

Name	Milestone ID	Milestone Type	Financial Year	Milestone Status	Milestone Stage	Short Description	Expected Due Date	Complete?	Actual Completion Date	Actual Amount ex GST	Action Required	Date Driven?	Modified On	Created On
4-JIJSHP - 4-HBIG4U4 - Payment - 31/03/2024	4-JIJSHP	Payment	2023-24	Current	Completed	Annual Indexation Payment	31/03/2024	Yes	3/04/2024	59320.50	Receive and Complete and Approval Required	No	8/04/2024 8:57	4/04/2024 0:52
4-JIJSHP - 4-HBIG4U4 - Payment - 31/03/2024	4-JIJSHP	Payment	2023-24	Current	Completed	SCSO Payment	31/03/2024	Yes	3/04/2024	148301.25	Receive and Complete and Approval Required	No	8/04/2024 8:57	4/04/2024 0:52
4-HBJ8WH6 - 4-HBIG4U4 - Payment - 31/01/2024	4-HBJ8WH6	Payment	2023-24	Current	Completed	Payment	31/01/2024	Yes	5/03/2024	929903.41	Receive and Complete and Approval Required	No	10/03/2024 7:50	23/06/2022 18:18
4-HBJ8WGU - 4-HBIG4U4 - Payment - 31/07/2023	4-HBJ8WGU	Payment	2023-24	Current	Completed	Payment	31/07/2023	Yes	5/09/2023	988675.00	Receive and Complete and Approval Required	No	10/09/2023 9:24	23/06/2022 18:18
4-IOYNRT4 - 4-HBIG4U4 - Payment - 5/06/2023	4-IOYNRT4	Payment	2022-23	Current	Completed	2022-23 SCSO Payment	5/06/2023	Yes	9/06/2023	148301.25	Receive and Complete and Approval Required	No	14/06/2023 8:42	11/06/2023 8:42
4-HBJ8WFA - 4-HBIG4U4 - Payment - 31/01/2023	4-HBJ8WFA	Payment	2022-23	Current	Completed	Payment	31/01/2023	Yes	27/04/2023	988675.00	Receive and Complete and Approval Required	No	4/05/2023 2:05	23/06/2022 18:18
4-HBJ8WEY - 4-HBIG4U4 - Payment - 31/07/2022	4-HBJ8WEY	Payment	2022-23	Current	Completed	Payment	31/07/2022	Yes	25/07/2022	988675.00	Receive and Complete and Approval Required	No	27/04/2023 18:17	23/06/2022 18:18
4-HBJ8WDE - 4-HBIG4U4 - Payment - 15/06/2022	4-HBJ8WDE	Payment	2021-22	Current	Completed	Payment	15/06/2022	Yes	21/06/2022	1045300.00	Receive and Complete and Approval Required	No	27/04/2023 18:17	23/06/2022 18:18

Name	Acquittal Year Type	Financial Year	Due Date (Review) (Activity Review)	Status Reason	Document Acceptance	Acquittal Outcome	Acquittal Balance	Assessor	Assessor Recommendation	Approver	Approval Comments	Review	Review Status (Review) (Activity Review)	Start Date (Review) (Activity Review)	End Date (Review) (Activity Review)	Approved?	Debt Invoice Number	Review Completed?	Milestone Completed?	Modified By	Modified On	Created On
GAA-007502 - 4-HBIG4U4 - 4-IBQ1Q9U	Financial	2023-24	30/09/2024	Awaiting Document Acceptance				s47 F(c)				4-IBQ1Q9U - 4-HBIG4U4 - FY Indigenous Acquittal Review 2023-2024	Scheduled	1/07/2023	30/06/2024	No		No	No	SYSTEM	23/02/2023 7:34	23/02/2023 7:34
GAA-006225 - 4-HBIG4U4 - 4-HWXIU05	Financial	2022-23	30/09/2023	Finalised	Pass	Underspend	\$ 2,253,854.31	s47 F(c)	Recommend expenditure is accepted and underspend of \$2,253,854.31 is treated as follows: \$148,301.25 CF as SCSO payment. \$2,253,854.31 is approved carry forward for use in 23-24 without underspend business case as CF is in approved budget. Carry forward required to allow provider to complete works scheduled for 23-24.	s47E (c)		4-HWXIU05 - 4-HBIG4U4 - FY Indigenous Acquittals NO - Culture and Capability 2022-2023	Complete	1/07/2022	30/06/2023	Yes		Yes	Yes	# svc_niaa_crm_fusion_admin	9/11/2023 18:34	10/11/2022 7:31
GAA-005279 - 4-HBIG4U4 - 4-HMHPDSJ	Financial	2021-22	30/09/2022	Finalised	Pass	Underspend	\$ 967,246.00	s47 F(c)	Underspend of \$967,246 to be carried forward for use in 22-23FY without requirement of UCBC. Grant funding released June 2022. Clause in agreement at Part 3, item 10.3 notes the Provider may carry forward unspent Grant money from the 21-22FY to the 22-23FY without seeking the Commonwealths approval.	s47F		4-HMHPDSJ - 4-HBIG4U4 - Indigenous Acquittals NO - Culture and Capability 2021-2022 Financial Year	Complete	1/07/2021	30/06/2022	Yes		Yes	Yes	# svc_niaa_crm_fusion_admin	31/01/2023 2:22	29/08/2022 8:21



OFFICIAL

Performance Report Assessment

Reference No: PRA - 4-HBIG4U4 - 4-J3QCPIY

Grant Activity Details		
Project:	Title: NATSIHA Housing Peak Body Capacity Building ID: 4-HBIG4U4 IAS Program: 1.4 - Culture and Capability - SP-00171 - Closing The Gap - Partnering For Delivery - IAPW43 Project Dates: 1/03/2022 to 30/06/2025	Activity Risk: <INSERT>
Organisation:	NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER HOUSING ASSOCIATION LIMITED ABN: 70646448142	ORP Rating: High Expiry Date: 30/03/2024
Organisation Primary Contact:	s47F s47F e s47F @natsiha.org.au p. s47F	
NIAA Contacts:	Engagement Officer: s47E(c) Regional Presence: National Office Activity Manager: s47E(c) Managing Office: Canberra - GMU	

Performance Report Acceptance	
Reporting Period	1/03/2022 to 30/06/2025
Report Acceptance	Pass
Report Acceptance Comments	The report was provided on time by email and contained sufficient information for an assessment to be completed.

