From: Rachel KERRIGAN
Sent: Thursday, 11 July 2024 1:25 PM
To: Sean WORTH
Cc: s22 [redacted]; s22 [redacted]; s22 [redacted]
Subject: MS24-000296 - ALC budget brief additional para [SEC=OFFICIAL:Sensitive]
Attachments: s22 [redacted]

OFFICIAL: Sensitive

Hi Sean

I know you're reviewed the ALC budget brief, however s47C [redacted]

The below text is inserted at para 2 of the brief – would be great to get your review of this.

Rachel

s47C [redacted]

From: Rachel KERRIGAN
Sent: Tuesday, 20 August 2024 6:19 PM
To: s22 [redacted]; s22 [redacted]; DLO McCarthy
Cc: Deborah FULTON; s22 [redacted]; s22 [redacted]; Sean WORTH
Subject: MS24-000296 - ALC budget request [SEC=OFFICIAL]
Attachments: s22 [redacted] 24/25 Operational funding

OFFICIAL

Hi s22 [redacted] and s22 [redacted]

In addition to the governance approvals the Minister provides for ALC (Method of Choice, Meeting Rules), she approves the annual budgets for the Land Councils and other ALRA entities. Briefs for these are currently with the MO s22 [redacted] The ALC's budget is included in MS24-000296. The ALC has flagged it will soon run short of funds to sustain operations, and is therefore seeking a decision on its request. As background, a cashflow summary with this position is attached.

s47C [redacted]

If it's possible to consider any additional info required to progress MS24-000296 that would be good. Very happy to discuss further.

Thanks
Rachel

Rachel Kerrigan | Branch Manager
Land and Native Title Branch | National Indigenous Australians Agency
p. s22 [redacted] | m. s22 [redacted]

From: s22 [redacted]
Sent: Tuesday, 20 August 2024 11:03 AM
To: Kerrigan, Rachel
Subject: ALC Budget Estimate [SEC=OFFICIAL]

OFFICIAL

Hi Rachel

As flagged, ALC has requested interim funding of $2m to meet operational requirements pending a funding decision from the Minister.

In the absence of a decision, noting cash flow data, it is highly probable ALC will become cash flow deficient September 2024.

s22 [redacted]
Native Title, Land Rights Funding & ABA Operations | Land & Native Title Branch | CtG, Connection & Culture Group
National Indigenous Australians Agency

p. s22 m. s22
Charles Perkins House 16 Bowes Place Phillip ACT 2606| PO Box 2191 CANBERRA ACT 2601
w. niaa.gov.au w. indigenous.gov.au

Please note I do not work Fridays.

s22

s22

From: Colin Wakefield <s47F @alcnt.com.au>
Sent: Thursday, 1 August 2024 2:20 PM
To: s22
Cc: s47F ; s47F ; s47F
Subject: 24/25 Operational funding

Good afternoon,

As you would be aware our operational funding from 1 July 24 to 30 June 25 has not been received. We have reviewed our forward cash flow
and respectively request $2 Million payment in advance of funding decision and subsequent payment. This is to ensure we do not run short of funds to operate
our affairs.

Kind regards,

Colin Wakefield
Chief Financial Officer

Anindilyakwa Land Council

Level 2 – 58-62 McLeod Street, Cairns QLD 4870
T: s47F | **M:** s47F | **E:** s47F @alcnt.com.au
anindilyakwa.com.au

From: Rachel KERRIGAN
Sent: Wednesday, 28 August 2024 10:22 PM
To: Sean WORTH; Deborah FULTON; s22 [redacted]
Subject: Fwd: SW - Attachment_B_Minister_letter_to_ALC_Board_regarding_independent_review [SEC=OFFICIAL:Sensitive]

Hi Sean

Had a quick chat with the team, and we just wanted to tie off whether we should get any further Legals checks on this?

s47C [redacted]

Separately, s22 [redacted] and I thought it might be useful if we prepare a summary of next steps and tools available if required s47C [redacted]

Happy to discuss further, and apologies for late email - I note urgency in progressing.

Rachel

Get [Outlook for iOS]

From: Kerrigan, Rachel
Sent: Wednesday, August 28, 2024 10:06:23 PM
To: Worth, Sean ; s22 [redacted]
Subject: Re: SW - Attachment_B_Minister_letter_to_ALC_Board_regarding_independent_review [SEC=OFFICIAL:Sensitive]

Hi s22 [redacted] and Sean

Apologies for the late email, just checking budget reference should be to 31 Dec not 1 Dec?

Rachel

Get [Outlook for iOS]

From: Worth, Sean
Sent: Wednesday, August 28, 2024 8:39:28 PM
To: s22 [redacted]
Cc: Kerrigan, Rachel
Subject: SW - Attachment_B_Minister_letter_to_ALC_Board_regarding_independent_review [SEC=OFFICIAL:Sensitive]

Hi s22

Following our discussion, please find the proposed updated letter to Board members s47C

s47C

Happy to discuss further if required.

Regards

Sean

Sean Worth
Group Manager Integrity | Enabling Services Portfolio
National Indigenous Australians Agency
s22 | s22 | s22 @niaa.gov.au
Charles Perkins House 16 Bowes Place Phillip ACT 2606
w. niaa.gov.au w. indigenous.gov.au
Executive Officer: s22 |s22 | s22 @niaa.gov.au
Group Coordinator: s22 |s22 | s22 @niaa.gov.au

From: s22
Sent: Wednesday, 28 August 2024 7:15 PM
To: Sean WORTH
Cc: Rachel KERRIGAN; DLO McCarthy
Subject: Draft Letter [SEC=OFFICIAL:Sensitive]
Attachments: s22 s22

OFFICIAL: Sensitive

Hi Sean

As discussed, could I please get NIAA's check of this potential re-work of the Letter to ALC?

Thanks very much

s22

Senator the Hon Malarndirri McCarthy
Minister for Indigenous Australians
Senator for Northern Territory and Christmas and Cocos (Keeling) Islands

MS24-000438

Members of the Board
Anindilyakwa Land Council
c/o – Cherelle Wurrawilya
s47F [redacted]@alcnt.com.au

Dear Board Members

I have received a copy of the independent review into the progress of the Anindilyakwa Land Council (ALC) in addressing the recommendations made by the Australian National Audit Office (ANAO) last year.

I am extremely disappointed to read the independent review's conclusion that ALC's efforts to address the audit's recommendations have not been sufficient to properly close any of the recommendations. I am taking this opportunity to write on these matters ahead of the forthcoming ALC Board election.

Good governance is the cornerstone of trust and needs to be based on transparency, fairness, and accountability. Without the trust of the Anindilyakwa people and other key stakeholders, the ALC cannot properly represent its people and achieve its mission.

The recommendations made by the ANAO and the independent review show that ALC's governance, operations and decision-making remain deficient. Although the Board and management of ALC have agreed to the recommendations of both the ANAO audit and this recent review, the lack of progress is unacceptable.

Given the seriousness of these issues, I have decided to take the unusual step of only approving ALC's operating budget until 1 December 2024.

In order to consider the full budget, I will require ALC to work with the National Indigenous

Australians Agency (NIAA) to demonstrate that the governance improvements recommended in the ANAO audit and independent review are being prioritised and implemented.

The ALC should do this by developing and providing to the NIAA Integrity Group a clear plan and timetable for the implementation of the recommendations for both the ANAO audit and independent review before then.

I note that six recommendations have been identified by the independent review as high priority for implementation as soon as possible to strengthen ALC's governance, Board roles, Board support, transparency for decisions, conflict of interest management and independence of the audit committee.

I also expect that the new ALC Board meets with the NIAA Integrity Group as soon as practicable after the finalisation of election results. This discussion should relate to the importance of the ANAO and independent review recommendations and the Board's role in ensuring these are actioned expeditiously. The ALC will need to provide regular reporting on progress from the Board and management to provide confidence that improvements are occurring.

The NIAA Integrity Group will monitor ALC's progress, and will provide support and advice to meet the ANAO and independent review recommendations.

I have asked the NIAA to work constructively with ALC to develop a 'Governance Framework' that articulates our shared understanding of ALC's approach to effectively represent the Anindilyakwa peoples.

The considerations that ALC and the NIAA should include in this Framework are:

- Maintaining a strong focus on the immediate and long-term interests of the Anindilyakwa peoples in all decision making, having regard to Aboriginal and Torres Strait Islander tradition and circumstances.
- Complying with all legislative and policy requirements for accountability and transparency, including maintaining effective decision making documentation and reporting processes.
- Managing ALC-controlled funding in a fiscally responsible manner, including compliance with ALC policies, and promote best practices in internal financial management controls and broader Government policies.
- Maintaining a strong system of conflict of interest documentation and management to provide confidence and evidence that decisions made within the ALC are not influenced by private interests or considerations.
- Ensuring information about the administration of the ALC is available as soon as practicable for access by the community.
- Seeking advice and support from other, independent, parties wherever possible to ensure the ALC Board and management responsibilities are carried out efficiently, effectively and with minimal duplication.

I have asked the NIAA to commence work on an initial draft of the Framework for discussion with the ALC Board following the forthcoming ALC election.

I also take this opportunity to remind you that under the *Public Governance Performance and Accountability Act 2013*, the ALC has an obligation to provide timely advice of significant issues and possible risks to the performance of the ALC and the delivery of its objectives.

Yamalu

Malarndirri McCarthy

Senator the Hon Malarndirri McCarthy
Minister for Indigenous Australians

29 / 08 / 2024

From: s22
Sent: Thursday, 29 August 2024 2:12 PM
To: Sean WORTH
Cc: Rachel KERRIGAN; DLO McCarthy; s22
Subject: Letter/MR for dispatch [SEC=OFFICIAL]
Attachments: FINAL - Minister_letter_to_ALC_Board_regarding_independent_review 290824.pdf

OFFICIAL

Hi Sean and DLOs

I have attached here the final letter from the Minister to ALC, as well as the final media release below.

The rough planned timeframes are as follows:

- 2PM (DRW)/2.30PM (CBR): Letter to be sent to ALC
- 2.15PM (DRW)/2.45 (CBR): Letter uploaded to NIAA website
- 2.30PM (DRW)/3PM (CBR): Media Release put out.

DLOs, if you could please wait for final go ahead from me before pushing send on the letter, that would be great.

Much appreciated

s22

SENATOR MALARNDIRRI MCCARTHY
MINISTER FOR INDIGENOUS AUSTRALIANS

MEDIA RELEASE

INDEPENDENT REVIEW INTO ANINDILYAKWA LAND COUNCIL

I have received a copy of the independent review into the progress of the Anindilyakwa Land Council (ALC) in addressing the recommendations of a governance audit undertaken by the Australian National Audit Office (ANAO).

The review was commissioned last year by the National Indigenous Australians Agency (NIAA).

The review shows that the ALC's governance, operations and decision-making remain deficient.

Although the Board and management of ALC have agreed to the recommendations of both the ANAO audit and this recent review, the lack of progress is unacceptable.

In response to the review's findings, I have taken several steps:

- I have written to the ALC Board to ensure the Board and voters are aware of the review's findings ahead of the ALC Board elections next week.
- I have taken the unusual decision to withhold approval for the ALC's 2024/25 budget, instead approving an operational budget until 1 December 2024. The full budget will only be considered when ALC has demonstrated to the NIAA Integrity Group that it is sufficiently prioritising and implementing the recommendations of the review and the ANAO audit.
- I expect the new ALC Board to meet with the NIAA Integrity Group as soon as practicable after the election results are finalised, to discuss the importance of the review and ANAO recommendations, and the Board's role in ensuring these are responded to promptly.
- I have asked the NIAA to make the full independent review report available on its website to ensure transparency of the review, its findings and recommendations.

The NIAA will monitor ALC's progress and will provide support and advice to meet the ANAO and the independent review recommendations.

Quotes attributable to the Minister for Indigenous Australians, Senator Malarndirri McCarthy:

"*Good governance is the cornerstone of trust and needs to be based on transparency, fairness, and accountability. Without the trust of the Anindilyakwa people and other key stakeholders, the ALC cannot properly represent its people and achieve its mission.*

"I take governance at Land Councils seriously - poor governance and decision making can have a significant and detrimental impact on social, cultural and economic wellbeing.

"The steps I have taken today put the ALC Board and management on notice. Their failure to sufficiently respond to the recommendations of the independent review and ANAO must not continue, and they need to demonstrate their progress to the NIAA."

THURSDAY, 29 AUGUST 2024

From: s22
Sent: Thursday, 29 August 2024 2:58 PM
To: Sean WORTH; DLO McCarthy; s22 ; s22 ; Rachel KERRIGAN
Subject: RE: Signed letter from Senator the Hon Malarndirri McCarthy, Minister for Indigenous Australians [SEC=OFFICIAL]

OFFICIAL

Thanks very much, Sean and team!

s22

From: Worth, Sean <s22 @niaa.gov.au>
Sent: Thursday, 29 August 2024 2:55 PM
To: DLO McCarthy <s47E(d) @niaa.gov.au>; s22 @ia.pm.gov.au>; s22 <s22 @ia.pm.gov.au>; s22 @ia.pm.gov.au>; Kerrigan, Rachel <s22 @niaa.gov.au>
Subject: RE: Signed letter from Senator the Hon Malarndirri McCarthy, Minister for Indigenous Australians [SEC=OFFICIAL]

OFFICIAL

Link to NIAA website

[Anindilyakwa Land Council (ALC) Independent Review: ANAO Recommendation Implementation Progress Final Report | NIAA]

Regards

Sean Worth
s22 | s22

From: DLO McCarthy <s47E(d) @niaa.gov.au>
Sent: Thursday, 29 August 2024 2:32 PM
To: s22 @ia.pm.gov.au>; s22 <s22 @ia.pm.gov.au>; s22 <s22 @ia.pm.gov.au>; Kerrigan, Rachel <s22 @niaa.gov.au>; Worth, Sean <s22 @niaa.gov.au>
Cc: DLO McCarthy <s47E(d) @niaa.gov.au>
Subject: FW: Signed letter from Senator the Hon Malarndirri McCarthy, Minister for Indigenous Australians [SEC=OFFICIAL]

OFFICIAL

Hi all,

Please see below confirmation of letter sent to ALC.

