attorney-General
- a nominee of the minister
- a nominee of the Local Government Association of the Northern Territory (LGANT)

The two committees met three times during 2011-12. At 30 June 2012, members of the committees were:

**COMMITTEE 1**

- Ms Gabrielle Lovegrove Martin**  
*Nominated by Attorney-General*
- Mr Bill Stuchbery**  
*Nominated by the Minister*
- Mr Robert MacLoed**  
*Nominated by LGANT*

**COMMITTEE 2**

- Ms Gabrielle Lovegrove Martin**  
*Nominated by Attorney-General*
- Mr Bill Stuchbery**  
*Nominated by the Minister*
- Mr Graeme Sawyer**  
*Nominated by LGANT*

## › General Information

The Committee is established pursuant to the Local Government (Administration) Regulations which came into force on 1 July 2008, to provide advice to the Minister of Local Government and the Department on legislative, administrative and operational questions relevant to local government.

The Committee as at 30 June 2012 includes:

Name	Position	Appointed by
<b>Mr Tony Tapsell</b>	<i>Chairperson</i>	CEO, LGANT
<b>Ms Jeanette Anictomatis</b>	<i>ALAC Member</i>	LGANT
<b>Ms Lee Williams</b>	<i>ALAC Member</i>	DHLGRS
<b>Mr Rob Kendrick</b>	<i>ALAC Member</i>	DHLGRS
<b>Mr Derrick Tranter</b>	<i>ALAC Member</i>	Council Officers
<b>Mr Frank Crawley</b>	<i>ALAC Member</i>	Council Officers
<b>Mr Mark Blackburn</b>	<i>ALAC Member</i>	LGMA
<b>Ms Roydon Robertson</b>	<i>ALAC Member</i>	LGMA
<b>Ms Sonia Russell</b>	<i>Secretariat</i>	

## › Northern Territory Grants Commission

The Northern Territory Grants Commission (the commission) is an appointed Board of Commissioners under the *Local Government Grants Commission Act*, which has responsibility to make recommendations to the minister concerning the distribution of Commonwealth financial assistance (general purpose and local road grants) to local governing bodies from the money provided to the Territory under the Commonwealth *Local Government Financial Assistance Act*.

The commission produces its own annual report as required by the *Local Government Grants Commission Act*.

The commission conducted a public hearing in Litchfield Council and community visits to five shire councils and their related service delivery centres during 2011-12.

At 30 June 2012, members of the Northern Territory Grants Commission were:

### Mr Robert Beadman

*Chairperson, appointed by the minister*

### Mr Rob Kendrick

*Department of Housing, Local Government and Regional Services*

### Mr Damien Ryan

*Municipal Council representative*

### Mr Steven Hennessy

*Shire Council representative*

### Ms Lissa Herrmann

*Municipal Council alternative*

### Ms Margaret Vigants

*Shire Council alternative*

## › Territory Housing Appeals Board

The Territory Housing Complaints and Appeals Mechanism is a two-tiered process that ensures all appeals are dealt with in a fair, consistent and transparent manner.

Territory Housing has a designated Complaints and Appeals Unit that provides a transparent and fair process for housing clients, an independent review of Territory Housing operational decisions and the provisions of the secretariat function for all appeals.

**First Tier Appeals:** are undertaken either by the Regional Housing Office or the Territory Housing Complaints and Appeals Unit who after a full review of a client's matter will put forward recommendations to the Regional Housing Manager for a decision.

Should the client remain dissatisfied with the outcome of the First Tier Appeal, they can lodge a Second Tier Appeal to have their matter reviewed by the Territory Housing Appeals Board.

**Second Tier Appeals:** are reviewed by the Territory Housing Appeals Board.

The Appeals Board is independent from Territory Housing and board members are appointed by the Minister for Public and Affordable Housing. Board members are appointed for their experience in areas such as housing, community services, health, law, psychology and social welfare.

Membership of the Territory Housing Appeals Board stands at sixteen from the regions of Darwin, Katherine and Alice Springs.

The Territory Housing Appeals Board convened eight times and heard 15 Appeals in 2011-12.

