LETTER OF TRANSMITTAL

Senator the Hon Nigel Scullion
Department of Prime Minister and Cabinet
Parliament House
CANBERRA ACT 2600

15 October 2013

Dear Minister,

I am pleased to present the 2012-13 Annual Report for Queensland South Native Title Services Limited (QSNTS).

This report is provided in accordance with the Australian Government's Department of Families, Housing, Community Services and Indigenous Affairs 2010-13 general terms and conditions relating to the native title funding agreements under the Native Title Act 1993 (Cth), s203FE(1). The report includes independently audited financial statements for the financial year ending 30 June 2013.

Thank you for supporting the work of QSNTS.

Yours sincerely,

Colleen May Wall
Chairperson
Queensland South Native Title Services
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• **Applicant** – the person or persons authorised by the native title claim group to represent the group in matters arising under the *Native Title Act 1993* (Cth) in relation to the native title determination application.

• **Authorisation** – the process (usually in the form of a meeting) that a native title claim group uses to give permission to deal with matters arising in relation to that application, including a determination application.

• **Claim** – an application for a determination of native title, a revised determination of native title, or a compensation application under s61 of the *Native Title Act 1993* (Cth). Also referred to as a native title determination application or a native title application.

• **Native title** – the communal, group or individual rights and interests of Aboriginal Peoples and Torres Strait Islanders in relation to land and waters, where the rights and interests are possessed under the traditional law acknowledged and the traditional customs observed by the group or individual concerned. The *Native Title Act 1993* (Cth) refers to the recognition of these rights and interests by the Federal Court of Australia.

• **State of Queensland** – the Queensland State Government and principal respondent party to a native title determination application. Also referred to as ‘the State’.

Wongetta Waterhole, Kullili Country.
<table>
<thead>
<tr>
<th>Acronym</th>
<th>Full Form</th>
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<td>CEO</td>
<td>Chief Executive Officer</td>
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<tr>
<td>CFO</td>
<td>Chief Financial Officer</td>
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<td>CMT</td>
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<td>DPLO</td>
<td>Deputy Principal Legal Officer</td>
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<td>FaHCSIA</td>
<td>Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs</td>
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<td>MOU</td>
<td>Memorandum Of Understanding</td>
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<td>National Native Title Tribunal</td>
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<td>Queensland South Native Title Services Limited</td>
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*White Ochre Site, Kullilli Country.*
QSNTS CONTACT DETAILS

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The QSNTS Annual Report is available for download online at www.qsnts.com.au/publications

Annual Report Photography
Photography and artwork generously submitted by QSNTS staff and associates.

Cover Artwork

Design and Layout
SuckerPunch Design Copyright QSNTS 2013.
EXECUTIVE REPORTS
CHAIRPERSON REPORT

On behalf of the Board of Directors, I am pleased to present the Queensland South Native Title Services 2012-13 Annual Report.

The past financial year has been both challenging and triumphant, and I would like to thank the QSNTS staff for their hard work and strategically-focused determination in achieving the many outcomes for clients and stakeholders in their efforts to realise Traditional Owners’ aspirations to land and waters through professional and proficient native title services.

In June 2013 I attended the Annual National Native Title Conference on the traditional lands of the Central Arrernte People in Alice Springs, where the discussions outside the conference rooms were as important as the presenters’ messages. Again a delegation from QSNTS was in attendance and effectively represented our sector in their deliberations and presentations.

Following on from the success of the Board Talking Circle in 2012, this year’s session provided the time and space for Native Title Representative Bodies (NTRB) Board Members from across Australia to meet and discuss current issues and developments in the sector, and again we met new colleagues and old friends.

At a subsequent meeting in Alice Springs on 6 June 2013, Chairperson Errol Neal of the North Queensland Land Council and I signed QSNTS’ first Memorandum Of Understanding (MOU) about how cross-border claims are managed. This was a significant step as it recognises claims that span two or more regions, and that Aboriginal cultural boundaries do not match the representative bodies’ boundaries or the State’s borders.

