

REPORT to NIAA: JULY 2023

NATIONAL ABORIGINAL & TORRES STRAIT ISLANDER HOUSING ASSOCIATION (NATSIHA)

OVERVIEW

This project, funded by NIAA, is underpinned by the National Agreement of Closing the Gap (the National Agreement). The National Agreement is to enable Aboriginal and Torres Strait Islander people and governments to work together to overcome the inequality experienced by Aboriginal and Torres Strait Islander people and achieve life outcomes equal to all Australians.

The National Agreement has been developed in genuine partnership between Australian governments and the Coalition of Aboriginal and Torres Strait Islander Peak Organisations (the Coalition of Peaks).

At the centre of the National Agreement are four Priority Reforms that focus on changing the way governments work with Aboriginal and Torres Strait Islander people.

The Priority Reforms are:

- PRIORITY REFORM 1: Strengthen and establish formal partnerships and shared decision-making.
- PRIORITY REFORM 2: Build the Aboriginal and Torres Strait Islander community-controlled sector.
- PRIORITY REFORM 3: Transform government organisations so they work better for Aboriginal and Torres Strait Islander people.
- PRIORITY REFORM 4: Improve and share access to data and information to enable Aboriginal and Torres Strait Islander communities make informed decisions.

The project of NATSIHA provides advice and guidance to the Aboriginal and Torres Strait Islander Housing sector as well as to Australian and Jurisdictional Governments on all housing related matters including policy, budget, advocacy for community-organization and to develop solutions that contribute to the quality of life and improved housing outcomes for First Nations peoples.

The NATSIHA project focuses on **Priority Reform 2** – Building the Aboriginal and Torres Strait Islander Community Controlled sector, however this work cannot be effectively delivered without concurrently working on all four priority areas, for example **Priority Reform 1**: decision making - which must underpin all areas being in the hands of Aboriginal and Torres Strait Islander peoples if change and improvement is to occur. And, through the Housing Partnership Policy work NATSIHA has the ability to impact - **Priority Reform 3**: Transform government organisations so they work better for Aboriginal and Torres Strait Islander peoples as well as **Priority Reform 4**: Improve and share data and information.

PROGRESS

Establishment of NATSIHA:

1. Continuing to build the capacity of the NATSIHA as the national peak housing body for First Nations people - established and ongoing.
2. Interim CEO has been recruiting a CEO to assist and continue guide the governance and administration of the organisation: Recruitment Live
3. Initial recruitment for up to eight positions proved difficult. The original call-out was for all employees to be in Sydney at the Kogarah office. A Board decision has since been passed to expand recruitment for all roles nationally – NATSIHA is after all a National body and should be represented across Australia - Occurring currently.
4. Gaps or improvements in policies and procedures for the effective governance and general operations of the organisation are continuing and will be ongoing for some time – particularly in light of the national recruitment campaign and how that occurs.

The development of the NATSIHA Strategic Planning:

5. An initial draft of the strategic plan was completed in December last year and has been updated in line with learnings via jurisdictional consultation over the last 7 plus months for discussion at our July board meeting and workshopping and finalisation shortly thereafter with a view for public launch by end September 23.

Advocacy for National Aboriginal and Torres Strait Islander Housing voices:

6. Met with all jurisdictions:
 - NATSIHA has worked with the existing Housing Peaks in NT (AHNT) and Queensland (Aboriginal and Torres Strait Islander Housing Queensland) as well as Aboriginal Housing Victoria (AHVic) on firming their relationship to work solidly together into the future and to listen to how they would like to work with a National Peak and on what.
 - NATSIHA has worked with WA Shelter, Department of Communities and Noongar Mia Mia and a number of other WA ATSI CCHO in preliminary discussions to form a peak body. A forum program has been developed and agreed to be held 18th and 19th July 23 in WA with the sector to seek their input and ideas around interest, type and options for a peak body for WA. NATSIHA has provided the lead facilitator for the forum via s47F of Origin Communications;
 - NATSIHA has worked extensively with South Australian Aboriginal Community Controlled Organisation (SAACCON) and the Aboriginal Community Housing Industry Association (ACHIA) as a key mentor and delivery partner. NATSIHA is providing in kind support, guidance and coaching, to develop and submit a virtual funding pool submission to NIAA for the establishment and implementation of an appropriate SA housing peak body, with SAACCON as the lead, and ACHIA: Awaiting feedback sometime over the next 1-2 months;
 - Commonwealth Government representatives in the ACT have contacted NATSIHA to have preliminary conversations around forming an appropriate housing body in the ACT, NATSIHA has also held discussions with the Aboriginal Elected Body and further discussions will be held. NATSIHA will support ACT however required;
 - Opportunity – preliminary discussions have been held with Aboriginal representatives within Tasmania, - further engagement will continue over the coming months with a view to having a clearer view of desired direction by September 23;
7. Developed strong relationships with National Shelter, National Homelessness and CHIA. (Refer Success Stories – this also includes State and Territory Partners of each.)
8. NATSIHA is working in a way to ensure that programs with its partners are culturally safe and appropriate for all First Nations' peoples. Programs/projects will be co-designed with our partners including government and non-government agencies.
9. NATSIHA has done a mapping document for all jurisdictions using ABS and AIHW information and NATSIHA knowledge of the housing sector. The NT and WA mapping has been quite comprehensive. High level mapping will be done in all other states and territories, which will be completed shortly, NATSIHA is also embarking on more detailed mapping with ANU and the University of Adelaide to promote our partnership and focus areas by end Sep 23.
10. NATSIHA has also formalised and been appointed as the Housing Policy Partnership lead/secretariat and Co-Chair, this work goes hand in glove with the Housing Sector Strengthening work in so many ways and gives us the ability to influence government at the highest level relating to policy and legislation. NATSIHA held an induction in May23 in Canberra and was attended by NATSIHA Secretariat Team and First Nations Members, including.
 - s47F, National Aboriginal and Torres Strait Islander Housing Association (Co-Chair)
 - s47F, National Aboriginal Community Controlled Health Organisation
 - s47F, First Peoples Disability Network