Performance Report Assessment	
Performance Rating	Good
Overall Progress	At this stage in the project performance consistently meets, and in some areas, exceeds expectations; there are no areas of concern. Reporting was submitted by email to Agreement Manager and not via the portal. Reporting was provided using the approved 23-24 Workplan template. Data on MKDI.D3, total hours worked by all staff during the reporting period, was not reported. All other KPIs rated satisfactory with Indigenous Employment target exceeded. 23-24 Workplan and 2024 - 2028 Strategic Plan submitted. Reporting evidences NATSIHA has progressed against the critical areas of focus aligning

	<p>with Closing the Gap objectives of healing, capacity building and leadership activities. In 2021 NATSIHA was an emerging national peak body reliant on volunteers and their personal resources to keep it operating. Funded by NIAA in March 2022, the last two years NATSIHA has steadily delivered against project outcomes.</p> <p>The organisation has established strong governance processes, frameworks and policies aligning to the Closing the Gap Priority Reforms, particularly PR 2 - Community-controlled organisations are supported by a Peak Body, which has strong governance and policy development and influencing capacity.</p> <p>Highlights for this period include:</p> <p>All key positions have been recruited – remaining officer level positions in final stages of recruitment. The remaining three positions being recruited as identified this will put it to 8 of 10(80%).</p> <p>New CEO and COO commenced August 2023. Comms and Engagement Director and Director Policy and Programs commenced September 2023. Director Sector Strengthening commenced October 2023.</p> <p>Cairns office opened in November 2023.</p> <p>NATSIHA Strategy Plan launched in December 2023.</p> <p>Board has grown to five directors, providing broad representation from across Australia with a diverse range of skills and experience in First Nations housing.</p> <p>Progress on the development of a National Indigenous Housing Employment Strategy and development of standards has progressed. Consultation completed across ACT, WA, NSW, VIC, NT, QLD, SA, TAS- in person and/or through online surveys. Report is in the process of being finalised with recommended next steps and will be provided to NIAA.</p> <p>NATSIHA is in the final stages of negotiating an MOU with IBA to develop culturally appropriate rental, mortgage and financial literacy advice.</p> <p>Overall, the organisation remains on track with the delivery of the program, meeting outcomes, objectives and targets of this project.</p>		
Lessons Learned	Agreement Manager to provide feedback to the Provider to ensure data on MKDI.D3 is included in future reporting.		
Identified Actions			
Assessor Recommendation	The report submitted demonstrates the Provider has achieved good outcomes in meeting the objectives and KPIs set out in the Project Schedule. All KPIs have been met and progress towards agreed targets in the Workplan is good. The report is therefore rated a pass and performance assessed as good.		
Assessor		Assessed On	5/03/2024
Engagement Officer Input Required?	Yes	Engagement Officer	s47E(c)
Engagement Officer Comments	I support the GMU assessment and rating of NATSIHA’s reported activities. NATSIHA has continued to elevate First Nations voices at a number of forums related to housing, and to develop strategies to work towards shared decision making with Government. s47E(c), Housing Policy.		

Action Items

Subject	Details
PRA - 4-HBIG4U4 - 4-J3QCPIY - AI-006504	<p>Status Reason: Completed</p> <p>Action Item ID: AI-006504</p> <p>Action Item Type: No Further Action Required</p> <p>Description:</p> <p>Responsible Party: NIAA</p> <p>Responsible Person: s47E(c)</p> <p>Due Date:</p> <p>Priority: Normal</p> <p>Confidentiality: Internal Only</p> <p>Stakeholders:</p> <p>Actioned On: 5/03/2024</p>

KPI Assessment		
KPI Code	KPI Rating	Comments
MKDI.D1 - Employment Numbers	1- Satisfactory	Provider did not submit report using NIAA IAS Reporting Template. Data taken from reporting against Annual Work Plan. Current number of staff is 7, with 5 being First Nation. All key positions have been recruited – remaining officer level positions in final stages of recruitment. The remaining three positions being recruited as identified this will put it to 8 of 10(80%).
MKDI.D2 - Hours Worked - Indigenous Staff	1- Satisfactory	Provider did not submit report using NIAA IAS Reporting Template. Data taken from reporting against Annual Work Plan. The provider reported that five Indigenous staff worked a total of 4156 hours over the reporting period, being an average of 831.2 hours per Indigenous employee over the reporting period or an average of 6.5 hours per day per Indigenous employee.
MKDI.D3 - Hours Worked - All Staff	1- Satisfactory	Provider did not submit report using NIAA IAS Reporting Template. Data taken from reporting against Annual Work Plan, using 1FTE data for the 2 non-Indigenous Employees. The provider reported that seven staff worked a total of 5818.4 hours over the reporting period, being an average of 831.2 hours per staff member, or an average of 6.5 hours per day per employee.
MKPI.M1 - Indigenous Employment	1- Satisfactory	Provider did not submit report using NIAA IAS Reporting Template. Data taken from reporting against Annual Work Plan. 71% of hours worked in the reporting period under the activity, are worked by an Indigenous person. Exceeding target of 50%.

MKPI.M2 - Core Service Provision	2 - Delivery meets requirements	Detail provided in the report was sufficient to determine the KPIs are on track.
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Approval Details	
Approver	s47E(c)
Approver Level	Executive Level 1
Approver Office	National Grant Management Grants Management Unit Grants and Finance
Approval Comments	Milestone and review marked complete in GPS
Approved On	5/03/2024
Payment Milestone ID	4-HBJ8WH6 - 4-HBIG4U4 - Payment - 31/01/2024
Payment Approved?	Yes
Payment Approval Comments	Payment approved in GPS.
Payment Milestone Completed?	Yes



Australian Government

National Indigenous Australians Agency

DEED OF VARIATION NO.3 TO
PROJECT AGREEMENT

between

**the Commonwealth of Australia as represented by the National Indigenous
Australians Agency (ABN 30 429 895 164)**

AND

**National Aboriginal and Torres Strait Islander Housing Association Limited
(ABN 70 646 448 142)**

Head Agreement reference number (system ID)	4-HAO4BFJ
Project Schedule reference number (system ID)	4-HBIG4TY
Provider reference number (system ID)	4-GPW4R2R

DEED OF VARIATION

Date

This Deed of Variation is made on the date the last Party to sign this Agreement does so.

Parties

This Deed of Variation is made between and binds the following Parties:

Commonwealth of Australia as represented by the National Indigenous Australians Agency ABN 30 429 895 164 (**the Commonwealth**)

And

National Aboriginal and Torres Strait Islander Housing Association Limited (ABN 70 646 448 142) Suite 3.01, L3, 24 Montgomery Street, Kogarah NSW 2217 (the Provider)

Context

- A. The parties entered into a Head Agreement for Indigenous Grants dated 17 June 2022 (**Head Agreement**).
- B. The parties entered into a Project Schedule – Culture and Capability Programme dated 17 June 2022 (**the Project Schedule**).
- C. The Head Agreement and the Project Schedule created a Project Agreement dated 17 June 2022 (**the Project Agreement**).
- D. Under the Project Agreement, the Provider was provided Grant funding for the provision of 4-HBIG4U4 - NATSIHA Housing Peak Body Capacity Building (**the Project**).
- E. The parties agree that funds totalling \$58,771.59 (ex GST) were provided by NIAA for NATSIHA to attend the 2022 AHURA Conference. Pursuant to clause 81 in the Project Agreement, the Commonwealth is entitled to recover that amount and interest by deducting it from subsequent amounts the Commonwealth is to pay the Provider under the Project Agreement.

