

NATIVE TITLE SERVICES VICTORIA

ANNUAL REPORT
2015-16

Letter of Transmittal

Senator the Hon. Nigel Scullion
Minister for Indigenous Affairs
Parliament House
Canberra ACT 2600

11 October 2016

Dear Minister

I am pleased to present Native Title Services Victoria's annual report for the financial year 2015-2016.

This report includes our independently audited financial statements as required, and also demonstrates how we are progressing against the key performance indicators we instigated last year, to increase transparency about our progress against our Strategic Plan.

Our vision to resolve native title claims across Victoria is based on the belief that cultural recognition and respect must be embedded in all aspects of our work. To help achieve our vision, this year Native Title Services Victoria became the first Victorian Aboriginal organisation to develop a Reconciliation Action Plan (RAP).

The RAP includes bold targets for our staff, which further enhance our Strategic Plan and our commitment to building respectful relationships with clients, stakeholders and staff.

Through our commitment to open and transparent reporting and our commitment to our RAP, Native Title Services Victoria aims to lead the way in standards of accountability, contributing to reconciliation and creating opportunities for Aboriginal Peoples.

Yours sincerely



Aunty Di Kerr
Chairperson



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Cover image: Mackenzie Falls, Gariwerd

Native Title Services Victoria acknowledges the Traditional Owners of the land we work on as the First People of this country.

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INTRODUCTION: OUR VISION, PURPOSE AND VALUES

Overview

Native Title Services Victoria Limited (NTSV) provides professional services to Traditional Owners in Victoria and works to ensure that native title rights and interests are recognised and protected.

NTSV performs the functions of a Native Title Service Provider as set out in the *Native Title Act 1993* (Cth) and was registered as a public company limited by guarantee under the *Corporations Act 2001* (Cth) on 12 August 2003.

As the recognised native title service provider for Victoria, NTSV received funding from the Commonwealth Department of Prime Minister & Cabinet to perform its statutory functions. Funding support has also been received from the Victorian State Government for specific purposes.

NTSV is governed by a Board of Directors comprised of Victorian Traditional Owners appointed for their knowledge of country, culture, community, their professional skills and governance experience.



REPORT FROM OUR CHAIRPERSON

The closer Victoria comes to settling all of its native title claims, the stronger our cultural identity becomes as the First People of the State.

From my position as a Wurundjeri Elder and the Chair of Native Title Services Victoria, I can see the link between the two factors clearly. As more and more Traditional Owners gain legal recognition of their land, we are seeing a cultural renaissance in Victoria. The most vivid example is surely the huge success of the *Tanderrum* Ceremony which has gone from strength to strength over the past four years with Traditional Owners from the five tribes of the Kulin Nation taking over Melbourne's Federation Square to welcome local and international artists to the Arts Festival.

Tanderrum is a vital part of Kulin ritual and is a high profile celebration of the living culture of Victorian Traditional Owners. I take pride in seeing the younger generations getting involved and showcasing their culture and I believe the popularity of festivals like *Tanderrum* are a direct result of Victoria's growing acknowledgement of its Traditional Owners.

Dances are being danced and Country is hearing songs and language that it has long missed all across the State. The dances, the songs, the resurgence of culture may not be identical to the songs and the dances of years ago, but they are the product of our lived experience - the songs and dances of Victorian Traditional Owners today. They reflect our love for and connection to our country, a love that has never been lost.

For all of us, our understanding of culture, or sense of cultural identity, is a product of our lived experience. This lived experience may be the stories we are told, what we learn in school, the books we read or the people we meet. The lived experience of each generation is inevitably never exactly the same as the generation that preceded it. Therefore, inevitably, culture will evolve with each successive generation.

The purpose of Native Title Services Victoria is to assist Traditional Owners to get legal recognition of this relationship to the land, but our relationship to that land endures despite dispossession. Our art, our painting, our creativity, our singing is of course affected by the lived experience of dispossession but it is not taken, our spirit is not broken.

It is with this in mind that the work of Native Title Services Victoria must be understood. Victoria's unique *Traditional Owner Settlement Act* along with the *Native Title Act* allows us to have our living connection to the land acknowledged and accepted by the State. This is why when a Traditional Owner Group organises to lodge an application under the *Native Title Act*, the *Traditional Owner Settlement Act*, or the *Aboriginal Heritage Act* it is a cause for celebration, because it is a step along the road to that acknowledgement and acceptance, when the State agrees to negotiate that claim it is another step and when we finally get to settlement that journey is completed and must be celebrated.

As the pages of this report show, there is a lot to celebrate over the last year. Victoria's Traditional Owners having been active in showing their love for their country through the claims process and NTSV has been there to work alongside them.

My thanks and praise go to all of the staff of NTSV supporting us along this path and to all my fellow Board members who give up their time to oversee this process. In particular I want to thank Mick Harding who stepped down from the Board in October after having served since the establishment of NTSV in November 2003, both as Board member and Deputy Chair. I would also like to recognise the commitment of Lee-Anne Eddington who left the Board in May and express a warm welcome to Jeremy Clark and Marcus Stewart who joined the Board in December.

Finally I want to express my profound gratitude for his many years of kind assistance and advice to the NTSV Corporate Services Manager and Company Secretary of many years, Kim Robinson, who retired in June 2016 and Debbie Heeney, our longest serving staff member and a personal friend.



Aunty Di Kerr
Chairperson



REPORT FROM OUR CHIEF EXECUTIVE OFFICER

NTSV has been a dynamic native title service provider actively pursuing its goal of resolving native title matters in Victoria

During the reporting period an application was registered under the *Native Title Act 1993 (Cth)* (NTA) on behalf of the First Peoples of the Millewa Mallee which includes lands contained in the Little Desert National Park. Another was registered in respect of Gariwerd (the Grampians National Park) on behalf of Traditional Owners represented by the Barenji Gadjin Aboriginal Land Council, the Eastern Maar Aboriginal Corporation and the Gunditj Mirring Traditional Owners Aboriginal Corporation. These claims augment the NTA applications that were previously registered over Wilsons Promontory on behalf of the Gunaikurnai peoples and the Twelve Apostles National Parks on behalf of the Eastern Maar peoples.

This claims activity was necessitated in part by the previous State Government's announced policy of pursuing significant economic development in Victoria's national parks. The effect of registration of an application under the NTA is to ensure that governments must take heed of the wishes of Traditional Owners in any such proposed development. The success of this claims activity demonstrates that Victoria's Traditional Owners are well able to use the mechanisms of the NTA if the actions of government warrant it.

Despite the protective functions of the NTA, it is the *Traditional Owner Settlement Act 2010 (Vic)* (Settlement Act) that provides the opportunity for long term beneficial outcomes from the land claims process. For this reason NTSV assisted Traditional Owners in lodging Threshold Statements with the state under the Settlement Act for the First Peoples of the Millewa Mallee, the Gunaikurnai peoples in respect of Wilsons Promontory and, significantly, the Wurundjeri people in respect of Greater Melbourne. The work on these matters is in addition to the ongoing negotiations with the State under the Settlement Act on behalf

of the Eastern Maar people, the Taungurung people, and the Gunditjmara people. Over the course of the reporting period, NTSV also commenced work with the Wathaurung people and the Yorta Yorta peoples with a view to lodging Threshold Statements for these groups in 2016-2017.

As this brief snapshot demonstrates, NTSV is on track to resolve native title matters across the Victoria by 2018-2019. The main impediment to this goal at this stage appears to be the dilatoriness the State has shown in dealing with the Threshold Statements that we have lodged.

In addition to the exceptionally productive claims activity, NTSV has focused on strengthening its corporate capacity. A new Enterprise Agreement was concluded that will ensure NTSV remains a highly desirable employer capable of attracting and retaining the best quality staff to assist Traditional Owners while containing costs to the limits imposed by funding constraints. In addition there was over the period significant work undertaken in the selection and the commencement of the implementation of new practice management software that will enable the firm to provide a reliable evidence base to satisfy the additional reporting requirements that are increasingly being imposed by the primary funding body, the Department of Prime Minister and Cabinet (PM&C). The new practice management structure will also allow NTSV to develop the scope of its fee for service activities as a safeguard against the likelihood of reduced future Commonwealth funding.

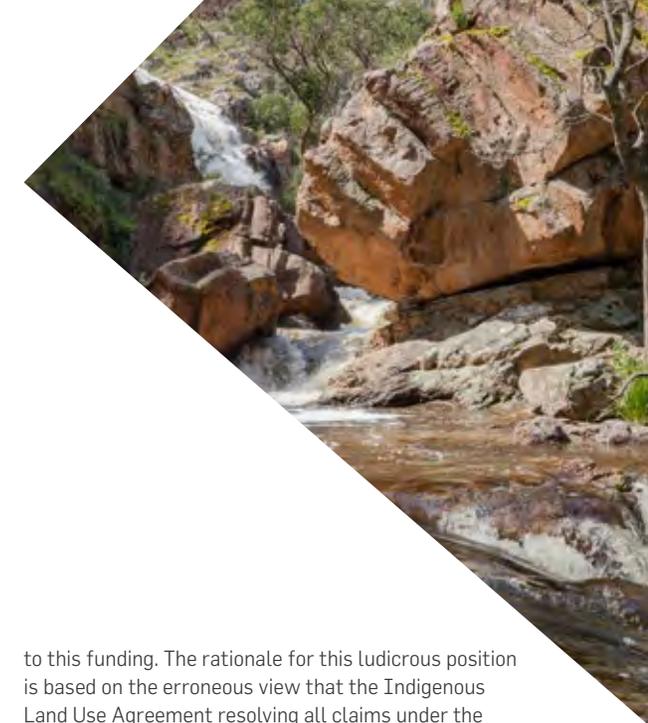
In a significant initiative, the Board of NTSV led the development and implementation of a Reconciliation Action Plan (RAP) and became the first Victorian Aboriginal organisation to do so. While much of the day to day work of NTSV in delivering land rights to Traditional Owners is instrumental in working towards reconciliation, the NTSV Board also acknowledged that the pressures of the land claims process meant it was important that NTSV concentrated on integrating itself more with its client community. A number of activities to achieve this goal have been implemented. A conference organised and hosted by NTSV in the reporting period, the Alternative Dispute Resolution

in Indigenous Communities (ADRIC) Conference, in part explored the role of mediation in achieving this reconciliation. The Conference was well attended by Indigenous mediators and other practitioners that work with Indigenous communities and is likely to be repeated in 2017.

