



South Australian Native Title Services Ltd
Annual Report 2015/2016





A report issued in accordance with clause 10
of the Project Schedule General Grants –
Native Title Representative Bodies and Service Providers

SANTS receives funding from the
Department of Prime Minister and Cabinet,
Commonwealth Government

For more information contact:

South Australian Native Title Services (SANTS)

P (08) 8110 2800

F (08) 8110 2811

E info@nativetitlesa.org

W www.nativetitlesa.org

SANTS is located at Level 4, 345 King William Street, Adelaide SA 5000

*South Australian Native Title Services is a deductible Gift Recipient
under Division 30 of the Income Tax Assessment Act 1997.*

ABN: 66 131 591 841

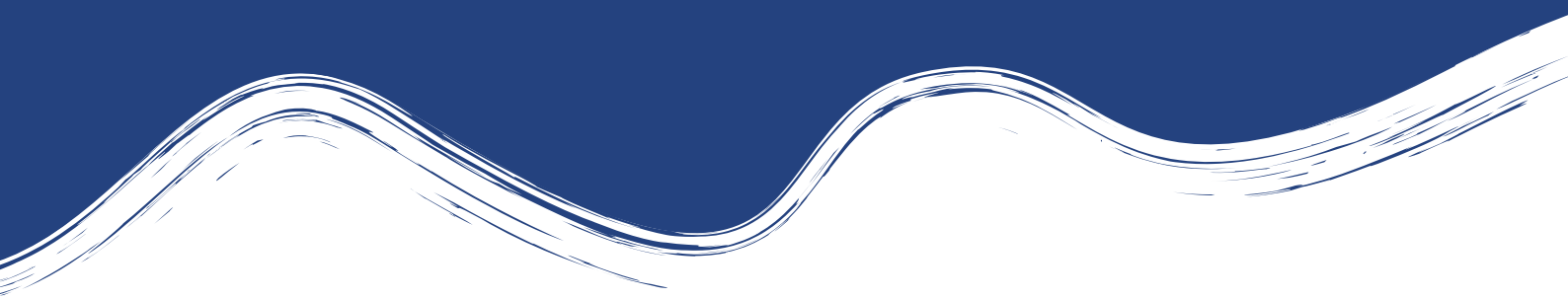
*Front cover, from left: Rex Tjami preparing Kangaroo,
De Rose Hill; Flag, Survival Day 2016; Directors of
Yankunjatjara Native Title Aboriginal Corporation.*

*Back cover, from left: Clifford Woodford (Working
on Country Ranger) at Mount Sturt; Sunset, APY Lands.*

*Banner image: Aaron Paterson, Tim Mellor, David Yarrow and Lloyd Rowe
at Yandruwandha/Yawarrawarrka Consent Determination.*

Annual Report 2015/2016





Contents

Chairperson’s Report	1
Chief Executive Officer’s Report	2
SANTS Overview	7
Report on Performance	9
Competitive Tendering and Contracting	30
Corporate Governance	31
Management of Human Resources	33
SANTS Structure	34
Training and Development	35
Financial Statements	40





Banner image: Indulkana, APY Lands

Above, from left: Allan Hunter, Damien Coulthard, Keith Thomas (CEO), April Lawrie (Chairperson), John Briggs, Lavene Ngatokorua, Paul Case (Treasurer).

Opposite page: April Lawrie, Chairperson.

Chairperson's Report



I am delighted to present the 2015/2016 Annual Report. As always, it has been a busy and challenging year for SA Native Title Services but, I am well pleased with our achievements and the continued excellent performance of the SANTS Board and staff.

I have appreciated the guidance and support of my fellow SANTS Directors during this time. In November 2015, Ms Lavene Ngatokorua and Mr Damien Coulthard were appointed new SANTS Directors, replacing Mrs Lucy Evans and Mr Arthur Ah-Chee. Both Lavene and Damien bring a wealth of knowledge and experience in native title issues and other matters and I have thoroughly enjoyed working with them in the past months.

I would like to take the opportunity to say a huge thanks to Mrs Lucy Evans, for her long-standing contribution to SANTS and to the Board. Lucy faithfully served SANTS for over seven years and her input and dedication to the advancement of native title issues has been invaluable since her appointment in 2009. Sincere thanks also to Mr Arthur Ah Chee whose knowledge of native title issues made a significant contribution to the Board during his tenure. On behalf of all SANTS Directors, I wish Lucy and Arthur the very best in their future endeavours.

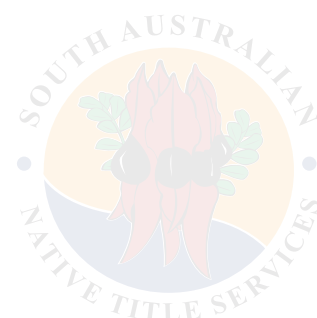
Likewise, SANTS' CEO, Mr Keith Thomas and his staff continue to perform well.

While some difficult business decisions had to be made in December 2015, resulting in a targeted redundancy process in the early months of 2016, a new, streamlined structure was in place by March 2016. Seven staff were farewelled and Information Technology and Records Management functions are now outsourced. I am pleased that SANTS' staff worked through this difficult period and continued to focus on achieving excellent outcomes for Aboriginal people in South Australia. I would also like to publicly thank Mr Thomas and his staff for their significant contribution towards assisting Aboriginal people in South Australia to achieve their economic, social and cultural aspirations.

Despite challenges, SANTS continues to deliver outstanding results. Some of the major highlights have been the consent determinations: the Yandruwandha/Yawarrawarrka Native Title Claim and more of the Adnyamathanha claim area. The judgement of a determination in the Barngarla matter, only the second litigated native title application in South Australia, was an outstanding result for the Barngarla people.

I congratulate all involved on these outstanding achievements and look forward to future successes in the coming year.

April Lawrie
Chairperson



Chief Executive Officer's Report



2

Despite the myriad challenges, it has been a significant year here at South Australian Native Title Services (SANTS) and I have appreciated working with the SANTS Board and my dedicated staff as we endeavour to achieve the best possible outcomes for our clients.

This year's positive achievements include consent determinations being concluded with regards to the Yandruwandha/Yawarrawarrka Native Title Claim and an additional area in regard to the Adnyamathanha Native Title Claim.

In addition, Barngarla people had their native title determined in only the second time that a native title application has gone to trial in South Australia.

Despite these successes SANTS had some difficult business decisions to make this year. In December 2015, I advised staff that SANTS was facing increasing budget pressures and unless changes were made SANTS was at risk of not being able to perform its functions under the Native Title Act. Consequently SANTS commenced a redundancy process in January 2016.

I wish to stress that it is not a pleasant process for anyone but especially more so for those staff made redundant. SANTS has been a relatively stable organisation for a long period of time, so it was difficult to farewell colleagues who had shared so much of their time and expertise with SANTS.

Nevertheless, I was pleased that the redundancy process went as smoothly as I could have expected and our new structure was in place by March 2016. SANTS farewelled seven staff in this process and outsourced its Information Technology and Records Management functions. I was extremely proud of my staff working through this difficult period as they continued to focus on achieving excellent outcomes for Aboriginal people in South Australia.

This year, I met with many of the PBCs and Native Title groups which provided me the opportunity to discuss SANTS' Strategy, particularly in light of the changing landscape of native title, and to advise how SANTS is moving forward. It also provided an excellent opportunity to discuss issues being faced by PBCs including governance, sustainability, and membership problems.

Importantly, I really appreciated being able to speak with the Directors and claimants face to face and discuss with them ways in which SANTS might assist them to realise their aspirations.





I am pleased that the Department of Prime Minister and Cabinet continues to provide funding assistance for PBCs which have no regular income of their own. This enables those PBCs to meet their obligations under the Native Title Act and the *Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act)* and to build capacity to manage their native title rights and interests on their terms. I was also pleased that PBCs continue to work together to form a statewide body to address issues affecting native title holders.

On other important matters, in 2015, the State Government established the Royal Commission into a proposed Nuclear Fuel Cycle in South Australia. A decision that affects Aboriginal people as a nuclear waste dump would most likely be on Aboriginal land. SANTS made submissions on the terms of reference and also facilitated meetings for PBC representatives to consider the terms of reference and make a submission.

I also had the opportunity to meet with staff of the Royal Commission and provide evidence to the Commissioner on Aboriginal engagement.

The final report of the South Australian Royal Commission into the Nuclear Fuel Cycle was released on 9 May 2016, which among other things, recommended the consideration of the building of a high level nuclear waste facility. The majority of native title holders are opposing this proposal.

The State Government has announced a commitment to community consultations and a statewide conversation about the recommendations made by the Royal Commission. It was revealed that this consultation will involve a Citizen's Jury, plus regional and remote community visits. I gave a presentation to the Citizen's Jury in late June 2016.

As a representative of Aboriginal people I expressed the view that most Aboriginal people are greatly opposed to future nuclear activities in SA.

A decision by the Premier is expected by the end of 2016.

On a lighter note, the 2016 National Native Title Conference, held in Darwin was an exceptional event. Co-convened by AIATSIS and the Northern Land Council (NLC) and hosted by the Larrakia people, we heard from some excellent international speakers and native title representatives from across the country. The focus this year was 'strong culture, strong country, strong future'.

It was a great opportunity to gain a national perspective on native title, to build networks, and to better understand the history and work of the Northern and Central Land Councils.

Opposite page left: Keith Thomas, CEO.

Opposite page right: Arthur Ah Chee, Major Sumner, Ratu Naiqama Tawake Lalabalavu (Fijian Chief) and Keith Thomas at the Fijian Welcome Ceremony, Tandanya Arts Centre, 2015.

Banner image: Wild Sturt Desert Pea flowers.

Above left: Rob Singleton and Minister for Indigenous Affairs, Nigel Scullion chat at the 2016 National Native Title Conference.

Above right: Karina Lester and Keith Thomas meeting to discuss Nuclear Fuel Cycle Royal Commission.



The 2016 conference had an emphasis on post native title work, recent achievements and the challenges faced by Aboriginal people today, including indigenous cultural resurgence, constitutional recognition and participation in the Australian economy.

From a South Australian perspective it was wonderful hearing the success stories of the Far West Coast Aboriginal Corporation and the Antakirinja Matu-Yankuntjatjara Aboriginal Corporation. Their stories were inspiring and clearly showed how these groups have contributed to the contemporary native title landscape.

I would like to end this section of my report by recognising the hard work and dedicated of the SANTS Board. The Board has continued to provide strong leadership and governance to SANTS over the past challenging 12 months.



I give a warm welcome to our two new Board members Mr Damien Coulthard and Ms Lavene Ngatokorua. Both come with great enthusiasm and extensive experience working with Aboriginal communities. A big congratulations also to April Lawrie, the new Chair of the SANTS Board.

A huge thank you to our outgoing Chair, Mrs Lucy Evans, for her outstanding contribution to SANTS over many years. Lucy's input and dedication to the advancement of native title issues has been invaluable and SANTS has seen many positive changes since her appointment in 2009. A sincere thank you also to Mr Arthur Ah Chee, whose knowledge of claimant groups, his passion and understanding of native title issues was valued during his time on the Board. On behalf of all SANTS staff, I wish Lucy and Arthur the very best in their future endeavours.

I also wish to thank and commend my staff for their dedication and commitment in striving to achieve the best outcomes for our clients. At times, our work can be quite stressful with the pressures of deadlines, unexpected issues arising and lengthy periods of time away from family and friends. However, we continue as a close team with every challenge faced head on.

Lastly, I take this opportunity to pay my respect to the Aboriginal community of South Australia. I praise all traditional owners for their hard work undertaken in addressing the countless issues and obstacles that arise when obtaining and managing native title rights and interests. For many, this work is on a volunteer basis and many long hours are put in. I have had the pleasure of witnessing hard work paid off with satisfaction gained by the recognition of country, culture and history. This is what makes our work worthwhile and I endeavour to continue to lead our organisation in a direction that opens up more opportunities for native title holders and drives us towards a better, stronger future.