The Minister for Families, Community Services and Indigenous Affairs (FaHCSIA) initiated a review into Native Title Organisations in the reporting period. The Board and Executive will be responding and we are also inviting members of the newly formed Prescribed Body Corporates to participate. The inclusion of these groups with the Review Team is essential as it ensures those who will benefit in the long term from any changes made to the system will have their voices heard. It is important that PBCs look at maintaining native title after determination by practicing their traditional cultural processes, but we must also think of how we can add social and economic value by assessing our social capital and weighing up the economic imperatives falling out of these.

Attending the ‘Forty Years of Service and Going Strong’ Dinner that celebrated the last 40 years of many of our Aboriginal and Torres Strait Islander Community Services was a trip down memory lane. The presentation by Paul Richards, QSNTS legal officer, shows how many of our staff have been working in our sector for many years which explains why they are well respected by our community.

Along with my fellow Board Members – Arabella Douglas, James William, Michael Cawthorn and Bernie Yates – I am most proud to present the 2012-13 Annual Report.

Yours faithfully

Colleen May Wall
Chairperson
Queensland South Native Title Services
CEO REPORT

The 2012-13 year was yet another busy year for QSNTS. Three months leading up to the financial year saw the election of a new Queensland State Government and three months following witnessed a change in Federal Government. Naturally, state and federal governments play a significant role in influencing native title operating environments; both levels of government present change challenges as well as opportunities for native title representative bodies and service providers. It is a matter of immense pride that the culture, commitment and capability of QSNTS is such that it robustly rises to and proactively pursues the many complex challenges and positive opportunities that change presents.

In February 2013, it was with this determined attitude that the QSNTS Board and staff applied themselves to the task of formulating a new Strategic Plan for the next three years. A key challenge of the planning exercise was to maintain service delivery excellence in claim research, prosecution and resolution, whilst casting an eye over the horizon to build capability to support the burgeoning number of Prescribed Bodies Corporate that will need support and assistance in the coming years.

It is against this backdrop of constant change, actual and contemplated, that I report upon the key achievements, challenges and issues of 2012-13.

Acclaimed Indigenous law expert Professor Robert Williams shared his vast experience and knowledge on Indigenous human rights in a special presentation to QSNTS staff.

L-R: Professor Robert Williams, QSNTS Chairperson Colleen Wall, National Native Title Tribunal President Graeme Neate, QSNTS Chief Executive Officer Kevin Smith.
Achievements

QSNTS is in the business of securing native title recognition for our clients and nothing is more satisfying organisationally than to observe the euphoria that accompanies a native title consent determination. A determination is the culmination of intergenerational struggle for legal recognition which evokes a spectrum of feelings for Traditional Owners. There is heart-wrenching sadness when there is a pause to remember those who passed away, exasperation tinged with anger about long delays and bizarre processes, disbelief that seemingly insurmountable adversity was overcome and, most importantly, sheer jubilation.

It is in that vein of emotion that we congratulate the Pitta Pitta People on their determination of 28 August 2012, the Jinibara People on their determination of 20 November 2012, and Indjalandji-Dhidhanu People (who were privately represented) for their determination of 9 May 2013.

We also congratulate all the native title claimants who reached the significant milestone of having their connection accepted by the State and are on the path toward their own ‘big day’ over the next 12 to 18 months. If there is a take-away message from the six native title holder groups within QSNTS’ region to those claimants still on the determination pathway, it is that staying focused and united will deliver the desired outcome.

It was also great to see QSNTS opening its regional office in Rockhampton in July 2012. The establishment of the office affirms QSNTS’ commitment to providing greater service access to our valued clients in the northern region.

Challenges

Whilst a consent determination is the preferred pathway for all native title claim groups, if not for all stakeholders including the Federal Court, there will inevitably be trials because, after all, the pursuit of native title recognition is a court process. Regrettably, 2012-13 saw not one but two contested native title hearings in the QSNTS region.