The RAP also sets out NTSV's commitment to improving the level of Indigenous employees and suppliers. Procurement processes were reviewed with this in mind and the Board has established the Brian Wyatt Memorial Scholarship in conjunction with the Deakin University Institute for Koorie Education. The scholarship was created in honour of the land rights champion Brian Wyatt, CEO of the National Native Title Council, who passed away in October of 2015. It provides practical and financial support to two Indigenous Law students over the course of their studies.

The funding NTSV received for the period was reduced in actual terms from the previous period. This, in conjunction with increased costs over the period meant a reduction in operational funding in real terms. This reduction in funding required a decrease in staffing profile achieved through natural attrition and voluntary redundancies. With an expedited rate of claims resolution likely in the future the prospect of further decreases in funding from PM&C is real. The Board has responded to this situation in two ways: first, by putting in place structures to facilitate increased fee for service activities into the future; and, second by holding discussions with the state wide peak body of Traditional Owner Corporations, the Federation of Victorian Traditional Owner Corporations regarding integration of the two Traditional Owner organisations. It is anticipated these discussion will come to fruition during 2016-17.

I also want to take the opportunity to note the inequity of the current Traditional Owner Corporation funding model utilised by PM&C. Currently PM&C will make some funding opportunities available to Prescribed Bodies Corporate (PBC) under the NTA. However if a Traditional Owner Corporation under the Settlement Act is not also a PBC under the NTA it is denied access



to this funding. The rationale for this ludicrous position is based on the erroneous view that the Indigenous Land Use Agreement resolving all claims under the NTA which underpins a Settlement Act agreement is not an "outcome" under the NTA. The attitude of PM&C in this regard is at odds with stated Commonwealth Government policy regarding the expeditious and innovative resolution of native title applications and should be altered. NTSV continues to advocate for Traditional Owners about this matter.

To conclude, I would like to express my ongoing gratitude for their support, patience and tireless labours to all of the NTSV staff and Board members but especially to NTSV senior managers: Austin Sweeney and Christy Hawker. I also want to extend particular thanks to my Executive Assistant Debbie Heeney who left NTSV after nearly 20 years of service with the firm (and its predecessor) and to Kim Robinson who retired as Corporate Services Manager. I sorely miss Kim's tolerance, humour and wisdom.

Matthew Storey
Chief Executive Officer





OUR COMPANY: ABOUT NTSV

Background

NTSV was registered on 12 August 2003 as a public company limited by guarantee under the *Corporations Act 2001* (Cth) and this shapes our corporate governance and financial reporting practices.

NTSV's organisational objectives and governance structure are set out in our Constitution. As we are a charity registered with the Australian Charities and Not-for-Profit Commission (ACNC), a copy of our constitution is publicly available on the ACNC website.

The Company has Public Benevolent Institution and Deductible Gift Recipient (1) status and is accountable externally to regulators (the Australian Securities and Investment Commission, the ACNC and the Australian Taxation Office), to our funders (the Commonwealth Government and the Victorian Government) and to our clients.

Objects and functions

Our constitution directs us to work with Aboriginal Victorians to reverse the socio-economic disadvantage they experience as a result of progressive dispossession of their traditional lands and waters by assisting them to: regain recognition of their rights and interests in land and waters arising from traditional law and custom; regain access to those land and waters; have a voice in relation to the future use of those land and waters and to obtain compensation for past dispossession and future use of those lands and waters.

Directed by our constitution and by agreement with the Commonwealth Government, NTSV performs the functions of a Native Title Service Provider as set out in the *Native Title Act 1993* (Cth), including:

- › s203BB facilitation and assistance functions, including but not limited to, the research and preparation of native title claims, representation in native title proceedings before the Federal Court and the National Native Title Tribunal, representation in future act and Indigenous Land Use Agreement negotiations with the State and third parties, and the development and good governance of native title corporations;
- › s203BE certification function in relation to native title claims and Indigenous Land Use Agreements;
- › s203BF dispute resolution function to promote stability and certainty between and within native title claimant groups and corporations;
- › s203BG notification functions to ensure native title holders are advised of and can respond to activities proposed for their traditional lands and waters;
- › s203BH agreement making functions, participating as a party to Indigenous Land Use Agreements where appropriate and in line with client interests;
- › s203BI internal review functions to ensure native title holders can seek review of our decisions and actions as a Native Title Service Provider; and

- › s203BJ other functions including consulting with Aboriginal Victorians and cooperating with other Native Title Representative Bodies and Services providers to promote an effective, efficient and just native title sector.

The Victorian Context

The statutory framework we operate in is shaped primarily by the *Native Title Act 1993* (Cth) and the *Corporations Act 2001* (Cth). Although it does not confer formal functions or responsibilities directly on NTSV, the *Traditional Owner Settlement Act 2010* (Vic) is an important feature of our operating environment and unique to Victoria.

The *Traditional Owner Settlement Act 2010* (Settlement Act) is the result of collaborative policy development between the State Government and the Victorian Traditional Owners and establishes an alternative way to resolve native title claims in Victoria. The Settlement Act provides for out-of-court settlements of native title and delivery of land justice by enabling the Victorian Government to make agreements that recognise Traditional Owners and their rights in Crown land in return for the settlement of current and future claims (including compensation claims) under the Native Title Act.

Under the Settlement Act, a settlement package can include:

- › an **Indigenous Land Use Agreement**, which is required to ensure that the settlement is legally valid under the Native Title Act;
- › a **Recognition and Settlement Agreement**, which recognises a Traditional Owner group as Traditional Owners for an area and certain Traditional Owner rights over Crown land;
- › a **Land Agreement**, which provides for either or both grants of land in freehold title for cultural or economic purposes and grants of Aboriginal title over national parks and reserves to be jointly managed in partnership with the State;

- › a **Traditional Owner Land Management Agreement**, which provides for the joint management of national parks and reserves;
- › a **Land Use Activity Agreement**, which grants to Traditional Owners certain procedural rights to comment on or negotiate and consent to certain activities on Crown land, including the payment of 'community benefits', or compensation, for some activities (the Land Use Activity Agreement replaces the future acts regime under the Native Title Act);
- › a **Funding Agreement** to enable Traditional Owner corporations to manage their settlement obligations and to undertake economic development for financial self-sufficiency;
- › a **Natural Resource Agreement** to recognise Traditional Owners' rights to take and use specified natural resources in the agreement area (including animals, plants and forest produce) and to participate in the State's management of land, waters and natural resources.

Strategy and Priorities

NTSV receives more requests for assistance from native title groups than it is able to meet at any given time and has a policy and planning framework in place to guide resource allocation.

Our current *Strategic Plan 2014-17* was launched in December 2014. An excerpt of the strategic plan is shown on page 3 and the full document is available on our website.

The NTSV Board set out its priorities for the provision of professional services to client groups in its *Operational Plan 2015-16*. During the year the Operational Plan guided the direction of resources and assisted the Board and the Senior Management Team to monitor progress.

NTSV continues to implement our *Guidelines for Assistance Policy* in assessing requests for assistance from native title groups. Decisions made under these guidelines are reviewable. The guidelines assist NTSV to allocate the funds it receives to facilitate native title matters in Victoria in a manner which:

- › advances the interests of traditional owners in accordance with NTSV's Operational Plan;
- › enables NTSV to manage the provision of assistance to native title groups effectively;
- › accords with the principles of procedural fairness;
- › complies with our funding terms and conditions; and
- › complies with the *Native Title Act 1993* (Cth).

Services

In line with our objects, functions and current strategic plan, our current services to clients include:

- › Legal representation and research assistance for native title claimants and corporations;
- › Negotiation and agreement-making under the *Native Title Act 1993* (Cth) and the *Traditional Owner Settlement Act 2010* (Vic);
- › Dispute resolution services;
- › Professional services to support native title agreement-making, including technical advice and planning support in economic development, natural resource management, corporation development and governance; and
- › Secretariat services, including policy and technical advice, to the Federation of Victorian Traditional Owner Corporations.

OUR PERFORMANCE

Highlights of the Year

Native Title Claim Lodged over Gariwerd (the Grampians National Park)

Gariwerd is a special place for all Victorians, but for its Traditional Owners it is place of particular cultural significance. It is rich in Aboriginal heritage with over 80% of Victoria's rock art sites and forms the heart of numerous shared creation stories.

Late last year, Native Title Services Victoria organised a series of community meetings for the Victorian Traditional Owners who claim native title rights and interests over Gariwerd. NTSV historians presented their meticulous research proving the continuous connection of Traditional Owners to the park and, as a result, a native title claim was lodged by a coalition of Traditional Owners represented by the Barengi Gadjin Land Council, Gunditj Mirring Traditional Owner Aboriginal Corporation and Eastern Maar Aboriginal Corporation who came together as the 'Gariwerd Native Title Group'.

It's the first time a coalition of Traditional Owners have lodged a claim in Victoria and it's the first native title claim over Gariwerd. The three groups have already met with Parks Victoria about future developments in Gariwerd, including the Grampians Peak Trail, a 144 kilometre walking track which will be a major tourist attraction. They are also seeking to meet with the State Government to discuss settlement options.