- F. The Provider wishes to pay the amount specified in recital E (**the Off-set Amount**) to the Commonwealth pursuant its obligations under the Project Agreement.
- G. The Commonwealth owes Grant instalments to the Provider for the 4-HBIG4U4 - NATSIHA Housing Peak Body Capacity Building, in an amount equal to or greater than the Off-set Amount, pursuant to the Project Agreement.
- H. To simplify their arrangements in relation to the recovery of the Off-set Amount the parties wish to provide for the Commonwealth to recover the Off-set Amount on the terms and conditions of this Deed of Variation.
- I. The Project Agreement was previously varied on 7 June 2023 (Variation 001) and 6 June 2023 (Variation 002)
- J. The Project Agreement requires that a variation be in writing and signed by both Parties.

IT IS AGREED as follows:**1. Interpretation**

1.1 Unless the contrary intention appears, words used in this Deed of Variation have the same meaning as in the Project Agreement.

2. Commencement

2.1 This Deed of Variation commences on the date the last Party to sign this Agreement does so.

3. Variation of the Project Agreement

3.1 The Project Agreement is amended as set out in this clause 3.

3.2 Delete the table at Part 1, item 2. List of Grants and replace with the following table:

Project ID – Project name	Amount (excl GST)	GST (if applicable)	Total (incl GST)
4-HBIG4U4 - NATSIHA Housing Peak Body Capacity Building	\$5,148,301.25	\$514,830.12	\$5,663,131.37
	\$5,089,529.66	\$508,952.97	\$5,598,482.63
TOTAL	\$5,148,301.25	\$514,830.12	\$5,663,131.37
	\$5,089,529.66	\$508,952.97	\$5,598,482.63

3.3 At Part 3, Item 8 (Grant Payments) for Project 4-HBIG4U4 - NATSIHA Housing Peak Body Capacity Building, delete the entire table at item 8.2 and replace with the following table:

Anticipated date	Description of event, outcome or performance target	Amount (excl GST)	GST	Total (incl GST)
15 June 2022	Payment within 20 days of the execution of the Project Agreement or the Project Start Date, whichever is later.	\$1,045,300.00	\$104,530.00	\$1,149,830.00 PAID
31 July 2022	Payment upon submission of satisfactory Performance report by the Provider and the	\$988,675.00	\$98,867.50	\$1,087,542.50 PAID

Anticipated date	Description of event, outcome or performance target	Amount (excl GST)	GST	Total (incl GST)
	Commonwealth being satisfied with the Provider's performance			
31 January 2023	Payment upon submission of satisfactory Performance report by the Provider and the Commonwealth being satisfied with the Provider's performance	\$988,675.00	\$98,867.50	\$1,087,542.50 PAID
5 June 2023	2022-23 SCSO payment	\$148,301.25	\$14,830.13	\$163,131.38 PAID
31 July 2023	Payment upon submission of satisfactory Performance report by the Provider and the Commonwealth being satisfied with the Provider's performance	\$988,675.00	\$98,867.50	\$1,087,542.50 PAID
31 January 2024	Payment upon submission of satisfactory Performance report by the Provider and the Commonwealth being satisfied with the Provider's performance	\$988,675.00 \$929,903.41	\$98,867.50 \$92,990.34	\$1,087,542.50 \$1,022,893.75
Total Grant payable:		\$5,148,301.25 \$5,089,529.66	\$514,830.12 \$508,952.97	\$5,663,131.37 \$5,598,482.63

3.4 At Part 3, Item 6 (Location) for Project 4-HBIG4U4 - NATSIHA Housing Peak Body Capacity Building, delete the entire table at item 6.1 and replace with the following table:

Organisation venue name	Organisation venue address	Estimated financial Attribution %
National Aboriginal and Torres Strait Islander Housing Association Limited	Suite 3.01, L3, 24 Montgomery Street, Kogarah NSW 2217	50%
National Aboriginal and Torres Strait Islander Housing Association Limited	23/25-31 Grafton Street, Cairns QLD.	50%

4. Amendments

4.1 The only variations are those set out in this Deed of Variation. In all other respects, the Project Agreement remains unamended.

5. Inconsistency

5.1 If there is any conflict between the Project Agreement and this Deed of Variation the terms of this Deed of Variation prevail.

6. Date of Effect for the variation to the Project Agreement

6.1 The Project Agreement is varied with effect from the date on which the last Party to sign this does so.

7. Further Acts

7.1 Each Party must promptly execute all documents and do all things that the other Party from time to time reasonably requests to give effect to this Deed of Variation and all transactions incidental to it.

8. Costs

8.1 Each Party must pay its own costs in relation to finalising and executing this Deed of Variation and in relation to effecting any other document or thing required to give effect to this Deed of Variation.

9. Applicable law

9.1 This Deed of Variation is to be construed in accordance with, and governed by, the laws of the Australian Capital Territory.

Executed by the parties as a deed

Commonwealth:

SIGNED, sealed and delivered for and on behalf of the Commonwealth of Australia as represented by the National Indigenous Australians Agency (ABN 30 429 895 164) by its duly authorised delegate:

Craig Hendry
(Name of Commonwealth Representative)

Branch Manager
(Position of Commonwealth Representative)

s47E(c)
(Name of Witness in full)

s47E(c)
(Signature of Commonwealth Representative)

21, 2, 2024
s47E(c)
(Signature of Witness)

Provider:

SIGNED, sealed and delivered for and on behalf of National Aboriginal and Torres Strait Islander Housing Association Limited (ABN 70 646 448 142) in accordance with its rules:

s47F
(Name and position held by Signatory)

s47F
(Signature)

21, 02, 2024

s47F
(Name and position held by second Signatory / Name of Witness)

s47F
(Signature of second Signatory / Witness)

21, 02, 2024

Annual Work Plan for 2023-2024

Organisation Name	National Aboriginal and Torres Strait Islander Housing Association Limited (NATSIHA) (ABN 70 646 448 142)	Activity Name	NATSIHA Housing Peak Body Capacity Building	Activity ID	4-HBIG4U4
ACTIVITY DETAILS					
Activity Start Date	01 March 2022	Activity End Date	30 June 2025	Total Funding	\$5,148,301.25

The Provider must submit an Annual Work Plan covering the period stipulated at Part 3, item 7 - Reporting and Site Visits, of the Project Agreement. Annual Work Plan to be agreed by the Commonwealth.