All the best,

s22 [redacted] | Departmental Liaison Officer
Office of the Minister for Indigenous Australians
p. s22 [redacted] | m. s22 [redacted] | e. s47E(d) [redacted]@niaa.gov.au
Ngunawal Country

From: NIAA-Mailout <NIAA-Mailout@niaa.gov.au>
Sent: Thursday, 29 August 2024 2:29 PM
To: s47F [redacted]@alcnt.com.au
Subject: Signed letter from Senator the Hon Malarndirri McCarthy, Minister for Indigenous Australians [SEC=OFFICIAL]

OFFICIAL

With compliments of Senator the Hon Malarndirri McCarthy, Minister for Indigenous Australians

National Indigenous Australians Agency
Charles Perkins House 16 Bowes Street Woden ACT 2606 | PO Box 2191 CANBERRA ACT 2601
w. niaa.gov.au w. indigenous.gov.au

Please note: this inbox is not monitored and any replies sent to this address cannot be actioned – please send replies to MinisterMcCarthy@ia.pm.gov.au

From: Rachel KERRIGAN
Sent: Tuesday, 3 September 2024 2:06 PM
To: Sean WORTH
Cc: Deborah FULTON; s22 ; s22
Subject: RE: ALC budget letter [SEC=OFFICIAL]
Attachments: s22

OFFICIAL

Apologies, I missed one change – please use this version.

OFFICIAL

From: Rachel KERRIGAN
Sent: Tuesday, September 3, 2024 2:02 PM
To: Worth, Sean (Protected)
Cc: Fulton, Deborah (Protected) ; s22 (Protected) ; s22 (Protected)
Subject: ALC budget letter

Hi Sean

For quick review if possible, please see attached some brief track changes to the Minister's budget letter to the ALC. I will provide this in track to the MO outside the system so the Minister can then annotate her decision on the brief and sign the letter approving funding to 1 Dec as per corro on independent review.

If you had a chance, it would be great to review this afternoon so I can send to the MO this afternoon – I discussed this approach with s22

Happy to have a chat if easiest.

Rachel

From: Rachel KERRIGAN
Sent: Tuesday, 3 September 2024 6:44 PM
To: s22 [redacted]; s22 [redacted]
Cc: DLO McCarthy; Deborah FULTON; Sean WORTH; s22 [redacted]
Subject: Attachment A - Draft response (McCarthy) [SEC=OFFICIAL:Sensitive]
Attachments: Attachment A - Draft response (McCarthy).docx

OFFICIAL: Sensitive

Hi s22 [redacted] and s22 [redacted]

s47C [redacted]

Happy to discuss the approach further.

Thanks
Rachel

OFFICIAL: Sensitive

From: s22
Sent: Thursday, 5 September 2024 3:09 PM
To: s22
Subject: FW: PDMS Notification - Record Assigned : MS24-000296 : Anindilyakwa Land Council (ALC) Budget Estimates 2024-25 [SEC=OFFICIAL]

Follow Up Flag: Follow up
Flag Status: Flagged

OFFICIAL

s47C

OFFICIAL

From: Rachel KERRIGAN
Sent: Thursday, September 5, 2024 1:32 PM
To: s22
Subject: FW: PDMS Notification - Record Assigned : MS24-000296 : Anindilyakwa Land Council (ALC) Budget Estimates 2024-25 [SEC=OFFICIAL]

OFFICIAL

s47C

OFFICIAL

From: Deborah FULTON <s22 @niaa.gov.au>
Sent: Thursday, September 5, 2024 1:31 PM
To: Rachel KERRIGAN <s22 @niaa.gov.au>; s22 s22 @niaa.gov.au>
Cc: s22 <s22 @niaa.gov.au>
Subject: RE: PDMS Notification - Record Assigned : MS24-000296 : Anindilyakwa Land Council (ALC) Budget Estimates 2024-25 [SEC=OFFICIAL]

OFFICIAL

s47C

OFFICIAL

From: Rachel KERRIGAN <s22 @niaa.gov.au>
Sent: Thursday, September 5, 2024 12:16 PM

To: s22 [redacted] <s22 [redacted]@niaa.gov.au>; Deborah FULTON <s22 [redacted]@niaa.gov.au>
Cc: s22 [redacted] <s22 [redacted]@niaa.gov.au>
Subject: FW: PDMS Notification - Record Assigned : MS24-000296 : Anindilyakwa Land Council (ALC) Budget Estimates 2024-25 [SEC=OFFICIAL]

OFFICIAL

Hi s22 [redacted] and Deb

s22 [redacted] could you please allocate this one to me?

Deb – s22 [redacted] was calling about this earlier. s47C [redacted] s47C [redacted] s47C [redacted]

OFFICIAL

From: noreply@pws.gov.au <noreply@pws.gov.au>
Sent: Thursday, September 5, 2024 10:58 AM
To: Rachel KERRIGAN <s22 [redacted]@niaa.gov.au>; Sean WORTH <s22 [redacted]@niaa.gov.au>; s22 [redacted] <s22 [redacted]@niaa.gov.au>; s22 [redacted] <s22 [redacted]@niaa.gov.au>; Integrity Group Coordination <s47E(d) [redacted]@niaa.gov.au>; Operations and Delivery Coordination <s47E(d) [redacted]@niaa.gov.au>
Subject: PDMS Notification - Record Assigned : MS24-000296 : Anindilyakwa Land Council (ALC) Budget Estimates 2024-25 [SEC=OFFICIAL]

OFFICIAL

SEC=OFFICIAL

You are receiving this notification as you have been CC'd by the assigning user.
s22 [redacted] has assigned **MS24-000296** to **PP - Country Culture and Connection Group.**
You can access the item at the following link: MS24-000296

Record details **please note if any of the below fields are empty, the associated field is not populated on the record.*	
PDR Subject	Anindilyakwa Land Council (ALC) Budget Estimates 2024-25
Processing Instructions	s47C [redacted]
Category	Agreement
Correspondent	

Milestones	Due for **Clearance:** 7/08/2024 5:00:00 PM Due to **Parliamentary:** 7/08/2024 5:00:00 PM
Status	Redraft

For help, contact the PDMS Helpdesk at s47E(d)@niaa.gov.au or on s47E(d).

To register for a PDMS training session please email s47E(d)@niaa.gov.au (individual or group sessions are available).

Note: Please do not reply to this message.

CC Recipients:
Rachel KERRIGAN (s22 @niaa.gov.au)
Sean WORTH (s22 @niaa.gov.au)
ES - Integrity Group
s22 @niaa.gov.au;s22 @niaa.gov.au;s47E(d) @niaa.gov.au;s47E(d) @niaa.gov.au)

SEC=OFFICIAL

OFFICIAL

From: s22
Sent: Thursday, 5 September 2024 4:09 PM
To: Rachel KERRIGAN
Subject: FW: Attachment A - Draft response (McCarthy) [SEC=OFFICIAL:Sensitive]
Attachments: CLEAN - s22 - Attachment A - Draft response (McCarthy) (003).docx

OFFICIAL: Sensitive

OFFICIAL: Sensitive

From: s22 @ia.pm.gov.au>
Sent: Wednesday, September 4, 2024 6:02 PM
To: Rachel KERRIGAN <s22 @niaa.gov.au>; s22 @niaa.gov.au>
Cc: DLO McCarthy <s47E(d) @niaa.gov.au>; Deborah FULTON <s22 @niaa.gov.au>; Sean WORTH <s22 @niaa.gov.au>; s22 <s22 @niaa.gov.au>
Subject: RE: Attachment A - Draft response (McCarthy) [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Hi Rachel

Apologies for the delay getting this over to you – this email was held up by my trying to send it before the attachment had uploaded fully!

As discussed, attached is the draft letter s22 and I are proposing.

Happy to discuss any issues of course

Thanks very much

s22

OFFICIAL: Sensitive

From: Rachel KERRIGAN <s22 @niaa.gov.au>
Sent: Tuesday, September 3, 2024 6:44 PM
To: s22 @niaa.gov.au>; s22 @ia.pm.gov.au>
Cc: DLO McCarthy <s47E(d) @niaa.gov.au>; Deborah FULTON <s22 @niaa.gov.au>; Sean WORTH <s22 @niaa.gov.au>; s22 <s22 @niaa.gov.au>
Subject: Attachment A - Draft response (McCarthy) [SEC=OFFICIAL:Sensitive]

Hi s22 [redacted]

s47C [redacted]

Happy to discuss the approach further.

Thanks
Rachel

Australian Government

National Indigenous Australians Agency

MS24-000500

Subject: Anindilyakwa Land Council - Six-month budget estimates 2024-25	
For: Minister for Indigenous Australians	**Minister's Office Action Requested By** Click to enter date
	Reason for Urgency To provide funding certainty to the ALC.

Clearance	
Final Clearing Officer	Deborah Fulton
Position	Group Manager, Country, Culture and Connection
Phone	Ph: s22
Primary Contact Officer	
Name	Rachel Kerrigan
Position	Branch Manager, Land and Native Title
Phone	s22
Date Cleared	6/09/2024
Date Sent to MO	6/09/2024
Received in the MO	

Key Points:

1. You are responsible for considering and approving budgets for the four Northern Territory land councils, under section 34(1) of the Land Rights Act. Through this process, each of the four Land Councils write to the Minister for Indigenous Australians outlining their budget estimate for the financial year, for you approve or decline.

2. In **MS24-000296** the ALC requested a total budget of $13,665,471 with a draw of $13,368,757 from the Aboriginals Benefit Account (ABA). The ALC will contribute $296,714 to the budget. The ALC budget estimate is at **Attachment B.**

3. Given the reviews into the ALC and the needed for stronger responses and actions to progress recommendations, the National Indigenous Australians Agency (NIAA) initially recommended you approve six months funding. In finalising correspondence for you to send to ALC in response to the finalisation of the independent review, your Office engaged with NIAA on changing the initial funding period to allow ALC to demonstrate its progress in implementing the recommendations of the review, noting the Christmas period if funding ended on 31 December. Five months funding, to 1 December 2024, was then reflected in your correspondence to the ALC.

4. Five months funding on a pro-rata basis of what was originally recommended by the NIAA is equal to $5,853,818 with a draw of $5,557,104 from the ABA.

Budget Item	FY2023-24 Approved	FY2024-25 Requested	NIAA Recommended	Variance
Salaries & Oncost	$ 4,574,116	$ 5,590,732	$ 2,329,471	-$ 3,261,261
Other Operating	$ 5,248,780	$ 7,511,047	$ 3,050,655	-$ 4,460,392
Infrastructure	$ 1,191,000	$ -	$ -	
Capital	$ 283,000	$ 563,692	$ 473,692	-$ 90,000
ALC Contribution	-$ 226,500	-$ 296,714	-$ 296,714	$ -
Total s64(1)	**$ 11,070,396**	**$ 13,368,757**	**$ 5,557,104**	**-$ 7,811,653**

5. The Bellchambers report was finalised on 29 August 2024 and is available in full online. Your response on 29 August 2024 expressed concern regarding ALC's lack of progress in addressing the audit's recommendations. You also stated the recommendations made by the ANAO and the independent review show that ALC's governance, operations, and decision-making remain deficient (**MS24-000438**).

6. To provide flexibility in funding, NIAA recommends you approve interim funding of $5,557,104 from the ABA. Future funding will then be considered alongside ALC demonstrating its progress in responding to and implementing the independent review recommendations.

Budget requested

7. The funding requested by the ALC, $13.1 million excluding capital, infrastructure and the ALC contribution, represents an increase of $3.27 million (33.0 per cent) compared with prior year funding of $9.82 million.

8. Increase to operating budget can be attributed to increased salary costs ($1,016,616) and operating costs ($2,262,267).

9. NIAA considers the funding request reasonable and reflective of ALC's proposed activity base. However NIAA:

    a. does not support the full capital request, as outlined below, and

    b. recommends you approve 5 months funding in line with your correspondence to the ALC, giving time for the ALC to consider the outcomes of the independent review and consider its resourcing requirements for the balance of the financial year.

10. Budget composition:

Salaries and oncost ($5,590,732) – recommend funding as requested on a pro-rata basis

- Total Full Time Equivalent (FTE) positions equates to 45.6 FTE, an increase of 7.2 FTE compared to the prior year.
- Following the Australian National Audit Office (ANAO) audit and a review of operations by ALC, a number of positions previously funded under s64(3) of the Land Rights Act will now be funded under s64(1), increasing FTE by 5.0 FTE, with a corresponding increase to budget of $640,000. Three positions: Risk and Information Technology x 2 and a Learning & Development Officer will directly support ALC governance functions. Costs for the positions of Finance Controller, Royalty & Planning Officer will now be funded from s64(1).
- A position for an Administration Assistant ($64,000) has been requested to support the payroll function.
- A 3.8 per cent increase to salaries will be applied from October 2024 in line with the *Australian Government Public Sector Workplace Relations Policy 2023* and the *Non-APS Bargaining Government Parameters (January 2024).*
- The ALC Chair is remunerated as per the *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2024*.