Assessment research leads to new claims

Maintaining momentum in researching and preparing claims is critical to ensuring NTSV achieves its vision of resolving native title in Victoria. This year, diligent work undertaken by the Research Unit over the past few years paid off with the lodgement of new claims over Greater Melbourne for the Wurundjeri people, Gariwerd on behalf of Traditional Owners represented by the Barengi Gadjin Aboriginal Land Council, the Eastern Maar Aboriginal Corporation and the Gunditj Mirring Traditional Owners Aboriginal Corporation and a claim on behalf of the First Peoples of the Millewa Mallee.

During the year, NTSV also commenced work with the Wathaurung people and the Yorta Yorta peoples with a view to lodging claims under the Settlement Act for these groups in 2016-2017. There are now a total of five claims awaiting to be assessed by the State as having met the threshold requirements for negotiations under the *Traditional Owner Settlement Act 2010 (Vic)*.



Djirri Djirri Dance Group at the launch of the RAP — with Mandy Nicholson, Dharna Nicholson-Bux, Ky-ya Nicholson Ward and Jtée Nūñyā



Board Members Graham Atkinson, Ken Stewart and Aunty Di Kerr raise the flag for NAIDOC Week at the launch of NTSV's Reconciliation Action Plan



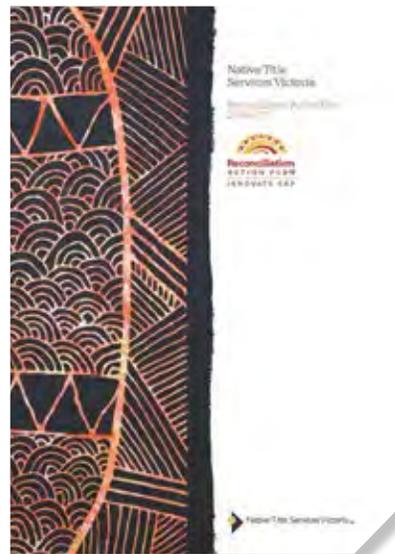
L-R Graham Atkinson, Barpa Chairperson, Richard Eccles, Deputy Secretary of Indigenous Affairs with Jeremy Clark, Barpa General Manager at the launch of Barpa's Canberra office.

First Victorian Aboriginal Organisation to Develop a Reconciliation Action Plan

Following a request from the Law Institute of Victoria for NTSV staff to assist and advise on the design and implementation of their Reconciliation Action Plan (RAP), the suggestion arose for NTSV to devise our own RAP. At first blush, it seemed a strange undertaking for an organisation whose everyday work promotes reconciliation through its commitment to land justice. However, the NTSV Board saw reconciliation as very much a two-way process and believed it would encourage us to reflect on the ways we engage with the wider community, both Aboriginal and non-Aboriginal.

Our RAP is the first developed by a Victorian Aboriginal organisation and is championed internally by our Reconciliation Implementation Committee headed by the Chairperson and CEO who are ensuring that the bold targets we have set ourselves can be achieved.

A key component of the RAP is the enhancement of the relationships with our community and the encouragement of new Indigenous lawyers. The NTSV Board is implementing these objectives through the establishment of a scholarship that will see two Indigenous law students from Deakin University provided with a stipend and ongoing practical training at NTSV over the course of their studies. The Brian Wyatt Scholarship Award was named to honour the legacy of the native title and land rights champion who sadly passed away late last year. Brendan Naden and Max Wilson are the inaugural recipients



Reconciliation Action Plan



Max Wilson and Brendan Naden

Federation of Victorian Traditional Owner Corporations Builds on its Success

NTSV continues to provide Secretariat support to the Federation of Victorian Traditional Owner Corporations (Federation) as it grows its membership base and now represent thousands of Traditional Owners through their representative bodies.

In December, the Federation hosted an Indigenous Procurement Conference in partnership with Melbourne University which was made possible by the generous support from Crown Hotels. The conference raised awareness of the new Commonwealth Indigenous Procurement Policy and featured an array of prestigious speakers including Professor Marcia Langton, OAM, Andrew Forrest of Fortescue Metals Group, The Hon. Alan Tudge MP, in his role as Assistant Minister to the Prime Minister and the Victorian Minister for the Aboriginal Affairs.

The then Assistant Minister to the Prime Minister (pictured) made special mention of the Federation's joint venture with Cockram Construction - Barpa - which won its first major contract under the Commonwealth Government's Indigenous Procurement Policy for \$2 million. Barpa is going from strength to strength since its launch two years ago and recently opened an office in Canberra.



Indigenous Procurement Conference

Performance Framework

To track, improve and report on organisational performance and impact under the *NTSV Strategic Plan 2014-17*, the Board has adopted a set of key performance indicators and targets. Financial reports are provided externally to ASIC (see Financial Statements on page 37) and to our funders (see Financial Overview on page 21).

ACTIVITY	KEY PERFORMANCE INDICATOR	PERFORMANCE	2013/14 BASELINE
Agreements are negotiated and implemented and native title is resolved in Victoria by 2017	1. % Victoria covered by settlements and claims	% of Victoria covered by settlements and claims	47%
	2. Ratio of land under claim: settlements	Ratio of land under claim as proportion of settled land area	13%
	3. Timeliness of future act and land use activity agreements reached	Reported time (average number of days); Client satisfaction survey results (quality and timeliness)	657 days
	4. Observed change in quality of agreements	Narrative reporting about quality	na
Sustainable Traditional Owner Corporations delivering social, cultural and economic benefits	5. Change in corporate capacity measure	Narrative reporting with comparative analysis against objective measures ¹	na
	6. Client satisfaction with corporation development services	Client satisfaction survey results: % satisfied or better	na
Policy and legislation increasingly recognises Traditional Owner rights and interests	7. FVTOC satisfaction with secretariat services	Client satisfaction survey results: % satisfied or better	na
	8. Changes observed in policy and programs related to advocacy efforts	Narrative reporting	na
Service delivery capacity and reach is fit for post-settlement environment (governance, staff, systems, resources)	9. \$ value of services supplied to Traditional Owner Corporations (FVTOC, NTSV and subsidiaries)	Operating income (as measure of the value)	\$4.7m
	10. % funding split government: fee-for-service: philanthropic	% from government	93.7%
		% from services	6.3%
		% from philanthropic	0.0%
11. Ratio of professional development expenditure: salary expenditure	Expenditure as a percentage of salary expenditure	5%	

¹ #Traditional Owner Corporations, #corporations with increased FTE, total # FTEs in corporations, #corporations with on-time and unqualified audit reports, #corporations with current strategic plan, #corporations delivering services on a fee-for-service basis

Evidence of Success

In *NTSV Strategic Plan 2014-17*, the Board set an ambitious program for the organisation to finally resolve native title claims in Victoria and ensure that the organisation's service capacity and reach meet the needs of Victorian Traditional Owner corporations in the post-settlement environment. Two years into the strategy and with three new claims filed this year, NTSV is on track to resolve native title matters across the Victoria by 2018-2019. There is evidence of increased capacity in Traditional Owner Corporations and client satisfaction with NTSV services is exceeding targets. The policy influence of the Federation is growing and will be increasingly important in shaping policy and business opportunities in the post-settlement environment. The total dollar value of services supplied to Traditional Owner Corporations through NTSV, the Federation and its subsidiaries has declined largely due to a reduction in Commonwealth Government funding, underscoring the importance of investments made this year to ready the organisation for future fee-for-service arrangements.

KEY PERFORMANCE INDICATOR	2014/15 ACTUAL	2015/6 TARGET	2015/16 ACTUAL	COMMENT
1. % Victoria covered by settlements and claims	58%	81%	66%	Not achieved although 3 new claims were filed in 2015/16 and the percentage of land covered by claims increased. One claim was significantly smaller than previously expected. As reported last year, one claim having been struck out continues to lessen the land coverage.
2. Ratio of land under claim: settlements	40%	54%	59%	Not achieved in part because new claims were added.
3. Timeliness of future act and land use activity agreements reached	Future Acts 307 days LUAA 112 days	N/A	Future Acts 230 days LUAA 137 days	The average number of days to negotiate future act agreements that were finalised in 2015-16 was approximately 230 days. This is a significant increase in efficiency over 2014-15 when the average time was 307 days. More timely and efficient outcomes were achieved utilising the alternative future act processes under the <i>Traditional Owner Settlement Act</i> with 137 days being required to negotiate the land use activity agreements finalised during 2015-16, including a number of more complex activity negotiations.
4. Satisfaction with quality of future act and land use activity agreements	77%	80%	81%	Exceeded

KEY PERFORMANCE INDICATOR	2014/15 ACTUAL	2015/6 TARGET	2015/16 ACTUAL	COMMENT
5. Observed change in quality of agreements		N/A		<p>NTSV continued to work on improving the quality of agreements throughout the year with an emphasis on:</p> <ul style="list-style-type: none"> • Reviewing and revising precedent agreements to ensure they were fit for purpose • Reviewing and improving the quality of commercial agreements and related documentation • Developing new and revised precedent agreements and documents • Obtaining specialist legal advice where this was required to improve the quality of agreements <p>This ongoing work has continued to improve the quality and consistency of agreements that NTSV has developed and has enabled NTSV to perform its functions more efficiently and effectively and provide a higher quality of service for its clients groups.</p>
6. Change in corporate capacity measure	4.6	4.6	4.7	<p>Achieved For 2015/16 the measure is based on seven corporations. There was a slight increase in the overall corporate capacity measure, while also including a newly established corporation. Based on the 2014/15 ORIC records the corporations reported an increase in the number of employees (86, up from 21 in 2013/14). Five of the seven corporations earned income through fee for service operations. The strength of the corporations was strongest in the attributes of stakeholder management and structure & staff, while the attributes of sustainability continued to reflect the early stage of corporation development, particularly in light of the new corporations included in the measure.</p>