Banner image: Fencing at Thurlga.

Above: Keith Thomas, Chief Executive Officer and Osker Linde, Deputy Principal Legal Officer at this year's annual staff workshop in May.

Opposite page: Keith Thomas presenting at the annual staff workshop.



Overview of performance and financial results

I am very pleased with the performance of SANTS this financial year. Despite working through a difficult redundancy process, SANTS was able to achieve outstanding results culminating in the consent determinations for the Yandruwandha/Yawarrawarrka Native Title Claim, more of the Adnyamathanha claim area, and the litigated determination of the Barngarla claim. The State has also agreed to a consent determination for the overlap area between the Adnyamathanha, Ngadjuri, and Wilyakali claims.

Most of the proceedings for the Lake Torrens Overlap occurred in this financial year. We thank PM&C for the additional funding support for this matter. I would note that each of the groups; Adnyamathanha, Barngarla, and Kokatha, also made significant contributions to the cost of the litigation.

Facilitation and assistance was provided to other groups to further prosecute their claims, address future acts, negotiate with third parties, and attend case management conference and directions hearings with the Federal Court. Other service delivery included dispute resolution, certification, and notification. Further research was also undertaken to develop native title reports to establish claim group descriptions and membership, and to identify possible native title holders.

SANTS continues to strongly support PBCs with a focus on capacity development and good governance. Where it can, SANTS supports future economic development opportunities and strives to assist PBCs with economic, social, cultural and environmental sustainability.

I am also well pleased with the performance of SANTS' business services team which continued to operate in a professional, timely and effective manner even though it was the area within SANTS that bore the brunt of change through the redundancy process. The business services include human resource management, information technology, records management, financial management, asset management, communications, reception, and administrative and legal support services.

SANTS financial performance continues to go from strength to strength. SANTS has again received an unqualified audit which is testament to the continued improvement of the finance team's endeavour to provide quality services.

It was a big year for the finance team as we had a significant carry forward from last financial year to manage, a redundancy process funded from within existing resources to manage, and litigation expenses to manage, all on top of what I will call standard financial management processes. If we did not get the financial management right there was real potential for SANTS to get into financial strife. I congratulate the finance team on a job well done.

Finally, I must mention the strong performance of the SANTS Board and my Management Team. Both have been very supportive throughout a difficult year. The Board continues to set a high standard of governance and leadership which has enabled SANTS to continue to grow as an organisation. My Management Team has grown along with the organisation and it has been pleasing to watch each team member develop as leaders and bring those skills to bear within the organisation.

Outlook for the following year

Where possible, SANTS will continue to provide assistance to progress native title applications to resolution. I also expect there will be more work on compensation applications in the next year with one compensation application lodged and up to two more being prepared.

Since the end of the financial year Justice Mansfield dismissed the claims in the Lake Torrens Overlap which is extremely disappointing for the Adnyamathanha, Barngarla, and Kokatha peoples. All groups have indicated they intend to appeal the decision.

SANTS will continue to support PBCs development and, where necessary, assist with its operations, build capacity, and help plan for the future.

SANTS has restructured so it can remain viable into the future, however, new funding processes and financial limitations puts further pressures on SANTS. The reduction in funding means that the increases in salaries, fixed costs and other expenses further erodes our service delivery capacity. This is compounded next financial year where funding remains static yet expenses continue to rise. This affects SANTS significantly as our funding level does not give us the flexibility to cope with reduced income and increased costs; it is not a sustainable situation and so we will continue to revise operations, maintain a tight budget and push priority matters.

Keith Thomas

Chief Executive Officer



SANTS Overview



Our Vision Statement

Sustainable Aboriginal Nations.

Our Mission Statement

To work with Aboriginal Nations to deliver services to realise their aspirations.

Our Values

Across all our work, we uphold the following values:

- Respect – for people, culture, country, difference and ideas
- Professionalism – being ethical, accountable and transparent and working with integrity and competence
- Inclusiveness – encouraging collaboration and participation and listening to and considering the views of others.



Our Goals



Native Title Services

To deliver native title services that provide for the recognition and protection of native title rights and interests.



Influence Change

To provide leadership in native title and the development of Aboriginal Nations.



Community and Corporate Development

To provide services to Aboriginal Nations to enhance their capacity to achieve their aspirations.



Organisational Capability

To improve SANTS capability through processes, systems and culture that deliver effective business outcomes.

Overview Description of SANTS

South Australian Native Title Services Ltd (SANTS) is registered as a public company limited by guarantee pursuant to the *Corporations Act 2001*. SANTS is the Native Title Service Provider (NTSP) for South Australia area and receives funding from the Commonwealth Department of Prime Minister and Cabinet pursuant to section 203FE of the *Native Title Act 1993* (Cth) (NTA) for the purpose of performing all the functions of a representative body.

SANTS also receives funding support from the South Australian Government's Attorney-General's Department. Primarily, this funding is directed to priority activities within SANTS operational plan assisting groups to negotiate Indigenous Land Use Agreements (ILUAs) which contribute toward resolution of their native title claim.



SANTS actively seeks funding from other sources to assist traditional owners in managing and protecting their native title rights and interests.

SANTS is governed by a Board of Directors consisting of seven members. As at June 2016, SANTS consisted of 31 full and part time employees to manage its operations and to deliver services to traditional owners whose native title rights and interests relate to land in South Australia.

Legislative Roles and Functions

As a Native Title Service Provider performing all the functions of a representative body, SANTS has specific functions under Part 11, Division 3 of the *Native Title Act 1993*.

These functions are set out in section 203B of the Act:

- a. Facilitation and assistance functions referred to in s.203BB;
- b. Certification functions referred to in s.203BE;
- c. Dispute Resolution functions referred to in s.203BF;
- d. Notification functions referred to in s.203BG;
- e. Agreement-making functions referred to in s.203BH;
- f. Internal Review functions referred to in s.203BI; and
- g. The functions referred to in s.203BJ, and such other functions as are conferred on representative bodies by the Act.

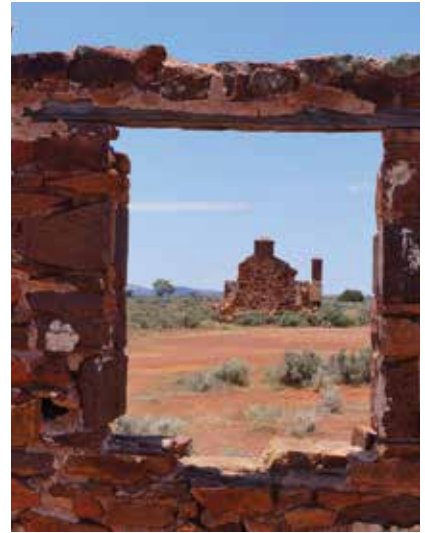
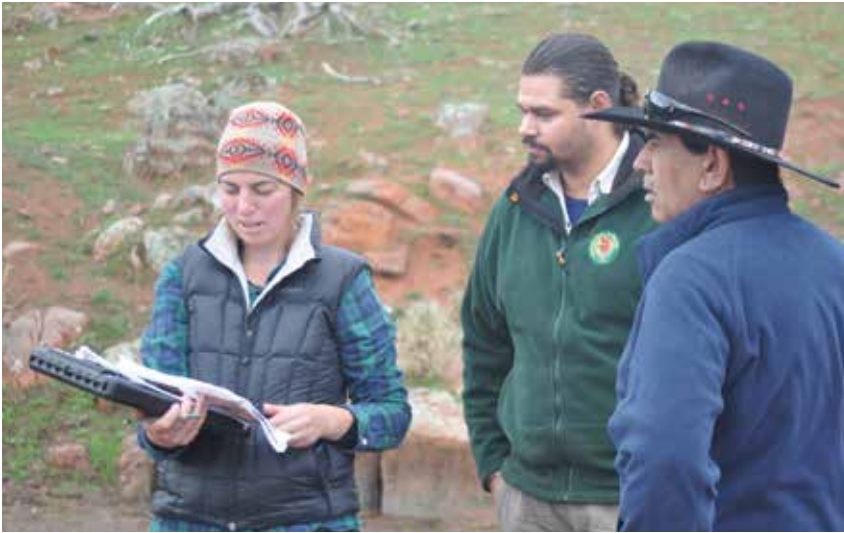
Banner image: Sunset, APY Lands.

Above: Survival Day 2016.

Opposite page left: Mel White, Roy Dunn and Cliff Woodford at Gawler Ranges National Park.

Opposite page right: Ruins, Gawler Ranges.

Report on Performance



Review of Performance against Strategic Plan

SANTS Strategic Plan 2015–2020 establishes four goals: native title services; influence change; community and corporate development; and organisational capability. Performance against each of these strategic goals is discussed below.

1. Native Title Services: To deliver native title services that provide for the recognition and protection of native title rights and interests.

This year has again been a successful one for native title recognition in South Australia. With a further four determinations of native title taking the number of determinations to twenty seven. Three further consent determinations were handed down by the retiring Justice Mansfield including two further parts of the Adnyamathanha claims and the Yandruwandha/Yawarrawarrka native title application in the far north east of the State.

This year there has also been significant native title litigation activity with the Barngarla application being successfully determined at the end of the reporting period and the Lake Torrens Overlap Proceedings running throughout the same period. SANTS provided significant financial and other resources to the parties in these matters.

SANTS also provided assistance to Registered Native Title Bodies Corporates (RNTBCs) or Prescribed Body Corporates (PBCs), which are corporations formed under the *Native Title Act* to 'hold' the native title rights and interests on behalf of the native title holders. At the end of the financial year, fifteen (15) PBCs had been established and recognised (see Figure 2). At the end of the 2015 calendar year, approximately 52% of the State was covered by native title determinations, up from 7% in 2010.

This financial year, SANTS received funding under the Commonwealth Government's PBC support program to assist six (6) of these PBCs to manage their native title rights and interests and comply with corporate governance requirements. SANTS also continued to provide legal and administrative services to two other PBCs.