At 30 June 2012, members of the Territory Housing Appeals Board were:

### Ms Vicki O'Halloran

*Chairperson,  
CEO of Somerville  
Community Services*

### Ms Janet Taylor

*Deputy Chairperson*

### Ms Joanne Pulsford

*Deputy Chairperson*

### Mr Ian Ross

*Member*

### Mr Graham Kemp

*Deputy Chairperson*

### Ms Judith Dikstein

*Member*

### Ms Vanessa Lethlean

*Member*

### Ms Marianne Conaty

*Deputy Chairperson*

### Ms Kylie Jericho

*Member*

### Ms Sally Bolton

*Member*

### Ms Robyn Harrison

*Member*

### Ms Loris Semple

*Community member*

### Mr Preston Lee

*Community member*

### Ms Kate McGarry

*Community member*

### Ms Patricia Hilder

*Community member*

### Ms Sofie Georgalis

*Community member*

# Appendix 2

## GRANT PROGRAMS

The Department of Housing, Local Government and Regional Services (the agency) provides grant funding assistance to eligible organisations and community groups through a number of funding programs.

Following is an overview of the housing grants, local government grants and regional development grants programs the agency administers.

### › Housing Programs

#### PROPERTY AND TENANCY MANAGEMENT GRANT PROGRAM

This program was delivered across five shires to communities covered by the National Partnership Agreement for Remote Indigenous Housing (NPA RIH).

The program focused skilling the local Indigenous workforce and sustainable jobs, including:

- painting
- fencing
- graffiti removal
- litter removal
- yard works
- minor repairs
- family and tenancy support

Over the term of the program, 149 people were employed and the following was achieved:

- 100 houses painted
- 16 fences installed
- 386 yard works undertaken
- 142 households participated in the Tenancy Support Program.

#### COMMUNITY HOUSING PROGRAM

The Community Housing Program is designed to assist not for profit organisations to develop targeted housing options for people on low incomes. These options may include transitional and longer term accommodation and related services for people who are homeless or at risk of homelessness and those with special needs.

Projects that extend housing options, grow the community housing sector and encourage partnerships between government organisations and/or other entities may also be considered for funding.

Although previously two separate programs, in 2011-12 the Crisis Accommodation Program was combined with the Community Housing Program and new guidelines were introduced for grant funding in 2011-12.

The following table outlines funding approvals under the Community Housing Program in 2011-12.

Organisation	Brief Description	Approved
Central Australian Affordable Housing Company	Feasibility Study for development of mixed-use building program in Alice Springs	175 594
The Gathering Inc	Establish emergency medium-long term youth accommodation in Humpty Doo	178 504
Crisdar Fencing	Contribution to fencing costs at Darwin managed and supported accommodation facility	800
St Vincent de Paul Society NT	Upgrade kitchen amenities at Bakhita Centre (approved c/ fwd from 2010-11)	36 700
Naiyu Nambiyu	Upgrade security at women's refuge centre	145 000
<b>Total</b>		<b>\$536 598</b>



### MUNICIPAL AND ESSENTIAL SERVICES GRANT PROGRAM

Municipal and Essential Services funding is offered to shire councils and resource centres that deliver municipal and essential services to eligible Indigenous living areas, as recognised by the Northern Territory and Australian governments.

Eligible items under this program include:

- operational funding for maintenance of power, water and sewerage services and infrastructure, rubbish collection, internal road maintenance, dog health programs, dust control and landscaping activities
- costs associated with the management and administration of municipal and essential services delivery.

### CAPITAL INFRASTRUCTURE GRANT PROGRAM

Funding is available under this submission-based program to assist eligible organisations with the purchase of capital items and to undertake capital works to improve service delivery to homelands/outstations.

Eligible activities funded under this program include:

- costs associated with major capital repairs and for items such as aerodromes, barge landings, heavy plant and equipment and internal roads within homelands/outstations, where they are not the responsibility of another government service provider
- urgent major repairs and replacement for items required to assist in preventing disruptions to essential services provision to homelands/outstations.

## › Local Government

### LOCAL GOVERNMENT RESERVES AND OTHER ORGANISATION FUNDING

This program provides funding to assist with the ongoing activities of reserves and other smaller organisations that provide local government-type services.