The Gold Coast Native Title Group’s trial was heard before Justice Rares on 3 June 2013, and a three-way trial between the Bidjara People, Karingbal People and Brown River People was heard over three weeks in May before Justice Jagot. The judgment and final orders remain pending.

Trials are highly expensive and very risky activities. There are also very strict funding guidelines associated with contested litigation, and three of the native title parties referred to above ended up being self-represented at trial – an enormous challenge for all concerned.

Another overlapping trial involving both native title parties being self-represented is listed for hearing in November 2013. QSNTS will also be involved in a contested hearing in October 2013.

This series of contested hearings is a clarion call to all native title claimants that the days of claims sitting idly in a court queue are long gone. With the institutional reforms over the past two years, the Federal Court has demonstrated that it expects all parties to progress matters expeditiously with a firm commitment to finalising extant claims within finite timeframes.

Issues

In light of the Federal Court’s disposition approach, QSNTS goes to great lengths to ensure that sound preliminary research is prepared before a claim is authorised and filed and once filed, that connection material is finalised to ensure that the claim can be successfully prosecuted to consent determination. QSNTS’ strong evidence-based approach is the very foundation of our business model. However, there are some areas of Queensland that, due to the deep impact of colonisation, a more comprehensive research foundation must be built before a claim is considered.
QSNTS has embarked upon a number of regional research projects including the South East Regional Research Project, a St George Research Project, a Central West Research Project and a Gilliat Flinders Research Project. Despite the pressure of high future act activity, QSNTS considers the finalisation of these regional reports as a threshold to any new claims. This approach will cause tension within and across native title groups; however, QSNTS’ statutory duty is those people who hold or may hold native title and, having regard to that duty, will not countenance claims that are not based on credible evidence.

Finally, over the reporting period, QSNTS along with other NTRB/NTSPs were heavily involved in preparing for the Deloitte Access Economics review. The review terms of reference concentrated on the current and emerging issues concerning PBC capacity as well as the role of so-called private agents. The review report will be fertile ground for reform over the coming months and years. QSNTS looks forward to engaging with the broader environment on what those reforms might bring but remains resolute to our commitment to service and protect the rights and interests of those people who hold or may hold native title in our region.

I submit the CEO Report for your consideration.

Kevin Smith
CEO
Queensland South Native Title Services
QSNTS OVERVIEW
QSNTS is the native title service provider within the region displayed below. We aim to assist Traditional Owners in realising their aspirations to native title. To achieve this, our primary service is statutory assistance. We also seek capacity development opportunities and promote reform of the native title system.
BACKGROUND

Following the High Court’s landmark Mabo and Others v Queensland (No 2) decision of 1992 which overturned the doctrine of terra nullius, the Native Title Act 1993 (Cth) (NTA) was passed. The NTA was established to provide a framework for Aboriginal Peoples and Torres Strait Islanders to gain recognition of their rights and interests to traditional lands and waters. As a result, a network of NTRB and NTSP was established throughout Australia to provide services in accordance with the NTA to assist Aboriginal Peoples and Torres Strait Islanders in pursuing recognition of native title rights and interests.

Since the passage of the NTA, various organisations have provided native title services for the southern region of Queensland. However, due to a number of legislative amendments and reviews, the Commonwealth Government withdrew its recognition of these organisations, and native title services in the area ceased on 22 June 2005. Under s203FE(1):

The Secretary of the Department may make funding available to a person or body, by way of a grant or in any other way the Secretary considers appropriate, for the purpose of enabling the person or body to perform, in respect of a specified area for which there is no representative body:

(a) All the functions of a representative body; or
(b) Specified functions of a representative body;

Either generally or in relation to one or more specified matters.

QSNTS was registered as a public company on 2 June 2005 by the Australian Securities and Investments Commission. Later that month, QSNTS was invited to apply for funding under s203FE (1) of the NTA by the Commonwealth Government. On 7 July 2005, the then Minister for Immigration, Multicultural and Indigenous Affairs granted funding to QSNTS as a NTSP for the southern region of Queensland.
QSNTS is a public company limited by guarantee under the Corporations Act 2001 (Cth). It is governed by the QSNTS Constitution which specifies that the objective of the company is to provide native title services to the Traditional Owners of the land and waters in the Queensland South area.