KEY PERFORMANCE INDICATOR	2014/15 ACTUAL	2015/6 TARGET	2015/16 ACTUAL	COMMENT
7. Client satisfaction with corporation development services	87%	80%	83%	Exceeded
8. FVTOC satisfaction with secretariat services	85%	80%	86%	Exceeded
9. Changes observed in policy and programs related to advocacy efforts				<p>Collaborative work undertaken with the Victorian State Government this year will lead to improvements in the operation of the Traditional Owner Settlement Act once the amendment bill passes in to law.</p> <p>Advocacy by the Federation of Victorian Traditional Owner Corporations for water rights and preferential procurement has positively influenced the development of the State Water Plan and led to the appointment of a Federation director on the Victorian Aboriginal Economic Board.</p>
10. \$ value of services supplied to Traditional Owner Corporations (FVTOC, NTSV and	\$5.1m	\$5.2m	\$4.8m	Not achieved as Commonwealth funding for NTSV was reduced in real terms in 2015-16, leading to a decline in the dollar value of services supplied to Traditional Owner Corporations by NTSV, FVTOC and Federation Enterprises.
11. % funding split (FVTOC, NTSV and subsidiaries)				Not achieved as across NTSV, Federation and subsidiaries, the proportion of income received from services delivered outside of Commonwealth funding has decreased slightly.
Government:	88%	85%	92%	
Fee-for-service:	12%	10%	8%	
Philanthropic:	0%	5%	0%	
12. Ratio (%) of professional development expenditure: salary expenditure	4.2%	5%	2.9%	During 2015/16 staff undertook 1240 hours of professional development as part of NTSV's commitment to ensuring that staff have the right mix of skills to deliver on strategy.

Future Act and Land Use Activity Notification Information for 2015-2016

	SECTION 24	SECTION 29	OTHER	LAND USE ACTIVITY NOTIFICATIONS	TOTAL
Boonerwung	8		6		14
Dhuudhoroa			2		2
Dja Dja Wurrung	4		9	18	31
Eastern Maar	3		3		6
Far East Gippsland	4				4
FP Millewa-Mallee	2		7		9
Gunaikurnai	12	2	4		18
Gunditjmara		2	1		3
Jaithmathang	1				1
Robinvale	1				1
Taungurung	3		9		12
Wadawurrung	9		9		18
Wadi Wamba Barapa	5		4		9
Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk	2		5		7
Wurundjeri	3		23		26
Yorta Yorta			3		3
Total	57	4	85	18	164

Financial Overview

A summary of the operating result reported to PM&C is given below:

NTRB Functions (Funds utilized under Native Title Program Funding Agreement)	(3) Actual 2014-15 \$'000	(2) Budget 2015-16 \$'000	(3) Actual 2015-16 \$'000	(4) Variation (column 3 minus column 2)
- Capital	753	218	60	(158)
- Prescribed Body Corporate Funding	39	153	124	(29)
- Activities	2,968	2,592	2,604	12
- Corporate	1,628	1,748	1,658	(90)
Total	5,388	4,711	4,446	(265)
Income				
PM & C Funding	5,129	4,428	4,428	-
Activity Generated Income	83	23	19	(4)
Other Income	229	260	279	19
Total	5,441	4,711	4,726	15
Surplus/(Deficit)	53	-	280	280

Note that this table is prepared in accordance with the funding agreement on a modified cash basis and is not in accordance with accounting standards.

The surplus of \$280K indicated in this table arises from unspent funds committed for Capital (Legal Practice Management Software), PBC Support (EMAC and BGLC) and Leave entitlements.

Financial Overview (continued)

A summary of the operating expenditure for the 12 months to 30 June 2016, by activity is shown in the table below:

ACTIVITY NAME	\$'000
Taungurung	234
Eastern Maar	107
North West	284
Wurrundjeri	293
Assessment Research	548
Gunditjmara	23
Barengi Gadjin Land Council	71
Prescribed Body Corporate/Traditional Owner Support	314
Dja Dja Wurrung	47
Economic Development	141
Gunaikurnai	191
Natural Resource Management	160
Stakeholder and Policy	166
National Native Title Council	25
Eastern Maar Aboriginal Corporation	93
Barengi Gadjin Land Council Aboriginal Corporation	31
Governance and Administration	1,718
TOTAL	4,446



Wimmera river



Wimmera river

Our clients

Barengi Gadjin Land Council Aboriginal Corporation (BGLC)

BGLC commemorated the tenth anniversary of their consent determination – and the first positive determination of native title in Victoria - with a well-attended community celebration in December.

Over the past year, BGLC engaged and consulted with the broader native title group to develop its capacity for re-negotiations with the State under the *Traditional Owner Settlement Act 2010 (Vic)*, facilitated by NTSV. This followed a review of their 2005 native title settlement agreements also assisted by the NTSV legal team, who continue to provide on-going support and assistance to BGLC on governance and future act matters.

Communications, economic development and whole of country planning to inform and complement the re-negotiations also commenced, assisted by the NTSV Policy and Development Unit.

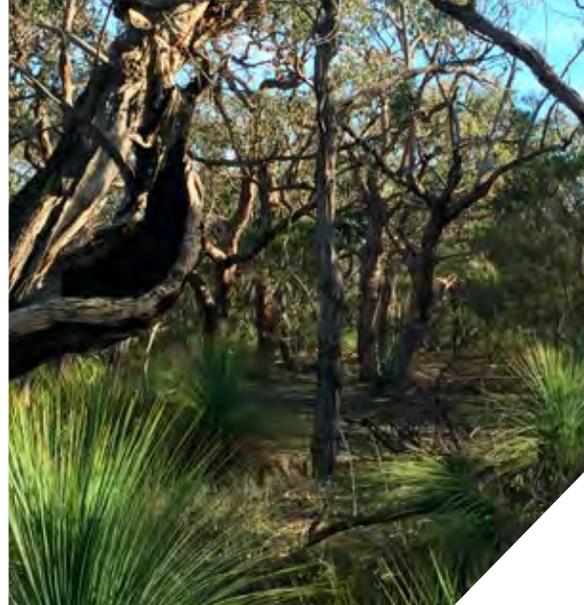
Dja Dja Wurrung Clans Aboriginal Corporation (DDWCAC)

DDWCAC is implementing the settlement that commenced in October 2013. The board continues to routinely monitor works which take place on all crown land within its area and is able to regularly negotiate community benefits, including payments and access to contracts for its enterprise arm.

The corporation is also successfully managing its Natural Resource Management business and striving to provide planning for joint management of Parks subject to Aboriginal title within its settlement area.



Mount Kyora



Ironbark



Wattle



Budj Bim

Our clients (continued)

Eastern Maar Aboriginal Corporation (EMAC)

NTSV and the Eastern Maar are committed to working towards commencing formal negotiations under the *Traditional Owner Settlement Act 2010 (Vic)* for settlement of their native title claim. The Eastern Maar submitted a new Threshold Statement to the State in 2014 and is undertaking the work required to meet the State's threshold requirements.

Over the past year the Board has worked tirelessly to build capacity, develop policies and procedures, complete whole of country planning and undertake economic development planning with NTSV support.

First Peoples of the Millewa-Mallee

In May, the First Peoples of the Millewa-Mallee won the first step in the process to achieve a determination of their native title claim when the National Native Title Tribunal assessed and approved the claim for registration. Registration entitles the First Peoples of the Millewa-Mallee to immediate rights to negotiate under the *Native Title Act 1993 (Cth)* future act regime on activities that might impact their native title rights and interests.

NTSV worked with the First Peoples of the Millewa-Mallee to develop and register their corporation and to assist the corporation lodge a Registered Aboriginal Party application. The group has approved commencement of whole of country and economic development planning to inform negotiations with the State of Victoria under the *Traditional Owner Settlement Act 2010 (Vic)*.

Gariwerd Native Title Group

Barengi Gadjin Land Council, Gundjiti Mirring Traditional Owner Aboriginal Corporation and Eastern Maar Aboriginal Corporation lodged a native title claim over Gariwerd National Park (the Grampians) in May 2016.

Representatives from each group met in Dunkeld in June 2016 to discuss management of shared country, and to consider the possibility of pursuing settlement with the State through the processes available under the *Traditional Owner Settlement Act 2010 (Vic)*.

The groups also had a positive meeting with the new CEO and senior staff of Parks Victoria to discuss the basis for a new relationship in light of the native claim.

Gunditj Mirring Traditional Owners Aboriginal Corporation (GMTOAC)

In 2013 the State of Victoria and the Gunditjmarra completed a review of the 2007 Gunditjmarra native title settlement agreements with a view to concluding, following negotiations, a new set of agreements under the *Traditional Owner Settlement Act 2010 (Vic)*. These negotiations were suspended in 2015, with the Gunditjmarra Full Group resolving to decline the offer from the State of Victoria.

NTSV continues to advise and support GMTOAC in relation to its role as trustee of the native title rights and interests of the Gunditjmarra native title holders, including in relation to various future act matters.



Wilson's Prom



Smoking ceremony on Taungurung Country



Yarra River



Federation Members and friends at last year's AGM on Country in Bendigo

Our clients (continued)

Gunaikurnai Land & Waters Aboriginal Corporation (GLaWAC)

The Gunaikurnai Land and Waters Aboriginal Corporation is successfully implementing its native title settlement agreements and is growing substantially. GLaWAC continues to create employment for Gunaikurnai people through the ranger program and the natural resource management works crew, and NTSV is currently assisting GLaWAC with a restructure of the organisation to meet its growing needs.

Additionally, NTSV is assisting the progress of negotiations with land developers, including exploration and mining companies on Gunaikurnai country and furthering the native title claim over Wilson Promontory.