Recipients of Local Government Reserves and Other Organisation program funding in 2011–12 were:

Organisation	Brief Description	Approved
Katherine Town Council	Operational funding for service delivery to the Binjari community	201 600
Blatherskite Park	Operational funding for the Blatherskite Park Reserve	145 000
Roper Gulf Shire Council	Operational funding for service delivery to the Daly Waters community	8 963
Jabiru Town Development Authority (JTDA)	Operational funding for administrative support to the JTDA	31 385
Roper Gulf Shire Council	Operational funding for service delivery to the Larrimah community	8 922
Robbie Robins Reserve	Operational funding for the Robbie Robbins Reserve	75,000
Yilli Rreung Housing Aboriginal Corporation	For the provision of municipal services to the Bagot community	100 000
Nhulunbuy Public Cemetery Trust	Operational funding for the maintenance of the Nhulunbuy Public Cemetery	10 000
Roper Gulf Shire Council	Operational funding for the maintenance of the Mataranka Elsey Cemetery	2 000
Australia Day Council (Inc) of the NT	To assist with the Australia Day Awards	2 500
<b>Total</b>		<b>\$585 370</b>

**CLOSING THE GAP - LOCAL REPRESENTATIVE BOARDS/INFRASTRUCTURE MAINTENANCE CAPITAL GRANTS**

Closing the Gap grants support local government representative boards and provide for infrastructure development. Funding under this program is application based and only shire councils with majority Indigenous populations are eligible to apply.

In 2011-12 the Closing the Gap governance grants were split equally between the eight major shires. This was to ensure the shires put even more emphasis on developing a strategic approach to strengthening governance capacity through the local boards.

Recipients of Closing the Gap program funding in 2011-12 were:

Organisation	Brief Description	Approved
Barkly Shire Council	To upgrade the Tennant Creek Civic Centre by installing a new stainless steel kitchen and construction of a new storeroom	80 170
Barkly Shire Council	To fund a dog program, 'Tennant Creek Animal Health Week', over eight days to provide dog de-sexing, vaccinating, micro-chipping and parasite treatment	48 758
Barkly Shire Council	To assist with strengthening governance capacity through the local boards	124 375
Belyuen Community Government Council	To fund community workshops and meetings	5 000
Belyuen Community Government Council	To fund the purchase of a second-hand backhoe	100 000
Central Desert Shire Council	To assist with strengthening governance capacity through the local boards	124 375
East Arnhem Shire Council	To assist with strengthening governance capacity through the local boards	124 375
East Arnhem Shire Council	To assist in the provision of quality community infrastructure	31 977
East Arnhem Shire Council	Renovate the existing library at Angurugu	242 000

East Arnhem Shire Council	Purchase of seven electronic smart boards for the local board meeting rooms	50 000
MacDonnell Shire Council	To assist with strengthening governance capacity through the local boards	124 375
MacDonnell Shire Council	The provision of new land fill trenches and fencing at Docker River and Kintore waste facilities	160 200
Roper Gulf Shire Council	To assist with strengthening governance capacity through the local boards	124 375
Roper Gulf Shire Council	To upgrade the existing Numbulwar broadcasting facility - Stage 2	91 921
Roper Gulf Shire Council	Transportable amenities block at Mulgan Camp	79 210
Roper Gulf Shire Council	To purchase five 'Quikspray' UTV units for weed and pest control management	53 014
Tiwi Islands Shire Council	To assist with strengthening governance capacity through the local boards	124 375
Victoria Daly Shire Council	To assist with strengthening governance capacity through the local boards	124 375
Victoria Daly Shire Council	Modify the temporary Yarralin community police station to make suitable for Youth Services program	50 000
Victoria Daly Shire Council	Shade structure for the Pine Creek Skate Park	12 750
West Arnhem Shire Council	To assist with strengthening governance capacity through the local boards	124 375
<b>Total</b>		<b>\$2 000 000</b>

## SHIRES INDIGENOUS WORKFORCE PACKAGE

The Shires Indigenous Workforce Package provides \$10 million annually for Shires to support real and sustainable jobs in remote areas. There are three elements to the package:

- Indigenous Jobs Development –provides 50 per cent funding to Shires (up to a specified limit) for positions that deliver core local government services
- Local Area Traffic Management –provides funding for traffic safety initiatives in each of the Territory Growth Towns with an Indigenous labour requirement
- Mentoring - funds the employment of mentors to support Shire staff and help reduce the amount of staff turnover. In addition, these Shires will develop a long term mentoring program for their staff.