Other Operating ($7,511,047) – recommend funding as requested on a pro-rata basis

- Increase to operational costs ($2,262,267) compared to the prior year can be attributed to:
    - Indexation of 4 per cent ($209,951) has been applied to operational costs, in line with ALC's requested funding. This has been discussed with the ALC's Chief Financial Officer, and the ALC considers this is sufficient. The Australian Bureau of Statistics Consumer Price Index (CPI) for Darwin in the March quarter is 3.3 per cent.
    - Increases in consultant fees (Legal costs), meeting costs, travel and allowances ($1,252,316).

- Mine closure related activities ($800,000)
  With the GEMCO mine due to cease in around 8 to 10 years, closure planning continues. The ALC is committed to ensure closure of the mine meets international best practice closure requirements and fully aligns with the future visions and aspirations of Traditional Owners. Post-mining land use plans are being drafted to identify prospective industries and areas targeted for relinquishment and redevelopment. Funding will cover consultancies and consultation costs with Traditional Owners, legal costs, and compliance in administrating and monitoring Part IV agreements.

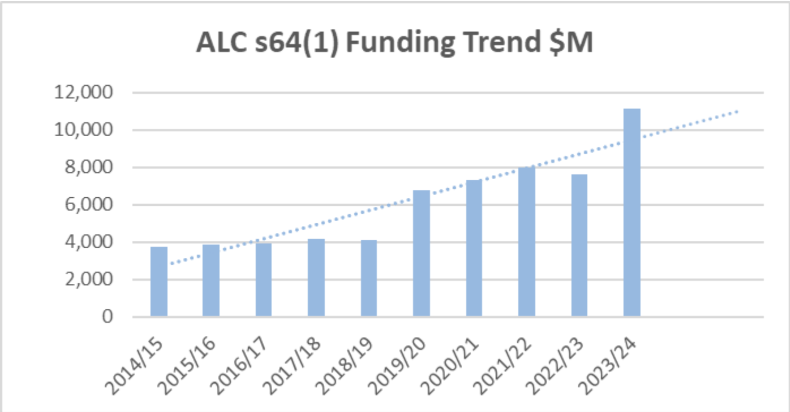
<u>Capital other ($473,692) – recommend funding as requested</u>

- The purchase of 4 motor vehicles ($383,692) and vehicle trackers ($90,000) will assist in providing transport for community members to access services, attend community meetings and other activities.
- The purchase of a water bore and equipment for sandalwood and biodiesel plant trials is not supported ($90,000) as it relates to entities external to the ALC.

11. In reviewing the ALC budget, NIAA has considered the ALC's operational requirements, strategic priorities and performance. Detailed budget analysis is at **<u>Attachment C</u>**.

12. The principles under which entities formulate their budgets is at **<u>Attachment D</u>**.

13. ALC's funding trend is detailed below. Variations to funding can be attributed to changes in the activity base and strategic priorities.



14. The increase to funding reflects growth in demand for services associated with mining exploration, lease negotiations, consultation with Traditional Owners, and the complexity of remote service delivery. Services delivered by the ALC include supporting communities, economic development and the preservation of culture and heritage.

<u>Background</u>

15. Under section 34(1) of the Land Rights Act, a Land Council shall submit for your approval estimates, in such form as you direct, expenditure to meet its administrative and capital costs for each financial year.

16. You must have regard to approved estimates in determining what amounts are to be debited from the ABA under subsection 64(1).

17. As at 31 July 2024, the available balance of the ABA was approximately $412 million.

Recommendations:

1. That you determine under subsection 64(1) of the *Aboriginal Land Rights (Northern Territory) Act 1976* (Land Rights Act) interim funding of $5,557,104 from the Aboriginals Benefit Account to the Anindilyakwa Land Council to be applied against FY2024-25 operational costs, supporting funding to 1 December 2024.

Approved / Not approved

2. That you sign the letter at **Attachment A** to Anindilyakwa Land Council Chair Ms Cherelle Wurrawilya, noting you have considered funding for the first 5 months of the financial year, allowing Anindilyakwa Land Council to consider its resourcing requirements in line with recommendations from the independent review.

Signed / Not signed

Malarndirri McCarthy Malarndirri McCarthy **Date:** 26/09/2024

Comments:

Sensitivities and Handling

18. Providing 5 months funding is not usual practice, however, this has already been communicated to the ALC. The NIAA will continue to work with ALC to respond and consider resources required to implement recommendations.

19. Tropical Cyclone Megan which passed over Groote in March 2024 caused significant damage to the Groote Eylandt Mining Company (GEMCO) wharf preventing ore exports. While repairs have commenced, it is unlikely the wharf will be operational for some time. As a consequence the decrease in revenue from mining royalty equivalents will impact a variety of programs, employment and the broader Groote economy. The ALC has recently submitted a new funding application under s64(4) of the ALRA for financial support for ongoing programs – separate briefing will be provided on this.

Alternative Options:

20. Nil, given this approach has already been communicated with the ALC.

Data and evidence:

21. The independent report by Bellchambers Bennett about ALC's response to the ANAO governance report is now available online on the Agency's public web page: niaa.gov.au/resource-centre/anindilyakwa-land-council-alc-independent-review-anao-recommendation-implementation-progress-final.

Consultation:

22. ALC.

23. Regional Manager – Arnhem Land and Groote Eylandt.

24. Group Manager Integrity.

Legal advice / Legislative impacts:

25. Nil or legal advice / legislative impacts text

Financial impacts:

26. As at 31 July 2024, the estimated balance of the ABA account is $412 million. With the suspension in mining on Groote, the projected income into the ABA will decrease in 2024-25. The previous Minister for Indigenous Australians approved a mining trend analysis to project future flows into the ABA, and this will support ongoing assessment of the sustainability of the ABA.

27. The operational budgets of land councils and ALRA entities, including ALC, is likely to be approximately $130 million. At this stage, it is anticipated inflows, including interest revenue will be approximately $362 million. With ABA legacy grants, there will likely be a net operating deficit, however with careful management of any additional expenditure, there is capacity to absorb this within the ABA.

28. The need to continue to carefully manage operational budgets of land councils and other ABA entities will continue to be communicated to all entities. There will be an opportunity to build in additional principles, for example, caps on the level of budget increases in line with CPI, through the budget principles. We will brief you on the strategy and options for future budgets in August 2024.

Implementation and Communications:

29. Nil.

Attachments:

A. Draft response.

B. Incoming correspondence and Attachments B1-B4.

C. Anindilyakwa Land Council Budget Analysis

D. Budget strategy principles 2024-25

Distribution	
Name of Adviser/s in Minister's Office to whom a copy of this submission/brief is to be provided	• Ms Kerin
Name of Officers in the NIAA to whom a copy of this submission/brief is to be provided	• Ms Broun • Ms Guivarra • Mr Brahim • Ms Jackson • Mr Jamble • NIAA Executive Coordination • Ms Fulton • Mr Worth

Updates/Redraft: (refer to 'MO Comments' below)	Yes / No
Updates/Redraft due date	

MO Comments

Minister's Office Feedback:

☐ No Changes required.

☐ Minor stylistic changes

☐ Minor but essential changes

☐ Major changes

☐ Substantive rewrite

Senator the Hon Malarndirri McCarthy
Minister for Indigenous Australians
Senator for Northern Territory and Christmas and Cocos (Keeling) Islands

MS24-000500

Ms Cherelle Wurrawilya
Chair
Anindilyakwa Land Council
PO Box 172
ALYANGULA NT 0885

Dear Ms Wurrawilya

Thank you for the Anindilyakwa Land Council's (ALC) correspondence regarding your budget submission for 2024-25.

As raised in my correspondence to the Board on 29 August 2024, concerted effort is required by the ALC to implement the Australian National Audit Office (ANAO) recommendations. Therefore, and as previously advised, I am only approving funding to 1 December 2024.

In order to consider the full budget, I require ALC to work with the National Indigenous Australians Agency (NIAA) to demonstrate that the required governance improvements are being prioritised and implemented.

I have approved an interim budget of $5,853,818 with a draw of $5,557,104 from the Aboriginals Benefit Account. The ALC will contribute $296,714 towards the budget. This is important as it will give the ALC the opportunity to demonstrate progress in implementing the recommendations from the ANAO audit and independent review, and consider resourcing requirements to deliver on this. I will then consider funding required from December 2024 for the remainder of 2024-25.

I have not approved capital funding of $90,000 for water bore equipment and biodiesel plant trials as these items relate to entities external to the ALC.

Should the ALC wish to discuss the matter further, the contact officer in the NIAA is Mr s22 , who can be contacted on s22 or s22 @niaa.gov.au.

Yamalu

Senator the Hon Malarndirri McCarthy
Minister for Indigenous Australians

26 / 09 / 2024

15th May 2024

Mr s22
PO Box 2191
CANBERRA ACT 2601

Dear s22

Budget Submission 202-25 and Budget Estimates 2025-26 and 2026-27

Please find accompanying this letter the 2024-25 budget submission, along with budget estimates for 2025-26 and 2026-27 for the Anindilyakwa Land Council. As per previous years the ALC model is different to those of other land councils, due to the amount of 64(3) funding to Aboriginal Corporations that fall under the ALC umbrella. This will continue in the 2024-25 budget period and the following years.

It should be noted that recent Tropical Cyclone Megan which passed over Groote in March has caused serious damage to GEMCO wharf which has prevented ore exports and is unlikely to commence export operations for some time. This will have a huge impact on the funding of a variety of programs which are dependent on royalties being received. Management of ALC are currently in the process of quantifying the likely outcomes and are taking action to ensure critical programs continue. NIAA will be kept informed of the progress and outcomes as soon as possible.

We have applied a 4% general increase from the 2024-25 budget for the 2025-26 estimates, with another 4% applied for the 2026-27 estimates, with some exceptions (mainly reflected in payments to various consultants, depending on planned undertakings during these years). A 3.8% wage increase has been applied from 1st October 2024 with a 3.4% increase for 2025-26 and 4.00% increase for 2026-27.

With GEMCO mining due to cease in around 2030-31, closure planning continues with legal fees budgeted for 2024-25 at $75,000 of Legal Fees along with $60,000 for consultations with Traditional Owners. Additionally, further funds have been budgeted for new leases for the Northern, Bickerton and Winchelsea areas of $150,000 and Traditional Owner Consultations of $55,000, while external consultants will be engaged Anthropologically for the Northern Lease with budget of $100,000. Consultancy will also be carried out in the Mining and Sustainability area to scope various Biodiversity projects with budget of $165,000.

The Groote Archipelago Local Decision-Making Agreement (LDMA) has made considerable progress in transitioning government services to local control throughout the ALC region since 2018. The six (6) elements of the LDMA include local government, housing, education, economic development, health and wellbeing, and law, justice and rehabilitation. Notable achievements during the past 12 months include: -

1. the first sitting of the Groote Archipelago Community Court being overseen by members of the local Community Justice Group,
2. construction of the new 32-bed Anindilyakwa Healing Centre (i.e. Alternative to Custody facility) at Marble Point
3. the opening of the Little Paradise Base Camp and Logistics Hub
4. considerable progress on the development of a large-scale renewable solar farm
5. signed agreements for the stage 2 ABA funding for the new Independent Bickerton Boarding College which is due to commence construction in 2024
6. exciting progress on the aquaculture trials
7. in-principal agreement to build up to 24 new homes to enable critical health workers to relocate to Groote Eylandt to help address local health issues
8. the opening of the new Community Kitchen which will deliver up to 1,000 meals per day to community
9. the establishment of the new Groote Archipelago Regional Council which is due to hold its inaugural elections in October 2024.

The ALC has one full-time internal resource (which sits under 'ALC Legal') to oversee the implementation of the LDMA. While many aspects of the LDMA have now been handed over to the relevant Aboriginal Corporations, ALC (as a signatory to the LDMA) continues to play an important role in overseeing, supporting and guiding the implementation of the LDMA, and we also expect certain external consultancy and TO engagement costs during 2024-25, particularly to assist with the establishment of the Groote Archipelago Regional Council and the transition of various ALC-funded programs to the new Council.

On the ground, the Groote Eylandt Data Unit has successfully employed two traditional owner staff continuously and full-time across the financial year, with staff contributing to population surveys, community consultations, local mapping exercises and governance planning and advice for the Data Unit. Having established the Data Unit, the team is now well placed to continue their function of supplying the Land Council with data to help them make informed decisions, track the impact of their work and better manage information which pertains to Anindilyakwa people.

The major increases addressed in our budget are included in attachment 'A'. These increases total $1,962,000 and combined with general increases in prices across the board of approximately $400,000 equates to the increase and therefore we are requesting total 64(1) funding for 2024-25 of $13,368,757. This year's section 64(1) funding was $11,105,777. If you require any further details or wish to discuss the estimates, please do not hesitate to let me know.