- §47F , Aboriginal Housing Victoria
- §47F , Aboriginal Housing Northern Territory
- §47F - Bawinanga Aboriginal Corporation - Maningrida NT (Chairperson)
- §47F - Tasmania Aboriginal Centre (CtG Coordinator)
- §47F - Julalikara Council Aboriginal Corporation NT (Executive Manager Governance and Compliance, Policy and Procedures Management)
- §47F - Urapuntja Aboriginal Corporation NT (CEO)
- §47F - Murra Mia Aboriginal Corporation (CEO)

Housing Sector Strengthening Plan Actions (HSSP):

11. NATSIHA is involved in each of the Priority Actions which are:

- A -Workforce,
- B - Capital Infrastructure,
- C- Service Delivery,
- D - Governance
- E - Consistent Funding Model and
- F -Peak Body.

12. In regard to actioning these, NATSIHA has been laying the foundations to do so by:

- Signing an MOU with ANU – Research and Policy Partner
- Signing Master Agreement with King and Wood Mallesons – NATSIHA Legal Partner (signed) / and Housing Policy Partner Implementation Partner (being finalised)
- Progressed discussions with First Nations Disability Network with a view to developing an MOU.
- Commenced discussion with University of Adelaide with a view to developing an MOU and on-going work.
- Commenced discussion with AHURI with a view to developing an MOU and on-going work.

13. NATSIHA has commenced a Literature Review on each of the areas detailed above to inform their briefing of the projects to be done.

14. A number of projects as identified in the HSSP have progressed further including:

- **A3:** Increase the number of Aboriginal & Torres Strait Islander people with disability employed with ATSI CCHOs - NATSIHA has commenced discussions with the First Nations Disability Network Australia Limited.
- **B1:** Develop a National Aboriginal and Torres Strait Islander housing data collection project - NATSIHA has an MOU with ANU with a view to scoping this project.
- **B3:** Increase the number of Aboriginal and Torres Strait Islander community-controlled housing organisations who are accessing, able to access and are aware of the National Housing Finance and Investment Corporation (NHFIC) funding programs - NATSIHA has regular meetings with NIFIC and is in the process of agreeing where we can jointly work on or partner together, NATSIHA also received additional funding via NIFIC (CHIA as grant Manager) for 2 x 20K capability grants and are finalising delivery partners with lead likely being ACHIA and AHNT, and working closely with IBA on some similar projects relating to land activation, this should be finalised by end July23 and executed over the coming months;
- **C2:** Create best practice models using ATSI CCHOs who have successfully and organically grown their organisation to provide effective services to meet the social and emotional well-being of their tenants and communities - NATSIHA has begun scoping out a project on this and will likely be done with a consortium that includes the University of Adelaide, UNSW and the University of Sydney.

- **D1:** Improve the capacity and skills of existing board member - NATISHA has agreed via the board and formed a Finance, Audit and Risk Board Sub Committee, one of the focusses for the Sub Committee a board sustainability, succession plan and skills matrix will be discussed, we also will be proposing options for board director development that we will trial with our board with a view of ideally being scaled so it can be rolled out across our jurisdictional peaks partners and in turn them to the sector. We have discussed with peaks partners and there is either an area of interest or they have already tried something similar, this will be great for an overall uplift across the sector and enable NATISHA to at a commonwealth level and with our other Coalition of Peaks Partners identify areas of joint need and focus.
- **D2:** Build capability of ATSIKCHOs through encouraging and supporting ATSIKCHOs to apply for community housing registration / **D3:** Consider options to expand existing community housing registration processes to better cover and address the requirements of the Sector and ATSIKCHOs / **E1:** Develop guidelines and support material to enable Housing and Homelessness organisations to become financially sustainable - NATISHA has been listening to what ATSIKCHO are saying about the NRSCH registration process, how it is difficult and they wonder at its usefulness and appropriateness for them.
- NATISHA have been scoping a Participatory Action Research project whereby ATSIKCHO volunteer to work through NRSCH (or equal) registration, seeking support from NATISHA when or if required) and then NATISHA will outline the process to do this- enabling other ATSIKCHO in the future to do the registration with minimal assistance. From this it is intended that a Community of Practice will be established to give ongoing support and information to ATSIKCHO. Through this process information will also be gained on how to better.
- **F1** Explore and determine options for the ongoing sustainability of NATISHA / **F2:** Build capacity of NATISHA to support ATSIKCHOs to achieve the relevant jurisdictional community housing registration - Refer 1 above: Establishment of NATISHA