Figure 1: Native title applications (registered and unregistered) as at 30 June 2016

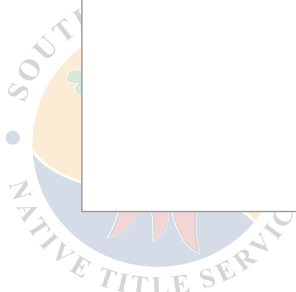
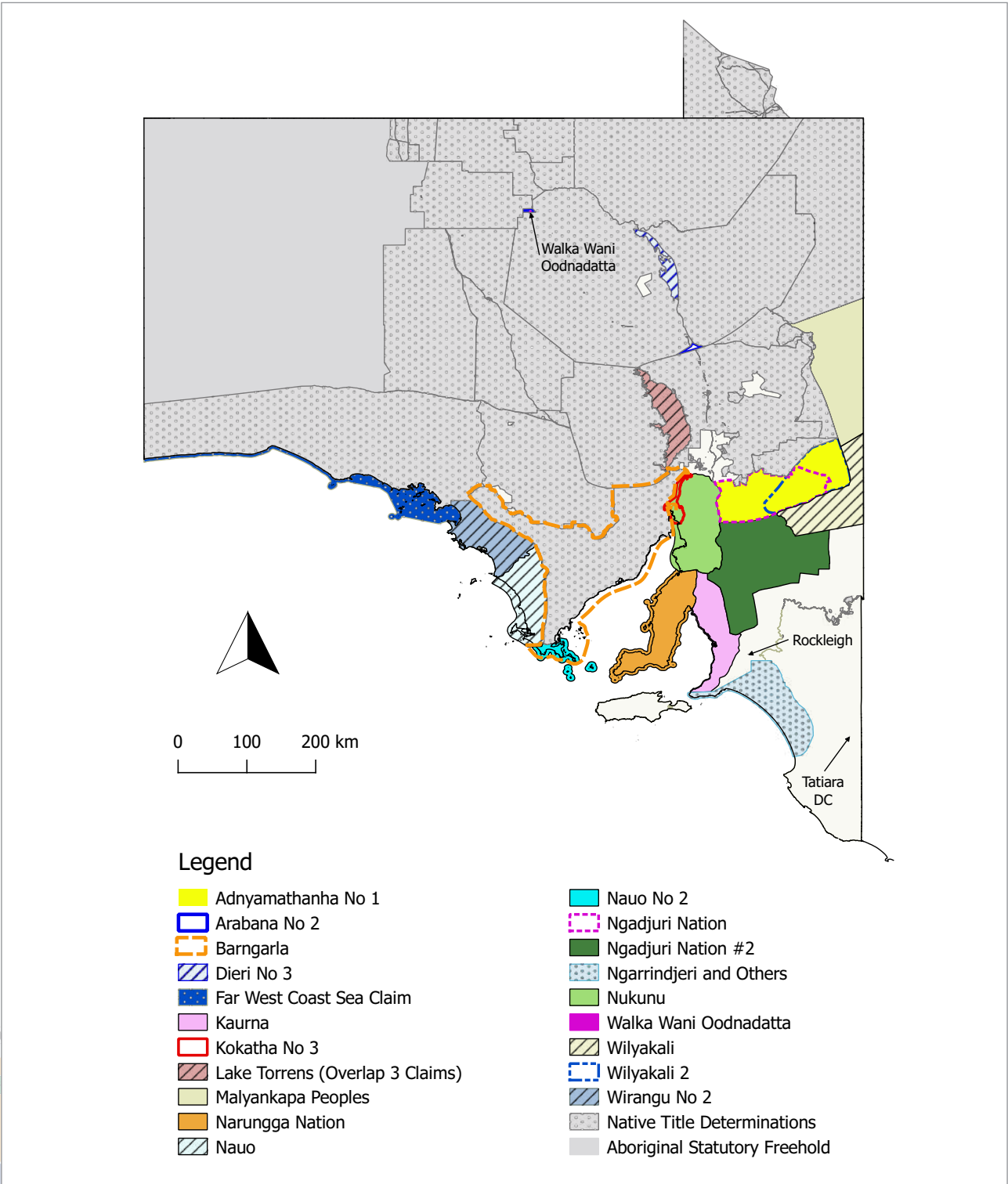
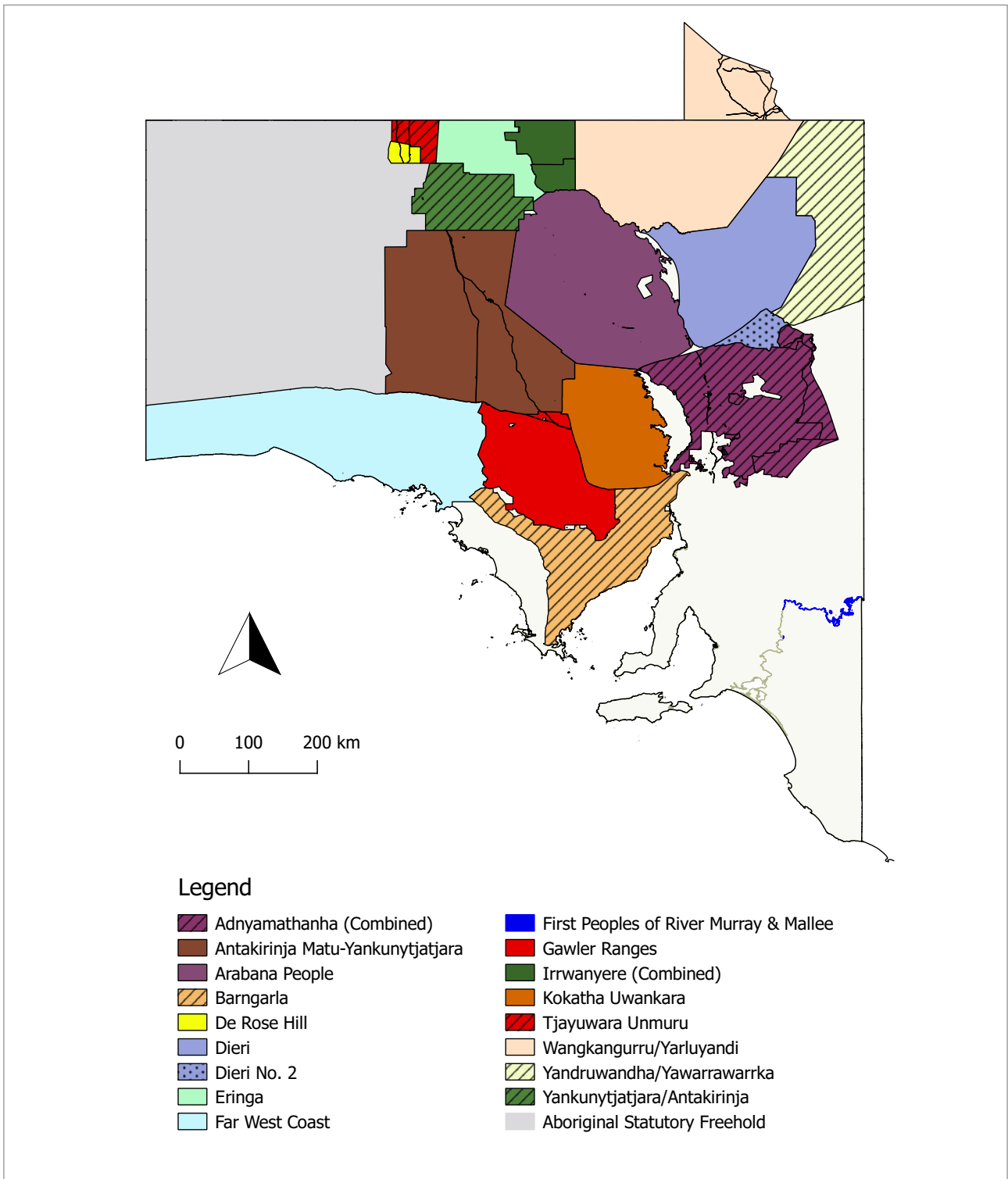




Figure 2: Native title determinations as at 30 June 2016





2. Influence Change: To provide leadership in native title and the development of Aboriginal Nations

SANTS continued to engage in key policy and legislative developments both at State and National levels.

At a State level, the Board and Executive Management have maintained positive relationships with key Ministers, in particular the Minister for Aboriginal Affairs and Reconciliation. SANTS also continued to work with key State Government agencies through our native title services, including the Attorney-General's Department, Department of Environment, Water and Natural Resources (DEWNR) and Department of State Development (DSD).

SANTS has also worked with Aboriginal Nations and engaged with government on key policy and legislative developments. Supporting Aboriginal Nations direct engagement with government is a key part of our work, enabling promotion, discussion, and representation and submissions on pertinent issues.



As the native title service provider, SANTS has also engaged directly in policy and legislative change to advocate on behalf of Aboriginal Nations and for the recognition and protection of native title rights and interests.

Some of the key matters SANTS has been active in during the 2015/16 financial year included:

- the Aboriginal Regional Authorities policy
- Amendments to the *Aboriginal Heritage Act*
- implementation of the reformed *Aboriginal Lands Trust Act*
- the Nuclear Fuel Cycle Royal Commission.

At the national level, SANTS remained an active member of the National Native Title Council (NNTC), which represents native title representative bodies and service providers across the country. Through the NNTC and independently, SANTS has participated in and made submissions to key legislative and policy proposals.

This has included advocacy and other initiatives in relation to the *Native Title Act* and the native title system more broadly (including administration of the native title program), native title compensation, PBC capacity building, the Indigenous Advancement Strategy and working on country (Ranger) program.

SANTS has also continued to publish the quarterly *Aboriginal Way* newspaper and aired the weekly *Aboriginal Message* radio program, bringing issues of relevance to the South Australian Aboriginal community and other stakeholders. The SANTS media resources aim to highlight current native title achievements and stories relating to PBCs and their businesses. In addition to traditional media, SANTS has also engaged social media outlets; Twitter and Facebook, to connect with native title groups with the wider community and share news and opportunities.

*Previous spread banner image:
Robert Singleton and Craig Allen.*

*Banner image: October 2015 saw the
30th anniversary of the historic handback
of Uluru to its Traditional Owners the
Pitjantjatjara and Yankuntjatjara people.*

*Above, from left: Oscar Richards,
Bradden Quema, Jack Johncock and
John Mungee from Far West Coast AC.*

*Opposite page, from left: Lesley Harris Jnr,
Kerrie Harrison, April Lawrie and Sandra Miller.*



3. Community and Corporate Development: To provide services to Aboriginal Nations to enhance their capacity to achieve their aspirations

Native title determinations, as discussed above, now have been made over more than half of South Australia. There are now fifteen (15) PBCs established to manage the native title rights and interests. For SANTS, this has meant a continued increase in the provision of post-native title determination services. Our focus is on working with native title groups to enhance their position to manage their native title outcomes, comply with legislative responsibilities and develop and grow to achieve their aspirations.

This work is primarily delivered through the Corporate and Community Development team in collaboration with other business units.

This year, we have worked closely with eight PBCs including newly established corporations and those who have been around for more than 10 years. Our work has included:

- developing and strengthening governance practices including through provision of legal advice, development of corporate policies and delivery of education and training initiatives;
- facilitating community-based planning to develop strategic and operational plans;
- developing and enhancing stakeholder relationships;
- implementing agreements and identifying, managing and enjoying native title benefits;
- accessing business development services and advice;
- identifying and delivering community development projects including to protect cultural heritage and country;
- engaging in policy and legislative reform and implementation.

This year SANTS delivered its first corporate governance training program to PBCs and also delivered two financial management training sessions in partnership with PwC's Indigenous Consulting (PIC). Both initiatives were well received and successful and we anticipate that these initiatives will continue and expand in coming years.

In relation to community development projects, the focus remained on protecting cultural heritage and caring for country. These collaborative caring for country projects are important for the ongoing exercise and protection of native title rights and interests.



4. Organisational Capability: To improve SANTS' capability through processes, systems and culture that deliver effective business outcomes.

SANTS had another busy year in the area of organisational capability. A significant portion of the year was taken up by the Organisational Re-Alignment Project. The project was designed to work through the changes being made to the organisation due to funding restraints and consequential redundancies. The project required significant change management activities. The Project was undertaken successfully from a management perspective with significant consultation and support provided to employees. It was overall an incredibly challenging time given the impact on a number of employees. As part of this project, information technology and information management services were outsourced with a number of ongoing project activities still being undertaken. These activities will assist in ensuring the health and capability of our IT systems which will assist in efficiency and excellent service provision for SANTS. This also involved a significant supplier review process to ensure SANTS had the right partners to support them in service provision and health checks being undertaken of our IT systems and Records Management software.



This is particularly necessary now that we no longer have internal support.

Upon completion of the Organisational Re-Alignment Project, a Staff Workshop was held in May 2016 as part of a re-building and re-focusing process at SANTS. More information on specific human resource activities can be found in the Human Resource Management section of this report.

During the year, the Privacy Policy was reviewed and rolled out to all employees. This is now available on the SANTS website and is being integrated into all SANTS activities. Risk management processes were reviewed and regular reports provided to the Board to ensure risks at SANTS were managed and mitigated.



Operational Plan

SANTS continues to provide support services to native title groups and PBCs including logistical and legal support for Directors meetings; strategic planning, economic development advice, governance training, and support for project activity (see project section of this report for more information about project activity).

The table overleaf highlights the major outcomes in the operational plan.