The Annual Work Plan must detail clear actions, timelines and allocation of responsibilities to address and deliver on all aspects of the project, specifically those set out in the Project Description at Part 3 item 2 of the Project Agreement; and include:

- a) Recruitment progress, position descriptions and staffing; and
- b) A risk analysis and accompanying mitigation strategies to provide greater assurance of the successful delivery of the Project.

Key Reference Documents:

- Project Schedule – Part 3, item 2, Project Description
- Project Schedule – Part 3, item 3, Key Performance Indicators

Project

NATSIHA will appoint a CEO and support staff to enable it to support and strengthen the ATSI jurisdictional peaks and Aboriginal community-controlled housing organisations so that they can represent their members on each level. NATSIHA aims to provide advice and guidance to the Australian and Jurisdictional Governments on policy and budget matters and advocate for community-developed solutions that contribute to the quality of life and improved housing outcomes for Aboriginal and Torres Strait Islander people.

NATSIHA will be inclusive and responsive to the issues, needs and priorities developed and informed by the Aboriginal community-controlled housing sector. This includes, as appropriate, the involvement of tenants and members of the Aboriginal community more broadly. NATSIHA is proposing two-tiered funding and resourcing approach that includes:

1. Initial Establishment costs and resourcing;
- and
2. Priority Activity Schedule and Resourcing.

Annual Work Plan for 2023-2024

Project Objectives

Project Schedule – Project Description, Part 3, item 2.5

Outcomes	Progress	Stakeholders	Actions	Timeframe	Risks	Impact	Mitigation
<i>Project objectives as detailed in the Project Description</i>	<i>How are we measuring progress?</i>	<i>Who else do we need to work with to achieve these outcomes?</i>	<i>What tasks will each stakeholder (including provider) be responsible for?</i>	<i>When should this action be completed by? (if ongoing, list milestones)</i>	<i>What barriers/risks could prevent implementation of these actions?</i>	<i>What are the impacts if the risk occurs?</i>	<i>What processes can we put in place to address or manage the likelihood or impact of these risks?</i>
Recruiting a CEO to assist and guide the establishment of the governance and administration of the organisation;	Completed						
Progressive recruitment of key staff as identified and required;	Completed						
Leasing of appropriate premises, purchase of appropriate hardware and software for operations;	Completed						
Develop strategic and operational plans required to meet the immediate and medium-term needs of the organisation;	Completed						
Development of policies and procedures required for the effective governance and general operations of the organisation;	Completed						
Identification of 'key stakeholders' including the type of relationship they would have with NATSIHA (both formal and informal);	Completed						
Co-design programs that are culturally safe and appropriate for Aboriginal and Torres Strait Islander Community Controlled Housing Organisations (ATSICCHO);	NATSIHA is engaging with State, Territory, and Commonwealth Governments on policy, programs, grants, and legislation. NATSIHA is advocating for a separate First Nations National Housing Strategy, NHHHA and NHHP. NATSIHA is seeking funds and agreement from Government to implement the Joint	DSS, NIAA, Treasury, Dep of Infrastructure, HPP Members, COP, Housing Aus, Prime Minister and Cabinet, IBA, Private Industry, Joint Council, National Housing Supply and Affordability Council, Jurisdictional Governments and Peaks.	<ul style="list-style-type: none"> Championing National Agreement on CTG – Priority Reforms. Ensuring a transition of funds from Government to the sector through NATSIHA. Creating Authorising Environments in Government for First Nations decision making. 	Ongoing (requires substantial investment and commitment and will be included as part of NATSIHA's 24-25 Pre-Budget Submission.	<ul style="list-style-type: none"> Lack of true Govt commitment to obligations under UNDRIP, CTG and JC HSS agreed actions Insufficient Funding Commitments. Policy/Legislation constraints. Stakeholders buy in. 	<ul style="list-style-type: none"> Joint Council HSS Plan will not be delivered. HAAF and Housing Accord funds will not be accessed by ICHO's. The housing gap will not close. 	<ul style="list-style-type: none"> Whole of Gov commitment to National Agreement. Public Sector Agency support to get NATSIHA budgets passed in Parliament. Formalise partnerships with all Comm Govt Agencies, NHAS Council, IBA and Housing Australia between NATSIHA and State and

Appendix A

Annual Work Plan for 2023-2024

	Council Agreed HSS Plan.						Territory Peaks/ATSI CCHO
Development of a National Indigenous Housing Employment Strategy for housing, encompassing all jurisdictions;	<p>Consultation Completed across ACT, WA, NSW, VIC, NT, QLD, SA, TAS- in person and/or through online surveys.</p> <p>Report is in the process of being finalised with recommended next steps and will be provided to NIAA.</p> <p>To note this will require ongoing funding to implement recommendations.</p>	DSS, NIAA, Treasury, Dep of Infrastructure, HPP Members, COP, Housing Aus, Prime Minister and Cabinet, IBA, Private Industry, Joint Council, National Affordability Council, Jurisdictional Governments and Peaks.	<ul style="list-style-type: none"> Championing National Agreement on CTG – Priority Reforms. Ensuring a transition of funds from Government to the sector through NATSIHA. Creating Authorising Environments internally in Government for First Nations decision making. 	<ul style="list-style-type: none"> March/April 2024 (Report submitted to NIAA) Requires substantial investment to implement recommendations of the report and will form part of NATSIHA’s 24-25 Pre-Budget Submission. 	<ul style="list-style-type: none"> Funding Commitments. Policy/Legislation constraints. Stakeholders buy-in. Government Appetite. 	<ul style="list-style-type: none"> Joint Council HSS Plan will not be delivered. HAAF and Housing Accord funds will not be accessed by ICHO’s. The housing gap will not close. 	<ul style="list-style-type: none"> Whole of Gov commitment to National Agreement. Public Sector Agencies support to get NATSIHA’s 24/25 budget passed in Parliament.
Review and develop a National Indigenous Housing Standard, encompassing all jurisdictions;	<p>Consultation Completed across ACT, WA, NSW, VIC, NT, QLD, SA, TAS- in person and/or through online surveys.</p> <p>Report is in the process of being finalised with recommended next steps and will be provided to NIAA.</p> <p>To note this will require ongoing funding to implement recommendations.</p>	DSS, NIAA, Treasury, Dep of Infrastructure, HPP Members, COP, Housing Aus, Prime Minister and Cabinet, IBA, Private Industry, Joint Council, National Affordability Council, Jurisdictional Governments and Peaks, Residential Tenancies Authority, NRSCH.	<ul style="list-style-type: none"> Championing National Agreement on CTG – Priority Reforms. Ensuring a transition of funds from Government to the sector through NATSIHA to support culturally safe housing standards. Creating authorising environments across Government to allow First Nations decision making which will lead to culturally safe housing designs. 	<ul style="list-style-type: none"> March/April 2024 (Report submitted to NIAA) Requires substantial investment to implement Stage 2 and will form part of NATSIHA’s 24-25 Pre-Budget Submission. 	<ul style="list-style-type: none"> Funding Commitments. Policy/Legislation constraints. Stakeholders buy-in. Government Appetite. 	<ul style="list-style-type: none"> Joint Council HSS Plan will not be delivered. HAAF and Housing Accord funds will not be accessed by ICHO’s. The housing gap will not close. 	<ul style="list-style-type: none"> Whole of Gov commitment to National Agreement. Public Sector Agencies support to get NATSIHA’s 24/25 budget passed in Parliament.
Develop culturally appropriate rental, mortgage, and financial literacy advice.	<p>NATSIHA is engaging with State, Territory, and Commonwealth Governments on policy, programs, grants, and legislation.</p> <p>NATSIHA is advocating for a separate First Nations National Housing Strategy, NHHHA and NHHP.</p> <p>NATSIHA is in the final stages of negotiating an MOU with IBA.</p>	DSS, NIAA, Treasury, Dep of Infrastructure, HPP Members, COP, Housing Aus, Prime Minister and Cabinet, IBA, Private Industry, Joint Council, National Affordability Council, Jurisdictional Governments and Peaks, Residential Tenancies Authority, NRSCH.	<ul style="list-style-type: none"> Championing National Agreement on CTG – Priority Reforms. Ensuring a transition of funds from Government to the sector through NATSIHA. Creating Authorising Environments internally in Government for First Nations decision making. Creating and championing programs which provide appropriate rental, mortgage and financial literacy advice. Obtaining funding to deliver the Joint Council Agreed HSS Plan. 	<p>Ongoing</p> <ul style="list-style-type: none"> Specifically, KWM Program – March/April 2024 (Report submitted to NIAA) 	<ul style="list-style-type: none"> Funding Commitments. Policy/Legislation constraints. Stakeholder buy in. Government Apatite. 	<ul style="list-style-type: none"> Joint Council HSS Plan will not be delivered. HAAF and Housing Accord funds will not be accessed by ICHO’s. The housing gap will not close. 	<ul style="list-style-type: none"> Whole of Gov commitment to National Agreement. Public Sector Agency support to get NATSIHA’s budget submission passed in Parliament. NATSIHA provided ownership of the mandate for First Nations Housing. We have already piloted KWM Program with