CHALLENGES

1. Resourcing delays - NATISHA has experienced a number of delays relating to getting up to an ideal resourced level to enable optimal delivery including:
 - NATISHA originally planned to onboard the inaugural CE September 22, a recruitment campaign was unsuccessful in this regard which slowed down subsequent recruitment for other staff as per the NIAA Contract, with this in mind the then Chair s47F stepped into the Interim CE role to enable us to get off the ground and attempt CE recruitment again at a later date in the first half of 2023;
 - NATISHA in 2022 had agreed at a board level to locate in Kogarah NSW for head office and had a position of all the original staff should all be based within that location;
 - Through Feb-Mar multiple vacant roles within NIAA / HSS area were advertised but due to location, niche skillset area, low unemployment and other factors we were unsuccessful in all but 1 position hire;
 - NATISHA also was announced as the Housing Policy Partner (DSS) in September 22 however the formal agreement and funding was not finalised until Jun 23, this dramatically impacted the ability to effectively recruit for all vacant positions concurrently; although this is separate to the NIAA funding it is very complimentary, and we would argue vital due to the close links with CTG and Policy;
 - We then discussed at Board level and agreed on opening the recruitment up to a national level, agreeing to remote working, we also engaged a Recruitment Partner and now have a recruitment campaign live for all vacant positions and based on initial response are confident we will have a successful campaign and be onboarding multiple people over the coming months; The CE role interviewing has also been complete and should be announced in the next month;
2. Housing Related Bills including HAFF –
 - This overall is more of a success than an issue however it did pose a large challenge, as NATISHA was in startup mode during strategic planning and implementation as this was so critical and topical many other organisations, Ministers and Senators were seeking our advice and deep engagement, this is exactly what you want in a Peak however we did not anticipate the level so

early and it is very time consuming and consumed a lot of the CEO, COO and 2 staff we began with time, diverting away from other areas, including being highly focussed on recruitment;

SUCCESS STORIES

1. NATSIHA is partnering with NIAA to deliver a "Innovation in remote Housing Thinktank" on 1st August, which we are in discussion about a series of similar events, this Think Tank will bring together a diverse mix of stakeholders to discuss aspects of remote housing product innovation, supply chain and delivery in remote Indigenous communities. Jody Broun, Chief Executive Officer (CEO) of the NIAA will chair the event with s47F, s47F NATSIHA will be facilitating.
2. The discussion will bring together knowledge from across government, community organisations, industry and remote housing providers with experience, to support the delivery of remote housing in Indigenous communities. Discussion will focus on product, supply chain and delivery of housing in remote Australia.
3. NATSIHA has become a respected First Nations Peak Housing body and intends to ensure it continues to grow and becomes stronger so it can advocate and be a voice for First Nations housing homelessness, and Aboriginal and Torres Strait Islander Community Controlled Housing Organisations (ATSICCO). It is its intent to always advocate for Community and Country and has been a concerted effort by NATSIHA to develop relationships with all political parties and to explain what a national peak body can do and how.
4. As a result, NATSIHA has already been mentioned twice in Parliament by Prime Minister The Hon Anthony Albanese MP, establishing it as a credible housing peak.
5. NATSIHA has been heavily involved in discussing the key issues with Ministers and Senators from all sides within Canberra and other jurisdictions, a point that is not lost to us is that Ministers and Senators are reaching out to us on a regular basis, we aren't having to chase them, this gives us major pride however there is much to be done and we need to do more in this area, topically and timing wise much of NATSIHA's time has been involved in lobbying around the Housing Australia Future fund (HAFF) and the Council associated with it and NATSIHA has been clear that although we feel HAFF isn't ideal it is still vital and we have supported its passing, NATSIHA was also invited to address the Senate on this issue.
6. NATSIHA launched its new branding on 5th May "a significant moment in our long journey, and we believe that this logo represents our diverse communities and our united approach and commitment to advocating for quality housing solutions for Aboriginal and Torres Strait Islander people – c. The new logo represents the Nation, "Our songlines are what separate and connect us", the patterns honour our diverse history, lore, cultures, dreaming and local communities, nations, tribes & clans;
 - a. <https://www.linkedin.com/feed/update/urn:li:activity:7071734846217207809>
 - b. <https://www.linkedin.com/feed/update/urn:li:activity:7060489194661445632>
7. NATSIHA held its formal office opening Launch on 5th May – opening the doors to the first office in Kogarah. This was a proud moment for all and a culmination of a journey from 2016 to now. This was represented visually and through speeches including a panel of the four National Housing and Homelessness Peaks discussing the importance of NATSIHA and current issues. Other attendees were the NATSIHA board members, National allies from Shelter, CHIA and Homelessness and the state and territory peak equivalents, our partners at NIAA and DSS, IBA, ANU and King and Wood Mallesons. Speeches were made by our Chair s47F, the Hon Minister Burney and Georges River Council Mayor, Nick Katris. It was great to celebrate our journey to becoming the first national peak body for Aboriginal and Torres Strait Islander Housing.