SANTS assets were also reviewed, serviced and updated to ensure employees were best placed to provide excellent business outcomes. This included updated computers and moving to an in-house Wi-Fi service.

SANTS undertook a successful interim audit and was compliant with reporting processes in accordance with its funding agreements. A new Finance system was rolled out to assist with improved reporting and accounting processes which was implemented with minimum impact to employees.

In improving Work, Health & Safety processes at SANTS, Business SA was engaged to undertake an audit of SANTS systems and to recommend improvements. A number of activities were identified which are being prioritised for action.

It is important to note that SANTS is well placed in managing WH&S, however, the audit actions will further improve processes to ensure we provide a positive, safe and well managed work environment for all SANTS employees and stakeholders.

An Administrative Services Workshop was held in June to review current administrative processes at SANTS to ensure the greatest efficiencies could be achieved under the new structure. This included drawing up an action plan for the team and consideration of integrating support activities with the Legal Secretaries function.

Opposite page top: Commissioner Frank Lampard OAM rallying at the 2015 NAIDOC March outside Parliament House.

Opposite page below: Yandruwandha Yawarrawarrka Consent Determination.

Banner image: Peter Mungkari.

Above: Yandruwandha/Yawarrawarrka Consent Determination.

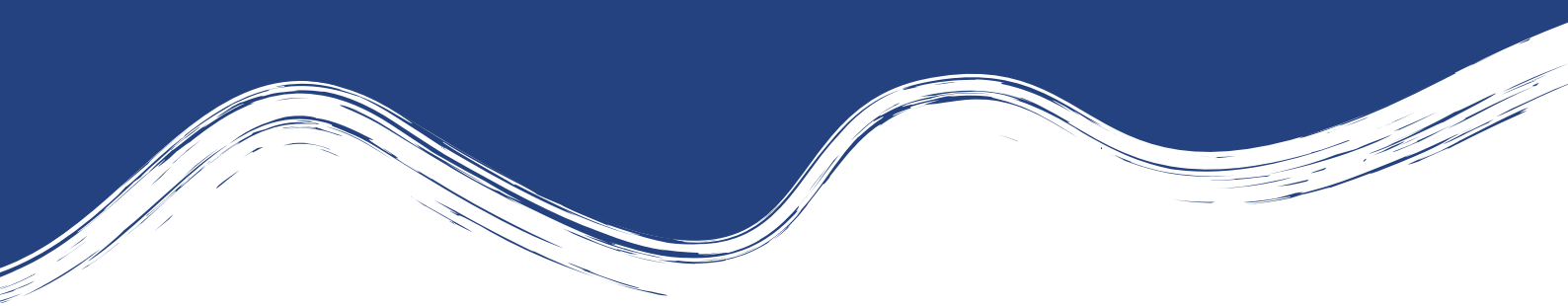


Table 1: Operational Plan 2015/2016

Activity Name	Objective	Progress Made
Wangkangurru Yarluyandi	Claim determined, PBC incorporated and ILUAs registered	Claim determined in 2014, PBC incorporated and ILUAs registered
Kokatha Uwankara and Kokatha Uwankara No.2	Claim determined, PBC incorporated and ILUAs registered	Claims determined in 2014, PBC incorporated and ILUAs registered
Adnyamathanha and Adnyamathanha No.3	Consent Determination over further areas	Claim work continuing with consent determinations planned in 2015
Yandruwandha/Yawarrawarrka	Progress claim to a consent determination, ILUAs registered and Aboriginal Corporation transitioned to a PBC	Claim to be determined in 2015
Narungga Nation	Progress claim and manage business arising	Claim progressed
Nauo	Progress claim and manage business arising	Claim progressed
Nukunu	Progress claim and manage business arising	Claim progressed
Wirangu No.2	Progress claim and manage business arising	Claim progressed
Ngadjuri Nation	Consent Determination	Claim progressed in mediation with Adnyamathanha
Wilyakali	Section 87 order, claim progressed and manage business arising	Claim progressed in mediation with Adnyamathanha
Malyangapa	Application discontinued	Application discontinued
Barngarla	Judgment	Further work in compliance with Court orders
Ngarrindjeri	Finalise Consent Determination and ILUAs	Claim progressed
Kaurna	Claim progressed and Local Government ILUA registered	Claim progressed
Walka Wani Oodnadatta	Progress claim and manage business arising	Claim progressed
Ngadjuri Nation No.2	Progress claim and manage business arising	Claim progressed
Arabana No.2	Progress claim and manage business arising	Claim progressed
Antakirinja Matu Yankunytjatjara Aboriginal Corporation RNTBC	Finalise compensation issues Negotiate whole of claim ILUA	Negotiations ongoing
Dieri Aboriginal Corporation RNTBC		
De Rose Hill Ilpalka Aboriginal Corporation RNTBC	Hold Director's meetings and AGM, capacity development	PBC work ongoing
Arabana Aboriginal Corporation RNTBC		
Adnyamathanha Traditional Lands Aboriginal Corporation RNTBC		
Gawler Ranges Aboriginal Corporation RNTBC	Hold Director's meetings and AGM, capacity development	PBC work ongoing



Activity Name	Objective	Progress Made
Far West Coast Aboriginal Corporation RNTBC	Hold Director's meetings and AGM, capacity development	PBC work ongoing
Yankunytjatjara Native Title Aboriginal Corporation RNTBC	Hold Director's meetings and AGM, capacity development	PBC work ongoing
Irrwanyere Aboriginal Corporation RNTBC	Hold Director's meetings and AGM, capacity development	PBC work ongoing
Walka Wani Aboriginal Corporation RNTBC	Hold Director's meetings and AGM, capacity development	PBC work ongoing
River Murray and Mallee Aboriginal Corporation RNTBC	Hold Director's meetings and AGM, capacity development	PBC work ongoing
Tjajiwara Unmurru Aboriginal Corporation	Hold Director's meetings and AGM, capacity development	PBC work ongoing
Native Title Education	Aboriginal Way newspaper produced and radio show delivered Pamphlets designed and printed Newsletters prepared Annual report designed and printed	Ongoing
Aboriginal Congress of South Australia	Hold meetings as necessary to discuss NT issues	Ongoing
Tatiara Council – NCA	NCA settled	Settled
National Native Title Council	To maintain advocacy on matters effecting native title	Ongoing contribution



18





*Opposite page left top: Peter Miller
at National Native Title Conference*

*Opposite page right top: David Pearson and
Osker Linde at sunset over Mount Cavanagh Station.*

*Opposite page below: Yankunytjatjara Native
Title Aboriginal Corporation AGM.*

Banner image: David Pearson and Osker Linde.

*Above left top: Tim Wooley and Adrian Stanley
at the 2016 National Native Title Conference.*

Above right top: Sky, APY Lands.

*Above left below: April Lawrie speaking at
the 2016 National Native Title Conference.*

Above right below: Landscape, APY Lands.



Banner image: Bush tomatoes.

Above left top: Glen Wingfield and Stuart Jnr Ingie.

Above right top: Osker Linde.

Above below: Khatija Thomas, Michael Turner, Osker Linde, Tom Jenkin and Sean Freeman at the 2016 National Native Title Conference.

Opposite page left top: Kangaroos at Thurlga.

Opposite page right top: Rock-hole at Hiltaba, Gawler Ranges.

Opposite page left below: Adrian Stanley and Tom Jenkin at the annual staff workshop in May 2016.

Opposite page right below: Jimmy Pompey, Alec Baker, Peter Mungkari and David Frank on field trip, Tjauwara Unmuru.



Legal Performance

As seen above in the summary of our Native Title Services and report against our Operational Plan SANTS has had a successful year in having native title recognised and protected with a further four matters being determined. Of particular note was the consent determination in the Yandruwandha and Yawarrawarrka application over an area of more than 40,000km², including seven pastoral leases in South Australia's far northeast.

It also included the town of Innamincka, the environmentally significant Malkumba-Coongie Lakes National Park, Innamincka Regional Reserve and part of the oil and gas hub of Moomba.

Apart from those matters successfully determined SANTS has also been active filing new applications with a further five filed during this reporting period including the first standalone sea claim on the Far West Coast. Claims were also filed for the Malyankapa, Nauo, Wilyakali and Kokatha people.

A great deal of groundwork has also been done in relation to the remaining priority matters of the Federal Court with a number of claims on their way to consent determinations in the next financial year.



It is anticipated that up to four matters will be determined by consent in that period including the remainder of the Adnyamathanha claim, the Ngadjuri and Wilyakali No.2 claims and the Ngarrindjeri matter.

Also of note is the continued prosecution of the Tjajiwara Unmurru Compensation application in the far north of the State which it is hoped will be settled by consent. This matter is our second compensation application after the De Rose Hill application was settled by consent last year.

A further two Indigenous Land Use Agreements were also registered during this period including a Settlement ILUA for the Yandruwandha/Yawarrawarrka.

Projects

Looking after Country: Land, Culture and Aboriginal Heritage

SANTS continues to facilitate and support the delivery of projects with native title groups to look after country and heritage. These projects are important in bringing additional resources to support the exercise and protection of native title rights and interests.

All Aboriginal Nations aspire to look after their important places and their country, and maintain and strengthen their culture. These projects are linked to these aspirations and support native title claimants and holders to get back on country, to restore their custodianship of places and landscapes, to exercise their native title rights and interests, to develop sustainable partnerships with key stakeholders, and to secure meaningful employment to care for environmental and cultural heritage.



Unfortunately, accessing additional funding for caring for country type projects has proven difficult under the current Commonwealth programs, including the Indigenous Advancement Strategy. Nevertheless, SANTS continues to work with Aboriginal Nations to try and secure funding and partnerships to realise their aspirations to look after country.

The project activities that were undertaken during this financial year are outlined below.

Protecting Rock-holes and Managing Feral Goats in the Gawler Ranges

In 2015/2016, SANTS continued to deliver a project in the Gawler Ranges under the Commonwealth Government's Clean Energy Future Biodiversity Fund initiative. This four-year project focuses on the rehabilitation and restoration of rock-hole sites on Thurlga and Koweridda pastoral leases and is undertaken as a partnership with the pastoral lessee and Gawler Ranges Aboriginal Corporation (GRAC) RNTBC. In the final year of this project, we were able to provide casual employment for five Aboriginal people (primarily youth). The land management activities undertaken this year have included seed collection, revegetation, soil and weed management, fencing, vegetation and water monitoring, and goat control.



Opposite page: Workers admiring trap yard at Thurlga.

Banner image: Thurlga Station.

Above top: Lucy Kingston interviewing Tauto Sansbury at Invasion Day 2016.

Above below: Camp on Yankunytjatjara Country.



Protecting Cultural Heritage Sites on Lambina Station, Yankunytjatjara Country

This year, SANTS assisted Yankunytjatjara Native Title Aboriginal Corporation (YNTAC) RNTBC to protect cultural heritage sites on Lambina Station. Through a grant from the Indigenous Land Corporation, YNTAC in partnership with the pastoral lessee were able to erect fences around five significant cultural heritage sites to prevent damage from cattle. The project engaged senior men in assessing the sites, approving fence lines and in inspecting the completed works. A Yankunytjatjara member was also employed to work with the contractor to construct the fences. These important sites which include rock-holes and stone arrangements are now protected from cattle damage. Yankunytjatjara is now intending to undertake similar projects within their country to protect significant sites.



Employing Aboriginal Rangers in SA National Parks in the Gawler Ranges

This year SANTS entered its seventh year in delivering the Aboriginal Ranger employment project in the Gawler Ranges (currently funded to 2017/2018). Under the Commonwealth Government's Working on Country (WoC) initiative (which is now part of the Indigenous Advancement Strategy), the project funds the employment of three Aboriginal Rangers and a Project Coordinator to work on the parks (public lands) within the Gawler Ranges native title determination area. The project continues to be delivered through an innovative partnership with the State Government (DEWNR), GRAC, the Commonwealth Government and SANTS.