Taungurung

State and representatives of the Taungurung negotiating team, assisted by NTSV met regularly throughout the year to discuss their settlement. In addition, the Taungurung negotiation team met in Yea to carry out a planning day to discuss possible components of a settlement package.

The Taungurung Full Group met at Camp Jungai on in June and was updated on the current status of negotiations, adopted a Whole of Country Plan which sets out a community vision for the future, and discussed and provided guidance to the negotiation team on various boundary issues.

NTSV assist the Taungurung Full Group who provide guidance to the negotiation team on various boundary issues.

Wurundjeri/Woiwurrung

NTSV worked with the Wurundjeri/Woiwurrung community, particularly in relation to boundary negotiations and through the preparation of research to support a potential claim over Melbourne and surrounds under the *Traditional Owner Settlement Act 2010 (Vic)*.

In late 2015, a Threshold Statement (Part A) was lodged with the State of Victoria by the Wurundjeri/Woiwurrung Traditional Owner group over Melbourne and surrounds. Whole of country and economic development planning to inform and complement negotiations will commence shortly, as will discussions about the finalisation of the "Part B" section of the Threshold Statement.

NTSV continues to provide on-going support and assistance to the Wurundjeri about boundary matters.

Federation of Victorian Traditional Owner Corporations

NTSV provided the Federation of Victorian Traditional Owner Corporations (the Federation) with professional secretariat support throughout the financial year. This enabled the Federation to hold regular board meetings and an on-country AGM during the reporting period. Key activities included hosting a procurement conference; completing a carbon farming feasibility study; securing representation on the state Aboriginal Economic Development Board and the Aboriginal Interim Treaty Working Group; and developing a number of partnerships with government and non-government organisations. A number of policy submissions were made, including on the State Water Plan, the Biodiversity Strategy, *Charter of Human Rights and Responsibilities Act 2006 (Vic)* review.

OUR GOVERNANCE

Corporate Governance

The NTSV governance framework comprises the legislative framework governing the organisation, our constitution, Board of Directors, Board sub-committees, the CEO and Senior Management Team and the management team.

The Management Team

The Chief Executive Officer leads NTSV through its day to day operations. During the reporting period he was assisted by his senior managers:

- › Austin Sweeney, Principal Legal Officer
- › Kim Robinson, Corporate Services Manager & Company Secretary
- › Christy Hawker, Manager Policy & Development

The management team meets every fortnight to plan, discuss and review operational performance and, during the year, was variously comprised of:

- › CEO and senior managers;
- › Dr Tim Pilbrow, Research Manager
- › Jonathan Kneebone, Managing Lawyer (resigned)
- › Nick Testro, Managing Lawyer (resigned)
- › Daniel Kelly, Managing Lawyer
- › Ju-Lin O'Connor, Managing Lawyer
- › Catherine Wilson, Managing Lawyer
- › Drew Berick, Senior Community Liaison Officer /Executive Officer



Matthew Storey, CEO



Austin Sweeney,
Principal Legal Officer



Kim Robinson, Corporate Services Manager
& Company Secretary



Christy Hawker, Manager,
Policy & Development



Dr Tim Pilbrow,
Research Manager



Jonathan Kneebone,
Managing Lawyer



Nick Testro,
Managing Lawyer



Ju-Lin O'Connor,
Managing Lawyer



Drew Berick,
Executive Officer



Daniel Kelly,
Managing Lawyer



Catherin Wilson,
Managing Lawyer

Matthew Storey, CEO

Matthew was appointed CEO in January 2012.

Originally from Victoria, Matthew is a former Associate Professor and Head of Law at Charles Darwin University in the Northern Territory. Most recently, Matthew held a senior position in the Northern Territory administration; with particular responsibility for Indigenous land tenures, encompassing native title, economic development, environmental and natural resources law.

Matthew was also President of the Law Society of the Northern Territory for two years.

Austin Sweeney, Principal Legal Officer

Austin Sweeney joined NTSV as Principal Legal Officer in April 2009. He is a lawyer and mediator, and originally practiced in the area of commercial law. He has extensive experience having worked on land rights and native title matters in different parts of Australia for over 20 years, both as a lawyer for native title representative bodies and as a consultant.

Kim Robinson, Corporate Services Manager & Company Secretary

Kim Robinson joined NTSV in 2008.

Kim is a qualified accountant and FCPA. He has extensive experience in administration, finance and human resource management gained through his roles as Company Secretary for various commercial, government and not-for-profit organisations.

Christy Hawker, Manager, Policy & Development

Christy Hawker was appointed in October 2010. She has 15 years of experience in native title; alternative dispute resolution and development practice, having worked in program management and policy advisory roles in government and non-government organisations in Western Australia and Victoria.

Dr Tim Pilbrow, Research Manager

Tim Pilbrow joined NTSV in October 2006 as Senior Anthropologist and became Research Manager in August 2014.

Tim has over 20 years professional experience in anthropological research focusing on group-level identity processes, both in Australia and overseas. He has also taught anthropology at tertiary level. Alongside his credentials and experience in native title settlement research in Victoria, Tim brings to the Research Manager's role considerable experience in research design, grant funding and program administration.

Tim holds a PhD in anthropology (New York University), and a BA (Honours) in Slavic languages and linguistics (Monash University). He is also an accredited mediator.

Jonathan Kneebone, Managing Lawyer

Jonathan joined NTSV in 2015 and is a lawyer who has worked in native title and land rights for over a decade. Jonathan has completed a Masters of Mineral Law and Policy from the University of Dundee and has extensive experience undertaking native title and land claims, litigation, commercial, resource development, major projects and future acts work as well as high-level policy work related to economic development of Aboriginal land in the Northern Territory. Before joining NTSV Jonathan was a Senior Legal Advisor at the Northern Land Council and a Director in the Chief Minister's Department of the Northern Territory.

Nick Testro, Managing Lawyer

Nick was the lead solicitor in the Dja Dja Wurrung native title settlement; he took up his position with NTSV in 2012.

Following his admission as a barrister and solicitor of the Supreme Court of Victoria in 2005, Nick undertook associateships to judges in the Supreme Court of Victoria and the Victorian Court of Appeal.

He commenced his career in native title at the Cape York Land Council before spending two years with Minter Ellison Lawyers in Brisbane working in the native title section of the Energy and Resources team.

Ju-Lin O'Connor, Managing Lawyer

Ju-Lin was appointed Managing Lawyer in 2012.

After working in commercial litigation at Gilbert and Tobin in Sydney, Ju-Lin moved to Alice Springs where she worked in law, and film and television production with Aboriginal communities. She has over a decade's experience working as a lawyer in native title and land rights in Victoria and the Northern Territory.

Drew Berick, Executive Officer

Drew is a Dja Dja Wurrung Traditional Owner with a strong background in Aboriginal Affairs gained from working in Aboriginal organisations over the past ten years.

He has considerable expertise in liaising between Aboriginal communities and stakeholders of all levels, including State and Federal Governments. He worked as a Senior Community Liaison Officer for the past five years and was promoted to Executive Officer this year.

Prior to joining NTSV in 2008, Drew worked as a Case Manager for the Aboriginal Community Elders Service in East Brunswick.

Daniel Kelly

Dan joined Native Title Services Victoria as a Managing Lawyer in February 2016.

He was admitted as a solicitor in 2005, and initially practiced in Sydney with commercial law firms M + K Lawyers and Norton White.

Most recently, Dan worked as a Senior Solicitor and Legal Practice Manager at the Central Land Council, in remote Central Australia where he advised Traditional Owners on the hand back of title for the West McDonnell and Watarrka National Parks and the ongoing joint management of national parks.

Dan is a founding member of Australian Lawyers for Remote Aboriginal Rights (ALRAR), and leads ALRAR's legal advocacy work. He holds a BA majoring in English and Political Science and an LLB from Western Sydney University.

Catherine Wilson

Catherine joined NTSV in 2014 as a Commercial Lawyer and was promoted into the role of Managing Lawyer for the Western Region in June 2016.

Following her admission in 2009, Catherine worked as a corporate and commercial lawyer in the Energy, Infrastructure and Resources team at K&L Gates in Melbourne (formerly Middletons). In addition to acting for a broad range of public and private sector clients in the transport, resources, health and pharmaceutical industries, she had a strong pro bono practice focussed on advising not-for-profit and indigenous organisations. Before joining NTSV, Catherine also worked with Nyamba Buru Yawuru to provide governance and legal support to the native title holders in and around Broome.

Accountability

External Auditor and Audit Committee

The annual audit of Native Title Services Victoria is carried out by McLean Delmo Bentleys Audit Pty Ltd. Their report accompanies the financial statements for 2015-2016 and is included on page 37.

The Audit and Risk Committee (ARC) was formed in May 2012 and the Board approved the Charter under which the Committee operates. The role of the ARC is to assist the Board in NTSV's governance and exercising of due care, diligence and skill in relation to reporting financial information to users of financial reports. This includes consideration of accounting policies, financial management, internal control systems, risk management systems, protection of the company's assets and, acting as the Remuneration Committee to review the remuneration and performance of the CEO.

The Committee met on 25 August 2015 and 16 February 2016. Agenda items considered by the committee included fraud, regulatory compliance, trust monies and annual accounts. The Committee meets annually with the auditors to discuss the financial reports and other relevant issues.

ARC reports and makes recommendation to the Board after each meeting.

Department of Prime Minister & Cabinet (PM & C)

To perform the functions of native title service delivery in Victoria, NTSV has been annually entering into a Program Funding Agreement (PFA) with PM & C.

The obligations of the PFA are detailed in a publication entitled '*General Terms and Conditions Relating to Native Title Program Funding Agreements*'. They are comprehensive and hold to account NTSV's Board and its management.

The reporting and acquittals framework ensure PM & C are apprised of our activities regularly. Half yearly reports – Operational Plan Performance Report and Financial Report as at 31 December and 30 June are submitted after being approved by the Board.