Thanks go to those who joined to celebrate this occasion! It is with much anticipation that NATSIHA moves forward and continues its journey into an exciting new chapter. NATSIHA is committed to building strong relationships, promoting cultural awareness, and creating meaningful changes in the housing sector. Together, a future will be built where Aboriginal and Torres Strait Islander peoples thrive and flourish. –

Link to relevant posts including Min. Burney speech highlights

 - a. <https://www.linkedin.com/feed/update/urn:li:activity:7074171357659324416>
 - b. <https://www.linkedin.com/feed/update/urn:li:activity:7077785514061271041>
 - c. <https://www.linkedin.com/feed/update/urn:li:activity:7061490702647525376>
8. NATSIHA has been featured in various media via the Indigenous Times, Torres News, Koori Radio and other media outlets on a number of occasions, for example:
 - a. <https://www.linkedin.com/feed/update/urn:li:activity:707777466768977920>

- b. NATSIHA has formalised its partnerships with the 3 other national housing and homelessness peak bodies which includes release of multiple joint Media Releases, becoming a formal member of the Shelter Council, and a member of the CHIA Housing Peaks forum.
 - c. <https://www.linkedin.com/feed/update/urn:li:activity:7076332782225915905>
 - d. <https://www.linkedin.com/feed/update/urn:li:activity:7046279494550126592>
9. NATSIHA made a joint announcement with Homelessness Australia when the ABS homelessness statistics for Indigenous Homelessness were released in June 2023
 - a. <https://www.linkedin.com/feed/update/urn:li:activity:7079603428099817472>
10. NATSIHA has an MOU with ANU First Nations Portfolio –the First Nations Portfolio (FNP) is an executive unit headed up by Professor Peter Yu established to support the University in being a world leader in the teaching, curriculum and research across First Nations affairs, and engagement with First Nations communities. It facilitates a whole-of-university approach to First Nations affairs through the mobilisation of the intellectual resources from its Colleges, Schools, Departments, and Institutes. This will enable NATSIHA access to research specialists not only with in ANU FNP, but across ANU and in partnership other Universities across Australia and Internationally,
 - a. <https://services.anu.edu.au/business-units/first-nations-portfolio>
11. NATSIHA has a Master Agreement with King and Wood Mallesons – KWM is NATSIHA’s Legal Partner via the pro-bono team. They have a wealth of knowledge as they have assisted many other Policy Partnerships and they will assist us with Secretariat function and in partnership certain policy, strategic and project work coming out of the HPP;
 - a. <https://www.kwm.com/au/en/home.html>
12. NATSIHA has formally been engaged as the Housing Policy Partner for Australia under CTG Priority Reform areas, In December 2022, Joint Council approved the establishment documents for the Housing Policy Partnership under Priority Reform One of the National Agreement on Closing the Gap. The Partnership represents a ‘joined up’ approach to housing policy, between Commonwealth, states and territories and Aboriginal and Torres Strait Islander representatives. This provides a forum for Aboriginal and Torres Strait Islander people to have a genuine say in policies relating to the design and delivery of Aboriginal and Torres Strait Islander housing services.
13. NATSIHA was the major partner for AHNT in delivery of the “Remote Housing and Homelands Conference” held in April 23, a 4 day event with a specific 5th Day being run by NATSIHA with the Sector was a huge success, NATSIHA funded the facilitation of the event via s47F of Origin Communications and specifically the NATSIHA workshop on the last day was very well attended by over 25 providers where we had an opportunity to listen to what ATSICCHO members had to say about their current circumstances, identify top issues and workshop them.
 - a. https://www.linkedin.com/posts/aboriginal-housing-northern-territory-ahnt-aboriginal-corporation-media-release-3-april-2023-activity-7048528207771308032-hCoi?utm_source=share&utm_medium=member_desktop
14. NATSIHA for NAIDOC week posted a series of staff interviews talking about “Our Elders” – the theme for 2023 NAIDOC week, not only was this a great experience it helps give potential applicants considering we are currently undertaking a recruitment campaign some insights into our organisation and people working for NATSIHA.
 - a. <https://www.linkedin.com/feed/update/urn:li:activity:7081863456756305920>
 - b. <https://www.linkedin.com/feed/update/urn:li:activity:7082220723640958976>
 - c. <https://www.linkedin.com/feed/update/urn:li:activity:7082509303676375041>
 - d. <https://www.linkedin.com/feed/update/urn:li:activity:7082878387945418752>
15. A Company Secretary “s47F” in March 23 via Company Matters has been selected and onboarded. s47F is a qualified and highly experienced accountant. It gives access to the Company Matters mid-tier accounting firm; besides the Company Secretary role function the specific areas. This has assisted in the formation and execution of Finance Audit and Risk Committee, Delegation and Governance Review, Constitutional Review and Board Succession and Skills Matrix work;
 - a. <https://www.companymatters.com.au/>
16. Deployment of “Employment Hero” cloud-based people HR, Recruitment and Management system – enabling easy onboarding and managing staff, including payroll, leave, experiences, travel, policy and

procedures

- a. <https://employmenthero.com/>
17. Entered agreement with Flight Centre, dramatically optimising travel (flight/car hire), accommodation and event organisation, Flight centre handles everything for us and we are also then able to category spend manage reporting via one source for this area;
 - a. <https://www.flightcentre.com.au/>
18. Entered agreement with CBB Salary packaging, enabling staff to access benefits accessible to workers within Charities/NFP's, they have partnered well with us and also work with and are experienced with people working remotely to access any relevant benefits.
 - a. <https://www.cbb.com.au/>
19. Developed and implemented NATSIHA Media plan, including development of two Media Releases, establishment and growth of NATSIHA LinkedIn community to over 450 with an aim to increase to 2000 by end 2023;



Australian Government
National Indigenous Australians Agency

16 BOWES PLACE
WODEN ACT 2606

s47F

National Aboriginal and Torres Strait Islander Housing Association Limited
Suite 3.01, L3, 24 Montgomery Street, Kogarah NSW 2217
E: s47@natisha.org.au

Dear s47F

Subject: Proposal to Vary Agreement

We refer to the Project Agreement for the Culture and Capability program, Head Agreement ID 4-HAO4BFJ and Project Schedule ID 4-HBIG4TY dated 17 June 2022 ('the Agreement') between the Commonwealth of Australia, as represented by the National Indigenous Australians Agency ('the Agency') and National Aboriginal and Torres Strait Islander Housing Association Limited ('You/Your').