Further amendments in 2008 to amalgamate representative bodies and land councils in the region makes QSNTS now one of the country’s largest native title organisations, representing over half the state of Queensland. A regional presence is maintained with offices located in Rockhampton and Mount Isa, and an office in the Brisbane CBD.

VISION

Realising Traditional Owners’ aspirations to land and waters through professional native title services.

VALUES

At QSNTS we recognise and respect cultural and other diversity.

We provide culturally appropriate services in ways that are:

• Professional
• Collaborative
• Accountable
• Openly communicated

QSNTS STRATEGIES AND PRIORITIES

QSNTS adopts a strict evidence-based approach to the investigation, preparation and prosecution of native title claims. Although all 203BB assistance and representation is request-driven, a condition of providing ongoing statutory services is dependent upon QSNTS’ paramount obligation to the native title claim group, as it might be from time to time, based on credible evidence. Against this backdrop, QSNTS allocates resources in the following descending order of priority, noting that some lower order activities might need to be undertaken before embarking upon a higher order activity:

1. All claims currently filed in the Federal Court must accord with credible evidence and are either handled in-house or briefed out to competent, ethical practitioners - the amount of resources is dependent upon the stage of the proceeding, as well as other factors such as logistics associated with the size and location of the native title claim group.

2. Preparation of regional or specific research projects pursuant to 203BJ that have high strategic value in resolving native title across a wider region - this research serves to clarify complex regions that have multiple competing assertions, as well as regions that have one or more adjoining native title determinations that can be used as ‘neighbour’ evidence to support new or current claims.

3. Claim-specific research and investigation that arises from and is consistent with the 203BJ research projects referred to in paragraph 2 above.

4. The funding of inter- and intra-Indigenous dispute resolution pursuant to 203BF, with particular priority being given to those claims that are subject to trials or those claims capable of consent determination where connection has been accepted but there are outstanding Indigenous respondent issues.

5. Funding of interlocutory applications to dispose of unmeritorious Indigenous responses where dispute resolution (referred to in paragraph 4 above) has been unsuccessful.

6. The provision of limited future act legal advice, representation and assistance.

7. PBC in-kind support including preparation and circulation of meeting notices, assistance at the first annual general meeting and other meetings, basic advice around the legal effect of ILUAs and/or determinations.
QSNTS processes

QSNTS’ evidence-based approach is delivered via multi-disciplinary case management teams comprising of a lawyer, researcher, community relations officer and a para-legal. The case management team is assisted and guided by senior external consultants including anthropologists, historians and linguists as well as senior and junior counsel.

The yearly Operational Plan is a composite of the various case management plans. This bottom-up planning process has been in place for the last three years, and represents the continuous prosecution of a legal strategy that has been developed over the preceding years.

The Executive Team endorses and approves each case management plan, and moderates the resource level based on the prioritisation principles enunciated above.

The case management teams primarily operate from the principal office in Brisbane; however, QSNTS has regional offices in Rockhampton and Mt Isa to ensure regional access to services.

QSNTS requires the case management team to hold regular monthly meetings to develop, implement and review the case management plans. These plans include detailed claim strategies, actions, deliverables and risk management plans. The case management teams meet regularly and are required to report progress against these plans on a monthly basis to the Executive Team. A Case Flow Manager has been appointed to ensure compliance with the planning and reporting processes, and provides an overview function to coordinate and harmonise any resource or operational conflicts that might arise.

The Executive Team meets monthly with the broader management team to monitor performance of the case flow and the operational plan. At these management meetings, claim progress is assessed against the case management plan. Current and emerging issues in the external environment that may have an impact on individual claim deliverables are also examined, as well as the relative priority against other claims in the Operational Plan. The Executive Team will either endorse the activities in the claim plan, direct remedial action, or re-prioritise the claim.