Yours Sincerely

s47F

Colin Wakefield
Chief Financial Officer
On behalf of Anindilyakwa Land Council
s47F or s47F @alcnt.com.au

Anindilyakwa Land Council

Attachment 'A'

Justifications Funding Request 24/25

Item	Department	Description	One Time Cost	Annual Cost	Rationale	
1	Mining and Sustainability	Compliance in administrating and monitoring Part IV Agreements		$250,000	To comply with the requirements on Part IV agreements, the ALC needs to undertake systematic monitoring and reviews of aspects of mining operations and mine related amendments. This monitoring and review work will include the collection of data and engagement of third parties to provide specialist advice to the ALC with respect to: • Mine rehabilitation areas, • Environmental conditions of off lease areas that may be directly influenced from mining operations, • Independent reviews of any necessary components related to possible amendments/Major Works proposals from mining companies, • Additional anthropological surveys in the northern lease areas and around Winchelsea.	

Item	Department	Description	One Time Cost	Annual Cost	Rationale	
2	Mining and Sustainability	Compliance in administrating and monitoring Part IV Agreements		$185,000	Due to the planned additional monitoring and cultural consulting two (2) full-time cultural liaison officers will be required, replacing the existing part-time role of one (1) person.	
3	Mining and Sustainability	Mine Closure		$75,000	Legal costs associated with reviewing and planning mine closure matters.	
4	Mining and Sustainability	Mine Closure	$90,000		Costs associated with establishing a water bore, equipment and testing necessary to undertake the various nursery based botanical evaluations required. This will evaluate various plant and system requirements associated with Sandalwood, which has been identified as a potential viable long-term project and part of the evaluation of various mechanisms that will contribute to the sustainability of the community's post mining.	
5	Mining and Sustainability	Mine Closure		$200,000	To manage the various nursery evaluations, refer to Item 4, and operate the ongoing nursery operations required to support long term sustainability programs, a nursery manager will be required. This role will replace the existing part-time Education Media Producer role. The plan is also to employ a Traditional Owner to work in the nursery, providing on-the-job skills plus accredited course training in nursery operation and management.	

Item	Department	Description	One Time Cost	Annual Cost	Rationale	
6	Risk & Information Technology	IT Officer or Governance & Compliance Officer		s47F	50% of the role is funded by 64(1) which was a new position within the organization. This position is the nominated cyber security officer for ALC ensuring that the technology architecture is compliant to the federal essential 8 module. This position is responsible for the administration and design of the ALC governance systems which includes the maintenance of data/records. The position will be required to travel to Groote 4 times a year for Board meetings and consultation with stakeholders.	
7	Risk & Information Technology	Technology Coordinator		s47F	Currently 100% funded by 64(3). The position manages the technology infrastructure, ensuring that the network is reliable and operating for ALC in Cairns, Darwin and Groote Eylandt. This position manages the SLA for Pinnacle and Altitude Networks. Travel to Groote required 8-10 days a week every month for IT maintenance/infrastructure work.	
8	Risk & Information Technology	Learning & Development Officer		s47F	Currently funded by 64(3). With a number of governance materials in development, the ALC needs a dedicated resource to deliver and coordinate training.	

Item	Department	Description	One Time Cost	Annual Cost	Rationale	
9	Finance	Financial Controller		s47F	Currently funded by 64(3). This position should have previously been funded under 64(1) as the position is critical to ensuring integrity within ALC accounting and administration practices.	
10	Finance	Royalty Financial Planning & Analysis Manager		s47F	Currently funded by 64(3). The ALC views this position to be critical to carrying out functions of Land Councils under the ALRA. The role has been assessed to be appropriate in level and scope of responsibility due to the value of the royalty equivalent receipts ALC is responsible for, the volume of applications received by the ALC and the need to provide appropriate support to the ALC Board to facilitate informed decision making on distributions. This position will be required by the ALC over a number of years while ALRA s.64(3) receipts continue. It is imperative that the administration of ALRA s.64(3) monies are resourced appropriately as an ALC operational function to support the duties of the ALC Board to carry out ALRA functions. Refer to more detailed information below.	

Item	Department	Description	One Time Cost	Annual Cost	Rationale	
11	Finance	Administration Assistant		s47F	This position is required for a back up of payroll and other administrative tasks. We currently have a payroll to be processed each week of approximately 140 ALC staff and need to ensure processing is performed in an accurate and timely basis. Additionally, we need cover for times when Annual and Personal Leave are taken in all administrative areas with the major focus on payroll.	
12	Finance	Year 2012 Make TOYOTA Model COASTER Body LIGHT OMNIBUS (GVM ,=5 TONN) Colour WHITE Year 2015 Make TOYOTA Model HIACE Body URBAN SERVICE BUS Colour WHITE	$135,000 $73,000		Both buses are used for transportation of Traditional Owners to Alyangula and other communities (Angurugu and Umbakumba) as well as Satellite communities to hold meetings around Land Usage and attendance at board and committee meetings. The current two (2) buses have exceeded their use by dates and need to be scrapped as repair costs are uneconomical. Proceeds from sales would be minimal if any given the condition and age of the buses. They are 12 and 9 years old respectively.	

Item	Department	Description	One Time Cost	Annual Cost	Rationale	
13		Estimated Additional Legal Expenses	$250,000		The ALC (acting on behalf of the traditional Aboriginal owners) has taken independent legal advice in respect of the correct interpretation of the 2016 Eastern Leases Mining Agreement signed under the Aboriginal Land Rights (Northern Territory) Act 1976 concerning the division of mining royalties between ALC and the Groote Eylandt Aboriginal Trust (GEAT) should the mining tenements from the Eastern (and Southern) Leases produce minerals for sale. In April 2024, the proponent, Groote Eylandt Mining Company Pty Ltd (GEMCO), provided written notice of its intention to commence legal proceedings seeking a declaratory determination of the matter. The initial estimate of the ALC's legal and other costs to participate in those proceedings is $250,000 (GST excl). Please note, however, that this estimate may change depending on the nature and progress of the proceedings, including any mediation. Any request for further required funding will be submitted as a supplementary bid.	

Further Notes on above funding requests

Funding request - ALRA s.64(1) funding for Royalty Financial Planning and Analysis position.

Background:

The ALC administers royalty and rent distributions on behalf of the Traditional Owners of the Groote Archipelago as part of the ALC's functions under the Aboriginal Land Rights (NT) Act 1976 (ALRA).

The Royalty Financial Planning and Analysis (RFPA) Manager is responsible for administering ALRA s.64(3) royalty equivalent distributions. There is currently no ALRA s.64(1) operational funding from NIAA provided for this position.

Rationale for funding to be provided for RFPA Manager position under s.64(1):

The ALC is in receipt of substantial receipts of royalty equivalents biannually under ALRA s.64(3), which is required under ALRA s.35(2) to be paid within 6 months of receipt. The administration of these distributions to support ALC Board decision making is significant.

Summary of distributions, applications and projects supported (source: ALC Annual Reports):

Period	Total ALRA s.35(2) determination amount:	Number of applications:	Number of projects supported:
2022-23	$64 million	138	91
2021-22	$52 million.	99	79
2020-21	$58 million	80	72

Key ALRA activities carried out by the RFPA manager include:

- establishing and implementing appropriate policies and processes to administer the ALRA s.64(3) distributions.
- compiling applications from Aboriginal Corporations and ensuring the relevant information is presented to support ALC Board decision making.
- supporting Accountable Authority communications with Aboriginal Corporations at various stages of the process including informing them of decision outcomes and their ALRA accountable amounts reporting obligations under ALRA s35(4A), s.35B and s.35C.
- maintaining records of applications and distributions including updating the ‘traffic light’ report to support ALC Board decision making across community and economic development categories and the Strategic Plan.
- provide high level secretariat support to the ALRA s.29A Committee, called the Finance Committee. The Finance Committee is made up of ALC Board members that review and make non-binding recommendations to the ALC Board on the applications received from Aboriginal Corporations.

The ALC views this position to be critical to carrying out functions of Land Councils under the ALRA. The role has been assessed to be appropriate in level and scope of responsibility due to the value of the royalty equivalent receipts ALC is responsible for, the volume of applications received by the ALC and the need to provide appropriate support to the ALC Board to facilitate informed decision making on distributions.

This position will be required by the ALC over a number of years while ALRA s.64(3) receipts continue. It is imperative that the administration of ALRA s.64(3) monies are resourced appropriately as an ALC operational function to support the duties of the ALC Board to carry out ALRA functions.

2024-25 Template - Annual Budget Estimates

Anindilyakwa Land Council Name - s64(1)

The template is similar to that used in 2023-24. Estimates grouping - Expenditure and Income are identical and consistent with the required format for Ministerial approval.

Additional Budget Items to be reflected in the estimate:

Capital infrastructure items

Output Groups:

To better align output groups to Land Council Corporate plans, output groups can either be selected from a drop-down menu or insert by the land council.

Excel sheets which are in the document:

Summary

This sheet contains the reporting format for Ministerial approval and is linked to the Salaries sheet, Income Sheet, Other Operational sheet, and Capital sheet.

Required Action : Nil

Salaries

This sheet records the salary costs including oncosts. Drop down lists have been formulated for the funding source. The Position Description is free text. Input is required to the nominated input cells. A manual allocation is required across the Output Groups, also percentage based. The Output Groups (Allocation x $) calculation is formula driven.

Required Action : Input required

Income

This sheet records required ABA 64(1) funds and other income streams. Generic account titles have been provided (please modify as required). Input is required (Column E) with manual allocation across the Output Groups.

Required Action : Input required

Other Operational

This sheet records the non-salary costs. Generic account titles have been provided (please modify as required). Input is required (Column D) with manual allocation across the Output Groups.

Required Action : Input required

Capital

This sheet records capital expenditure. Generic account titles have been provided (please modify as required). Input is required (Column D) with manual allocation across the Output Groups. Cost benefit analysis is required for significant capital projects. Reference to appropriate procurement policy should also be made. Asset items that are being replaced should be reflective of the entities asset replacement policy.

Required Action : Input required

Summary: Input Land Council Name

Budget Estimates Summary

2024-25

Output Group	1 Advocacy	2 Administration	3 Culture and Heritage	4 Economic Development	5 Land Claims & Acquisitions	6 Natural Resource Management	Total		
Income									
ABA Section 64 (1)	$2,445,629	$6,957,021	$141,278	$1,823,762	$2,001,067	$0	$13,368,757		
Other	$0	$101,404	$0	$33,770	$161,540	$0	$296,714		
Total Income	**$2,445,629**	**$7,058,425**	**$141,278**	**$1,857,532**	**$2,162,607**	**$0**	**$13,665,471**	TRUE	Bal. Chk
Expenditure									
Salaries & On Costs	$981,199	$2,911,237	$122,438	$787,013	$788,845	$0	$5,590,732		
Other Operating	$1,464,429	$3,708,496	$18,840	$1,035,519	$1,283,762	$0	$7,511,047		
Capital									
Capital Other	$0	$438,692	$0	$35,000	$90,000	$0	$563,692		
Total Expenditure	**$2,445,628**	**$7,058,425**	**$141,278**	**$1,857,532**	**$2,162,607**	**$0**	**$13,665,471**	TRUE	Bal. Chk
No Input required as cells are linked to the respective sheets							$ 0		

Input Land Council Name
2024-25

	Input Rate (%)		Input Levy (%)		Input Levy (%)
Super	11.50%	WorkCover	0.00%	LSL Levy	

Drop Down List: Funding Source (See column AI for definitions)	Input: Position Number	Input: Position - Description	Input: FTE	Input: 2022-23 Increment Level (as referenced in the Employment instrument)	Salary Costs — Input: Base Salary	Input: Increment	Input: District Allowance (If applicable)	Input: Air Fare (If applicable)	Leave loading (if applicable)	Superannuation	Total: (Including wages & oncosts)	Workers Compensation (Not included in total)	Long Service Leave (Not included in total)
ABA. 64 (1)		HR Officer	1.00	3.80%	s47F(1) [redacted]	s47F(1) [redacted]	$ -	$ -	s47F(1) [redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Anthropologist	1.00	3.80%	[redacted]	[redacted]	$ -	$ 3,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Anthropologist	1.00	3.80%	[redacted]	[redacted]	$ -	$ 3,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		CEO	1.00	3.80%	[redacted]	[redacted]	$ 36,400	$ 34,500	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Chairman	1.00	3.80%	[redacted]	[redacted]	$ -	$ 6,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Cleaner	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Cleaner	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Cleaner	0.80	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Cleaner	0.80	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Community Liasion Officer - Male	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Community Liasion Officer - Female	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Cross Cultural Advisor	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Training Officer/Coordinator	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Executive Assistant	0.80	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		CFO	1.00	3.80%	[redacted]	[redacted]	$ -	$ 3,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Accounts Payable Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Finance & Asset Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Payroll Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Finance Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Finance Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Financial Accountant	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Royalty Financial Planning & Analysis Manager	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Grants Development Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		HR & Performance Manager	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		HR Coordinator	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Legal, Strategy & Operations Manager	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Management Accountant	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Management Accountant	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Risk, Innovation & Technology Manager	1.00	3.80%	[redacted]	[redacted]	$ -	$ 6,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		IT Systems Coordinator	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Mining & Sustainability Manager	1.00	3.80%	[redacted]	[redacted]	$ -	$ 10,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Sustainability Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ 3,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		M & S Admin Support Officer	0.20	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Nursery Lead	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Nursery Assistant (TO)	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Mining Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ 3,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Ranger Operations Manager	1.00	3.80%	[redacted]	[redacted]	$ -	$ 6,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Procurement Coordinator	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Procurement Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Procurement Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Government & Compliance Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Government & Compliance Officer # 2	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Improvement Officer or Innovation & Technology C	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Data Unit Coordinator	1.00	3.80%	[redacted]	[redacted]	$ -	$ -	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Data Unit Lead	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Community Data Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
ABA. 64 (1)		Community Data Officer	1.00	3.80%	[redacted]	[redacted]	$ -	$ 2,000	[redacted]	[redacted]	[redacted]	$ -	$ -
		Total:	45.60		$ 4,665,191	$ 132,963	$ 36,400	$ 109,500	$ 81,353	$ 565,325	$ 5,590,732	$ -	$ -