This year, the project employed Rangers as well as a casual works team to contribute to the management of the environmental and cultural values of the region. Work has included typical park ranger duties such as managing visitors, weeds, feral animals, fire and native plants and animals. The Rangers also manage and protect the Aboriginal heritage and cultural values of the park and region.

Banner image: Gawler Ranges National Park.

Above: Peter Mungkari, Alec Baker and Jimmy Pompey on field trip, Tjajuwara Unmurru.

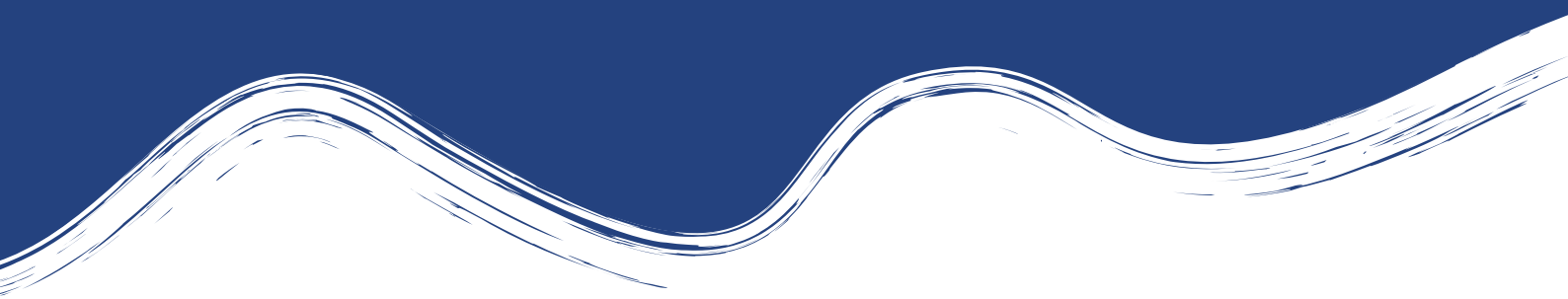
Opposite page left top: Clifford Woodford (Working on Country Ranger) at Mount Sturt.

Opposite page right top: Peter De Rose preparing Ngintaka with grandson.

Opposite page left below: Financial Management Training with River Murray and Mallee Aboriginal Corporation.

Opposite page right below: Rex Tjami preparing kangaroo, De Rose Hill.





26





Opposite page left top: Fay Nicholls at Yandruwandha/ Yawarrawarrka Consent Determination.

Opposite page right top: Tanya Hunter, Rose Lester and Pascoe Braun outside Adelaide Town Hall.

Opposite page left below: Annual staff workshop.

Opposite page right below: Innamincka Airport.

Banner image: Rock-hole at Hiltaba, Gawler Ranges.

Above left top: Tauto Sansbury speaking at Survival Day 2016.

Above right top: Bush mechanics, Indulkana, APY Lands.

Above left below: Major 'Moogie' Sumner at Fijian Welcome Ceremony, Tandanya Arts Centre.

Above right below: Keith Thomas, Kaliah Tsakalidis and Ian Crombie and the 2016 National Native Title Conference.



Financial Performance

A summary of the financial performance of the NTRB functions has been provided in the table opposite. Activity levels were high for the year when compared to previous years. This was a result of:

- Carrying forward \$1.5m of funding from the 2014/2015 year;
- Additional litigation funding provided and expended of \$323k;
- Significant expenditure incurred on behalf of other indigenous groups, which was reimbursed to SANTS by these groups. This resulted in much higher activity generated income when compared to the budget.

The activities expenditure of \$4,993,256 can be broadly broken down as follows:

- Contested litigation – Adnyamathanha, Barngarla and Kokatha – \$1,351,175
- Employment costs – \$1,938,347
- Legal – Barngarla tenure, Kokatha and other – \$494,886
- YY & AMYAC matters – \$435,000
- Claimant Meeting expenses – \$547,248

In January/February 2016 SANTS restructured its operations resulting in a number of staff redundancies. The one off redundancy costs have been included in 2015/2016 expenditure.

Banner image: Karina Lester holding wildflowers.

Above top: Therese Bottrell and family at Yandruwandha/Yawarrawarrka Consent Determination.

Above below: Dean Liebelt and Paul Case at the 2016 National Native Title Conference..

The Board considered it was necessary to restructure because it would place SANTS in the position of not being able to perform its functions under the Native Title Act. Without restructuring, SANTS would have been in a more difficult position in 2016/2017 given the reduced level of funding and the annual increase in salaries and other fixed costs. Responsibly managing the budget will be an ongoing challenge for the organisation.

The corporate expenditure of \$2,288,812 largely comprised of employment costs \$1,327,789 (including redundancy costs) occupancy costs \$337,982 and consulting fees \$259,217. Given the reduced funding the business is focussed on building a more flexible operation and has used consultants to assist in this regard.

At the year-end there was \$207k of activity generated income which remained unspent and will be carried forward into the 2016/17 year. These monies will be factored into the 2016/2017 operational plan once approved by PM&C.

The state government funding is much appreciated and is specifically used to support priority activities agreed with the Federal Court. The extent of this funding is a year to year proposition and any reduction would impact SANTS service delivery.

Table 2: Summary Financial Performance

NTRB Functions <i>(Funds utilised under Native Title Program Funding Agreement)</i>	(1) Actual 2014/2015 \$	(2) Budget 2015/2016 \$	(3) Actual 2015/2016 \$	(4) Variation Actual (3) v Budget (2) \$
Expenditure				
Capital	-	-	-	-
Activities	3,525,558	4,875,049	4,993,256	118,207
PBC Activities	245,237	300,000	366,801	66,801
Corporate	1,876,457	1,902,953	2,288,812	385,859
Total	5,647,252	7,078,002	7,648,869	570,867
Income				
Activity Generated Income	630,060	150,000	767,550	617,550
Activity Generated Interest	21,309	15,000	24,687	9,687
State Government	550,000	550,000	550,000	-
Other Funds	144,541	164,352	315,454	151,102
PM&C Funding				
Capital	-	-	-	-
Operational	4,776,525	4,056,000	4,056,000	-
PBC Support	250,000	300,000	300,000	-
Contested Litigation	492,475	322,733	322,733	-
Funds Brought Forward	302,260	1,519,917	1,519,917	-
Total	7,167,170	7,078,002	7,856,342	778,340
Surplus/Deficit	1,519,918	-	207,473	207,473

Once again the auditors have provided SANTS an unqualified audit report with no changes made to the numbers provided to them. This is a pleasing outcome and I would like to recognise the efforts of the finance team in achieving this for another year.

David Fraterman
Chief Financial Officer



Competitive Tendering and Contracting

Competitive Tendering and Contract Practices

SANTS implements its program funding agreement procurement conditions to ensure the provision of quality services and value for money.

Consultancy Services

Consultants and external lawyers are engaged to provide specialised services and advice. In 2015/2016 there were 12 such contracts incurring total expenditure of \$243,558.00.



Across the native title program consultants were engaged as follows:

Consultancy charges as at 30 June 2015

Program	No. Consultancies	Cost (ex. GST)
Commonwealth	12	\$243,558.00
Total	12	\$243,558.00



Corporate Governance



Statement of Main Corporate Governance Practices in Place

The SANTS governance framework comprises the following elements:

- Legislative framework (*NTA 1993, Corporations Act 2001*);
- SANTS Constitution;
- SANTS Board Charter;
- Board of Directors; and
- CEO and Management Team.

SANTS Directors and their Responsibilities

The SANTS Directors as at 30 June 2016 are:

April Lawrie Chairperson/Director
Lavene Ngatokorua Deputy Chair/Director
Paul Case Treasurer/Director
John Briggs Director
Allan Hunter Director
Libby Bishop Director
Damien Coulthard Director

Resignations:

Lucy Evans Chairperson/Director
appointed November 2009
resigned November 2015
Arthur Ah Chee Director
appointed November 2012
resigned November 2015

Appointments:

Lavene Ngatokorua Director
appointed November 2015
Damien Coulthard Director
appointed November 2015

Meetings of Directors

SANTS Board meetings

	Eligible to Attend	Number Attended
Lucy Evans	3	3
Allan Hunter	6	6
Paul Case	6	6
Libby Bishop	6	6
John Briggs	6	5
Arthur Ah Chee	3	3
April Lawrie	6	4
Lavene Ngatokorua	3	2
Damien Coulthard	3	2

SANTS Audit Finance and Governance Committee meetings (2015)

	Eligible to Attend	Number Attended
Lucy Evans	2	2
Allan Hunter	2	1
Paul Case	2	2
Libby Bishop	2	2
Arthur Ah Chee	2	0

SANTS HR Committee meetings (2015)

	Eligible to Attend	Number Attended
Lucy Evans	2	2
Allan Hunter	2	1
John Briggs	2	1
April Lawrie	2	2

SANTS Audit Finance and Governance and HR Committee meetings (2016)

	Eligible to Attend	Number Attended
April Lawrie	3	1
Lavene Ngatokorua	3	3
Paul Case	3	3
Libby Bishop	3	3

Training Attended

All Board members attended Corporate Governance & Administrative Law Requirements Training and three Directors participated in the National Native Title Conference which was held in Darwin in June 2016.

Opposite page top: SANTS staff Adrian Stanley and Malcolm Lane at the SANTS stall for National Sorry Day 2016.

Opposite page below: Rangers and Gawler Ranges Traditional Owners at Gawler Ranges National Park.

Banner image: Arrente Country, Alice Springs NT.

Above: Gawler Ranges National Park cultural heritage trip.



Senior Management Committees and Their Roles – Separation of Powers

Senior Management Team

The SANTS Management Team comprises four members who meet regularly to discuss organisational and native title program strategy and other matters relevant to the operations of the company.

Finance, Governance & Audit and HR Committee

During the year, the Finance Committee, Governance & Audit Committee and HR Committee merged to become one Board Committee. This was to increase efficiency with Board Committees and to assist in more streamlined governance processes.

The Finance, Governance & Audit and HR Committee meets regularly to review all financial aspects of the company, including approving finance policies, identifying financial risks and providing advice on the actions to be taken to best manage those risks. Income and expenditure reports are provided to the committee for analysis and discussion by SANTS Chief Financial Officer. The Committee discusses governance issues and makes recommendations to the Board with regard to new policy initiatives, providing advice to management in relation to progressing governance matters. The Committee discusses audit reports received by SANTS. The Committee is also responsible for reviewing HR policies and practices, endorsing the HR Plan, and making recommendations to the Board concerning HR matters at a governance level.

The Committee is responsible for overseeing executive roles and remuneration at SANTS. The Committee's main role is to endorse relevant information and material prior to Board approval, including providing direction to the CEO for the day to day operations of SANTS as needed.

Policy and Practices on the Establishment and Maintenance of Appropriate Ethical Standards

The SANTS Board Charter and corporate policies and procedures ensure SANTS operates to the highest ethical standards.

Significant Developments in External Scrutiny

Judicial Decisions and decisions of administrative tribunals

There have not been any judicial decisions or decisions of administrative tribunals affecting SANTS.

Banner image: Julie Cole and Michael Ellul at National Sorry Day 2016.

Above left: Mount Sturt.

Above right: Lynette Harrison at Yandruwandha/Yawarrawarrka Consent Determination.

Opposite page: Yorke Peninsula, Berry Bay.

Management of Human Resources



Human Resources

During the 2015/2016 year, it became apparent that SANTS would be required to make changes to the organisational structure to achieve consistency with current funding levels. As such, the SANTS Organisational Realignment Project was carried out and completed within the fixed timeframe. The realignment of the organisation required downsizing of current staffing levels. This meant a number of employees were transitioned out of the SANTS business. All employees transitioning out of the SANTS business were offered appropriate support and career counselling/outplacement services. While this was a difficult and challenging process, the project was completed successfully. SANTS commenced a process to re-focus and re-build following such a significant change project.