The Australian Government has announced supplementary funding for eligible community sector organisations who are affected by the Fair Work Commission's minimum wage decision and inflation more broadly. The Agency proposes to vary the Agreement through this letter ('the Variation') as follows:

1. The Variation is effective on the date the last party signs this letter ('Effective Date');
2. In relation to the provision entitled *Grant payments* within the Project Agreement, insert a new line to the table as follows:

Anticipated date or Payment Date/Schedule	Milestone Description or Description of event, outcome or performance target	Amount (excl GST)	GST	Total (incl GST)
5 June 2023	2022-23 SCSO Payment	\$148,301.25	\$14,830.13	\$163,131.38

3. The payment provided in this Variation is a Grant for the purposes of the Agreement ('the Grant').
4. The Total Grant payable under the Agreement is amended as follows:

$$(A) = (B) + (C)$$

Where:

(A) = Total Grant payable (incl GST).

(B) = Total Grant payable in the Agreement prior to the Effective Date (incl GST).

(C) = the Total (incl GST) Grant amount stipulated in this Variation at paragraph 2.

5. Without limiting any other provision in the Agreement:
 - (a) You must use the Grant only for the purposes stipulated in, and in accordance with, the Agreement;
 - (b) You can only spend the Grant for agreed and/or eligible activities as defined in the Agreement, unless otherwise agreed in writing by the Agency to an alternative use;
 - (c) You must not use the Grant to create any new activities under the Agreement;
 - (d) You must not use the Grant to expand any existing activities under the Agreement;

- (e) Your obligations under the Agreement specifically, in relation to keeping appropriate financial records and reporting, apply to the Grant;
- (f) You must expend the Grant on or before the dates specified in the Agreement;
- (g) The only changes are those set out in this Variation. In all other respects, the Agreement remains unchanged; and
- (h) If there are any inconsistencies between the Agreement and this Variation, this Variation will prevail to the extent of the inconsistency.

We have provided two copies of the Variation for you to sign. By signing the Variation, you confirm that you understand and agree to the Variation. Please ensure that you sign both copies and return them to us at the above address within **7 days** of the date of this letter, otherwise this offer will lapse. We will sign both copies and return one copy to you for your records.

Alternatively, after you have signed the Variation, you may scan and email it to us using the email address provided below. We will email you an executed copy.

If you have any questions, please contact s47E(c) on s47E(c) or email s47E(c) [@official.niaa.gov.au](mailto:s47E(c)@official.niaa.gov.au).

Yours sincerely,

s47E(c)

For and on behalf of
Vance Khan
Group Manager
Program Performance and Delivery Group

1 June 2023

Signing page to vary Head Agreement ID Head Agreement ID 4-HAO4BFJ and Project Schedule ID 4-HBIG4TY dated 17 June 2022

SIGNED 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:

s47E(c)

(Name of Commonwealth Representative)

6 June 2023

(Date)

s47E(c)

(Name of Witness)

(Name of Witness)

SIGNED for and on behalf of the **Provider** as represented by **National Aboriginal and Torres Strait Islander Housing Association Limited**, (ABN 70 646 448 142) by its duly authorised representative:

s47F

(Name of authorised representative)

5 JUNE 2023

(Date)

s47F

(Name of Witness)

s47E(c)

(Signature of Commonwealth Representative)

s47E(c)

(Signature of Witness)

s47F

(Signature of authorised representative)

s47F

(Signature of Witness)

OFFICIAL

Performance Report Assessment

Reference No: PRA - 4-HBIG4U4 - 4-HZQYVOH

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	Report acceptable for assessment

Performance Report Assessment	
Performance Rating	Satisfactory
Overall Progress	Assessment of reporting was completed by AM 01/03/2023 and Policy contacted to provide EO comments. Policy comment was delayed due to Policy negotiations with Provider regarding extension of activity end date. Policy comment provided 27/04/2023. Progress during the reporting period, towards the establishment of the organisation, including advertising the CEO position and securing premises has progressed. At the time of this assessment a CEO has been appointed and is conducting recruitment for other positions. Progressive recruitment of key staff as identified and required – In December 2023

	<p>NATSIHA agreed engagements for s47F , s47F s47F , and s47F s47F , all to start early January 2023.</p> <p>Fit out of premises was completed.</p> <p>Development of policy and procedures has been completed.</p> <p>During the reporting period NATSIHA co-chaired the Housing Sector Strengthening Plan (HSSP) working group in partnership with DSS and worked closely with Aboriginal and Torres Strait Islander jurisdictional housing peaks and other housing associations nationally in developing the HSSP.</p> <p>Feedback from working group members on the draft HSSP presented to working group members in December 2021.</p> <p>Reporting has detailed the Providers satisfactory progress against project outcomes and objectives.</p>		
Lessons Learned	NA		
Identified Actions	<p>Agreement Manager: Variation currently underway to extend activity end date 12 months to June 2025. Variation to include updated org address, new contact details for COO. AM provided NATSIHA with Guidance for Submission of Performance Reports using the NIAA provided templates.</p> <p>Recommend Policy, who act as Engagement for this activity, follow up with Provider regarding workplan templates.</p>		
Assessor Recommendation	<p>The recommendation is to approve the report and rating of satisfactory as the Provider is meeting its obligations under the Project Schedule, providing quality and quantity of data including good news stories, positive and progressive outcomes.</p> <p>Recommend the payment is released.</p>		
Assessor		Assessed On	27/04/2023