The Shires Indigenous Workforce Package is funded by both the Commonwealth and Territory governments.

## ANIMAL WELFARE FUND

The Animal Welfare Fund supports non-profit animal welfare organisations in the Territory in undertaking projects aiming to:

- improve animal well-being
- raise community awareness of responsibilities in regard to animal welfare
- help progress good animal management practice, including in remote communities

Recipients of Animal Welfare Fund funding in 2011-12 were:

Organisation	Brief Description	Approved
RSPCA Darwin	Renovate an existing building and update the building permit to allow the property to be available for a commercial lease	17 205
RSPCA Katherine	Completion of the administration building, which includes plumbing, electrical, tiling, air-conditioning, painting, cupboards and insulations as well as purchase of temporary animal drop off kennels	75 000
RSPCA Central Australia	Construct a free-standing cat run at the current shelter	13 795
Wildcare NT Inc	Produce an education DVD on how to care for wildlife animals	14 000
Animal Management in Rural and Remote Indigenous Communities (AMRRIC)	Conduct dog behaviour and handling workshops – ‘The Murray Experience’	40 000
AMRRIC	Complete Part 1 of a Barkly region resource and education strategy	40 000
<b>Total</b>		<b>\$200 000</b>

Note: The maximum grant available for a project is \$75,000 per annum (from a pool of funds totalling \$200 000).

### WATER SAFETY AWARENESS PROGRAM GRANT

A grant of \$450 000 (+GST) has been approved to the Royal Life Saving Society of Australia NT Branch for the purpose of the delivery of the Water Safety Awareness Program over three years.

The program provides for parents to receive five free water safety sessions for their children aged six months to five years old. Royal Life Saving Australia, NT Branch, conducts these programs.

### NEEDS-BASED SPECIAL PURPOSE GRANTS

The Special Purpose Grants are available to all councils. Special Purpose Grants are at the minister's discretion for specific purposes related to specific projects councils may wish to undertake in line with local government service delivery.

The focus of needs-based funding has been in the areas of:

- training
- key staff housing
- road plant equipment
- social infrastructure/recreation facilities
- management consultancies

Recipients of Special Purpose Grants in 2011-12 were:

Organisation	Brief Description	Approved
Alice Springs Town Council	To supplement the Regional Development Fund grant to assist with the construction of a regional waste management centre in Alice Springs	400 000
Alice Springs Town Council	To fund the continuation of the successful 'Cash for Containers' scheme in Alice Springs (approved in 2010-11)	300 000
Animal Management in Rural and Remote Indigenous Communities (AMRRIC)	To continue funding the program manager position	128 250
Barkly Shire Council	Upgrade the Barkly Shire Council dog pound located in Tennant Creek	105 942
Barkly Shire Council	Internal fencing upgrade to the Purkis Reserve Sporting Complex	50 000
Barkly Shire Council	Purchase Kubata RTV fitted with tanks, pump and boom to assist council in maintaining parks	42 910

Barkly Shire Council	To purchase a tilt tray truck and to engage a supervisor to work with council staff and Community Development Employment Projects (CDEP) participants for the removal, collection and scrapping of abandoned vehicles from the Arlparra region	100 000
Barkly Shire Council	To purchase five coffin-lowering devices for use on the communities of Ali Curung, Arlparra, Ampilatwatja, Alpururulam and Elliott	20 455
Belyuen Community Government Council	To erect a carport-type structure at the front of the council workshop and aged care centre	81 400
Belyuen Community Government Council	Purchase a tool kit for the civil works program	6 232
Belyuen Community Government Council	To cover management costs for a period of 12 months	60 000
Belyuen Community Government Council	Erection of security fencing around the community hall	42 700
Belyuen Community Government Council	Painting interior and exterior of the community hall	27 000
Blatherskite Park Trustees	To purchase a Kubota mower	29 811
Blatherskite Park Trustees	Fencing repairs to the boundary oval fence	23 000
Central Desert Shire Council	To purchase a waste collection truck for the Yuendumu community	90 000
Central Desert Shire Council	To purchase a small tip truck for the Willowra community	50 000
Central Desert Shire Council	Two-bedroom demountable for staff accommodation at Yuelamu	160 000
Central Desert Shire Council	Purchase a purpose-built rubbish trailer	26 000
Central Desert Shire Council	To purchase a 3 to 4 tonne tipper with purpose-built body for rubbish collection	90 000
City of Palmerston	Consultancy to design a community centre master plan	36 640
Coomalie Community Government Council	To fund the erection of a small fenced play area with shade structure	54 510