The Project was undertaken using a formal Project Scope, Project Plan, Change Management Plan and People Support Plan. The project was in accordance with the Board approved Project Scope.

New Business Services Team

A key Human Resources initiative following the Organisational Re-Alignment Project was forming the Business Services Team to centralise support and operational services for the SANTS business, and ensure greater efficiencies. Several workshops were held from March 2016 to design a new 'Business Services Plan' and to assist in a seamless transition. This has now been completed and implemented.

Workforce Planning, Employee Turnover and Retention

SANTS was proactive in workforce planning with the Organisational Realignment project. Current HR metrics show some positive outcomes, but must be taken in context of a downsizing project that occurred this financial year.

- Voluntary turnover = 6.6% as at 30th June (pre restructure) based on current employee levels. The project resulted in seven employees being terminated (involuntary) which skews results.
- Length of Service = 5.6 years based on current employees levels as at 30th June 2016.
- 100% of new employees had a development plan in place within three months in 2015/2016.
- 100% of employees had a performance review conducted in 2015/2016.

The SANTS climate check (staff survey) was undertaken in 2015/2016 showing average to negative results. This was due to a number of factors which are being addressed.

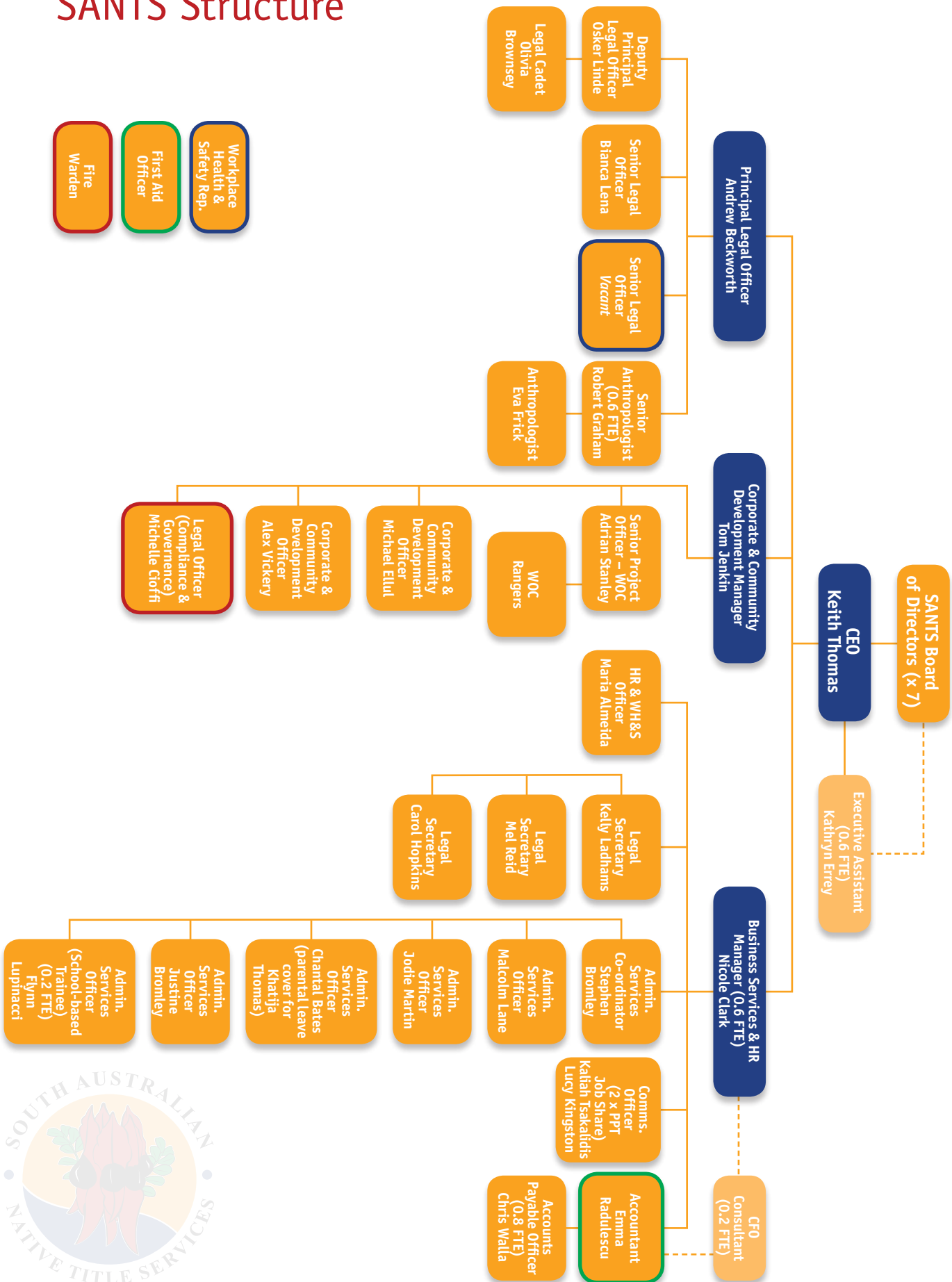
Training and Development undertaken and its impact

A Staff Workshop was held at Wirrina Cove from Monday, 9 May to Wednesday, 11 May 2016. The workshop was designed to re-build and re-focus employees on the SANTS Strategic Plan, whilst conducting key mandatory training initiatives for SANTS employees. The agenda included:

- UN Declaration on Rights of Indigenous Peoples;
- Team reports;
- An update on finance activities;
- Risk management workshop;
- SANTS Strategic Plan workshop;
- SANTS Code of Conduct workshop;
- Updates on Commonwealth funding (and the IAS);
- An overview of native title anthropology;
- A health and wellbeing session on 'Easy Self Help Stress Management Tools and Tips';
- WH&S Mandatory all employee training;
- An overview of the Business SA audit;
- Communications update
- A session on the Performance, Evaluation and Learning System (PELS) at SANTS.

Sessions were co-ordinated to re-focus employees following the Organisational Realignment Project. The feedback received from employees about the workshop was extremely positive.

SANTS Structure





Statistics for Employees

At 30 June 2016, SANTS had 34 employees (full and part time).

Total employees for SANTS by section

Section	No. of Staff
Business Services, HR, Finance and Admin. Services (includes Office of CEO)	18
PL0, Lawyers and Research	7
Corporate and Community Development	9
Total	34

Indemnity and Insurance Premiums for officers

SANTS purchases insurance to indemnify all Directors and Officers of the company. Lawyers and other professionals are covered by professional indemnity insurance.

Banner image: Keith Thomas at Fijian Welcome Ceremony, Tandanya Arts Centre, 2015.

Above top: Damien Coulthard, Tom Jenkin and Carol Hopkins.

Above below: Maria Almeida and Chantal Bates.



Banner image: Yandruwandha/Yawarrawarrka Country.

Above top: Keith Thomas, Emma Radulescu, Tom Jenkin and Maria Almeida at the 2016 National Reconciliation Week Breakfast.

Above left below: Paul Case, Nicole Clark and Michelle Cioffi at the 2016 National Native Title Conference.

Above right below: Sunset, Tjauwara Unmurru Country.

Opposite page: Invasion Day 2016.

Training and Development



SANTS Training Plan for 2015/2016

The SANTS Training Plan for 2015/2016 was created based on employees needs identified through the Performance, Evaluation and Learning Process, and outlined in the SANTS Learning and Development Plan 2015/2016.

The Learning and Development Plan reported a total of 47 training programs required to meet the learning and development needs of employees. This included Mandatory Professional Development programs, initiated by SANTS as well as tertiary programs requested by employees for specific upskilling. See table overleaf for courses attended by employees.

A total of 38 training and development programs were carried out this financial year, with some ongoing.

Training that was planned and not carried out was due to timing issues. Any outstanding training programs will be followed up next financial year.

On a positive note, most SANTS employees attended at least two training sessions for this year – see table opposite. This excludes on-job training for new and existing employees at SANTS. Some new employees or employees on leave, may have completed less training due to timing and availability. However, it is important to note, training and development opportunities are strongly encouraged at SANTS and the HR&WHS Officer aims to provide comprehensive training plans to all employees based on their performance and learning evaluations. This is to ensure all SANTS employees continue to grow as skilled professionals.

Total attendance for 2015/2016 was 146 and shows an increase by 11.5% compared to 2014/2015 attendance which was 131.

Attendance by each Employee

Employees	Number of training
Keith T	6
Kathryn	4
Nicole C	5
Maria A	5
Kaliah T	3
Lucy K	4
Emma R	6
Chris W	2
Kelly L	4
Mel R	3
Carol H	3
Stephen B	4
Jodie M	5
Khatija T	0
Chantal B	3
Justine B	3
Malcolm L	3
Andrew B	5
Osker L	7
Bianca L	8
Andrew J	0
Olivia B	3
Robert G	5
Eva F	5
Tom J	6
Adrian S	5
Mick S	1
Michelle C	11
Michael E	5
Alex V	4
Total – Current Employees	128
Phil R	3
Nicky	0
Anna	1
Colin	1
Carly	0
Sharon	3
Leahna	0
Michael P	2
Total – Resigned/ Restructure Impacted	10
Total Board Attendance	8
Overall Total	146

Table 3: Training Programs

Program/Course Title:	Business Services, HR & Finance	Lawyers & Research	Admin. Services & Legal Support	Corporate & Community Dev.	Board	Total
4WD Training & Defensive Driving	1	4	1	5		11
FoNT	1		1	1		3
Return to Work Coordinator Training	2					2
Ethics – There But for Grace of God		1				1
Trust Accounting – Refresher				1		1
Management Development Training		1				1
Indigenous Content in Education Synposium 2015				1		1
Mediation – Lawyers Becoming Mediators – Why the fit is so good		1				1
Risk Management Refresher Course Rule 9				1		1
AEMEE Conference 2015				1		1
Remote First Aid	3		3	4		10
Remote First Aid – CPR only	1					1
Legal Master Class		2				2
Sale and Conveyance Stamp Duties		1				1
Meetings, Minutes & Resolutions				1		1
Accidental Company Secretary				1		1
Succession Law Conference		2				2
Native Title Law and ILUAs				1		1
AAS Conference 2015		1				1
Fire Warden & Fire Extinguisher & Chief Fire Warden Training	1					1
Fire Warden & Fire Extinguisher Training		1	2	1		4
Time Management Training		1	1	2		4
Interview Techniques	1					1
Legal Forum		1				1
Alternative Pathways to Outcomes in NT Anthro		1				1
Corporate Governance for Board Members (SANTS)	2	1			5	8
Contract Management	3	1				4
Webinar Ethical Trainwrecks		1				1
Triple Memory Halve Stress		1				1
Webinar Ethical Trainwrecks		1				1
South Australian Roving Workshop Program		2				2
Staff Workshop	6	6	6	4		22
Introduction to WH&S	6	6	6	4		22
National Native Title Conference 2016	7	2	4	5	3	21
Defibrillator Training	4	2	2			8
Fire Warden & Fire Extinguisher Training						0
NT and Murra Alumni Inaugural Master Class Refresher		1				1
Total Attendance	38	41	26	33	8	146



Banner image: Sunset, Tjajuwara Unmurru Country.

Above left top: SANTS staff Michelle Gioffi and Chantal Bates at the SANTS stall for National Sorry Day 2016.

Above right top: Nicole Clark and Jodie Martin.

Above left below: Wildflowers, Indulkana, APY Lands.

Above right below: Shannon Kanji, Khatija Thomas, David Brown and Willie Edwards.