To the best of our knowledge we have met all our obligations under the PFA and have a good working relationship with PM & C.

Risk Management

Risk management is an integral part of effective corporate governance. It identifies and assesses risks and adopts appropriate practices to mitigate those risks. There were no matters of risk that presented a concern to NTSV in 2015-2016.

Insurance

NTSV have comprehensive insurance cover for all assets and activities. This includes work cover, fire, burglary, money, public and products liability and general property, motor vehicle, professional indemnity and directors and officers insurance. There were no outstanding claims in 2015-2016 and we are not aware of any legal proceedings or material claims against us.

Ethical Standards, Polices and Procedures

Our Board, Management and staff are guided in their actions and duties by NTSV's Constitution and its policies and procedures, including Codes of Conduct. To ensure a fair and balanced prioritisation of our activities we have a well-documented internal review process.

We are pleased to report there were no breaches of our ethical standards, policies and procedures in 2015-2016.

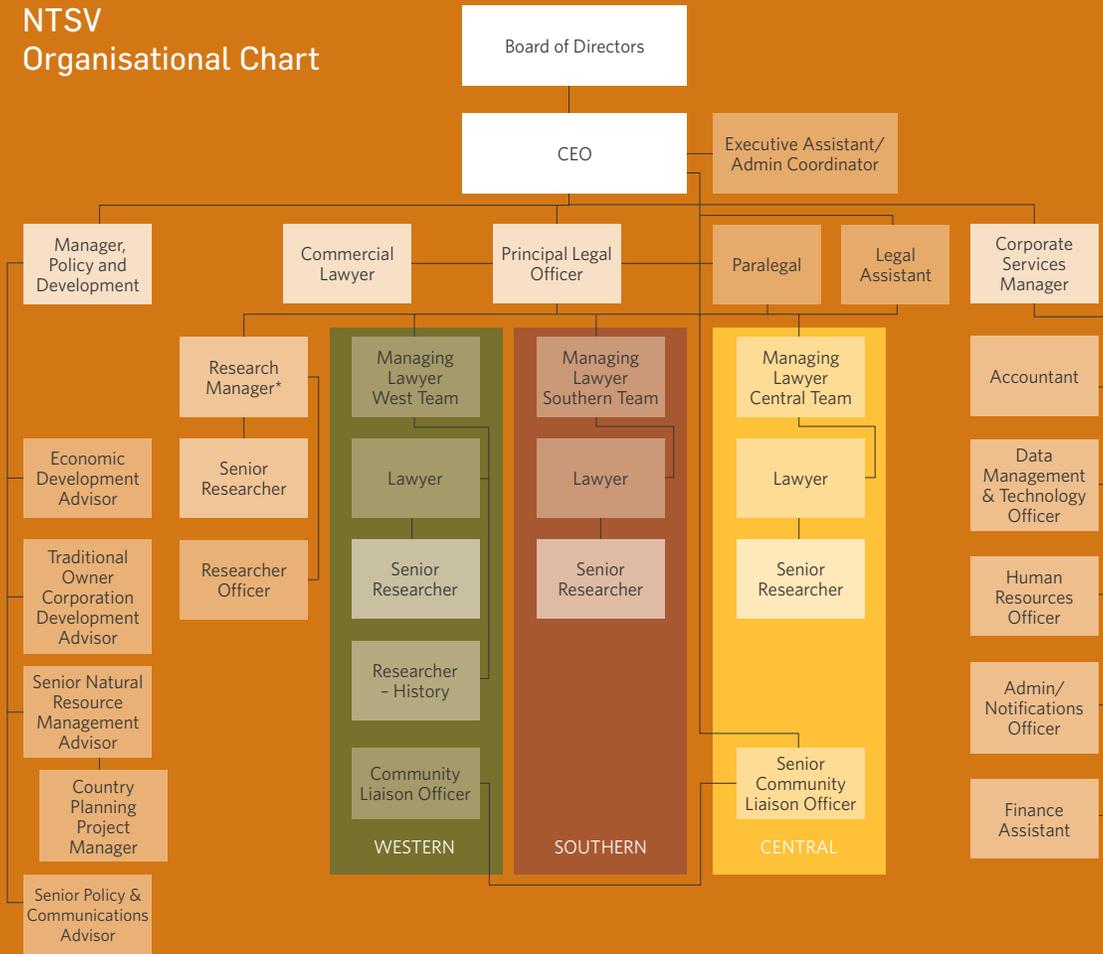
Consultants

The following table is a summary of the number and expenditure on consultancies. In this context 'legal consultancies' include the briefing of Counsel.

Type	Number	Expenditure
Legal	1	\$21,023
Others	3	\$25,033
Total		\$46,056

OUR PEOPLE

NTSV Organisational Chart



*All Researchers have a secondary reporting line to Research Manager

Workforce Planning

NTSV has a number of initiatives in place which are designed to retain and attract highly qualified staff. These include flexible work arrangements with specific reference to family friendly work practices, regular team building and corporate fun days, an active social club, emphasis on professional development and training, access to salary sacrifice arrangements and tax benefits through our standing as a Public Benevolent Institution.

Additional benefits offered to employees include generous study leave and annual leave provisions and paid parental leave.

NTSV has strived to employ suitably qualified expert staff in line with its objective to move away from a reliance on external consultants and its commitment to broadening staff skills to improve service delivery.

Staff profile, Commencements and Departures

During the financial year we had 5 new starters and 7 departures, along with changes to individual time fractions; the net effect on the equivalent full time staff total was a decrease of 2 (see Staff Profile Table).

STAFF	INDIGENOUS		NON-INDIGENOUS		TOTAL	
	2016	2015	2016	2015	2016	2015
Female	1.00	2.00	18.00	19.00	19.00	21.00
Male	2.00	2.00	12.00	12.00	14.00	14.00
Total	3.00	4.00	30.00	31.00	33.00	35.00

The above statistics are inclusive of full time, part time, contract and casual staff. The total number of staff equals 33 staff, a decrease from 35 in 2015.

NTSV is proud of its dedicated staff and our policy when recruiting is to appoint Aboriginal people wherever possible.

Professional Development

As part of our strategy to ensure that NTSV is an organisation that values its staff, and is able to deliver professional, reliable and timely service, staff are encouraged to plan, source and undertake relevant training on a regular basis throughout the year.

NTSV spent \$90,821 on professional development and training in the last year.

Training providers include the University of Melbourne, Deakin University, Leo Cussen Institute, Law Institute Victoria, the Aurora Project, Australian Anthropological Society and the Victorian Employers' Chamber of Commerce and Industry.

Enterprise Agreement

The NTSV Ltd Enterprise Agreement 2015-2018 came into effect on 13 July 2015. This agreement delivered improved terms and conditions of employment for staff.

Workplace Health and Safety

NTSV complies with the legislation requirements of the Occupational Health and Safety Act 2004. Our policies and procedures promote a safe and healthy work environment. In 2015-2016 there were no recorded injuries which required Worker's Compensation.

As part of normal operations our staff have travelled over 79,598 kilometres on Victoria's roads in the past year and we have had another incident free year and have maintained our good record of safe driving.

Interns

NTSV continues to nurture a strong, ongoing relationship with the Aurora Project and University of Melbourne Intern programs. Each year NTSV hosts a number of interns from both legal and research based disciplines. These interns are highly motivated and possess outstanding skills and academic records.

Over the financial year NTSV hosted 11 legal, research and policy interns.

FINANCIAL STATEMENTS

For the year ended 30 June 2016



DIRECTORS' REPORT

Your directors present their report on the company for the financial year ended 30 June 2016.

Directors

The names of the directors in office at any time during or since the end of the financial year are:



Diane Kerr



Kenneth Stewart



Michael Harding



Graham Atkinson



Eileen Alberts



Lee-Anne Eddington



Darren Perry



Marcus Stewart



Jeremy Clark

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Information on Directors

Diane Kerr

Chairperson (appointed 28 October 2013)
Director (appointed 18 January 2013)

- › Member and former Director of the Dandenong Aboriginal Co-operative
- › Former Director of Narragol Housing (Koorie Housing Loans)
- › Former Field Officer in native title
- › Chairperson of Indigenous Advisory Committee at Royal Women's Hospital
- › Member of Consumer Advisory Committee at Royal Women's Hospital
- › Member of Indigenous Advisory Committee at Victorian Museum Melbourne
- › Ambassador of Indigenous Leadership Network Victoria
- › Ms Kerr is a Wurrundjeri woman.

Kenneth Stewart

Deputy Chair (appointed 13 October 2015)
Director (appointed 23 February 2012)
(reappointed 18 February 2013)

- › Extensive experience in corporate governance, native title, cultural heritage and natural resource management
- › Member of the working group that established the Murray Lower Darling
- › Indigenous Nations (MLDRIN)
- › Worked with the North West Clans Aboriginal Corporation
- › Current Living Murray Indigenous Facilitator with the Mallee Catchment
- › Management Authority
- › Mr Kenneth Stewart is a Wamba Wamba descendent.

Michael Harding

Resigned 13 October 2015

- › An indigenous artist with a background of extensive community involvement
- › Chairperson of Taungurung Clans Aboriginal Corporation
- › Council Member of the Aboriginal Heritage Council
- › Mr Harding is of Taungurung descent from the Yeerun-llam-Baluk and Yowung-llam-Baluk clans.

Graham Atkinson

Director (appointed 18 November 2003)
(reappointed 18 February 2013)

- › Master of Business Administration (RMIT University)
Bachelor of Arts (University of Melbourne)
- › Bachelor of Social Work (University of Melbourne)
- › Graduate of Australian Institute of Company Directors' Program
- › Accredited mediator NMAS
- › Director, Federation of Victorian Traditional Owner Corporations Ltd, Federation Heritage Services Ply Ltd, Barpa Ply Ltd
- › A director of a consultancy firm with many years' experience in senior management roles
- › Chairman of Dja Dja Wurrung Clans Aboriginal Corporation
- › Board Member of the Indigenous Land Corporation
- › Director of National Native Title Council
- › Chamber 2 Member, National Congress of Australia's First Peoples
- › Mr Atkinson is a Dja Dja Wurrung and Yorta Yorta man.