Engagement Officer Input Required?	Yes	Engagement Officer	s47E(c)
Engagement Officer Comments	<p>2023.04.27 Email from s47E(c) - Housing and Infrastructure Branch Hi s47E(c)</p> <p>Fusion is still not allowing me to make comments – I will lodge a request to adjust my access level. Please see below comments re NATSIHA capacity building grant to be lodged on fusion prior to release of tranche 3 funds to NATSIHA.</p> <ul style="list-style-type: none"> • Noting NATSIHA has: <ul style="list-style-type: none"> o Operated and communicated with the Agency in a consistent, professional and open manner with regards to contract milestones, KPIs and reporting requirements, despite facing several barriers to implementation. o faced a number of barriers to establishing the first, and only, First Nations peak housing body, including a tight labour market, delays to execution of lease contracts, and on-boarding new staff, the required reporting provided to date is satisfactory. • Future reporting provided in accordance with NATSIHA's head agreement must utilise previously provided templates from the agency. If NATSIHA staff require new templates, please let the agency know. • Workplans should also include a tabulated outline of work, with timeframes and comments on progress. A Traffic light system should also be applied, to reflect the status of the work. Eg. Green Green trending Orange Orange Red. 		

KPI Assessment		
KPI Code	KPI Rating	Comments
MKDI.D1 - Employment Numbers	1- Satisfactory	One reported - Board member who was appointed as CEO in late 2022 until the formal recruitment for the CEO could be completed. NATSIHA has commenced recruitment of CEO during this reporting period, therefore rated satisfactory. Work completed during the reporting period was conducted by a Board member and another staff member who is paid through a separate grant to NACCHO.
MKDI.D2 - Hours Worked - Indigenous Staff	1- Satisfactory	142.5 hours reported - worked by the temporary CEO
MKDI.D3 - Hours Worked - All Staff	1- Satisfactory	142.5 hours reported - Worked by temporary CEO.
MKPI.M1 - Indigenous Employment	1- Satisfactory	Work completed during the reporting period was conducted by a Board member and another staff member who was made CEO towards end of 2022. He is Indigenous and worked 142.5 hours. NATSIHA has commenced recruitment of CEO during this reporting period, therefore rated satisfactory.
MKPI.M2 - Core Service Provision	2 - Delivery meets requirements	Progress towards the establishment and consolidation of the NATSIHA organisation has been conducted.

Approval Details	
Approver	s47E(c)
Approver Level	Executive Level 1
Approver Office	National Grant Management Grants Management Unit Program Performance Delivery
Approval Comments	I have marked the review and milestone complete in GPS.
Approved On	28/04/2023
Payment Milestone ID	4-HBJ8WFA - 4-HBIG4U4 - Payment - 31/01/2023
Payment Approved?	Yes
Payment Approval Comments	I have approved the payment in GPS.
Payment Milestone Completed?	Yes

NATSIHA REPORT for NIAA clarifications request 15 Feb 2023

The report needs to address the Project Description and include a response to the following:

Please provide details about your Organisation 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.

1. The Project is 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 First Nations peoples;
 - a. NATSIHA has held numerous meetings with Australian and Jurisdictional Governments, we have developed a draft strategy which includes a stakeholder engagement strategy which will be endorsed by the NATSIHA Board in the first quarter of 2023;
 - b. NATSIHA has co-chaired the sector strengthening plan working group;
 - c. We have been through the Commonwealth and all State and Territory Implementation Plans and identified housing areas and waiting for evaluation of these Implementation Plans and their updates;
 - d. NATSIHA are in the process of negotiating a MOU with the Australian National University around Aboriginal & Torres Strait Islander Housing and Sector Strengthening, should be signed in first quarter of 2023;
2. The Provider 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.
 - a. NATSIHA have a Board structure which includes representation from each State and Territory, all of which are from the Aboriginal community-controlled housing sector;
 - b. NATSIHA have held preliminary engagements with all State and Territories including a more in-depth engagement with Queensland in late 2022, in 2023 NATSIHA will do deep engagement with all States and Territories in partnership with peak or equivalent bodies in each state;
3. The objectives of the Project are:
 - a. Recruiting a CEO to assist and guide the establishment of the governance and administration of the organisation – s47F after a NATSIHA Board decision stepped into the CEO position in December 2022;
 - b. Progressive recruitment of key staff as identified and required – In December 2023 NATSIHA agreed engagements for s47F s47F, s47F, and s47F all to start early January 2023;
 - c. Leasing of appropriate premises (Including Fit out) – Done;
 - d. Purchase of appropriate hardware and software for operations – Done;
 - e. Develop strategic and operational plans required to meet the immediate and medium-term needs of the organisation – Draft complete to be signed off in first Quarter of 2023 by the board;
 - f. Development of policies and procedures required for the effective governance and general operations of the organisation – Done;
 - g. Identification of ‘key stakeholders’ including the type of relationship they would have with NATSIHA (both formal and informal) – Done;
 - h. Co-design programs that are culturally safe and appropriate for Aboriginal and Torres Strait Islander Community Controlled Housing Organisations (ATSICCHO); - in discussions, plans to be finalised first quarter 2023;