South Australian Native Title Services Ltd
Financial Statements 2015/2016





Previous spread, from left: Karina Lester and Keith Thomas meeting to discuss Nuclear Fuel Cycle Royal Commission; Peter Mungkari with his dogs at Indulkana; Major 'Moogy' Sumner at Fijian Welcome Ceremony, Tandanya Arts Centre; Kangaroo, Gawler Ranges; Rex Tjami cooking kangaroo, APY Lands.

Banner image: SANTS staff arrive at Innamincka for Yandruwandha/Yawarrawarrka Consent Determination.

Contents

Independent Audit Report	44
Directors' Report	46
Statement of Profit or Loss and Other Comprehensive Income	50
Statement of Financial Position	51
Statement of Changes in Equity	52
Statement of Cash Flows	53
Notes to the Financial Statements	54
Directors' Declaration	69



Independent Audit Report

To the members of South Australian Native Title Services Ltd

MOORE STEPHENS

Moore Stephens Audit (SA & NT) Pty Ltd
269 Pulteney Street
Adelaide SA 5000

GPO Box 1171
Adelaide SA 5001

T +61 (0)8 8224 3300
F +61 (0)8 8224 3311

www.moorestephens.com.au

South Australian Native Title Services Ltd

ABN: 66 131 591 841

Independent Audit Report to the members of South Australian Native Title Services Ltd

Report on the Financial Report

We have audited the accompanying financial report of South Australian Native Title Services Ltd, which comprises the statement of financial position as at 30 June 2016, the statement of profit or loss and other 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 *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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 Company'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 Company'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.

South Australian Native Title Services Ltd

ABN: 66 131 591 841

Independent Audit Report to the members of South Australian Native Title Services Ltd

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 South Australian Native Title Services Ltd, would be in the same terms if given to the directors as at the time of this auditor's report.

Opinion

In our opinion the financial report of South Australian Native Title Services Ltd is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the Company's and the consolidated entity's financial positions as at 30 June 2016 and of their performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards - Reduced Disclosure Requirements .

MOORE STEPHENS



Graeme Rodda
Director

Adelaide

Dated this 7th day of October 2016

Directors' Report

For the Year Ended 30 June 2016

The directors present their report, together with the financial statements of the Company for the financial year ended 30 June 2016.

1. General information

Information on directors

The names of each person who has been a director during the year and to the date of this report are:

Paul Case

Qualifications B. Economics (Accounting)
Chartered Accountant
Registered Company Auditor

Experience Business Consultant

Allan Hunter

Qualifications LLB (Adelaide)
Solicitor of the Supreme Court of SA

Experience Solicitor and Senior Manager

John Briggs

Qualifications Workplace Trainer

Experience General Manager of Intract

Libby Bishop

Qualifications B. Arts
LLB (Adelaide)

Experience Director of Law Claims, Law Society of SA
Deputy President, Guardianship Board

April Lawrie-Smith

Experience Director of Aboriginal Health Branch
Director of Aboriginal Justice
Director of AFSA
Member of FWC Traditional Lands Association

Lavene Ngatokura

Experience Community Police Constable
Youth Program Coordinator
Activist

Appointed November 2015

Damien Coultard

Qualifications Certificate IV Training and Assessment (Vocational Education)
Certificate IV Sport and Recreation
B. Education (Physical Education and Society and Cultures)

Experience Sports Coordinator - Le Fevre High School
Geophysical Terrain Surveyor - Beverly Uranium Mine
Aboriginal student mentor and teacher

Appointed November 2015

1. General information continued

Information on directors continued

Lucy Evans

Qualifications	Justice of the Peace
Experience	Substantial experience in indigenous organisations
Resigned	November 2015

Arthur Ah Chee

Qualifications	A Grade Electrical Mechanic
Experience	Co-Chair Witjira National Park Board Member Aboriginal Congress of SA Board Member Natural Resource Management SA
Resigned	November 2015

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

Principal activities

The principal activities of the Company during the financial year were to act as Native Title Provider (NTSP) for the State of South Australia.

No significant change in the nature of these activities occurred during the year.

Short term objectives

The Company's short term objectives are to provide expert native title services in a range of areas to assist South Australian Native Title Services Ltd's (SANTS) clients to achieve their aspirations

Long term objectives

The Company's long term objectives are to:

1. relieve poverty, sickness, suffering, distress, misfortune, destitution and helplessness amongst the Aboriginal people of South Australia;
2. recognise that such poverty, sickness, suffering, distress, misfortune, destitution and helplessness resulting from such Aboriginal people having been progressively dispossessed of their lands and/or waters, without compensation, as a consequence of which they have been socially, spiritually and economically disempowered and are now the most disadvantaged section of South Australian society, to assist such Aboriginal people to:
 - (a) improve self-reliance and their economic, social and cultural circumstances;
 - (b) regain recognition of their rights and interests in lands and/or waters arising from their traditional laws and customs;
 - (c) access and enjoy their traditional lands and/or waters;
 - (d) have a voice in relation to the future use and exploitation of their traditional lands and/or waters;
 - (e) obtain compensation in relation to their dispossession from their traditional lands and/or waters, and in relation to the future use and exploitation of such traditional lands and/or waters, by providing legal, research and other services.

1. General information continued

Strategy for achieving the objectives

To achieve these objectives, the Company has adopted the following strategies:

- To deliver a full range of statutory services to our clients in order that they are able to achieve the formal recognition and exercise of native title rights;
- To provide leadership in native title;
- To enhance our clients' capacity to achieve their desired objectives;
- To enable SANTS to achieve excellence through all operations and working relationships;

How principal activities assisted in achieving the objectives

The principal activities assisted the Company in achieving its objectives by:

- The provision of legal services for providing timely advice in attaining and maintaining native title rights and interests;
- Facilitating community meetings to enable the progression of native title and compensation claims;
- Addressing future acts as they arise to inform about and protect native title rights and interests;
- Assisting native title groups to achieve their broader aspirations in terms of social, economic and cultural opportunities;
- Successful Consent Determinations.

Performance measures

The following measures are used within the Company to monitor performance:

- Key performance indicators are approved each year by the Board for the company in terms of the achievements of SANTS in native title.

Members guarantee

South Australian Native Title Services Ltd is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each members and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$5 for members that are corporations and \$5 for all other members, subject to the provisions of the company's constitution.

At 30 June 2016 the collective liability of members was \$35 (2015: \$35).

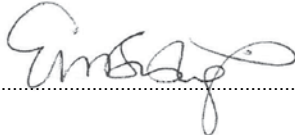
Meetings of directors

During the financial year, 11 meetings of directors (including committees of directors) were held. Attendances by each director during the year were as follows:

	Directors' Meetings		Audit, Finance, Governance & HR Committee	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Paul Case	6	6	5	5
Allan Hunter	6	6	2	1
Libby Bishop	6	6	5	5
John Briggs	6	5	2	1
April Lawrie-Smith	6	4	5	3
Lavene Ngatokura	3	2	3	3
Damien Coultard	3	2	-	-
Lucy Evans	3	3	2	2
Arthur Ah Chee	3	3	2	-

Signed in accordance with a resolution of the Board of Directors:

Director: 

Director: 

Dated this 7 day of October 2016

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2016

		2016	2015
	Note	\$	\$
Revenue	4	7,900,276	6,083,165
Other income	4	364,168	194,570
Employee benefits expense		(3,283,422)	(3,017,743)
Depreciation and amortisation expense		(37,744)	(39,433)
Travel costs		(632,524)	(588,167)
Occupancy costs		(284,509)	(263,661)
Consulting and professional fees		(2,241,998)	(773,999)
Other expenses		(1,803,483)	(1,579,859)
Surplus/(deficit) for the year		(19,236)	14,873
Other comprehensive income		-	-
Total comprehensive income/(loss) for the year		(19,236)	14,873

Statement of Financial Position

For the Year Ended 30 June 2016

	Note	2016 \$	2015 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	1,254,002	2,673,392
Trade and other receivables	7	24,433	58,576
Current tax receivable	11	57,453	-
Other assets	8	142,950	31,285
TOTAL CURRENT ASSETS		1,478,838	2,763,253
NON-CURRENT ASSETS			
Property, plant and equipment	9	118,082	135,920
TOTAL NON-CURRENT ASSETS		118,082	135,920
TOTAL ASSETS		1,596,920	2,899,173
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	575,743	313,815
Current tax liabilities	11	-	174,392
Employee benefits	12	490,442	542,119
Other financial liabilities	13	360,297	1,660,698
TOTAL CURRENT LIABILITIES		1,426,482	2,691,024
NON-CURRENT LIABILITIES			
Employee benefits	12	15,191	33,666
TOTAL NON-CURRENT LIABILITIES		15,191	33,666
TOTAL LIABILITIES		1,441,673	2,724,690
NET ASSETS		155,247	174,483
EQUITY			
Accumulated surplus		155,247	174,483
TOTAL EQUITY		155,247	174,483

Statement of Changes in Equity

For the Year Ended 30 June 2016

2016	Accumulated Surplus
	\$
Balance at 1 July 2015	174,483
Deficit attributable to members of the entity	(19,236)
Balance at 30 June 2016	155,247
2015	Accumulated Surplus
	\$
Balance at 1 July 2014	159,610
Surplus attributable to members of the entity	14,873
Balance at 30 June 2015	174,483

Statement of Cash Flows

For the Year Ended 30 June 2016

	Note	2016 \$	2015 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		1,054,273	744,028
Payments to suppliers and employees		(8,397,670)	(6,550,822)
Interest received		48,714	50,029
Receipt from grants		5,895,199	6,158,283
Net cash provided by operating activities		<u>(1,399,484)</u>	<u>401,518</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of property, plant and equipment		<u>(19,906)</u>	<u>(27,389)</u>
Net cash used by investing activities		<u>(19,906)</u>	<u>(27,389)</u>
Net increase in cash and cash equivalents held		(1,419,390)	374,129
Cash and cash equivalents at beginning of year		2,673,392	2,299,263
Cash and cash equivalents at end of financial year	6	<u>1,254,002</u>	<u>2,673,392</u>

Notes to the Financial Statements

For the Year Ended 30 June 2016

The financial report covers South Australian Native Title Services Ltd ('the Company'). South Australian Native Title Services Ltd is a not-for-profit Company limited by guarantee, incorporated and domiciled in Australia.

The financial statements are presented in Australian dollars which is the entity's functional and presentation currency.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

South Australian Native Title Services 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 the Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*.

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 the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

2 Summary of Significant Accounting Policies

(a) Revenue and other income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Company and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

Grant revenue

Grant revenue is recognised in the statement of profit or loss and other comprehensive income when the entity obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.



2 Summary of Significant Accounting Policies continued

(a) Revenue and other income continued

Rendering of services

Revenue in relation to rendering of services is recognised depending on whether the outcome of the services can be estimated reliably. If the outcome can be estimated reliably then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period.

If the outcome cannot be reliably estimated then revenue is recognised to the extent of expenses recognised that are recoverable.

Other income

Other income is recognised on an accruals basis when the Company is entitled to it.

Interest revenue

Interest is recognised using the effective interest method.

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

55

(b) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment of losses.

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

Assets measured using the revaluation model are carried at fair value at the revaluation date less any subsequent accumulated depreciation and impairment losses. Revaluations are performed whenever there is a material movement in the value of an asset under the revaluation model.

Land and buildings

Land and buildings are measured using the revaluation model.

Items of property, plant and equipment acquired for nil or nominal consideration have been recorded at the acquisition date fair value.

Plant and equipment

Plant and equipment are measured using the cost model.

2 Summary of Significant Accounting Policies continued

(b) Property, plant and equipment continued

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the assets useful life to the Company, commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Plant and Equipment	2.5 - 16.67%
Furniture, Fixtures and Fittings	10%
Motor Vehicles	20%
Computer Equipment	20 - 33.33%
Computer Software	20%
Improvements	33.33%
Other Property, Plant and Equipment	10%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(c) Leases

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership that are transferred to entities in the Company, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the life of 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.