Eileen Alberts

Director (appointed 28 September 2009)
(reappointed 18 February 2013)

- › Respected Elder of the Koori court
- › Many years in Aboriginal health and education
- › Former Field Officer in native title
- › Former Cultural Heritage Officer with Gunditj Mirring Traditional Owner
- › Aboriginal Corporation
- › Mentor with the Budj Bim Rangers Land Management Team
- › Vice Convenor Budj Bim Council
- › Ms Alberts is a Gunditjmarra woman.

Lee-Anne Eddington

Resigned 2 May 2016

- › Board Member of Gunaikurnai Land and Water Aboriginal Corporation
- › Member of the Australian Federal Police Malunggang Indigenous Officer Network (MION)
- › Ms Eddington is Gunai-Kurnai woman.

Darren Perry

Director (appointed 12 December 2014)

- › Involved in the field of Cultural Heritage Management in North-West Victoria for the last 24 years with the protection of the large cemeteries of the Ngintait People being the main focus in the last 10 years
- › A strong desire to maintain and transmit the culture and knowledge of the Traditional Ancestors of the North-west Victorian Aboriginal People to the younger generations of Traditional Owners is what drives Darren to engage with Native Title. He sees that Native Title benefits can provide a platform to build a stronger connection to Country and Culture as well as lifting the living standards of Traditional Owners in North-west Victoria
- › Mr Perry is a the Ngintait, Ngarket, Jardwajali and Gunditjmarra descendent.

Marcus Stewart

Director (appointed 18 December 2015)

- › Diverse experience and insight encompass strategic policy direction and Aboriginal program delivery and design, Marcus is the Cultural Advisor for Corrections Victoria, Department of Justice & Regulation, State Government of Victoria. Marcus is also Chairperson of the Taungurung Clans Aboriginal Corporation, and a Director of the Federation of Victorian Traditional Owner Corporations
- › Mr Marcus Stewart is a Taungurung Traditional Owner from Central Victoria.

Jeremy Clark

Director (appointed 18 December 2015)

- › Over 20 years' experience in Aboriginal Affairs; specialising in cultural heritage, native title and land management He brings strong governance experience to the board gained from his work over the past decade as CEO of Brambuk National Park and Cultural Centre in Gariwerd. Jeremy is General Manager of the Eastern Maar Aboriginal Corporation, General Manager of Barpa Construction Services and Deputy Chair of the Federation of Victorian Traditional Owner Corporations
- › Mr Clark is a Tjap/Peek Wurrung Traditional Owner from South West Victoria.

Meeting of Directors

During the financial year, 5 meetings of directors were held. Attendances by each director during the year were as follows:

	Number eligible to attend	Number attended
Diane Kerr	5	5
Ken Stewart	5	4
Michael Harding	5	4
Graham Atkinson	5	3
Eileen Alberts	5	3
Lee-Anne Eddington	5	4
Darren Perry	5	3
Marcus Stewart	3	1
Jeremy Clark	3	1

Principal Activities

The principal activities of the company during the financial year were the provision of professional services to indigenous people in Victoria and to pursue the recognition and protection of native title under the *Native Title Act 1993* (Cth) in Victoria.

Objectives and Strategies

The company's long-term objectives are to:

- › develop long term, sustainable and economic land bases for the Aboriginal peoples of Victoria
- › assist in the development of a united, informed Aboriginal community in Victoria.

The company's short-term objectives are to provide sustainable native title and land justice solutions for traditional owners in Victoria.

To achieve these objectives, the company has adopted the following strategic themes and the respective strategies:

1. facilitate successful determinations, settlements and agreements

- › manage resource allocation to simultaneously settle priority claims and ready other claims to take on priority status
- › use cross-organisational project teams to progress activities on the Operational Plan
- › develop and implement a future acts assistance policy
- › develop and implement an external communications strategy
- › maintain collaborative relationships with all stakeholder agencies.

2. influence policy and legislative reform

- › conduct a sustained and persuasive dialogue with relevant State Government Ministers
- › provide timely and relevant policy and strategic advice to the Federation of Victorian Traditional Owner Cooperation Limited

- › work with the Federation of Victorian Traditional Owner Cooperation Limited to clarify its future role and relationship with NTSV
- › strengthen the alignment of cultural heritage and native title processes
- › participate actively in the NNTC and contribute to its policy advocacy.

3. support traditional owners to develop sustainable organisations

- › provide legal and strategic advice to PBC's and other post-settlement organisations on request
- › define NTSV's role in developing sustainable traditional owner organisations
- › develop capacity building and agreement implementation support service model
- › develop and participate in initiatives to resolve inter/ intra- group conflict, including the Right People for Country project

4. ensuring NTSV strength, security and capability

- › broaden staff skills mix to improve service delivery
- › enhance NTSV's financial administration and information management systems
- › enhance NTSV's performance management systems
- › strengthen NTSV's governance structure as necessary
- › develop and implement an Indigenous employment strategy
- › strengthen NTSV's internal communications.

Performance Measures

The company measures its performance by using the following success measures:

- › the maximum number of positive native title outcomes, with the strongest possible recognition of rights and interests
- › traditional owners shall have their land-related aspirations met
- › traditional owners shall be recognised and respected throughout Victoria
- › legislation/policy reformed to allow for just settlement of native title
- › there shall be effective mechanisms for dispute resolution within traditional owner groups
- › land justice outcomes shall maximise the number of strong incorporated organisations, with associated social improvements for traditional owners

Members' Liability

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the company. As at 30 June 2016, the total amount that members of the company are liable to contribute if the company is wound up is \$12 (2015: \$12).

NATIVE TITLE SERVICES VICTORIA LTD
ABN 27 105 885 149

DIRECTORS' REPORT

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Auditor's Independence Declaration

The auditor's independence declaration for the year ended 30 June 2016 has been received and can be found on page 45 of the annual report.

The directors' report is signed in accordance with a resolution of the Board of Directors.

Director 
Kenneth Stewart

Director 
Marcus Stewart

Dated in Melbourne: 6 September 2016



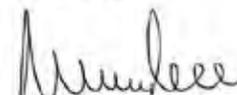
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Hawthorn Vic 3122
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AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF NATIVE TITLE SERVICES VICTORIA LTD

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2016 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.


MCLEAN DELMO BENTLEY'S AUDIT PTY LTD


Martin Fensome
Partner

Hawthorn
6 September 2016



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FOR THE YEAR ENDED 30 JUNE 2016

	2016 \$	2015 \$
INCOME		
Revenue from government	4,193,396	5,075,933
Interest	18,855	29,418
Other income	338,811	372,451
	4,551,062	5,477,802
EXPENSES		
Employee benefits expense	3,148,682	3,305,373
Consultants	46,055	125,947
Leasehold property rental	192,459	195,728
Other occupancy expenses	98,964	91,459
Office relocation expenses	-	100,081
Office expenses	298,603	409,977
Depreciation expense	173,185	166,003
Claimant meeting expenses	147,503	203,272
Motor vehicle expenses	41,321	49,650
Other expenses	365,489	341,594
	4,512,261	4,989,084
Surplus for the year	38,801	488,718
Total comprehensive income for the year	38,801	488,718

The accompanying notes form part of these financial statements

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2016

	NOTES	2016 \$	2015 \$
CURRENT ASSETS			
Cash and cash equivalents	2	1,000,201	1,148,446
Trade and other receivables	3	114,191	57,052
Prepayments		32,463	30,669
TOTAL CURRENT ASSETS		1,146,855	1,236,167
NON-CURRENT ASSETS			
Plant and equipment	4	563,190	695,803
TOTAL NON-CURRENT ASSETS		563,190	695,803
TOTAL ASSETS		1,710,045	1,931,970
CURRENT LIABILITIES			
Trade and other payables	5	380,702	784,325
Deferred income – unexpended grants	6	268,789	136,250
Provisions	7	385,242	244,414
TOTAL CURRENT LIABILITIES		1,034,733	1,164,989
NON CURRENT LIABILITIES			
Provisions	7	153,305	283,775
TOTAL NON CURRENT LIABILITIES		153,305	283,775
TOTAL LIABILITIES		1,188,038	1,448,764
NET ASSETS / (LIABILITIES)		522,007	483,206
EQUITY			
Accumulated surplus (deficit)		522,007	483,206
TOTAL EQUITY (CAPITAL DEFICIENCY)		522,007	483,206

The accompanying notes form part of these financial statements

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2016

	ACCUMULATED SURPLUS (DEFICIT)
	\$
Balance at 1 July 2014	(5,512)
Surplus for the year	488,718
Balance at 30 June 2015	483,206
Surplus for the year	38,801
Balance at 30 June 2016	522,007

The accompanying notes form part of these financial statements

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2016

	NOTES	2016	2015
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from course of operations		5,179,848	4,097,271
Payments to suppliers and employees		(5,306,376)	(4,718,449)
Interest received		18,855	29,418
Net cash (used in) / provided by operating activities		(107,673)	(591,760)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payment for plant and equipment		(40,572)	(639,937)
Net cash (used in) / provided by investing activities		(40,572)	(639,937)
Net (decrease) / increase in cash held		(148,245)	(1,231,697)
Cash and cash equivalents at the beginning of the year		1,148,446	2,380,143
Cash and cash equivalents at the end of the year	2	1,000,201	1,148,446

The accompanying notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2016

Note 1: Summary of Significant Accounting Policies

Basis of Preparation

Native Title Services Victoria Ltd applies Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: Application of Tiers of Australian Accounting Standards and AASB 2010-2: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB) and the Corporations Act 2001. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements were authorised for issue on 6 September 2016 by the directors of the company.