- i. Development of a National Indigenous Housing Employment Strategy for housing, encompassing all jurisdictions; Review and develop a National Indigenous Housing Standard, encompassing all jurisdictions; - in discussions, plans to be finalised first quarter 2023;
- j. Develop culturally appropriate rental, mortgage, and financial literacy advice. - in discussions, plans to be finalised first quarter 2023;

Success Stories

- a. Does your Organisation have any success stories to share for this reporting period?
 - i. Office fit out and establishment in Kogarah NSW, with official launch event to follow first Quarter 2023;
 - ii. NATSIHA Launch Canberra – attended by Min Collins and Min Burney, including press release via Min Collins, all States and Territories in attendance, report to follow first Quarter 2023;
 - iii. Inaugural AGM, election of Chair and decision on s47 – Interim CE, secure 3 staff to kick off in January including COO, Manager Housing Sector Strengthening and Project Officer Housing Sector Strengthening;
 - iv. Securing Finance, IT and Website development partners;

KPI Performance Measures

you have addressed this in the email below

Location Data

If your project location details have changed, please provide details –

- i. Yes, change from original Project Schedule however was costed in breakdowns already as per original submission including the project objectives to establish office, budget and financials supplied, we have now moved into our current head office location in Kogarah, which we now have as per ‘Success stories area outlined above’;
- ii. NATSIHA – National Aboriginal & Torres Strait Islander Housing Association | Suite 3.01, L3, 24 Montgomery Street, Kogarah NSW 2217;

Project Contact Information

s47F | s47F | NATSIHA – National Aboriginal & Torres Strait Islander Housing Association
 Suite 3.01, L3, 24 Montgomery Street, Kogarah NSW 2217 | M s47F | E s47F @natsiha.org.au

OFFICIAL

Performance Report Assessment

Reference No: PRA - 4-HBIG4U4 - 4-HCLIOME

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) r 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 and is acceptable for assessment.

Performance Report Assessment	
Performance Rating	Satisfactory
Overall Progress	During the period March to June 2022, the Provider has taken steps towards establishment of the organisation, including advertising the CEO position and securing premises. Confirmation from Policy (see email in Timeline) that work completed during the reporting period was conducted by a Board member and another staff member who is paid through a separate grant to NACCHO. That grant is auspiced through NACCHO because at the time NATSHIA were not incorporated and didn't have an ABN, and the Sector Strengthening Plan needed to be developed. Therefore the reporting of zero against all employment KPIs is accepted.

	Reporting detailed progress towards meeting project objectives, within the short time frame. It is expected that the next 12 month period will see further progress towards the establishment and consolidation of the NATSIHA organisation. Provider has been contacted regarding the overdue submission of Expenditure Statement for the same reporting period, which was due 15 July 2022.		
Lessons Learned	NA		
Identified Actions	During the site visit, due for completion in the three months leading up to 31 December 2022, it is recommended the EO confirm progress towards staffing.		
Assessor Recommendation	Due to delay in execution of the agreement and late release of the 2021-22 funding (21 June 2022), the reporting against deliverables is limited. During the reporting period the Provider has demonstrated they have progressed with the establishment phase of this new activity. It is recommended that the report is accepted by the Delegate and the associate payment released.		
Assessor		Assessed On	21/07/2022
Engagement Officer Input Required?	Yes	Engagement Officer	s47E(c)
Engagement Officer Comments	21/07/2022: I am in support of the recommendations. The report is small because payment was made so close to end of the financial year, and that is acceptable from the policy area. s47E(c)		

KPI Assessment		
KPI Code	KPI Rating	Comments
MKDI.D1 - Employment Numbers	1- Satisfactory	Zero reported - accepted as no staff have yet been employed.
MKDI.D2 - Hours Worked - Indigenous Staff	1- Satisfactory	Zero reported - accepted as no staff yet employed
MKDI.D3 - Hours Worked - All Staff	1- Satisfactory	No staff employed - Provider demonstrated actions taken during the reporting period to recruit staff.
MKPI.M1 - Indigenous Employment	1- Satisfactory	Target is 50% - zero has been reported and deemed acceptable as no staff are yet employed.
MKPI.M2 - Core Service Provision	2 - Delivery meets requirements	This is a new activity and as a result of delay to execution of agreement, the provider has only had 4 months to progress activity. Reported activities have been completed by Board member and staff member employed under another activity.

Approval Details

Approver	s47E(c)
Approver Level	Executive Level 1
Approver Office	National Grant Management Grants Management Unit Operations and Delivery
Approval Comments	
Approved On	25/07/2022
Payment Milestone ID	4-HBJ8WEY - 4-HBIG4U4 - Payment - 31/07/2022
Payment Approved?	Yes
Payment Approval Comments	Please set the payment to 'Ready for approval' and I'll action it for you.
Payment Milestone Completed?	Yes

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

12/07/2022

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:	01/01/2022 to 30/06/2022	Due Date:	22/07/2022
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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-HCLI0ME**.