Coomalie Community Government Council	Skate board ramp facilities at Batchelor	46 000
Coomalie Community Government Council	Supplement the difference in NT Operational Subsidy for 2010-11 compared to 2011-12	12 273
Dundee Progress Association	To engage consultants to prepare a long-term development plan	35 000
East Arnhem Shire Council	To provide funding for an animal management worker program and to develop and implement animal control by-laws	183 137
Litchfield Council	New memorial wall for the Thorak Regional Cemetery	85 000
Litchfield Council	To engage professional consultants to achieve building compliance for the various structures in five council reserves	44 000
MacDonnell Shire Council	To upgrade the park and playground at Titjikala community	40 000
Robbie Robbins Reserve	New bore and septic system	80 500
Roper Gulf Shire Council	Ngukurr Aquatic Centre refurbishment	107 550
Roper Gulf Shire Council	To purchase a compact rubbish truck for the Bulman community	135 617
Roper Gulf Shire Council	(Approved in 2010-11) To develop and implement a cemetery management plan	60 000
Roper Gulf Shire Council	Vacuum pump truck for Weemol community	40 000
Victoria Daly Shire Council	To employ a consultant/expert to introduce by laws within the shire	200 000
Victoria Daly Shire Council	To purchase a bobcat with attachments and trailer	96 700
West Arnhem Shire Council	Playground equipment at the Jabiru swimming pool	144 905
West Arnhem Shire Council	To fund an external financial expert for urgent financial remediation	80 000
<b>Total</b>		<b>\$3 315 532</b>

## NORTHERN TERRITORY OPERATIONAL SUBSIDY

The Northern Territory Operational Subsidy provides funding to shire councils to assist with the provision of local government services. Funding under this program is the main Northern Territory Government support offered to majority Indigenous shire councils, and is not available to municipal councils.

Recipients of the Northern Territory Operational Subsidy in 2011-12 were

Organisation	Approved
Barkly Shire Council	2 443 721
Belyuen Community Government Council	110 851
Central Desert Shire Council	2 144 115
Coomalie Community Government Council	479 552
East Arnhem Shire Council	3 816 549
MacDonnell Shire Council	2 643 823
Roper Gulf Shire Council	2 802 069
Tiwi Islands Shire Council	1 240 344
Victoria Daly Shire Council	2 676 763
Wagait Shire Council	115 996
West Arnhem Shire Council	1 995 315
<b>Total</b>	<b>\$20 469 098</b>

### AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE GRANTS

Each year, the Australian Government makes financial assistance available to the Northern Territory Government for allocation to local governing bodies under the provisions of its *Local Government (Financial Assistance) Act 1995* (FAA). Funding is distributed through the following programs in accordance with the recommendations of the Northern Territory Grants Commission:

- general purpose
- road funding

To be eligible for a financial assistance grants, an organisation must be either a council gazetted under the *Local Government Act* or a declared local governing body pursuant to section 4(2) of the *Local Government (Financial Assistance) Act 1995* and section 19 of the *Local Government Grants Commission Act*.

Recipients of the Australian Government financial assistance grants in 2011–12 were:

Council	FAA - General Purpose Entitlement	FAA - Roads Entitlement
Alice Springs Town Council	584 260	911 478
Barkly Shire Council	1 618 019	452 987
Belyuen Community Government Council	23 256	30 825
Central Desert Shire Council	1 075 004	818 720
City of Palmerston	628 457	715 669
Coomalie Community Government Council	27 566	385 708
City of Darwin	1 611 671	1 848 982
East Arnhem Shire Council	2 807 949	1 055 113
Katherine Town Council	375 933	573 664
Litchfield Council	404 798	2 276 538
Local Government Association of the NT	-	1 181 228
MacDonnell Shire Council	1 808 912	960 703
Roper Gulf Shire Council	1 674 686	901 712
Tiwi Islands Shire Council	270 037	828 595
Victoria Daly Shire Council	1 318 732	1 458 974
Wagait Shire Council	6 867	52 425
West Arnhem Shire Council	1 096 604	1 088 802
<b>Total</b>	<b>\$15 332 751</b>	<b>\$15 542 123</b>