Bal. Chk FALSE

Input	Input	Input	Input	Input	Input								
Output Group (allocation x %)							Output Group (allocation x $)						
1	2	3	4	5	6		1	2	3	4	5	6	
Advocacy	Administration	Community Development	Economic Development	Economic Development	Land Claims & Acquisitions	Total	Advocacy	Administration	Community Development	Culture and Heritage	Economic Development	Land Claims & Acquisitions	Total
0%	100%	0%	0%	0%	0%	0%	$ -	$ 86,290	$ -	$ -	$ -	$ -	$ 86,290
0%	0%	0%	100%	0%	0%	0%	$ -	$ -	$ -	$ 102,117	$ -	$ -	$ 102,117
0%	0%	0%	100%	0%	0%	0%	$ -	$ -	$ -	$ 170,543	$ -	$ -	$ 170,543
100%	0%	0%	0%	0%	0%	0%	$ 410,684	$ -	$ -	$ -	$ -	$ -	$ 410,684
100%	0%	0%	0%	0%	0%	0%	$ 215,900	$ -	$ -	$ -	$ -	$ -	$ 215,900
0%	100%	0%	0%	0%	0%	0%	$ -	$ 82,563	$ -	$ -	$ -	$ -	$ 82,563
0%	100%	0%	0%	0%	0%	0%	$ -	$ 82,563	$ -	$ -	$ -	$ -	$ 82,563
0%	100%	0%	0%	0%	0%	0%	$ -	$ 56,238	$ -	$ -	$ -	$ -	$ 56,238
0%	100%	0%	0%	0%	0%	0%	$ -	$ 56,238	$ -	$ -	$ -	$ -	$ 56,238
100%	0%	0%	0%	0%	0%	0%	$ 83,625	$ -	$ -	$ -	$ -	$ -	$ 83,625
100%	0%	0%	0%	0%	0%	0%	$ 83,625	$ -	$ -	$ -	$ -	$ -	$ 83,625
0%	0%	0%	100%	0%	0%	0%	$ -	$ -	$ -	$ 83,193	$ -	$ -	$ 83,193
0%	0%	0%	100%	0%	0%	0%	$ -	$ -	$ -	$ 86,891	$ -	$ -	$ 86,891
0%	100%	0%	0%	0%	0%	0%	$ -	$ 76,629	$ -	$ -	$ -	$ -	$ 76,629
0%	100%	0%	0%	0%	0%	0%	$ -	$ 200,358	$ -	$ -	$ -	$ -	$ 200,358
0%	100%	0%	0%	0%	0%	0%	$ -	$ 67,633	$ -	$ -	$ -	$ -	$ 67,633
0%	100%	0%	0%	0%	0%	0%	$ -	$ 93,682	$ -	$ -	$ -	$ -	$ 93,682
0%	100%	0%	0%	0%	0%	0%	$ -	$ 87,456	$ -	$ -	$ -	$ -	$ 87,456
0%	100%	0%	0%	0%	0%	0%	$ -	$ 87,456	$ -	$ -	$ -	$ -	$ 87,456
0%	100%	0%	0%	0%	0%	0%	$ -	$ 64,135	$ -	$ -	$ -	$ -	$ 64,135
0%	100%	0%	0%	0%	0%	0%	$ -	$ 139,929	$ -	$ -	$ -	$ -	$ 139,929
0%	100%	0%	0%	0%	0%	0%	$ -	$ 197,358	$ -	$ -	$ -	$ -	$ 197,358
0%	0%	100%	0%	0%	0%	0%	$ -	$ -	$ 122,438	$ -	$ -	$ -	$ 122,438
0%	100%	0%	0%	0%	0%	0%	$ -	$ 177,371	$ -	$ -	$ -	$ -	$ 177,371
0%	100%	0%	0%	0%	0%	0%	$ -	$ 109,145	$ -	$ -	$ -	$ -	$ 109,145
100%	0%	0%	0%	0%	0%	0%	$ 187,365	$ -	$ -	$ -	$ -	$ -	$ 187,365
0%	100%	0%	0%	0%	0%	0%	$ -	$ 124,910	$ -	$ -	$ -	$ -	$ 124,910
0%	100%	0%	0%	0%	0%	0%	$ -	$ 162,383	$ -	$ -	$ -	$ -	$ 162,383
0%	100%	0%	0%	0%	0%	0%	$ -	$ 175,781	$ -	$ -	$ -	$ -	$ 175,781
0%	100%	0%	0%	0%	0%	0%	$ -	$ 139,463	$ -	$ -	$ -	$ -	$ 139,463
0%	0%	0%	0%	100%	0%	0%	$ -	$ -	$ -	$ -	$ 173,250	$ -	$ 173,250
0%	0%	0%	0%	100%	0%	0%	$ -	$ -	$ -	$ -	$ 119,608	$ -	$ 119,608
0%	0%	0%	0%	100%	0%	0%	$ -	$ -	$ -	$ -	$ 18,657	$ -	$ 18,657
0%	0%	0%	0%	100%	0%	0%	$ -	$ -	$ -	$ -	$ 112,777	$ -	$ 112,777
0%	0%	0%	0%	100%	0%	0%	$ -	$ -	$ -	$ -	$ 95,286	$ -	$ 95,286
0%	0%	0%	0%	100%	0%	0%	$ -	$ -	$ -	$ -	$ 100,017	$ -	$ 100,017
0%	0%	0%	0%	100%	0%	0%	$ -	$ -	$ -	$ -	$ 169,250	$ -	$ 169,250
0%	100%	0%	0%	0%	0%	0%	$ -	$ 116,608	$ -	$ -	$ -	$ -	$ 116,608
0%	100%	0%	0%	0%	0%	0%	$ -	$ 95,286	$ -	$ -	$ -	$ -	$ 95,286
0%	100%	0%	0%	0%	0%	0%	$ -	$ 99,430	$ -	$ -	$ -	$ -	$ 99,430
0%	100%	0%	0%	0%	0%	0%	$ -	$ 104,947	$ -	$ -	$ -	$ -	$ 104,947
0%	100%	0%	0%	0%	0%	0%	$ -	$ 110,777	$ -	$ -	$ -	$ -	$ 110,777
0%	100%	0%	0%	0%	0%	0%	$ -	$ 116,608	$ -	$ -	$ -	$ -	$ 116,608
0%	0%	0%	100%	0%	0%	0%	$ -	$ -	$ -	$ 124,910	$ -	$ -	$ 124,910
0%	0%	0%	100%	0%	0%	0%	$ -	$ -	$ -	$ 85,957	$ -	$ -	$ 85,957
0%	0%	0%	100%	0%	0%	0%	$ -	$ -	$ -	$ 66,701	$ -	$ -	$ 66,701
0%	0%	0%	100%	0%	0%	0%	$ -	$ -	$ -	$ 66,701	$ -	$ -	$ 66,701
							$ 981,199	**$ 2,911,237**	**$ 122,438**	**$ 787,013**	**$ 788,845**	**$ -**	**$ 5,590,732**

Bal. Chk	TRUE

Input Land Council Name

Estimates of Income

2024-25

Income	Estimated	1 Advocacy	2 Administration	3 Community Development	4 Culture and Heritage	5 Economic Development	6 Land Claims & Acquisitions	Total
		Allocation across Output Groups						
ABA Section 64 (1)	$ -	$ 2,445,629	$ 6,957,021	$ 141,278	$ 1,823,762	$ 2,001,067	$ -	$ 13,368,757
Other								
Recoveries	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Interest	$ -	$ -	$ 100,000	$ -	$ -	$ -	$ -	$ 100,000
Fees	$ -		$ -				$ -	$ -
Proceeds from the sale of property	$ -		$ -				$ -	$ -
Other	$ -	$ -	$ 1,404	$ -	$ 33,770	$ 161,540	$ -	$ 196,714
Sub total	$ -	$ -	$ 101,404	$ -	$ 33,770	$ 161,540	$ -	$ 296,714
Total Income	**$ -**	**$ 2,445,629**	**$ 7,058,425**	**$ 141,278**	**$ 1,857,532**	**$ 2,162,607**	**$ -**	**$ 13,665,471**

FALSE Bal. Chk

Input Land Council Name

Estimates of Expenditure

2024-25

Operating Other

Allocation across Output Groups

Expenditure	**Estimated**	**1 Advocacy**	**2 Administration**	**3 Community Development**	**4 Culture and Heritage**	**5 Economic Development**	**6 Land Claims & Acquisitions**	**Total**		
Accommodation	$ -	$ 55,301	$ 81,840	$ -	$ 44,300	$ 96,600	$ -	$ 278,041	FALSE	Bal. Chk
Communications	$ -	$ 8,260	$ 830,358	$ 600	$ 20,074	$ 7,500	$ -	$ 866,792	FALSE	Bal. Chk
Contested Litigation	$ -						$ -	$ -	TRUE	Bal. Chk
Education - Traditional Owners	$ -						$ -	$ -	TRUE	Bal. Chk
Equipment	$ -	$ 22,700	$ 145,900	$ 5,000	$ 29,500	$ 42,700	$ -	$ 245,800	FALSE	Bal. Chk
Financial Services - Bank Fees & Auditing	$ -	$ -	$ 170,000	$ -	$ -	$ -	$ -	$ 170,000	FALSE	Bal. Chk
Funerals		$ -	$ -	$ -	$ 370,000	$ -		$ 370,000		
Insurance	$ -	$ 5,000	$ 601,500	$ -	$ -	$ -	$ -	$ 606,500	FALSE	Bal. Chk
Marketing		$ 500	$ 5,000	$ -	$ -	$ 1,700		$ 7,200		
Office Supplies and Consumables	$ -	$ -	$ 63,080	$ -	$ 2,500	$ 4,824	$ -	$ 70,404	FALSE	Bal. Chk
Recruitment - Staff	$ -	$ -	$ 45,000	$ -	$ -	$ -	$ -	$ 45,000	FALSE	Bal. Chk
Relocation Costs - Staff	$ -	$ -	$ 150,000	$ -	$ -	$ -	$ -	$ 150,000	FALSE	Bal. Chk
Subscriptions & Fees		$ 11,000	$ 9,026	$ -	$ 6,500	$ -		$ 26,526		
Security	$ -						$ -	$ -	TRUE	Bal. Chk
Training & Development	$ -	$ 85,363	$ 49,230	$ -	$ 24,000	$ 46,650	$ -	$ 205,243	FALSE	Bal. Chk
Helicopter Hire - Anthropology Surveys	$ -	$ -	$ -	$ -	$ 74,825	$ -	$ -	$ 74,825	FALSE	Bal. Chk
Consultant Fees (Professional)										
Consultants - Aboriginal	$ -	$ 161,000	$ -	$ -	$ 175,000	$ 120,000	$ -	$ 456,000	FALSE	Bal. Chk
Consultants - Anthropology	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	TRUE	Bal. Chk
Consultants - Legal	$ -	$ 350,000	$ 62,000	$ -	$ -	$ 282,000	$ -	$ 694,000	FALSE	Bal. Chk
Consultants - Other	$ -	$ 90,000	$ 457,020	$ -	$ 100,000	$ 551,000	$ -	$ 1,198,020	FALSE	Bal. Chk
Total Consultant Fees (Professional)	$ -	$ 601,000	$ 519,020	$ -	$ 275,000	$ 953,000	$ -	$ 2,348,020	FALSE	Bal. Chk
Motor Vehicles										
Fuel	$ -	$ 10,400	$ 20,500	$ -	$ 13,600	$ 10,300	$ -	$ 54,800	FALSE	Bal. Chk
Motor Vehicle Hire	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	TRUE	Bal. Chk
Registration & Insurance	$ -	$ 4,100	$ 9,670	$ -	$ 4,100	$ 3,770	$ -	$ 21,640	FALSE	Bal. Chk
Tyres	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	TRUE	Bal. Chk
Total Motor Vehicles	$ -	$ 14,500	$ 30,170	$ -	$ 17,700	$ 14,070	$ -	$ 76,440	FALSE	Bal. Chk
Meeting Costs										
Meeting Costs - Claimants	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	TRUE	Bal. Chk
Meeting Costs - Governing Committee	$ -	$ 69,576	$ 8,028	$ -	$ -	$ -	$ -	$ 77,604	FALSE	Bal. Chk
Meeting Costs - Members	$ -	$ 48,000	$ 30,700	$ -	$ 19,150	$ 14,000	$ -	$ 111,850	FALSE	Bal. Chk
Total Meeting Costs	$ -	$ 117,576	$ 38,728	$ -	$ 19,150	$ 14,000	$ -	$ 189,454	FALSE	Bal. Chk
Repairs & Maintenance										
Repairs & Maintenance - Building	$ -	$ 1,500	$ 106,500	$ -	$ 23,000	$ 6,000	$ -	$ 137,000	FALSE	Bal. Chk
Repairs & Maintenance - Motor Vehicles	$ -	$ 21,000	$ 98,000	$ -	$ 23,500	$ 23,000	$ -	$ 165,500	FALSE	Bal. Chk
Repairs & Maintenance - Plant & Equipment	$ -	$ -	$ 60,000	$ -	$ 300	$ -	$ -	$ 60,300	FALSE	Bal. Chk
Total Repairs & Maintenance	$ -	$ 22,500	$ 264,500	$ -	$ 46,800	$ 29,000	$ -	$ 362,800	FALSE	Bal. Chk
Property Costs										
Commercial Property		$ -	$ 306,350	$ -	$ -	$ -	$ -	$ 306,350	FALSE	Bal. Chk
Total Property Costs		$ -	$ 306,350	$ -	$ -	$ -	$ -	$ 306,350	FALSE	Bal. Chk