2 Summary of Significant Accounting Policies continued

(d) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions of the instrument. For financial assets, this is the equivalent to the date that the Company commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transactions costs, except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method, or cost. *Fair value* represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties in an arm's length transaction. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as:

- (a) the amount at which the financial asset or financial liability is measured at initial recognition;
- (b) less principal repayments;
- (c) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the *effective interest method*; and
- (d) less any reduction for impairment.

The *effective interest method* is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

The classification of financial instruments depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and at the end of each reporting period for held-to-maturity assets.

The Company does not designate any interests in subsidiaries, associates or joint venture entities as being subject to the requirements of accounting standards specifically applicable to financial instruments.

(i) Financial assets at fair value through profit or loss

Financial assets are classified at 'fair value through profit or loss' when they are either held for trading for the purpose of short-term profit taking, derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.

2 Summary of Significant Accounting Policies continued

(d) Financial instruments continued

(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.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting year.

(iii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the Company's intention to hold these investments to maturity. They are subsequently measured at amortised cost.

Held-to-maturity investments are included in non-current assets, except for those which are expected to be realised within 12 months after the end of the reporting period, which will be classified as current assets.

If during the period the Company sold or reclassified more than an insignificant amount of the held-to-maturity investments before maturity, the entire held-to-maturity investments category would be tainted and reclassified as available-for-sale.

(iv) Available-for-sale financial assets

Available-for-sale financial assets are non-derivative financial assets that are either not suitable to be classified into other categories of financial assets due to their nature, or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

Available-for-sale financial assets are included in non-current assets, except for those which are expected to be sold within 12 months after the end of the reporting period.

(v) Financial liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost. Fees payable on the establishment of loan facilities are recognised as transaction costs of the loan.

Borrowings are classified as current liabilities unless the Company has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

Impairment

A financial asset (or a group of financial assets) is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events (a "loss event") having occurred, which has an impact on the estimated future cash flows of the financial asset(s).

In the case of available-for-sale financial assets, a significant or prolonged decline in the market value of the instrument is considered to constitute a loss event. Impairment losses are recognised in profit or loss immediately. Also, any cumulative decline in fair value previously recognised in other comprehensive income is reclassified into profit or loss at this point.

2 Summary of Significant Accounting Policies continued

(d) Financial instruments continued

Impairment continued

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 in 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.

When the terms of financial assets that would otherwise have been past due or impaired have been renegotiated, the Company recognises the impairment for such financial assets by taking into account the original terms as if the terms have not been renegotiated so that the loss events that have occurred are duly considered.

Derecognition

Financial assets are derecognised when the contractual right to receipt of cash flows expires or the asset is transferred to another party whereby the entity 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 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 non-financial assets

At the end of each reporting period, the entity 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 of disposal 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 in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (eg in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

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

Impairment testing is performed annually for goodwill and intangible assets with indefinite lives.

(f) 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 wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period 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 satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

2 Summary of Significant Accounting Policies continued

(f) Employee benefits continued

Termination benefits

Termination benefits are those benefits paid to an employee as a result of either the entity's decision to terminate an employee's employment before the normal retirement date or an employee's decision to accept an offer of benefits in exchange for the termination of employment.

Termination benefits are recorded as a provision at the earlier of the following dates:

- When the entity can no longer withdraw the offer of those benefits; and
- When the entity recognises costs for a restructuring that is within the scope of AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* and involves the payment of termination benefits.

(g) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(h) Goods and Services Tax (GST)

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

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

(i) Income tax

The Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(j) 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.

2 Summary of Significant Accounting Policies continued

(k) Trade and other payables

Trade and other payables represent the liabilities for goods and services received by the company during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(l) Economic dependence

South Australian Native Title Services Ltd is dependent on the Commonwealth and State Governments for the majority of its revenue used to operate the business. At the date of this report the directors have no reason to believe the Commonwealth and State Governments will not continue to support South Australian Native Title Services Ltd.

(m) Fair value of assets and liabilities

The company measures some of its assets and liabilities at fair value on either a recurring or non-recurring basis, depending on the requirements of the applicable Accounting Standard.

"Fair value" is the price the company would receive to sell an asset or would have to pay to transfer a liability in an orderly (ie unforced) transaction between independent, knowledgeable and willing market participants at the measurement date.

As fair value is a market-based measure, the closest equivalent observable market pricing information is used to determine fair value. Adjustments to market values may be made having regard to the characteristics of the specific asset or liability. The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market data.

To the extent possible, market information is extracted from the principal market for the asset or liability (ie the market with the greatest volume and level of activity for the asset or liability). In the absence of such a market, market information is extracted from the most advantageous market available to the entity at the end of the reporting period (ie the market that maximises the receipts from the sale of the asset or minimises the payments made to transfer the liability, after taking into account transaction costs and transport costs).

For non-financial assets, the fair value measurement also takes into account a market participant's ability to use the asset in its highest and best use or to sell it to another market participant that would use the asset in its highest and best use.

The fair value of liabilities and the entity's own equity instruments (if any) may be valued, where there is no observable market price in relation to the transfer of such financial instrument, by reference to observable market information where such instruments are held as assets. Where this information is not available, other valuation techniques are adopted and where significant, are detailed in the respective note to the financial statements.



3 Critical Accounting Estimates and Judgments

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - impairment of property, plant and equipment

The Company assesses impairment at the end of each reporting period by evaluating conditions specific to the Company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

4 Revenue and Other Income

Note

Operating revenue		
- Operating grants	7,145,183	5,453,105
- Provision of services	755,093	630,060
	<u>7,900,276</u>	<u>6,083,165</u>
Other revenue		
- Interest received	48,714	50,029
- Recoveries	315,454	144,541
	<u>364,168</u>	<u>194,570</u>
Total Revenue	<u>8,264,444</u>	<u>6,277,735</u>

5 Result for the Year

Expenses

Bad debts	-	(369)
Superannuation contributions	274,954	353,200
Rental expense on operating leases:		
- minimum lease payments	283,101	263,230
Audit fees		
- audit services	20,450	24,368

6 Cash and Cash Equivalents

Cash at bank and in hand	392,113	1,835,530
Short-term bank deposits	861,889	837,862
	<u>1,254,002</u>	<u>2,673,392</u>

19

7 Trade and Other Receivables

Trade receivables	27,144	8,159
Government subsidies receivable	-	50,417
Other receivables	(2,711)	157,667
Provision for impairment	-	(157,667)
Total current trade and other receivables	<u>24,433</u>	<u>58,576</u>

Financial assets classified as loans and receivables

Trade and other receivables		
- total current	24,433	58,576
Financial assets	24,433	58,576

19

8 Other Non-financial Assets

Prepayments	142,950	31,285
-------------	---------	--------

9 Property, Plant and Equipment

	2016 \$	2015 \$
Plant and equipment		
At cost	114,186	105,252
Accumulated depreciation	(57,669)	(45,178)
Total plant and equipment	56,517	60,074
Furniture, fixtures and fittings		
At cost	39,291	39,291
Accumulated depreciation	(26,981)	(23,066)
Total furniture, fixtures and fittings	12,310	16,225
Motor vehicles		
At cost	74,780	74,780
Accumulated depreciation	(50,690)	(45,816)
Total motor vehicles	24,090	28,964
Computer equipment		
At cost	96,361	87,887
Accumulated depreciation	(78,364)	(63,607)
Total computer equipment	17,997	24,280
Computer software		
At cost	11,937	11,937
Accumulated depreciation	(9,594)	(8,521)
Total computer software	2,343	3,416
Improvements		
At cost	18,690	18,690
Accumulated depreciation	(18,690)	(18,690)
Total improvements	-	-
Artwork		
At cost	7,800	5,300
Accumulated depreciation	(2,975)	(2,339)
Total other property, plant and equipment	4,825	2,961
Total property, plant and equipment	118,082	135,920

2016
\$

2015
\$

9 Property, Plant and Equipment continued

Movements in carrying amounts

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

	Plant and Equipment \$	Furniture, Fixtures and Fittings \$	Motor Vehicles \$	Computer Equipment \$	Computer Software \$	Improvement s \$	Artwork \$	Total \$
Year ended 30 June 2016								
Balance at the beginning of year	60,074	16,225	28,964	24,280	3,416	-	2,961	135,920
Additions	8,933	-	-	8,473	-	-	2,500	19,906
Depreciation expense	(12,490)	(3,915)	(4,874)	(14,756)	(1,073)	-	(636)	(37,744)
Balance at the end of the year	56,517	12,310	24,090	17,997	2,343	-	4,825	118,082

65

10 Trade and Other Payables

	2016 \$	2015 \$
Note		
Trade payables	416,049	170,985
Sundry payables and accrued expenses	159,694	142,830
	575,743	313,815

Financial liabilities at amortised cost classified as trade and other payables

Trade and other payables:

- total current

Financial liabilities as trade and other payables

	575,743	313,815
19	575,743	313,815

11 Tax

(a) Current Tax Asset

GST receivable

57,453 -

(b) Current Tax Liability

GST payable

- 174,392

12 Employee Benefits

	2016 \$	2015 \$
Current liabilities		
Long service leave	224,307	230,740
Annual leave	233,767	278,555
Other employee benefits	32,368	32,824
	<u>490,442</u>	<u>542,119</u>
Non-current liabilities		
Long service leave	15,191	33,666

Provision for employee benefits

Provision for employee benefits represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the company does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the company does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee benefits have been discussed in Note 2(e).

13 Other Financial Liabilities

Government grants received in advance	<u>360,297</u>	<u>1,660,698</u>
---------------------------------------	----------------	------------------

14 Leasing Commitments**Operating leases**

Minimum lease payments under non-cancellable operating leases:

- not later than one year	370,622	370,718
- between one year and five years	470,817	675,949
	<u>841,439</u>	<u>1,046,667</u>

Operating lease have been taken out for office equipment, rental of the premises at King William Street and motor vehicles. Lease payments are increase on an annual basis to reflect market rentals.

2016 2015
\$ \$

15 Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2016 (30 June 2015: \$157,677).

16 Related Parties

(a) The Company's main related parties are as follows:

(i) Key management personnel:

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity are considered key management personnel.

For details of remuneration disclosures relating to key management personnel, refer to Note 18: Interests of Key Management Personnel (KMP).

Other transactions with KMP and their related entities are shown below.

(ii) Other related parties

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

(b) Transactions with related parties

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

A company directed by Paul Case, a director, provided consulting services	8,184	35,980
Directors fees and travel reimbursements were paid to Allan Hunter, a director	-	5,425
Total	8,184	41,405

17 Events Occurring After the Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

18 Key Management Personnel Disclosures

The total remuneration paid to key management personnel of the Company is \$826,363 (2015: \$773,259).

19 Financial Risk Management

The Company's financial instruments consist mainly of deposits with banks, accounts receivable and payable.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

Financial Assets

Cash and cash equivalents	6	1,254,002	2,673,392
Loans and receivables	7	24,433	58,576
Total financial assets		1,278,435	2,731,968

Financial Liabilities

Financial liabilities at amortised cost			
- Trade and other payables	10	575,743	313,815
Total financial liabilities		575,743	313,815

20 Members' Guarantee

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 \$5 each towards meeting any outstandings and obligations of the Company. At 30 June 2016 the number of members was 7 (2015: 7).

The directors of the Company declare that:

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

Director _____

Director

Dated this 7 day of October 2016



South Australian Native Title Services (SANTS)
Level 4, 345 King William Street, Adelaide SA 5000
P (08) 8110 2800 | Freecall 1800 010 370 | F (08) 8110 2811
E info@nativetitlesa.org | W www.nativetitlesa.org