The Executive Team in turn reports to the Board on progress in terms of outcomes, outputs and finances at each bi-monthly Board meeting. Reporting against key deliverables in the Operational Plan is a standing agenda item of all Board meetings.

The Board signs off on the Operational Plan and any subsequent variation.
FUNCTIONS

QSNTS provides the full range of statutory services as prescribed by the Native Title Act 1993 (Cth):

s203BB Facilitation and Assistance

QSNTS conducts the research and preparation of native title applications, and represents and facilitates representation in native title-related proceedings. These include consultations, mediation, negotiations and proceedings relating to native title applications, future acts, Indigenous Land Use Agreements (ILUAs) and any other matter related to native title.

s203BE Certification

QSNTS certifies native title applications and applications for the registration of ILUAs.

s203BF Dispute Resolution

QSNTS provides assistance in promoting agreement between clients regarding native title applications by conducting consultations, negotiations, mediation and other native title related proceedings. QSNTS provides mediation services between client groups regarding native title claim issues such as claim boundary overlaps and shared apical ancestors.

s203BG Notification

QSNTS ensures that notification of proposed activities which relate to the land and waters wholly or partly within the QSNTS region are brought to the attention of native title holders and claimants, and information is given to these persons regarding the time available to expand.

s203BH Agreement Making

QSNTS will participate as a party in ILUAs where appropriate, consulting with and having regard to the interests of native title claimants.

s203BI Internal Review

QSNTS provides a process whereby clients can seek review of the decisions and actions executed in the implementation of statutory services.

s203BJ Other Functions

QSNTS conducts other functions related to native title that aim to improve the native title system to deliver better results for Traditional Owners. Examples of these functions include reform, capacity development, regional research projects and negotiating agreements such as Memorandums Of Understanding (MOU).

Pitta Pitta Country, near Boulia.
CORPORATE GOVERNANCE

The QSNTS governance structure consists of a Board of Directors providing high-level strategic direction to the Executive team, led by the CEO, in managing the organisation’s operational (case management) and non-operational (corporate) activity. For more detail about governance at QSNTS, please refer to the Corporate Report on Page 48.

KEY FEATURES AND STRUCTURES

Organisational Structure

QSNTS continues to make operational enhancements designed to improve service delivery and accountability. More information is provided on Page 41.

Below is the organisational chart, as at 30 June 2013:
QSNTS fulfils its functions through a service delivery model founded on the assertion that native title has a vital role to play in delivering recognition and justice for Aboriginal Peoples and Torres Strait Islanders. QSNTS takes an approach that aims to enhance Traditional Owners’ capacity for autonomy by developing a service delivery model based on Statutory Services, Reform, and Capacity Development.
Statutory Services

To deliver a complete range of statutory services to realise our clients’ aspirations.

Native Title Claims

QSNTS provides legal representation and facilitation assistance to native title claimants by providing consultation, mediation, negotiation, agreement making and court appearances relating to their native title claims.

QSNTS also assists and facilitates research for and preparation of native title claims. This includes seeking evidence to determine ‘right people for right country’, and resolving disputes that may arise in identifying the claim group and certification of the claim for lodgement with the Federal Court.

Please refer to the Performance Report on Page 22 for more specific details about QSNTS’ legal and research assistance during the reporting period.

Future Acts

A future act is a proposed activity that may affect native title, for example: mining, exploration, compulsory acquisition, tourism, and other development. Under the Native Title Act 1993 (Cth) and Aboriginal Cultural Heritage Act 2011 (Qld), a registered native title claim has certain rights which include the right for Applicants (representatives of a claim group) to be notified and consulted on future acts that may affect their native title rights and interests.

Most future acts are notified under s24 of the NTA. As the NTSP for the region, QSNTS receives future acts notices and forwards them to the relevant native title claim Applicants. QSNTS provides registered Applicants with assistance in understanding the process so that they may comment on or object to the proposed activities.