Travel and Allowances

Travel and Allowances - Chairperson	$ -	$ 48,600	$ -	$ -	$ -	$ -	$ -	$ 48,600	FALSE	Bal. Chk
Travel and Allowances - Claimants	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	TRUE	Bal. Chk
Travel and Allowances - Consultants	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	TRUE	Bal. Chk
Travel and Allowances - Other Committee Members	$ -	$ 322,000	$ -	$ -	$ -	$ -	$ -	$ 322,000	FALSE	Bal. Chk
Travel and Allowances - Staff	$ -	$ 150,130	$ 398,794	$ 13,240	$ 105,170	$ 73,718	$ -	$ 741,052	FALSE	Bal. Chk
Total Travel and Allowances	$ -	$ 520,730	$ 398,794	$ 13,240	$ 105,170	$ 73,718	$ -	$ 1,111,652	FALSE	Bal. Chk
Total Operating Other	$ -	$ 1,464,429	$ 3,708,496	$ 18,840	$ 1,035,519	$ 1,283,762	$ -	$ 7,511,047	FALSE	Bal. Chk

Input Land Council Name

Estimates of Expenditure

2024-25

Capital

Allocation across Output Groups

Expenditure *	**Estimated**	**1 Advocacy**	**2 Administration**	**3 Community Development**	**4 Culture and Heritage**	**5 Economic Development**	**6 Land Claims & Acquisitions**	**Total**		
Vehicles	$ -	$ -	$ 438,692	$ -	$ 35,000	$ -	$ -	$ 473,692	FALSE	Bal. Chk
Plant & Equipment	$ -	$ -	$ -	$ -	$ -	$ 90,000	$ -	$ 90,000	FALSE	Bal. Chk
Information Technology	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	TRUE	Bal. Chk
Other	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	TRUE	Bal. Chk
	$ -	$ -	$ 438,692	$ -	$ 35,000	$ 90,000	$ -	$ 563,692	FALSE	Bal. Chk

* Justification required

Procurement detail where applicable

Amount	Details	Mapping
135,000.00	Commuter Bus (approx 20 seater - inc b	ADMIN
73,000.00	Hiace Communter Bus (inc barge)	ADMIN
140,692.00	2 x Prado (inc barge)	ADMIN
35,000.00	Small/ASX Type Vehicle (per Colin)	CULT_HERT
40,000.00	Water Bore - additional water for Nurser	EC_DEV
50,000.00	Equipment for Sandalwood and Biodiesa	EC_DEV
90,000.00	Vehicle Trackers - Install	ADMIN
563,692.00		

Advocacy
Administration
Community Development
Culture and Heritage
Economic Development
Land Claims & Acquisitions
Natural Resource Management

Australian Government
National Indigenous Australians Agency

NIAA

Anindilyakwa Land Council Budget Analysis 2024-25

Land Rights Funding and ABA Operations

Contents

Budget estimate

Budget Item	FY2023-24 Approved	FY2024-25 Requested	Agency Recommended	Variance
Salaries & Oncost	$ 4,574,116	$ 5,590,732	$ 5,590,732	$ -
Other Operating	$ 5,248,780	$ 7,511,047	$ 7,511,047	$ -
Infrastructure	$ 1,191,000	$ -	$ -	$ -
Capital	$ 283,000	$ 563,692	$ 473,692	-$ 90,000
ALC Contribution	-$ 226,500	-$ 296,714	-$ 296,714	$ -
Total s64(1)	**$ 11,070,396**	**$ 13,368,757**	**$ 13,278,757**	**-$ 90,000**

Budget Estimates Process

- Subsection 34(1) *Aboriginal Land Rights (Northern Territory) Act 1976* (ALRA)
    - A Land Council shall prepare estimates, in such form as the Minister directs, of its expenditure to meet its administrative costs or capital costs for each financial year.
    - The Minister will consider, approve or decline land council budgets.
    - The Minister must have regard to the approved estimates in determining what amounts are to be debited from the Account under subsection 64(1).
    - A Land Council is also required to prepare budget estimates under section 36 of the *Public Governance, Performance and Accountability Act 2013.*

Salaries & oncost

Drop Down List	Input	Input	Input	Input	Input	Input	Input	Input			
			Salary Costs								
Funding Source (See column AI for definitions)	Position Number	Position - Description	FTE	2022-23 Increment Level (as referenced in the Employment instrument)	Base Salary	Increment	District Allowance (If applicable)	Air Fare (If applicable)	Leave loading (if applicable)	Superannuation	Total: (Including wages & oncosts)
ABA. 64 (1)		HR Officer	1.00	3.80%	s47F	s47F	$ -	$ -	s47F		
ABA. 64 (1)		Anthropologist	1.00	3.80%			$ -	$ 3,000			
ABA. 64 (1)		Anthropologist	1.00	3.80%			$ -	$ 3,000			
ABA. 64 (1)		CEO	1.00	3.80%			$ 36,400	$ 34,500			
ABA. 64 (1)		Chairman	1.00	3.80%			$ -	$ 6,000			
ABA. 64 (1)		Cleaner	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Cleaner	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Cleaner	0.80	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Cleaner	0.80	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Community Liasion Officer - Male	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Community Liasion Officer - Female	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Cross Cultural Advisor	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Training Officer/Coordinator	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Executive Assistant	0.80	3.80%			$ -	$ 2,000			
ABA. 64 (1)		CFO	1.00	3.80%			$ -	$ 3,000			
ABA. 64 (1)		Accounts Payable Officer	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Finance & Asset Officer	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Payroll Officer	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Finance Officer	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Finance Officer	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Financial Accountant	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Royalty Financial Planning & Analysis Manager	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Grants Development Officer	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		HR & Performance Manager	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		HR Coordinator	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Legal, Strategy & Operations Manager	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Management Accountant	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Management Accountant	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Risk, Innovation & Technology Manager	1.00	3.80%			$ -	$ 6,000			
ABA. 64 (1)		IT Systems Coordinator	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Mining & Sustainability Manager	1.00	3.80%			$ -	$ 10,000			
ABA. 64 (1)		Sustainability Officer	1.00	3.80%			$ -	$ 3,000			
ABA. 64 (1)		M & S Admin Support Officer	0.20	3.80%			$ -	$ -			
ABA. 64 (1)		Nursery Lead	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Nursery Assistant (TO)	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Mining Officer	1.00	3.80%			$ -	$ 3,000			
ABA. 64 (1)		Ranger Operations Manager	1.00	3.80%			$ -	$ 6,000			
ABA. 64 (1)		Procurement Coordinator	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Procurement Officer	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Procurement Officer	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Government & Compliance Officer	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Government & Compliance Officer # 2	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Improvement Officer or Innovation & Technology C	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Data Unit Coordinator	1.00	3.80%			$ -	$ -			
ABA. 64 (1)		Data Unit Lead	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Community Data Officer	1.00	3.80%			$ -	$ 2,000			
ABA. 64 (1)		Community Data Officer	1.00	3.80%			$ -	$ 2,000			
							$ -	$ -			
		Total:	45.60		$ 4,665,191	$ 132,963	$ 36,400	$ 109,500	$ 81,353	$ 565,325	$ 5,590,732

Change to staffing profile

Position Description	FTE	Amount	Comment
Opening Balance Full Time Equivalent (FTE)	38.40		
Cultural Liaison Officers	1.70	s47F	Compliance /monitoring Part IV Agreements
IT Officer / Governance and compliance	0.50		position previously funded from s64(3)
Technology Coordinator	1.00		position previously funded from s64(3)
Learning & Development Officer	1.00		position previously funded from s64(3)
Financial Controller	1.00		position previously funded from s64(3)
Royalty Financial Planning & Analysis Manager	1.00		position previously funded from s64(3)
Administration Assistant	1.00		New position - Payroll support
Closing Balance Full Time Equivalent (FTE)	45.60	$ 862,250	

- Variation to salary budget when compared to 2023-24 ($1,016,616)
  - Increase to staffing profile of 7.2 FTE

  - Increase to salary budget of $862,250 (base salary)
  - Further to the ANAO audit of the ALC, the ALC identified several positions funded from royalty distributions which, given the nature and scope of the work, should appropriately have been funded from subsection 64(1). The positions (4.5 FTE) will transition to subsection 64(1) in 2024-25.
  - Indexation of 3.8 per cent has been applied to the salaries budget with effect from 1 October 2024 (approx. $154,366).

The ALC salary budget has been prepared based on the following:

- Australian Government Public Sector Workplace Relations Policy 2023.
- NON-APS Bargaining – Government Parameters
  - Non-APS agencies may make remuneration and conditions adjustments up to the value of the Government's wage offer. That wage offer is an annual increase of 4 per cent, 3.8 per cent and 3.4 per cent over 3 years. Eligible non-APS agencies may also make a 0.92 per cent one-off payment in accordance with clause 6.4
- Remuneration Tribunal (Remuneration and Allowances for Holders of Full time Public Office) Determination 2024. Date of effect 1 July 2024 (ALC Chair).
- Remuneration Tribunal (Remuneration and Allowances for Holders of Part time Public Office) Determination 2024. Date of effect 1 July 2024 (ALC sitting fees).

Other operating

Expenditure	2017-18 Estimate $	2018-19 Estimate $	2019-20 Estimate $	2020-21 Estimate $	2021-22 Estimate $	2022-23 Estimate $	[A] 2023-24 Estimate $	[B] 2024-25 Estimate $	Sparkline	Difference [B] - [A]	2024-254 Agency Recommends
Accommodation	-	-	243,439	-	-	-	-	278,041		278,041	278,041
Airfares - Contractual Entitlement	98,500	99,000	-	-	-	-	-	-		-	0
Audit Committee Fees	36,300	66,600	-	-	-	-	-	-		-	0
Audit Fees	38,500	38,500	40,269	-	-	-	-	-		-	0
Bank Charges	1,500	1,500	-	-	-	-	-	-		-	0
Catering Expenses	38,190	51,200	-	-	-	-	-	-		-	0
Cleaning	6,300	6,300	-	-	-	-	-	-		-	0
Commercial Property	-	-	-	-	416,500	224,500	226,300	306,350		80,050	306,350
Communications	-	-	218,203	231,583	352,865	405,420	554,710	866,792		312,082	866,792
Computer Expenses	52,024	38,500	-	-	-	-	-	-		-	0
Consultants	298,220	365,600	822,080	1,092,500	-	-	-	-		-	0
Consultants - Aboriginal	100,352	96,800	-	-	185,800	457,500	432,100	456,000		23,900	456,000
Consultants - Anthropology	-	-	-	-	71,000	71,000	225,000	-		- 225,000	0
Consultants - Legal	-	-	-	-	68,500	400,000	200,000	694,000		494,000	694,000
Consultants - Other	-	-	-	-	720,979	721,750	520,800	1,198,020		677,220	1,198,020
Electricity	44,950	45,000	-	-	-	-	-	-		-	0
Employee Expenses Other	30,000	-	-	-	-	-	-	-		-	0
Employee Housing Costs	70,692	73,900	-	-	-	-	-	-		-	0
Equipment	-	-	-	-	75,650	77,800	211,650	245,800		34,150	245,800
Equipment Purchases <$1500	-	21,100	-	-	-	-	-	-		-	0
Equipment Purchases >$1500	-	20,000	68,316	65,900	-	-	-	-		-	0
Financial Services - Bank Fees, Audit Fees	-	-	-	136,500	210,809	186,000	307,400	170,000		- 137,400	170,000
Freight	10,000	8,300	-	-	-	-	-	-		-	
Funerals	-	-	-	250,000	250,000	285,000	325,000	370,000		45,000	370,000
General Expenses / Consumables	106,314	15,200	-	-	-	-	-	-		-	0
Governing Committee	-	-	350,000	-	-	-	-	-		-	0
Insurance (Including workers comp insurance)	78,000	78,000	252,000	326,500	416,151	545,927	589,000	606,500		17,500	606,500
Marketing	-	-	-	82,000	243,000	61,500	15,000	7,200		- 7,800	7,200
Meeting Costs - Claimants	-	-	403,060	158,780	-	-	-	-		-	0
Meeting Costs - Governing Committee	-	-	-	-	71,500	55,250	49,950	77,604		27,654	77,604
Meeting Costs - Members	-	-	-	-	70,350	81,000	117,400	111,850		- 5,550	111,850
MV-Other	2,500	3,800	-	39,300	39,000	45,500	45,000	-		- 45,000	0
MV-Registration	11,300	10,900	17,550	11,350	16,150	12,000	15,100	21,640		6,540	21,640
MV-Repairs & Maintenance	65,580	42,200	73,000	36,750	43,475	32,250	56,200	165,500		109,300	165,500
MV- Fuel	29,800	26,600	28,600	36,100	26,400	30,850	48,000	54,800		6,800	54,800
Office Supplies and Consumables	-	-	68,011	38,050	40,700	28,700	34,410	70,404		35,994	70,404
Postage	550	800	-	-	-	-	-	-		-	0
Print - Annual Report	12,000	12,000	-	-	-	-	-	-		-	0
Printing	7,000	17,000	-	-	-	-	-	-		-	0
Property Costs	-	-	-	378,750	-	-	-	-		-	0
Property Rentals - Commercial	121,620	70,900	-	-	-	-	-	-		-	0
R & M Buildings	113,000	28,000	66,668	-	-	-	-	137,000		137,000	137,000
R&M Plant & Equipment								60,300		60,300	60,300
Recruitment - Staff	-	-	-	-	57,500	15,000	15,000	45,000		30,000	45,000
Recruitment Expense	18,160	4,000	3,500	7,500	-	-	-	-		-	0
Relocation Expense	45,000	45,000	50,000	50,000	-	-	80,000	-		- 80,000	0
Relocation Costs - Staff	-	-	-	-	30,000	40,000	-	150,000		150,000	150,000
Safety Equipment	3,000	4,600	-	-	-	-	-	-		-	0
Sitting Fees	86,055	80,200	-	-	-	-	-	-		-	0
Sitting Fees - Superannuation	8,175	7,000	-	-	-	-	-	-		-	0
Staff Accommodation	-	-	-	-	165,300	206,000	166,700	-		- 166,700	0
Staff Amenities	-	4,000	-	-	-	-	-	-		-	0
Stationery	5,500	7,900	-	-	-	-	-	-		-	0
Subscriptions	-	-	-	19,350	-	27,500	18,400	26,526		8,126	26,526
Subscriptions & Hire Costs	-	-	-	-	-	-	-	-		-	0
Telephone - Computer Network	2,000	1,200	-	-	-	-	-	-		-	0
Telephone - Fixed Lines	20,770	23,800	-	-	-	-	-	-		-	0
Telephone - Mobile Phones	32,460	32,400	-	-	-	-	-	-		-	0
Telephone - Sat Phones	2,640	2,400	-	-	-	-	-	-		-	0
Training & Development	-	-	-	-	104,050	60,950	142,750	205,243		62,493	205,243
Training Costs	98,100	51,900	53,590	73,671	-	-	-	-		-	0
Travel - Accommodation	81,116	102,800	-	-	-	-	-	-		-	0
Travel - Air Fares	185,424	192,500	-	-	-	-	-	-		-	0
Travel - Car Hire	3,000	3,400	-	-	-	-	-	-		-	0
Travel - Charter Flights	96,190	61,700	-	-	-	100,000	74,550	74,825		275	74,825
Travel - Taxi Fares	9,780	11,700	-	-	-	-	-	-		-	0
Travel - TA	75,904	63,800	63,100	-	-	-	-	-		-	0
Travel & Allowances Staff/Com. Members	-	-	541,552	712,082	-	-	-	-		-	0
Travel and Allowances - Chairperson	-	-	-	-	69,400	51,500	60,000	48,600		- 11,400	48,600
Travel and Allowances - Other Committee Members	-	-	-	-	152,700	109,300	115,000	322,000		207,000	322,000
Travel and Allowances Staff	-	-	-	-	484,520	379,200	603,360	741,052		137,692	741,052
Uniforms	3,150	3,200	-	-	-	-	-	-		-	0
Workers Compensation Insurance	100,000	55,600	-	-	-	-	-	-		-	0
Total Operating Other	**2,249,616**	**1,996,800**	**3,362,938**	**3,746,666**	**4,382,299**	**4,711,397**	**5,248,780**	**7,511,047**		**2,262,267**	**7,511,047**