(a) Income Tax

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

(b) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less.

(c) Plant and Equipment

Plant and equipment are measured on the cost basis less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised in profit or loss. A formal assessment of recoverable amount is made when impairment indicators are present.

Depreciation

The depreciable amount of all fixed assets is depreciated on a straight-line basis over the asset's useful life to the company commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

Class of fixed asset	Depreciation rate
Office Fit Out	20%
Computers	40%
Plant and Equipment	25%
Motor Vehicles	20%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income.

(d) Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset (ie trade date accounting is adopted). Financial instruments are initially measured at fair value plus transaction costs.

Classification and subsequent measurement

Financial instruments are subsequently measured at amortised cost using the effective interest rate method or cost. Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the effective interest method.

(ii) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(ii) Financial liabilities

Non-derivative financial liabilities are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

Impairment

At the end of each reporting period, the company assesses whether there is objective evidence that a financial asset has been impaired. A financial asset or

a group of financial assets is deemed to be impaired if, and only if, there is objective evidence that impairment as a result of one or more events (a "loss event") has occurred, which has an impact on the estimated future cash flows of the financial asset(s). In the case of financial assets carried at amortised cost, loss events may include: indications that the debtors or a group of debtors are experiencing significant financial difficulty, default or delinquency interest or principal payments; indications that they will enter bankruptcy or other financial reorganisation; and changes in arrears or economic conditions that correlate with defaults.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the company no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised when the related obligations are discharged or cancelled, or have expired. The difference between the carrying amount of the financial liability, which is extinguished or transferred to another party, and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

(e) Impairment of Assets

At the end of each reporting period, the company assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately to profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2016

(f) Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are recognised as expenses on a straight-line basis over the lease term. Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

(g) Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows.

(h) Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(i) Revenue

Government grants are recognised as revenue when the company obtains control over the assets comprising the contributions. Control over granted assets is normally obtained upon their receipt and the timing of commencement of control depends upon the arrangements that exist between the grantor and the entity. Where the company considers the grant to be reciprocal in nature, the grant will be treated as

deferred income and the grant will be progressively brought to account as revenue in the statement of comprehensive income over the period.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

All revenue is stated net of the amount of goods and services tax (GST).

(j) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included in the statement of financial position.

(k) Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

(l) Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

(m) Economic Dependence

To the extent that the company performs functions prescribed by the *Native Title Act 1993(Cth)* it is dependent on the continued funding of its operations by the federal authority.

	2016 \$	2015 \$
Note 2: Cash and cash equivalents		
Cash on hand	414	350
Deposits held at call with bank:		
- Cash at bank	966,847	1,122,711
- Cash held for third parties in NTSV account	32,940	25,385
	1,000,201	1,148,446
Note 3: Trade and Other Receivables		
CURRENT	23,338	11,906
Trade receivables	51,922	4,185
Other receivables	38,931	40,961
Other receivables for third parties	114,191	57,052
Note 4: Plant and Equipment		
Office fit out (Leveson Street) – at cost	707,921	707,921
Less accumulated depreciation	(265,470)	(123,886)
	442,451	584,035
Plant and equipment – at cost	102,107	102,107
Less accumulated depreciation	(102,107)	(91,061)
	-	11,046
Computers – at cost	405,859	375,026
Less accumulated depreciation	(366,908)	(355,156)
	38,951	19,870
Motor vehicles – at cost	91,787	100,762
Less accumulated depreciation	(9,999)	(19,910)
	81,788	80,852
Total plant and equipment	563,190	695,803

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2016

Movements in Carrying Amounts

Movement in the carrying amounts for each class of plant and equipment between the beginning and the end of the current financial year.

	OFFICE FIT OUT \$	PLANT AND EQUIPMENT \$	COMPUTERS \$	MOTOR VEHICLES \$	TOTAL \$
Balance at 1 July 2015	584,035	11,046	19,870	80,852	695,803
Additions/(Disposals)	-	-	30,833	9,739	40,572
Depreciation expense	(141,584)	(11,046)	(11,752)	(8,803)	(173,185)
Balance at 30 June 2016	442,451	-	38,951	81,788	563,190

Note 5: Trade and Other Payables

CURRENT

	2016 \$	2015 \$
Trade creditors	53,320	346,362
Sundry creditors and accruals	327,382	437,963
	380,702	784,325

Note 6: Deferred Income

CURRENT

	2016 \$	2015 \$
Unexpended grants – Federal	234,583	118,820
Unexpended grants – State	34,206	17,430
	268,789	136,250

The Federal Grant includes an amount of \$181,460 for the installation of the Legal Practice Management software.

	2016 \$	2015 \$
Note 7: Provisions		
CURRENT		
Employee benefits	385,242	244,414
NON-CURRENT		
Employee benefits	153,305	283,775

Note 8: Capital and Leasing Commitments

a. Operating Lease Commitments

Non cancellable operating leases contracted for but not capitalised in the financial statements:

Payable

- not later than one year	193,877	192,460
- later than one year but not later than five years	336,803	529,263
	530,680	721,723

The property lease is a non-cancellable lease with a five-year term, with rent payable monthly in advance after the rent free period of ten months. Rental to be increased by 3% on each anniversary of commencement save for in years in which there is a market review. An option exists to renew the lease at the end of the five-year term for an additional three terms of five years each.

b. Capital Expenditure Commitments

Capital expenditure commitments contracted for :

Legal Practice Management Software	107,454	-
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	2016 \$	2015 \$
Note 9: Financial Assets Held on Trust		
The organisation holds cash on deposit for a number of third parties on trust. These assets are not recognised in the Statement of Financial Position as in substance they are owned by third parties. The amounts held in trust on behalf of these third parties are as follows;		
Liability to third parties:	1,450,741	1,499,250
Represented by:		
Term deposits	1,468,216	1,432,904
Net transactions entered into by Native Title Services Victoria on behalf of the third parties	(17,475)	66,346
	1,450,741	1,499,250
The comparative financial information has been restated for these assets and liabilities.		
Note 10: Key Management Personnel Compensation		
Total compensation	888,053	796,197

The number of key management personnel included is 12 (2015: 8).

Note 11: Related Party Transactions

During the year consultancy fees were paid to entities controlled by the directors totalling \$1,442 (2015: \$22,094).

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated.

The company also holds money for Taungurung, Wauthurong, Gunditjmara, Wotjobaluk, Wadi Wamba Barapa, Eastern Maar and Dja Dja Wurrung.

**NATIVE TITLE SERVICES VICTORIA LTD
ABN 27 105 885 149**

DIRECTORS' DECLARATION

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 8 to 21, are in accordance with the Corporations Act 2001, and:
 - (a) give a true and fair view of the financial position as at 30 June 2016 and of the performance for the year ended on that date of the company; and
 - (b) comply with Australian Accounting Standards and the Corporations Regulations 2001.

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

Director  _____
Kenneth Stewart

Director  _____
Marcus Stewart

Dated in Melbourne: 6 September 2016



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**INDEPENDENT AUDITOR'S REPORT
 TO THE MEMBERS OF NATIVE TITLE SERVICES VICTORIA LTD**

We have audited the accompanying financial report of Native Title Services Victoria Ltd, which comprises the statement of financial position as at 30 June 2016, the statement comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Act 2001* and are appropriate to meet the needs of the members. The directors are also responsible for such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of Native Title Services Victoria Ltd, would be in the same terms if given to the directors as at the time of this auditor's report.



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- Accountants
- Auditors
- Advisors



**INDEPENDENT AUDITOR'S REPORT
 TO THE MEMBERS OF NATIVE TITLE SERVICES VICTORIA LTD (Continued)**

Opinion

In our opinion, the financial report of Native Title Services Victoria Ltd is in accordance with the *Corporations Act 2001*, including:

- (i) giving a true and fair view of the company's financial position as at 30 June 2016 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and complying with the *Corporations Regulations 2001*.

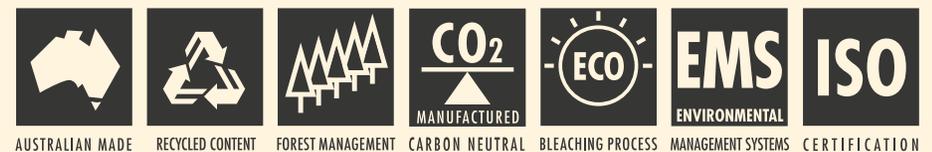
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 MCLEAN DELMO BENTLEYS AUDIT PTY LTD

Martin Fensome
 Martin Fensome
 Partner

7 September Hawthorn
 2016

GLOSSARY

ARC	Audit and Risk Committee
BGLC	Barengi Gadjin Land Council
Board	The governing Board of Native Title Services Victoria Ltd
CEO	Chief Executive Officer
Cth	Commonwealth
DDWCAC	Dja Dja Wurrung Clans Aboriginal Corporation
FCPA	Fellow Certified Practising Accountant
Federation/FVTOC	The Federation of Victorian Traditional Owner Corporations
GLaWAC	Gunaikurnai Land and Waters Aboriginal Corporation
GMTOAC	Gunditj Mirring Traditional Owner Aboriginal Corporation
ILUA	Indigenous Land Use Agreement
LUA	Land Use Activity Agreement
NTA	<i>Native Title Act 1993 (Cth)</i>
NNTC	National Native Title Council
NNTT	National Native Title Tribunal
NRM	Natural Resource Management
NTSV	Native Title Services Victoria Ltd
PBC	Prescribed Body Corporate
PFA	Program Funding Agreement
RAP	Reconciliation Action Plan
Settlement Act	<i>Traditional Owner Settlement Act 2010 (Vic)</i>
TO	Traditional Owner



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