Appendix A

Annual Work Plan for 2023-2024

	<p>NATSIHA is seeking funds and agreement from Government to implement the Joint Council Agreed HSS Plan which covers elements of rental, mortgage, and financial literacy.</p> <p>NATSIHA has entered a strategic engagement with King and Wood Mallesons (KWM) to deliver a Program relating to 'capabilities required of boards in this the housing sector'</p>		<ul style="list-style-type: none"> Specifically, KWM – delivery of Program 				<p>NATSIHA, AHNT, ACHIA and Noongar Mia Mia and factored in feedback</p>

Annual Work Plan for 2023-2024
Collaboration, Engagement, Governance & Staffing

Project Schedule – Project Description, Part 3, item 2.6, 2.7 and 2.8

Outcomes	Milestone Key Performance Indicators	Stakeholders	Actions	Timeframe	Risks	Impact	Mitigation
<i>What result do we want to achieve</i>	<i>How are we measuring progress?</i>	<i>Who else do we need to work with to achieve these outcomes?</i>	<i>What tasks will each stakeholder (including provider) be responsible for?</i>	<i>When should this action be completed by? (if ongoing, list milestones)</i>	<i>What barriers/risks could prevent implementation of these actions?</i>	<i>What are the impacts if the risk occurs?</i>	<i>What processes can we put in place to address or manage the likelihood or impact of these risks?</i>
Work collaboratively with key stakeholders across all jurisdictions, including but not limited to state and territory governments, ATSIKCHOs, other national, state and territory peak bodies and other community services;	NATSIHA board and staff are working very well with the following stakeholders: <ul style="list-style-type: none"> Jurisdictional Partners: COP, H&H Peaks and ATTSICHO's Strategic Partners – Private Industry, Philanthropic, Academic Commonwealth Government (DSS, NIAA, DITRDCA, PM&C, Treasury) State and Local Governments Mainstream Peaks Partners Commonwealth Statutory Bodies (IBA, Housing Australia) AHURI Private Industry Leaders. 	Achieve greater reach across all previous mentioned stakeholders, we need to expand reach and relationships within each. For example, other Comm Depts such as Department of Infrastructure, Transport, Regional Development, Communications and the Arts, AIATSIS, State Housing & Homelessness related departments and expand to local bodies and councils through our peak's partners.	NATSIHA Board – direction and strategic guidance NATSIHA Staff – CEO Responsible (HPP Co-Chair), Staff Input Jurisdictional Partners including COP, H&H Peaks and ATTSICHO's – partnership, consultation. Strategic Partners - advice NIAA – CTG 9a and 17 / Housing Sector Strengthening / consultation / advice / guidance in line with contractual agreement / NIAA and NATSHIA develop, agree, and implement series. DSS – CTG 9b / Housing Policy Partnership Co-Chair, NHHA and NHHP Elders Thinktank / Youth Thinktank / Disability Thinktank – Specialist focussed groups to feed into Housing Policy Partnership and NATSIHA DITRDCA – CTG 9b and 17 Mainstream Peaks Partners- advice/lessons learned. IBA – Entering into an MOU Treasury & NHASC – Enter MOU, assist in development of First Nations Housing Chapter Housing Australia – Co-designing grant programs AHURI – data/evidence/advice Private Industry – NATSIHA has successfully run its first Private Industry Round Table and is in the process of compiling a schedule of future engagements. Private Industry / ATSIKCHO's - negotiate and implement project-based partnerships	Ongoing	<ol style="list-style-type: none"> Lack of State and Territory First Nations Peaks Network Lack of coordinated approach within government and territorial approaches at times by government. Joint Council has no current true expertise in First Nations housing. Lack of commitment to date to fund the Joint Council Agreed HSS Plan. 	<ol style="list-style-type: none"> does make 'conduit' more difficult from bottom up/top down. Opportunity loss for true ability to realise outcomes. First Nations Housing is not truly/adequately represented. Joint Council Agreed HSS Plan will not be delivered. 	<ol style="list-style-type: none"> Consulting with WA/SA/ACT/VIC/TAS to ascertain desire, opportunities for a S&T Peaks. Call via HPP and with each Govt Department. NATSIHA Strategy has addressed this. NATSIHA has written to COP to request a spot on the Joint Council. NATSIHA is advocating across government to fund the HSS Plan and will be writing it into our 24/25 Pre-Budget Submissions.
Maintain established linkages and strategic partnerships with relevant agencies including, but not limited to,	As Above	As Above	As Above	As Above	As Above	As Above	As Above