Increase to budget compared to 2023-24, ($2,262,267) can be attributed to the following:

- Indexation of 4.0 per cent applied to budget ($209,951), in line with ALC's requested funding. The consumer price index for the March quarter 2024, Darwin was 3.3 per cent [Source: Australian Bureau of Statistics].
    - Increase in consultant fees (e.g. legal costs), meeting costs, travel and allowances ($1,252,316)
    - Mine closure related activities ($800,000)

      With the GEMCO mine due to cease in around 8 to 10 years, closure planning continues. The ALC is committed to ensure closure of the mine meets international best practice closure requirements and fully aligns with the future visions and aspirations of Traditional Owners. Post-mining land use plans are being drafted to identify prospective industries and areas targeted for relinquishment and redevelopment. Funding will cover consultancies and consultation costs with Traditional Owners, legal costs, and compliance in administering and monitoring Part IV agreements.

Capital

Expenditure	Total
Vehicles	$ 473,692
Plant & Equipment	$ 90,000
Information Technology	$ -
Other	$ -
	$ 563,692

- Motor Vehicles
    - Toyota Coaster Bus / Toyota Hiace Bus ($208,000)
      Both buses will be used for transportation of Traditional owners to Alyangula and other communities (Angurugu and Umbakumba) as well as satellite communities to hold meeting around land usage and attendance at board and committee meetings. The current buses are 9 and 12 years old respectively and uneconomical to maintain.
    - Prado MV x 2, Small ASX Type Vehicle ($175,692)
      Purchase of 3 motor vehicles, upgrades to the existing fleet, allowing the replacement of aged vehicles that have become costly to maintain.
    - Vehicle tracker ($90,000)
      The purchase of the tracker will support occupational health and worksafe requirements in providing the ALC with the capacity to track motor vehicles and in the event of an emergency, assist in locating the motor vehicle. It will also provide data on how vehicles are utilised.

- Plant & Equipment ($90,000)
  Funding for the purchase of the water bore and equipment for sandalwood and biodiesel plant trials is <u>not</u> support as it relates to entities external to the ALC.

s22

[redacted]

s22

s22

s22

s22

s22

s22

Attachment D

Budget strategy principles 2024-25

1. Funding should directly relate to land council or entity core functions under the *Aboriginal Land Rights (Northern Territory) Act 1976* (Land Rights Act).

2. Budget estimates should be prepared for three forward financial years to support corporate planning, and strengthen performance reporting.

3. Funding for the budget cycle should be based on the budget estimate for core funding and any capital requirements.

4. Entities will prepare budget estimates for the three-year period in April in the financial year preceding the period.

5. Budget estimates and assessment will take into account measures of performance across output groups, based on performance indicators, to demonstrate efficiency and effectiveness in service delivery.

6. Where applicable the budget estimate will reflect infrastructure costs that support service delivery.

7. Capital items must be supported by robust cost-benefit analysis and, where appropriate, an independent assessment of costs and benefits.

8. Variations to agreed budgets, outside of the annual review process, will only be considered in exceptional circumstance, which are genuinely urgent and unforeseeable.

From: Rachel KERRIGAN
Sent: Wednesday, 20 November 2024 1:51 PM
To: Sean WORTH
Cc: Deborah FULTON; s22 ; s22
Subject: RE: ALC Budget Brief [SEC=OFFICIAL]

OFFICIAL

Ah excellent, thanks – and sorry for hassling! s47C

Rachel Kerrigan | Branch Manager
Land and Native Title Branch | National Indigenous Australians Agency
p. s22 | m. s22

OFFICIAL

From: Sean WORTH
Sent: Wednesday, 20 November 2024 1:49 PM
To: Rachel KERRIGAN
Cc: Deborah FULTON ; s22 ; s22
Subject: RE: ALC Budget Brief [SEC=OFFICIAL]

OFFICIAL

Hi Rachel

s47C

Sean Worth
s22 s22

OFFICIAL

From: Rachel KERRIGAN <s22 @niaa.gov.au>
Sent: Wednesday, 20 November 2024 1:46 PM
To: Sean WORTH <s22 @niaa.gov.au>
Cc: Deborah FULTON <s22 @niaa.gov.au>; s22 <s22 @niaa.gov.au>; s22 <s22 @niaa.gov.au>
Subject: RE: ALC Budget Brief [SEC=OFFICIAL]

OFFICIAL

Hi Sean (and I know s22 [redacted] has been liaising with s22 [redacted] too)

s47C [redacted]

Thanks
Rachel

Rachel Kerrigan | Branch Manager
Land and Native Title Branch | National Indigenous Australians Agency
p. s22 [redacted] | m. s22 [redacted]

OFFICIAL

From: Rachel KERRIGAN
Sent: Friday, 15 November 2024 3:54 PM
To: Sean WORTH <s22 [redacted]@niaa.gov.au>
Cc: s22 [redacted] <s22 [redacted]@niaa.gov.au>; s22 [redacted] <s22 [redacted]@niaa.gov.au>; s22 [redacted] <s22 [redacted]@niaa.gov.au>
Subject: ALC Budget Brief

Hi Sean

We've allocated the ALC Budget brief to you in PDMS, and I've flagged with Ameet we will need some more time to work through (noting we won't meet today's timeframe to NIAA Exec).

s47C [redacted]

s22 [redacted] – there are also comments within the brief for your action around better understanding current expenditure and assessing whether full release of funds is required.

Thanks
Rachel

Rachel Kerrigan | Branch Manager
Land and Native Title Branch | National Indigenous Australians Agency
p. s22 [redacted] | m. s22 [redacted]
Charles Perkins House 16 Bowes Place Phillip ACT 2606
w. www.niaa.gov.au w. indigenous.gov.au

Australian Government
National Indigenous Australians Agency

OFFICIAL

MS24-000618

Subject: Anindilyakwa Land Council - balance of 2024-25 funding	
For: Minister for Indigenous Australians	**Minister's Office Action Requested By** Not Applicable
	Reason for Urgency Not Applicable

Clearance	
Final Clearing Officer	Julie-Ann Guivarra
Position	Deputy Chief Executive Officer, Policy and Programs
Phone	Ph: s22
Primary Contact Officer	
Name	Rachel Kerrigan
Position	Branch Manager, Land and Native Title
Phone	s22
Date Cleared	22/11/2024
Date Sent to MO (MinParl use only)	22/11/2024
Received in the MO (MO use only)	Click to enter date

Key Points:

1. In **MS24-000500, Attachment A** you approved under subsection 64(1) of the *Aboriginal Land Rights (Northern Territory) Act 1976* (Land Rights Act) interim funding of $5,557,104 from the Aboriginals Benefit Account (ABA) to the Anindilyakwa Land Council (ALC) to be applied against FY2024-25 operational costs, supporting funding to 1 December 2024.

2. You determined that the balance of funding from 1 December 2024 to 30 June 2025 should be considered once the ALC could demonstrate its progress in responding to and implementing the recommendations of the review.

3. The Bellchambers Barrett report was finalised on 29 August 2024 and is available in full online. Your response on 29 August 2024 expressed concern regarding ALC's lack of progress in addressing the audit's recommendations. You also stated the recommendations made by the Australian National Audit Office (ANAO) and the independent review show that ALC's governance, operations, and decision-making remain deficient.

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4. The ALC has been working with the National Indigenous Australians Agency (NIAA) since that time by presenting a plan of action to address the recommendations, the provision of regular progress updates, and requests for feedback on key documentation updates that address the issues identified.

5. The ALC has advised that on 15 November 2024, 6 outstanding ANAO recommendations and all 4 of the independent review recommendations were considered and approved for closure by the ALC Audit and Risk Committee. This Committee was the first since the appointment of a new independent committee chair, Mr Darren Box, an experienced former Commonwealth government Chief Operating Officer and Chief Financial Officer. These items for closure were ratified by the ALC Board in their meeting on 20 and 21 November 2024.

6. The current status of recommendations made by the ANAO and independent review are summarised at **Attachment E**.

7. The NIAA is satisfied that the actions undertaken by the ALC to date are effectively addressing the recommendations and will continue to monitor the progress on remaining recommendations until all have been effectively closed. The NIAA will also undertake additional reviews toward the end of the current financial year to confirm changes have been successfully embedded in ALC operations.

8. The ALC is now seeking your approval of remaining operational funding for the year and has also provided a supplementary bid seeking an additional $928,364. Further detail about the supplementary bid is set out below.

9. Based on the assessment of progress of implementing the recommendations of the independent review and the need for operational funding to support continued delivering of legislative functions, it is recommended funding is now approved for the period through to 30 June 2024. The ALC has advised expenditure to date equates to 59.0 per cent of approved funding, and therefore it is recommended remaining funds are approved in full, as was set out in **MS24-000500**.

10. It is recommended further operational funding of $7,721,653 be approved. The variance of $90,000 is because this capital request was not recommended in **MS24-000500** as this request related to entities external to ALC. The NIAA does not recommend this is provided.

Budget Item	FY2023-24 Approved	FY2024-25 Requested	Initial Funding Approved	Funding Recommended	Variance
Salaries & Oncost	$ 4,574,116	$ 5,590,732	$ 2,329,471	$ 3,261,261	$ -
Other Operating	$ 5,248,780	$ 7,511,047	$ 3,050,655	$ 4,460,392	$ -
Infrastructure	$ 1,191,000	$ -	$ -	$ -	$ -
Capital	$ 283,000	$ 563,692	$ 473,692	$ -	$ 90,000
ALC Contribution	-$ 226,500	-$ 296,714	-$ 296,714	$ -	$ -
Total s64(1)	**$11,070,396**	**$ 13,368,757**	**$ 5,557,104**	**$ 7,721,653**	**$ 90,000**

Additional budget items requested

11. ALC interim Chief Executive Officer (CEO) Colin Wakefield submitted a supplementary bid for operational funding on 6 November 2024 (**Attachment C**). Requested items are summarised below, and the total funding requested is $928,364.

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12. NIAA considers the additional funding request partially reasonable and supports funding of $423,926. The additional funding will support ALC's governance and compliance capacity.