Activities such as mining, petroleum exploration and compulsory acquisition of land for non-government parties are notified under s29 of the NTA. Where a right to negotiate applies, QSNTS provides a service representing the registered native title claim group in negotiation and arbitration of future acts if necessary.
Indigenous Land Use Agreements (ILUAs)

An ILUA is a negotiated agreement between native title groups and other parties (for example, government, pastoralists and utility companies) about the use and management of land and waters in a certain area. ILUAs are provided for under the NTA. They are used as a mechanism to resolve certain native title issues through a negotiated process as an alternative to costly and time-consuming litigation processes. A registered ILUA is legally binding for the parties to the agreement and native title holders.

QSNTS provides facilitation assistance and representation in negotiating, resolving and certifying registration of ILUAs.

Please refer to the Performance Report on Page 22 for more details about QSNTS’ ILUA negotiations during the reporting period.

Reform

To reform and improve the native title system.

Native title rights and interests intersect with a range of federal and state legislation and administrative frameworks, and hence advocacy to improve native title processes and outcomes is a necessary function. QSNTS elects to participate in advocacy programs through its membership with the National Native Title Council (NNTC) as well as participating in state-wide collaborative efforts with other NTRB/NTSPs.
Capacity Development

To enhance clients’ capacity to be autonomous in pursuing their rights and interests.

QSNTS aims to promote capacity development as an integral part of the broader native title process that enables Aboriginal Peoples and Torres Strait Islanders to take advantage of the native title system.

QSNTS provides a range of services to Prescribed Bodies Corporate (PBCs) including facilitation, legal assistance and support. More specifically, claim groups approaching the post-determination phases of their claims receive support including governance training, assistance with the development of corporation rule books, assistance in the organisation of meetings, and certification and negotiation assistance.

In addition, QSNTS participates in annual NAIDOC week celebrations providing an opportunity for staff to meet with Traditional Owners from around the state with goals including community engagement, promoting an understanding of the native title system, and promoting the profile of QSNTS in assisting Traditional Owners to achieve their native title aspirations.

QSNTS takes regular opportunities to present on the native title in a range of settings, including universities, workshops and conferences.

Operational Plan

QSNTS’ Operational Plan is built from milestones identified by the organisation’s Case Management Teams (CMTs). CMTs report monthly, assessing their achievement of these milestones, and identifying activity outcomes, activity history and activity commentary/outputs. The Chief Financial Officer uses the CMT reports to evaluate expenditure and determine a budget.

QSNTS’ Operational Plan for the reporting period was submitted to the Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs in May 2012.
PERFORMANCE REPORT
REVIEW OF PERFORMANCE

Introduction

The highlights of the 2012-13 financial year were the Jinibara and Pitta Pitta consent determinations. Furthermore, the acknowledgment by the State that it is prepared to work towards further consent determinations in a number of other claims within our region was much anticipated and well received.

Throughout the reporting period, QSNTS continued to develop research in areas not subject to claim, and build strong relationships with key stakeholders including the State of Queensland, the Federal Court and the National Native Title Tribunal.
Native title determinations in the Queensland South region at 30 June 2013:
Quandamooka #1 and #2 - 4 July, 2011
Kalkadoon #4 - 12 December, 2011
Gunggari #2 - 22 June, 2012
Pitta Pitta - 28 August, 2012
Jinibara - 20 November, 2012

Non-claimant determinations:
Castle Hills - 3 June, 2002
Ilfracombe Shire Council - 20 June, 2002
Blackwater Accommodation Village - 12 April, 2011
### Outputs 2012-13

#### Facilitation and Assistance

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#### Requests for Review of Decisions Not to Assist

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Native title holders and members of the Pitta Pitta Applicant with the QSNTS case management team, following the historic Pitta Pitta People’s consent determination made by the Honourable Justice Dowsett in a special sitting of the Federal Court at Boulia, Queensland on 28 August 2012.

L-R: Elizabeth Sheppard (QSNTS); Noel Jacks (Pitta Pitta claimant); Craig Reiach (QSNTS); Florence Melville (Applicant); Carmel Belford (Applicant); Neville Aplin (Applicant); Andrew Fahey (QSNTS), Noel Doyle (Applicant); Keren Gibbs (QSNTS).