Appendix A

Annual Work Plan for 2023-2024

Outcomes	Milestone Key Performance Indicators	Stakeholders	Actions	Timeframe	Risks	Impact	Mitigation
<i>What result do we want to achieve</i>	<i>How are we measuring progress?</i>	<i>Who else do we need to work with to achieve these outcomes?</i>	<i>What tasks will each stakeholder (including provider) be responsible for?</i>	<i>When should this action be completed by? (if ongoing, list milestones)</i>	<i>What barriers/risks could prevent implementation of these actions?</i>	<i>What are the impacts if the risk occurs?</i>	<i>What processes can we put in place to address or manage the likelihood or impact of these risks?</i>
state and territory governments, ATSI CCHOs, other national, state and territory peak bodies and other community services;							
Maintain strong governance and financial management arrangements complying with Australian law;	<p>NATSIHA has established strong governance processes, frameworks and policies which include.</p> <ul style="list-style-type: none"> • A Board Charter • Risk Management Framework • Risk Register • Risk Management Policy • Governance Framework • Board Skills Matrix • Board Member Assessment Tool • Conflict of Interest Policy • Conflict of Interest Agreement • Code of Conduct Policy • Code of Conduct Agreement • Financial Delegations Policy • Financial Delegations Schedule • Credit Card Policy <p>Board Finance, Audit, and Risk Committee established and operational.</p>	CEO/COO/Board and Staff / Formal Partners	<p>CEO/COO/Co-Sec/Board Responsible – ensure ‘Maintain strong governance and financial management arrangements complying with Australian law’.</p> <p>Staff – Follow Code of Conduct</p> <p>Formal Partners – act in line with engagement (Only partner with those that align)</p>	<p>Board Finance Audit and Risk (FA&RC) Sub Committee established and running regularly (3 meetings so far).</p> <p>A full schedule of meetings has been developed for 2024 to occur prior to each Board meeting.</p> <p>Others - Implemented</p>	FA&RC Committee Attendance for Quorum	FA&R Committee cannot occur.	<p>Quorum of 2 out of the 3 Board Members needed, Seek an Independent Member to come onto FA&RC.</p> <p>FA&RC dates set and agreed upon by the members in advance to allow availability, planning and preparation.</p> <p>King and Wood Mallesons have worked with the CEO, COO, Chair, Board and Company Secretary relating to governance, board skills matrix, succession, all policies, and all other areas listed under “How are we measuring progress?”</p>

Appendix A

Annual Work Plan for 2023-2024

Outcomes	Milestone Key Performance Indicators	Stakeholders	Actions	Timeframe	Risks	Impact	Mitigation
<i>What result do we want to achieve</i>	<i>How are we measuring progress?</i>	<i>Who else do we need to work with to achieve these outcomes?</i>	<i>What tasks will each stakeholder (including provider) be responsible for?</i>	<i>When should this action be completed by? (if ongoing, list milestones)</i>	<i>What barriers/risks could prevent implementation of these actions?</i>	<i>What are the impacts if the risk occurs?</i>	<i>What processes can we put in place to address or manage the likelihood or impact of these risks?</i>
Use their best endeavours to employ First Nations people to work on the Project;	Board 100% First Nations CEO And COO both First Nations. Currently we have 5 of 7 First Nations Staff (71%), however – with the remaining three positions being recruited as identified this will put it to 8 of 10 (80%). Note: we also have a First Nations Staff Member in our HPP Stream.	Bloom HR been engaged for a National Recruitment Campaign NATSIHA Executive Team to finalise remaining project officer level positions, all of which have been advertised as Identified.	NATSIHA Board/Management/Staff – Champion NATSIHA as an employer of choice for First Nations people, spread the word. Bloom HR - National Recruitment Campaign	Most key positions have been recruited – remaining officer level positions in final stages of recruitment.	It is a candidate short market; First Nations people are 3% of population and our skillset is niche on top of that.	NATSIHA not realise our potential. Lack of delivery against contract	LinkedIn account now an industry leader in the First Nations Housing Space. Website launch in the very near future (aim End Feb). Strategy soft launched in Dec 2023. (aim to do a March formal launch event) Bloom HR engaged for National Recruitment Campaign.
Ensure that any staff working on the Project have demonstrated experience working with First Nations people and can demonstrate cultural competency.	As above	Recruitment process is critical in this regard, we are new so ensuring that we hire people in that have this is important	CEO/COO/Management only hire people in that have demonstrated experience and can demonstrate cultural competency	As above	As above	As above	As above

Identified Staffing

Position	Position Description	Indigenous	FTE	Salary
CEO	Responsible for leadership, strategy, growth and operations of NATSIHA	Y	1	200K Base
COO	Responsible for leadership and operations of NATSIHA	Y	1	180K Base
Director HSS	Responsible for Management and driving delivery of HSS / NIAA Contract	Y	1	140K Base
Project Officer	Responsible for delivery of HSS / NIAA Contract	Y	1	100K Base
Executive Officer	Responsible for managing the COO/CEO's diary and completing operational and administration duties.	Y	1	78K Base

Annual Work Plan for 2023-2024

Recruitment Strategies

Outline vacancies and/or strategies to recruit

Position	Length of Vacancy if applicable	Recruitment Strategies	Measures in Place During Vacancy if applicable
Project Officer x 2 (identified)	2 Years	Engaged Bloom HR for national recruitment campaign, NATSIHA finalising recruitment	Strategic partners leaning in. NATSIHA has a full executive structure in place who are leaning in to complete any project officer level work in the interim.
Project Officer – Media / Comms (identified)	2 Years	Engaged Bloom HR for national recruitment campaign, NATSIHA finalising recruitment	Strategic partners leaning in. NATSIHA has a full executive structure in place who are leaning in to complete any project officer level work in the interim.
<i>Add or delete rows as needed</i>			