13. However, pending legal advice, NIAA does not support reimbursement of the former CEO's termination payment and legal costs, and does not support reimbursement of the Bellchambers Barrett review costs, as outlined below.

   a) *Termination payouts to former CEO Mark Hewitt comprising salary costs gross payment of $439,000 and legal expenses to review the contract $11,000*

   Recommend funding is not supported pending the provision of legal advice regarding the capacity to recover funds if any wrongdoing on behalf of the former CEO is identified.

   b) *Independent Board adviser – consultant $170,000 and travel costs $18,000*

   Recommend funding of $188,000 is supported as the appointment of the independent board adviser will strengthen governance and the capacity of the board.

   c) *Board training costs – $130,000 for 26 board members at $5,000 per member*

   Recommend funding of $130,00 for board training is supported. Funding is for the provision of external providers to deliver training.

   d) *Bellchambers Barrett independent review costs - $54,439 (invoiced by NIAA)*

   This represents the ALC's portion of costs associated with the independent review (the NIAA has borne a portion of the total cost being $73,630.45). Recommend funding is not supported as funding is generally not supported retrospectively and there is capacity within the ALC to fund this cost.

   e) *Additional governance/compliance officer - $105,925 including superannuation*

   Recommend funding is supported. The position will strengthen ALC's governance and compliance.

<u>Background</u>

14. Under section 34(1) of the Land Rights Act, a Land Council shall submit for your approval estimates, in such form as you direct, expenditure to meet its administrative and capital costs for each financial year.

15. You must have regard to approved estimates in determining what amounts are to be debited from the ABA under subsection 64(1). The agreed budget strategy principles for 2024-25 are at **<u>Attachment D.</u>**

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Recommendations:

1. That you determine under subsection 64(1) of the *Aboriginal Land Rights (Northern Territory) Act 1976* (Land Rights Act) funding of $7,721,653 from the Aboriginals Benefit Account (ABA) to the Anindilyakwa Land Council (ALC) to be applied against FY2024-25 operational costs, supporting funding from 2 December 2024 to 30 June 2025.

Approved / ~~Not approved~~

2. That you determine under subsection 64(1) of the Land Rights Act supplementary funding of $423,926 from the ABA.

Approved / ~~Not approved~~

3. That you sign the letter at **Attachment B** to ALC Chair Ms Cherelle Wurrawilya, noting you have approved operational and supplementary funding.

Signed / ~~Not signed~~

Malarndirri McCarthy

Date: 28-11-24

Comments:

Sensitivities and Handling

s22 [redacted]

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Alternative Options:

17. Nil, given this approach has already been communicated with the ALC.

Data and evidence:

18. The independent report by Bellchambers Barrett about ALC's response to the ANAO governance report is now available online on the Agency's public web page: niaa.gov.au/resource-centre/anindilyakwa-land-council-alc-independent-review-anao-recommendation-implementation-progress-final.

Consultation:

19. ALC.

20. Regional Manager, Arnhem Land and Groote Eylandt.

21. Group Manager Integrity.

Legal advice / Legislative impacts:

22. Nil.

Financial impacts:

23. You are responsible for considering and approving budgets for the four Northern Territory land councils, under section 34(1) of the Land Rights Act. Through this process, each of the 4 Land Councils write to the Minister for Indigenous Australians outlining their budget estimate for the financial year, for you to approve or decline.

s22 [redacted]

s22 [redacted]

Implementation and Communications:

26. Nil.

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Attachments:

A. MS24-000500 – signed final brief and response dated 26 September 2024

B. Draft response

C. Incoming correspondence
C1. CEO termination payment details
C2. Copy of ALC Board member training matrix
C3. Bellchambers Barrett costing summary

D. Budget Strategy Principles 2024-25

E. Status of ANAO Audit and Independent Review Recommendations 20 November 2024

Distribution	
Name of Advisor/s in Minister's Office to whom a copy of this submission/brief is to be provided	• Ms Kerin
Name of Officers in the NIAA to whom a copy of this submission/brief is to be provided	• Ms Broun • Ms Guivarra • Mr Brahim • Ms Jackson • Mr Jamble • NIAA Executive Coordination • Ms Fulton • Mr Worth

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Updates/Redraft: (refer to 'MO Comments' below)	Yes / No
Updates/Redraft due date	

MO Comments

Minister's Office Feedback:

☐ No Changes required.

☐ Minor stylistic changes

☐ Minor but essential changes

☐ Major changes

☐ Substantive rewrite

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Senator the Hon Malarndirri McCarthy
Minister for Indigenous Australians
Senator for Northern Territory and Christmas and Cocos (Keeling) Islands

MS24-000618

Ms Cherelle Wurrawilya
Chair
Anindilyakwa Land Council
PO Box 172
ALYANGULA NT 0885

Cherelle
Dear ~~Ms Wurrawilya~~

Thank you for your correspondence of 6 November 2024 regarding the Anindilyakwa Land Council's (ALC) supplementary budget submission.

As you are aware, in September 2024, I approved an interim budget for the ALC and committed to considering the budget for the remainder of the financial year subject to progress implementing recommendations from the Australian National Audit Office audit and independent review.

I understand the National Indigenous Australians Agency (NIAA) has been working with the ALC on this. NIAA advise that the ALC has made meaningful progress in addressing the recommendations and agree that several of the recommendations flagged as 'High Priority' by the independent reviewer can be closed. I am also informed that the ALC will continue to work with the NIAA for the next several months to successfully close the remaining recommendations.

Based on this, I have approved a 7-month budget of $7,721,653 from the Aboriginals Benefit Account. I have also approved $423,926 in supplementary funding. I have asked the NIAA to carefully consider the termination payout to former Chief Executive Officer Mark Hewitt and have not approved the funding request at this time. I have also not approved the Bellchambers Barrett independent review costs as there is capacity within ALC to fund this, and funds cannot be approved retrospectively.

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The contact officer in the NIAA is Mr s22 [redacted] who can be contacted on s22 [redacted] or s22 [redacted]@niaa.gov.au.

Yamalu

Senator the Hon Malarndirri McCarthy
Minister for Indigenous Australians

28/ 11/ 2024

Parliament House, Canberra ACT 2600

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Anindilyakwa
Land Council

6th November 2024

Mr s22
PO Box 2191
CANBERRA ACT 2601

Dear s22

Supplementary Bid ALC Operational Funding 2024-25

Following the final Bellchambers Barrett (BCB) Independent Review dated 27th August 24 regarding the progress of ALC's response to the ANAO audit report, Board decisions have been made in response to their findings that have resulted in additional costs outlined below that we are now seeking operational funding to cover these costs.

1. Termination of the CEO's employment (Identified Enhancement BCB 3.1) Details attached
    a. Salary Costs Gross Payment $439,000
    b. Legal Expenses reviewing Contract $11,000
2. Independent Board Adviser (Identified Enhancement BCB 3.3)
    a. Consultant Agreement Annual $170,000
    b. Travel related Costs $18,000
3. Board Training Costs
    a. 26 Board Members $5,000 per member totals $130,000 (Training Matrix attached)
4. BellChambers Barrett Independent Review Costs (Details attached)
    a. Invoiced from NIAA $54,439
5. Additional Governance/Compliance Officer s47F(1) plus Super totals s47F(1)
    a. The RIT department has been established for over a year now and we have been working through the ANAO recommendations. With this, our team has set up new systems and processes and supported the ALC with Governance and Compliance that requires ongoing support to manage this going forward.

Total funding requested $928,364. We would appreciate your consideration to fund these important improvements to our Governance program.

Yours faithfully

Colin Wakefield
Interim CEO

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Document 14

BELLCHAMBERS BARRETT
ALC INDEPENDENT REVIEW

Total per engagement letter	$49,575.20	s47
Planning – signed plan	$11,194.40	
Draft Report – submission	$22,388.80	
Final Report – acceptance by R	$15,992.00	
	$49,575.20	

Actual
Invoices

INV-17841	30/04/2024	$11,194.40	Milestone 1	
INV-18718	21/06/2024	$28,785.59	Milestone 2	Additional Days to support travel to an
INV-19835	16/08/2024	$15,992.00	Milestone 3	
INV-20489	30/09/2024	$12,793.59	Milestone 4	
	Total	**$68,765.58**		

Travel costs paid by NIAA	$4,864.87
Total costs	**$73,630.45**

Cost to be split:
ALC

Original engagement cost	$49,575.20
BCB Travel & Accommodation	$4,864.87
NIAA	$19,190.38
	$73,630.45

Invoice to ALC			$11,194.40	Milestone 1
NRD02032	26/06/2024	44,844.86	$28,785.59	Milestone 2
			$4,864.87	Travel

Balance required	$9,595.21	Milestone 3
		Milestone 4

Natural Account (	What	Date	nvoice numb	Invoice Net	nvoice GST	Invoice Total
12908	Accom	31-May-2024	.000139376	$214.84	$21.49	$236.33
		30-May-2024	.000137985	$270.89	$27.09	$297.98
12920	Flights (booking fe	22-May-2024	.000134337	$15.00	$1.50	$16.50
	Flights Inc bookin	21-May-2024	.000133814	$1,633.66	$163.36	$1,797.02
	Flights Inc bookin	20-May-2024	.000133484	$2,189.58	$218.96	$2,408.54
		26-May-2024		$38.64	$3.86	$42.50
12925	Meals	25-May-2024		$25.45	$2.55	$28.00
		27-May-2024		$34.55	$3.45	$38.00
						$4,864.87

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Anindilyakwa Land Council ANAO Audit Recommendations Progress

No	ANAO Recommendation Theme	ALC Response	Independent Review Assessment	Priority for Implementation	Status 20/11/24
1	Delegations	Agreed	Largely Implemented	Lower - within 3-6 months	In progress
2	Governance arrangements documented	Agreed	Partly Implemented	High - as soon as possible	Actioned and closed
3	Council roles and responsibilities and training	Agreed	Partly Implemented	High - as soon as possible	Actioned and closed
4	CEO recruitment, employment conditions, performance management and remuneration.	Agreed	Partly Implemented	High - as soon as possible	Actioned and closed
5	Accessibility of Council and Finance Committee meeting rules and minutes	Agreed	Largely Implemented	Lower - within 3-6 months	In progress (well advanced)
6	Conduct Council and Finance Committee meetings in accordance with the rules to support effective discussions and decision-making	Agreed	Partly Implemented	Lower - within 3-6 months	In progress (well advanced)
7	Administration and monitoring of Section 19 and Part IV agreements	Agreed	Partly Implemented	Lower - within 3-6 months	In progress
8	ALC and Anindilyakwa Royalties Aboriginal Corporation (ARAC) assurance mechanisms for contracted employees	Agreed	Partly Implemented	Lower - within 3-6 months	In progress
9	Explanation of the risks, costs and benefit of land use proposals to stakeholders	Agreed	Partly Implemented	Lower - within 3-6 months	In progress
10	Royalty equivalents distribution process	Disagreed	Partly Implemented	High - as soon as possible	Actioned and closed
11	Regular and mandatory training on governance functions	Agreed	Implementation Ongoing	Lower - within 3-6 months	In progress
12	Comply with the Commonwealth fraud rule	Agreed	Partly Implemented	Lower - within 3-6 months	In progress
13	Conflict of Interest Management Plans for staff Assessment of management plans for the former Chair's and CEO's interests	Agreed	Partly Implemented	High - as soon as possible	Actioned and closed
14	Enhance the performance measures framework	Agreed	Implementation Ongoing	Lower - within 3-6 months	In progress (well advanced)
15	Independence of the Audit Committee Chair Effectiveness of the Audit Committee	Agreed	Partly Implemented	High - as soon as possible	Actioned and closed

Anindilyakwa Land Council Independent Review Recommendations Progress

No	Review Recommendation	ALC Response	Status 20/11/24
1	The ALC Board and Management should review all roles for Board members and ALC Management and assess whether: a. It is possible to effectively manage identified conflicts of interest for: i. the dual remuneration CEO positions for ALC and Winchelsea Mining Pty Ltd. ii. related party entities / ORICs that are beneficiaries of funding decisions made by the ALC Board. b. Management strategies for declared conflicts by ALC Board members or Management, including conflicts relating to immediate family members, are appropriate and operating effectively. Where a conflict of interest cannot be effectively managed, or management strategies are assessed as ineffective, the ALC Board should determine actions to avoid the conflict of interest	Agreed	In progress (Additional guidance to be developed)
2	The ALC should collate information for all remuneration, benefits and related party transactions for ALC Board members, ALC Management, immediate family members and related party entities / ORICs to support enhanced transparency and information for Board members. The remuneration, benefits and related party transactions should be subject to periodic review and update and used to ensure that all remuneration, benefits and related party transactions are appropriately authorised and monitored.	Agreed	Actioned and closed
3	The ALC should establish an Independent Board Advisor Role with direct responsibilities to the Board including: a. Understanding Board matters, papers and forward workplan agenda b. Governance matters, including monitoring of conflict of interests and associated management strategies c. Governance training d. Supporting attendance / participation by the full Board. The Independent Board Advisor Role should be able to communicate in Anindilyakwa language or an interpreter be available to provide support to the ALC Board Members and the Independent Board Advisor.	Agreed	Actioned and closed
4	ALC should establish a formal closure process for the ANAO recommendations (and other recommendations where relevant), including independent review and recommendation to the Board for closure. This should include: a. Preparation of a closure pack, including evidence supporting closure, noting the Governance, Risk and Compliance system established to assist with tracking progress and evidence for recommendation implementation b. Review of closure pack by the ALC Internal Audit Function and the Audit Committee, with recommendation to the Board c. Formal Board decision on closure.	Agreed	Actioned and closed