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 co-chaired the Housing Sector Strengthening Plan working group (HSSPWG) in partnership with DSS and worked closely with Aboriginal and Torres Strait Islander jurisdictional housing peaks and many housing associations nationally in developing the HSSP.

* NATSIHA also led a rigorous consultation process and the draft HSSP was presented to working group members for feedback in December 2021. The first round of feedback was due on 15 January 2022 and the relevant feedback was incorporated into the HSSP.

* The updated HSSP was forwarded to the working group members and Aboriginal and Torres Strait Islander housing jurisdictional peaks and associations for feedback.

* Several jurisdictions had minor questions regarding the HSSP Action Table. The Co-chairs and NATSIHA representatives met with them individually to discuss their concerns and minor changes were made however most of their concerns were from their jurisdictional perspectives.

* Aboriginal Housing Victoria also expressed its concerns regarding the cultural aspects of the HSSP and recommended that cultural values and recognition are incorporated in the HSSP. The Co-chairs and I met with Aboriginal Housing Victoria and cultural references and recommendations were strengthened throughout the HSSP.

* An in-principle-agreement of the final HSSP was endorsed by the HSSPWG and Aboriginal and Torres Strait Islander housing associations in early February 2022 and forwarded to the Partnership Working Group (PWG) for in-principle-agreement.

* The PWG provided an in-principle-agreement of the HSSP at its March 2022 meeting and endorsed that it is forwarded to the Joint Council for final in-principle-agreement at its out-of-session 22 April meeting however this has been delayed by the federal election.

Success Stories

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

Yes

Please provide details below:

NATSIHA organised and facilitated a gathering/workshop in

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:	0
Total number of males employed under the activity, in the reporting period:	0
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:	0
Total number of Indigenous males employed under the activity, in the reporting period:	0
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: 0

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: 0

6. MKPI.M1 - Indigenous Employment

Proportion (%) of hours worked in the reporting period that were worked by an Indigenous person, under the activity: Uncertain

7. MKPI.M2 - Core Service Provision

N/A - to be answered by the Agency: N/A - to be answered by the Agency

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.

NATSIHA has entered into negotiations for an office space and is waiting for acceptance of offer from the Agent. The development of the role descriptions for the CEO, Senior policy and project officer, project officers and admin support staff are being finalised. The CEO position will be advertised in the next week or two (18 July) and the recruitment will commence shortly after. NATSIHA is organising a workshop to commence actions regarding the CtG Housing Sector Strengthening Plan and official launch of NATSIHA.

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 s47F @bigpond.com
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

Position s47F

Date 12/07/2022

Attached Documents

NATIONAL ABORIGINAL & TORRES STRAIT ISLANDER HOUSING ASSOCIATION (NATSIHA) 22/23

High level activities, with sub activity and target date for completion

1. Establishment of NATSIHA:

- a. Establishment – Organisation Legal and Governance Formation (Including Board and Operational Structure) (Nov22);
- b. Build the capacity of the NATSIHA as the national peak housing body for First Nations people (Jun23);
- c. Recruiting a CEO to assist and guide the establishment of the governance and administration of the organisation (Dec22);
- d. Progressive recruitment of key staff as identified and required (Jun23);
- e. Leasing of appropriate premises, purchase of appropriate hardware and software for operations (Dec22);
- f. Development of policies and procedures required for the effective governance and general operations of the organisation (Dec22);

2. The development of the NATSIHA Strategic Planning:

- a. Develop strategic and operational plans required to meet the immediate and medium-term needs of the organisation (Mar23);
- b. Commence review and development of a National Indigenous Housing Employment Strategy for housing, encompassing all jurisdictions (Jun23);
- c. Commence review and development of a National Indigenous Housing Standard, encompassing all jurisdictions (Jun23);
- d. Commence review and development of appropriate rental, mortgage, and financial literary advice (Jun23);

3. The facilitation of a National Aboriginal and Torres Strait Islander Housing voice:

- a. Develop Strategy and Implementation Plan to enable jurisdictional voices to be heard at a local, state/territory and national level (Mar23);
- b. Pilot Strategy / Implementation with at least 2 Jurisdictions with a view to full rollout in 23/24 (Jun23);
- c. Co-design programs that are culturally safe and appropriate for ATSIKCHO's – with intent to apply to all housing service systems including government and non-government-agencies (Jun23);

4. The development of a national network of Aboriginal and Torres Strait Islander housing organisations:

- a. Develop strategy and implementation plan to establish the Network (conduit) to bring State/Territory Aboriginal and Torres Strait Islander peak housing bodies/communities together in a National Housing Network to information share, discuss strategy, and to both relationship build and inform, and influence government on key issues (Apr23);
- b. Identification of 'key stakeholders' including the type of relationship they would have with NATSIHA - both formal and informal (Apr23)
- c. Develop Pilot strategy to promote and implement best practice operations and initiatives of ATSIKHOs whilst securing government, non-government and private partners for rollout in 23/24 (Jun23);

5. Close the Gap / Sector Strengthening:

- a. The facilitation and active participation in work emanating from the National Agreement for Closing the Gap and the Coalition of Peaks including the Aboriginal and Torres Strait Islander Housing Sector Strengthening activities (Jun23);
- b. Maximise the involvement of the ATSIKHO sector in recognition of the unique, special skills and experience they possess;
- c. Monitor and support the rollout of the State and Territory Implementation Plans.