### › Regional Development

#### REGIONAL ECONOMIC DEVELOPMENT FUND

The purpose of the Regional Economic Development Fund is to assist with the development of business and industry capability in all regions of the Northern Territory. The fund stimulates and supports regional economic development through local initiatives.

Recipients of Regional Economic Development Fund funding in 2011-12 were:

Organisation	Brief Description	Approved
Outback Ballooning	Assistance with setting up a hot air ballooning tourism operation	25 000
Tourism Central Australia	Assistance with the development of material promoting Indigenous tourism experiences in Central Australia	20 500
Desert Knowledge Australia	Sponsorship of the Alice Springs Desert Leadership program	5 000
Chamber of Commerce Central Australia	Support for a mining industry expo at Tennant Creek Show	4 000
Aboriginal Resource and Development Service (ARDS)	Assistance with the cost of delivering the many services provided by ARDS, including Yolngu Radio and adult education in the Arnhem region	208 000
Tennant Creek Foundation Ltd	Assistance with the cost of operating the Nyinkka Nyunyu Art and Culture Centre and the Battery Hill Mining Centre	350 000
<b>Total</b>		<b>\$612 500</b>



## INDIGENOUS BUSINESS DEVELOPMENT PROGRAM

The Indigenous Business Development Program:

- assists Indigenous people to enter or expand commercial business arrangements that will achieve employment and/or wealth creation opportunities and will help close the economic gap between non-Indigenous and Indigenous Territorians
- provides for a flexible funding program that meets Indigenous business needs and is based on sound commercial practice

Recipients of Indigenous Business Development Program funding in 2011-12 were:

Organisation	Brief Description	Approved
Cross Tracks Cultural Consultancy (Darwin)	New business support: media equipment, office supplies, office furniture and marketing material	16 308
Dundee Rock Pty Ltd (Darwin)	Business development: motorised painting equipment	8 059
Elite Concreting Services (Darwin)	New business support: specialised tools and equipment	2 347
HVE Diesel Services (Darwin)	New business support: diagnostic tools	551
J 9 Recruitment Pty Ltd t/a All Aspects Recruitment and HR (Darwin)	New business support: computer, office equipment and removable signage	3 713
Larrakia Nation Aboriginal Corporation (Darwin)	Business development: conference sponsorship	9 091
Magnum Industries Pty Ltd (Darwin)	New business support: specialist cleaning, general and ground maintenance equipment, satellite phones and office equipment	27 164
Northtrans Haulage Pty Ltd (Darwin)	New business support: office equipment, a fuel tank and specialised tools	20 614
Spex Towing & Transport (Darwin)	Business development: forklift	27 273
We Stand Trusses and Carpentry Services (Darwin)	New business support: trailer, tools and office equipment	27 179
Northern Territory Indigenous Business Network (Darwin)	New organisation support: website design and development	6 870

ACDC Electrical & Communications Services Pty Ltd (Katherine)	Business development: purchase a 40-foot shipping container converted to a workshop	30 000
Pfennig Automotive Repairs and Towing (Katherine)	Business development: trailer, toolbox and specialised automotive tools	3 646
Thamarrurr Development Corporation (Victoria Daly)	Business development: crocodile incubator	15 577
Dabtari Designs (Barkly)	New business support: specialised etching equipment	29 235
MTP Contractor Pty Ltd (Barkly)	Business development: quad bikes, spray tanks, an outdoor laptop, first aid kits and specialised weed control equipment	19 745
Harvey World Travel Alice Springs (Central Australia)	New business support: franchise shop refurbishment	27 273
Hermannsburg Potters Aboriginal Corporation (Central Australia)	Business development: storage container, shelving, air conditioning units, TV/DVD, lighting fixtures and furniture for visitor space	26 782
LeGra Investments Pty Ltd t/a Subway Hartley Street (Central Australia)	New business support: pans, drain trays, bread forms, furniture, store fit out, signs and pressure cleaning equipment	24 388
East Journey Aboriginal Corporation (East Arnhem)	New business support: stage production and insurance	18 626
Bukudal School Camps (East Arnhem)	New business support: shipping container, generators, first aid kit and general camping equipment	9 046
<b>Total</b>		<b>\$353 487</b>