Annual Work Plan for 2023-2024
Financial Sustainability

Project Schedule – Project Description, Part 3, item 2.9, 2.10, and 2.11

Outcomes	Milestone Key Performance Indicators	Stakeholders	Actions	Timeframe	Risks	Impact	Mitigation
<i>What result do we want to achieve</i>	<i>How are we measuring progress?</i>	<i>Who else do we need to work with to achieve these outcomes?</i>	<i>What tasks will each stakeholder (including provider) be responsible for?</i>	<i>When should this action be completed by? (if ongoing, list milestones)</i>	<i>What barriers/risks could prevent implementation of these actions?</i>	<i>What are the impacts if the risk occurs?</i>	<i>What processes can we put in place to address or manage the likelihood or impact of these risks?</i>
Future financial sustainability and funding for NATSIHA must be part of its operational and strategic planning.	<ol style="list-style-type: none"> Reflected in NATSIHA Strategic Plan. We are only hiring people in line with funding envelope. NATSIHA is set up with DGR status NATSIHA is working across government seeking appropriate funding and entering Strategic Partnerships with a raft of agencies to support our growth and sustainability. NATSIHA has run its first Industry Round Table (and is in the process of compiling a full schedule of future meetings) seeking formal partnerships with super funds, banks, developer companies etc. 	We are looking at “Sector Sustainability” not just NATSIHA Sustainability, i.e.: NATSIHA, our State and Territory Peaks and ATTSICHO’s.	<p>NATSIHA is responsible for this. Although government has a duty to all ensure it succeeds under CTG Priority areas 2 & 3.</p> <p>As per the Joint Council agreed Housing Sector Strengthening Plan – the Commonwealth Government has been tasked with supporting the sustainability of NATSIHA and the Sector.</p>	<p>NATSIHA Strategic Plan – Dec 23</p> <p>Jun24 – State and Territory Sustainability Plans and HSS Plan Funding clarity – July 24</p>	<ol style="list-style-type: none"> Inaction by various governments to truly buy in to CTG Priority Areas 2&3. Lack of current buy in to fund the Joint Council Approved HSS Plan. 	<ol style="list-style-type: none"> Inaction on CTG priority areas 2 & 3 is an opportunity loss if not progressed, if taken up however will be a massive win for NATSIHA and the sector. HSS Plan will not be delivered unless funded by government. 	<ol style="list-style-type: none"> Lift NATSIHA profile now to ensure we are the obvious conduit. Advocacy across government seeking funding and commitment to the HSS Plan. NATSIHA will also be writing this into our 24/25 pre-budget submissions.
The Provider must obtain and allocate additional funding contributions from State and Territory Governments, the private sector, non-government organisation and donations, to support the operations of the NATSIHA.	As above	As above	As above	As above	As above	As above	As above

Appendix A

Annual Work Plan for 2023-2024

Outcomes	Milestone Key Performance Indicators	Stakeholders	Actions	Timeframe	Risks	Impact	Mitigation
<i>What result do we want to achieve</i>	<i>How are we measuring progress?</i>	<i>Who else do we need to work with to achieve these outcomes?</i>	<i>What tasks will each stakeholder (including provider) be responsible for?</i>	<i>When should this action be completed by? (if ongoing, list milestones)</i>	<i>What barriers/risks could prevent implementation of these actions?</i>	<i>What are the impacts if the risk occurs?</i>	<i>What processes can we put in place to address or manage the likelihood or impact of these risks?</i>
The Provider must document this clearly, and to the Commonwealths satisfaction, in the budget information you (the Provider) provide to the Agency in the reports as required in Part 3, item 7; Reporting and Site Visits.	Completed						

Annual Work Plan for 2023-2024
Indigenous Employment

Project Schedule – Key Performance Indicators, Part 3, item 3

Outcomes	Milestone Key Performance Indicators	Stakeholders	Actions	Timeframe	Risks	Impact	Mitigation
<i>Target/Reporting Data</i>	<i>How are we measuring progress?</i>	<i>Who else do we need to work with to achieve these outcomes?</i>	<i>What tasks will each stakeholder (including provider) be responsible for?</i>	<i>When should this action be completed by? (if ongoing, list milestones)</i>	<i>What barriers/risks could prevent implementation of these actions?</i>	<i>What are the impacts if the risk occurs?</i>	<i>What processes can we put in place to address or manage the likelihood or impact of these risks?</i>
MKPI.M1 - Indigenous Employment - 80 per cent of hours worked in the reporting period under the activity, are worked by an Indigenous person.	Board 100% First Nations CEO And COO both First Nations. Currently we have 5 of 7 First Nations Staff (71%), however – with the remaining three positions being recruited as identified this will put it to 8 of 10 (80%). Note: we also have a First Nations Staff Member in our HPP Stream.	Bloom HR been engaged for a National Recruitment Campaign NATSIHA Executive Team to finalise remaining project officer level positions, all of which have been advertised as identified.	NATSIHA Board/Management/Staff – Champion NATSIHA as an employer of choice for First Nations people, spread the word. Bloom HR - National Recruitment Campaign	All key positions have been recruited – remaining officer level positions in final stages of recruitment.	It is a candidate short market; First Nations people are 3% of population and our skillset is niche on top of that. Disparity between NATSIHA/NFP Sector and what Government or Larger Private Industry Employers can also offer in the way of benefits to accompany salary.	NATSIHA not realise our potential. Lack of delivery against contract	LinkedIn account now an industry leader in the First Nations Housing Space. Website launch in the very near future. Strategy launched in Dec 2023. Bloom HR engaged for National Recruitment Campaign. Our First Nations Youth, Elders and Disability Thinktanks/Cohorts, along with Private and NIAA Roundtables/Thinktanks increase NATSIHA Brand and reach.
MKDI.D2 - Hours Worked- Indigenous Staff - Number of hours worked in the reporting period by all Indigenous people employed under the activity	4156						



OFFICIAL

Performance Report Assessment

Reference No: PRA - 4-HBIG4U4 - 4-IO219A5

Grant Activity Details		
Project:	Title: NATSIHA Housing Peak Body Capacity Building ID: 4-HBIG4U4 IAS Program: 1.4 - Culture and Capability - SP-00171 - Closing The Gap - Partnering For Delivery - IAPW43 Project Dates: 1/03/2022 to 30/06/2025	Activity Risk: <INSERT>
Organisation:	NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER HOUSING ASSOCIATION LIMITED ABN: 70646448142	ORP Rating: High Expiry Date: 30/03/2024
Organisation Primary Contact:	s47F s47F s47F s47F	
NIAA Contacts:	Engagement Officer: s47E(c) Regional Presence: National Office Activity Manager: s47E(c) Managing Office: Canberra - GMU	

Performance Report Acceptance	
Reporting Period	1/03/2022 to 30/06/2025
Report Acceptance	Pass
Report Acceptance Comments	Sufficient reporting received to gauge progress.

Performance Report Assessment	
Performance Rating	Satisfactory
Overall Progress	During the reporting period, the interim CEO has been in the process of recruiting an ongoing CEO and other key staff. The Provider reports that there have been challenges with recruitment and the search scope has been expanded to national. There has been ongoing work to identify gaps in policies and procedures for NATSIHA and this work will continue into the future. An initial draft Strategic Plan was completed in December 2022 and continues to be updated as consultations with jurisdictions occur. The current version of the Plan will be discussed at a Board meeting in July 2023. Over the reporting period, the Provider has met with existing housing peaks in NT and QLD, the WA Department of

	<p>Communities, WA Shelter and a number of WA ATSIKCHOs. NATSIHA has also met with SA stakeholders and Commonwealth Government representatives. Work continues with the mapping document using a range of sources including ABS and AIHW. NATSIHA has also been appointed as the Housing Policy Partnership Lead/Secretariate which will enable it to play a role advocating to Government into the future. Key personnel across the industry have been recruited to the Secretariat team.</p> <p>The 2023-24 workplan and budget is due on 31 July 2023. Requests have been made to the Provider to submit it on the template provided by the Commonwealth.</p>		
Lessons Learned	N/A		
Identified Actions	The 2023-24 workplan and budget is due on 31 July 2023. Requests have been made to the Provider to submit it on the template provided by the Commonwealth. EO to further remind the Provider of this requirement if they have the opportunity.		
Assessor Recommendation	The Provider is making satisfactory progress against the milestones in the Agreement. PRA recommended for approval.		
Assessor		Assessed On	5/09/2023
Engagement Officer Input Required?	Yes	Engagement Officer	s47E(c)
Engagement Officer Comments	I agree with and support GMU assessment. NATSIHA is successfully delivering activities that align with the Priority Reforms of the National Agreement. They have advocated for First Nations housing voices across the country, developed activities under the Sector Strengthening Plan, and have a number of success stories. The NIAA continues to work with and support NATSIHA through the 'Housing Think Tank' held in August, the Housing Policy Partnership, and a range of other activities.		