## TENNANT CREEK FOUNDATION

The objectives of the Tennant Creek Foundation are to:

- manage the business operations of the Battery Hill Mining Centre and the Nyinkka Nyunyu Art & Culture Centre
- encourage learning and understanding in relation to the Barkly region and its history, culture and language
- provide for economic development in and around Tennant Creek
- provide employment opportunities for Indigenous people
- secure funding necessary for the activities of the Foundation

# Appendix 3

## ABBREVIATIONS AND ACRONYMS

<b>AASB</b>	Australian Accounting Standards Board	<b>ITSNT</b>	Interpreting and Translating Service NT
<b>AIS</b>	Aboriginal Interpreter Service	<b>LGANT</b>	Local Government Association of the Northern Territory
<b>AMRRIC</b>	Animal Management in Rural and Remote Indigenous Communities	<b>LIP</b>	Local Implementation Plan
<b>AOTA</b>	Accountable Officer's Trust Account	<b>NAATI</b>	National Accreditation Authority for Translators and Interpreters
<b>ARDS</b>	Aboriginal Resource and Development Services	<b>NPA</b>	National Partnership Agreement
<b>ASB</b>	Antisocial behaviour	<b>NPA H</b>	National Partnership Agreement on Homelessness
<b>ASTP</b>	Alice Springs Transformation Plan	<b>NPA RIH</b>	National Partnership Agreement on Remote Indigenous Housing
<b>ATO</b>	Australian Taxation Office	<b>NPA RSD</b>	National Partnership Agreement on Remote Service Delivery
<b>BIITE</b>	Batchelor Institute of Indigenous Tertiary Education	<b>NRAS</b>	National Rental Affordability Scheme
<b>CAT</b>	Condition Assessment Tool	<b>NT</b>	Northern Territory
<b>CDEP</b>	Community Development Employment Projects	<b>NTGPASS</b>	Northern Territory Government Public Authorities Superannuation Scheme
<b>CEO</b>	Chief Executive Officer	<b>NTPS</b>	Northern Territory Public Sector
<b>CFO</b>	Chief Financial Officer	<b>OATSIH</b>	Office of Aboriginal and Torres Strait Islander Health
<b>CIO</b>	Chief Information Officer	<b>OH&amp;S</b>	Occupational health and safety
<b>CPA</b>	Certified Practising Accountant	<b>OIP</b>	Office of Indigenous Policy
<b>CPTED</b>	Crime Prevention through Environmental Design	<b>PHSO</b>	Public Housing Safety Officers
<b>CSO</b>	Community Service Obligation	<b>PPP</b>	Personal Performance Program
<b>CSS</b>	Commonwealth Superannuation Scheme	<b>PSMP</b>	Public Sector Management Program
<b>DHLGRS</b>	Department of Housing, Local Government and Regional Services	<b>R&amp;M</b>	Repairs and Maintenance
<b>EEO</b>	Equal Employment Opportunity	<b>RSD</b>	Remote Service Delivery
<b>ELT</b>	Executive Leadership Team	<b>RSPCA</b>	Royal Society for the Prevention of Cruelty to Animals
<b>FTE</b>	Full Time Equivalent	<b>SDCU</b>	Service Delivery and Coordination Unit
<b>GBD</b>	Government Business Division	<b>SEG</b>	Senior Executive Group
<b>GEH</b>	Government Employee Housing	<b>SIHIP</b>	Strategic Indigenous Housing and Infrastructure Program
<b>GST</b>	Goods and Services Tax	<b>THAM</b>	Territory Housing Appeals Mechanism
<b>HRG</b>	Housing Reference Group	<b>TIO</b>	Territory Insurance Office
<b>IAAC</b>	Indigenous Affairs Advisory Council	<b>TMS</b>	Tenancy Management System
<b>IBA</b>	Indigenous Business Australia	<b>TSP</b>	Tenancy Sustainability Program

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