KPI Assessment		
KPI Code	KPI Rating	Comments
MKDI.D1 - Employment Numbers	1- Satisfactory	5 of 5 persons employed for the activity are Indigenous.
MKDI.D2 - Hours Worked - Indigenous Staff	1- Satisfactory	3,360 hours worked by Indigenous persons.
MKDI.D3 - Hours Worked - All Staff	1- Satisfactory	3,360 hours worked by all persons.
MKPI.M1 - Indigenous Employment	1- Satisfactory	100 per cent of hours worked by Indigenous persons.
MKPI.M2 - Core Service Provision	2 - Delivery meets requirements	Provider is making progress against milestones in the Agreement.

Approval Details	
Approver	s47E(c)
Approver Level	Executive Level 2
Approver Office	National Grant Management Grants Management Unit
Approval Comments	I have marked the review and milestone complete in GPS
Approved On	5/09/2023
Payment Milestone ID	4-HBJ8WGU - 4-HBIG4U4 - Payment - 31/07/2023
Payment Approved?	Yes
Payment Approval Comments	I have approved the payment in GPS
Payment Milestone Completed?	Yes

NIAA IAS Performance Report
PH 1800 079 098
TTY 1800 555 677
www.niaa.gov.au

15/07/2023

Report details:

Legal Name:	National Aboriginal and Torres Strait Islander Housing Association Limited	Report description:	IAS Performance Report
Project Name:	NATSIHA Housing Peak Body Capacity Building	Project ID:	4-HBIG4U4

Reporting timeframes:

Reporting Period:	01/01/2023 to 30/06/2023	Due Date:	15/07/2023
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Need help?

If you require further information or assistance in completing the Report, please call the contact officer for the project as specified in the Project Schedule on **1800 079 098** and quote Review ID **4-IO219A5**.

Step 1 Your Progress and Performance against the project

Project Delivery Overview

- Please provide details about your Organisation's progress in delivering the outcomes and objectives of the project (as outlined in the project description) and where relevant, any challenges and/or changes experienced during the reporting period.**

NATSIHA is progressing really well against the contract, and we would like to thank NIAA for working with us to extend the overall contract by 6 months which helped immensely to get things back on track. I have attached a document which outlines our progress in detail and challenges faced as the 2000 character limit was not sufficient.

Success Stories

- Does your Organisation have any success stories to share for this reporting period?**

Yes

Please provide details below:

NATSIHA has a number of success stories that take us far beyond the 2000 character limit so also have attached these with various links to supporting posts/documentation.

Please attach supporting documentation if available (e.g. photos, news clips, internal reports, case studies or good news stories):

Responses to this question will be used to identify innovation and better practices in service delivery. The Agency may also use this information to publish good news stories on the [NIAA](#) website. Any content to be published will be confirmed with your Organisation prior to publication.

Please limit the size of attachments by not using logos and complex formatting

[Please refer to the list of attached documents on the last page.]

Step 2 Performance measures

In this step you are required to provide information about the performance of the activity during the reporting period below.

The following KPI's have been pre-filled in your Report and are all mandatory.

Each of these fields has the following validation to ensure the correct data has been entered.

Please do not enter in any special characters or any characters from A to Z as these will not be accepted by the field and will result in an error.

Any errors on the page either through not providing a value or providing an incorrect value will prevent navigation to the next page.

3. **MKDI.D1 - Employment Numbers**

Total number of females employed under the activity, in the reporting period:	2
Total number of males employed under the activity, in the reporting period:	3
Total number of indeterminate/intersex/unspecified employed under the activity, in the reporting period:	0
Total number of Indigenous females employed under the activity, in the reporting period:	2
Total number of Indigenous males employed under the activity, in the reporting period:	3
Total number of Indigenous indeterminate/intersex/unspecified employed under the activity, in the reporting period:	0

4. **MKDI.D2 - Hours Worked - Indigenous Staff**

Number of hours worked by all Indigenous people employed under the activity, in the reporting period:	3,360
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5. **MKDI.D3 - Hours Worked - All Staff**

Number of hours worked in the reporting period by all people employed under the activity, in the reporting period:	3,360
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6. **MKPI.M1 - Indigenous Employment**

Proportion (%) of hours worked in the reporting period that were worked by an Indigenous person, under the activity:	100%
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7. **MKPI.M2 - Core Service Provision**

N/A - to be answered by the Agency: N/A - to be answered by the Agency
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8. **Further Information on your KPIs (optional)**

If you would like to provide any further details about your Organisation's progress against its performance indicators, please do so in the text box below.

Step 3 Location Data

9. **Attach additional documentation in support of the Report if required, or as specified in the Project Schedule.**

If your Project Delivery Location details have changed, please attach a list of the current locations (full physical address details) where the project is being delivered, including a breakdown of the grant funding for each location by financial year

[Please refer to the list of attached documents on the last page.]

Step 4 Project Contact Information

Title: s4
Full Name: s47F
Phone: s47F
Email s47 @natsiha.org.au
Address:

10. **Are the details of the primary contact person, as listed above, correct for the project?**

Yes

Step 5 Declaration

11. **Provide details of the officer authorised to be contacted regarding information provided in the Report:**

Same as primary contact person for the project

Disclaimer:

Although all care is taken, the Australian Government accepts no responsibility for the accuracy or completeness of this document.

Completed documents remain confidential to the Australian Government National Indigenous



Australians Agency. The commercial and personal information of services and participants will not be released outside the terms of the advice provided.

I, the authorised officer

- understand and agree to the Disclaimer,
- agree that the information I have provided in the Report is true and correct, and
- acknowledge that giving false or misleading information is a serious offence under Section 137.1 of the *Criminal Code Act 1995 (Cth)*

I agree Selected

Authorised officer s47F [redacted]

Position s47F [redacted] Date 15/07/2023



Australian Government
National Indigenous
Australians Agency



NIAA

Attached Documents

NIAA_Progress_Report_July 2023_Final.pdf