Jinibara native title claim holders Kenny Murphy and Noel Blair with QSNTS Chairperson Colleen Wall, at the Consent Determination and celebrations at Woodford, 20 November 2012.
Narrative Discussion

QSNTS represents the following Traditional Owner and native title claim groups:

- Kalkadoon
- Woppaburra
- Pitta Pitta
- Yulluna
- Boonthamurra
- Mandandanji
- Kulilli
- Budjiti
- Kooma
- Wadja
- Kunja
- Butchulla

- Darumbal
- Gunggari
- Western Kangoulu
- Kanolu
- Wangan & Jagalingou
- Bigambul
- Wakka Wakka
- Port Curtis Coral Coast
- Brada Kabalbara Yetimarala
- Mithaka
- Kabi Kabi
- Bulamu Waluwarra & Wangkayujuru
- Jinibara
- Quandamooka

Within the region there were a number of trends influencing QSNTS’ performance in assisting these claims according to the organisation’s statutory functions. An analysis of key developments follows.

Consent Determinations

The reporting period saw the successful consent determinations for the Pitta Pitta People and Jinibara People. In addition to these determinations, on 20 December 2012 the State agreed to enter into substantive negotiations towards a consent determination for the Kooma People.

Jinibara Consent Determination

On 20 November 2012, the Honourable Justice Reeves of the Federal Court of Australia made a native title determination recognising the native title rights and interests of the Jinibara People in a special sitting of the Court on country in Woodford.

The determination was the culmination of 14 years’ pursuit for native title recognition by the Jinibara People.

The determination area spans 70,325 hectares covering areas of land and waters, including areas of national parks, state forests, forest reserves, reserves, unallocated state land and non-exclusive leases within the regions of the Blackall, Conondale and D’Aguiar ranges; the headwaters of the Caboolture, Mooloolah, Maroochy, Mary, North and South Pine Rivers and Elimbah Creek; substantial parts of the mid-course of the Brisbane River; and most of the catchment of the Stanley River.

The outcomes achieved are the result of extensive negotiations between the Jinibara People and the various parties to the application including the principal respondent, the State of Queensland, the Sunshine Coast, Moreton Bay and Somerset Regional Councils, Brisbane City Council and Seqwater.

The Jinibara People also signed two agreements with the State of Queensland – a Deed of Agreement, and a Body Corporate Agreement executed by the Jinibara People Aboriginal Corporation RNTBC – to support the consent determination of 20 November.

QSNTS has continued to provide the Jinibara People Aboriginal Corporation RNTBC with research, administrative and secretariat assistance, with that assistance function anticipated to continue until the PBC has its first annual general meeting at the end of 2013.
Pitta Pitta Consent Determination

The Pitta Pitta People’s native title rights and interests in relation to over 30,000 square kms of lands and waters in northwest Queensland was formally recognised by Justice Dowsett of the Federal Court at a special hearing held at Boulia, on 28 August 2012.

The victory was achieved after a near 13 year battle for native title recognition. Mr Tony McAvoy, Barrister, pointed to the “guidance and wisdom” of the Pitta Pitta Elders in filing the original application: “The resilience and strength of those Pitta Pitta ancestors has been carried forward to the Pitta Pitta People who now fill this Court and remain connected to these lands and waters.”

Pitta Pitta representative Carmel Belford said the determination day was a time to honour the Elders. “They’ve been amazing to us, through their hard work and that’s something that I want to impart on to the younger generations to respect and to remember those who have gone before us,” she said.

Federal Court of Australia Judge Justice John Dowsett read his proposed orders for a native title consent determination to a full courtroom at the Boulia Shire Hal:

“I have not come here today to give anything to the Pitta Pitta people, rather I have come to recognise, on behalf of all Australians, that the Pitta Pitta People are the Traditional Owners of this land pursuant to the traditional laws and customs which have been there since ancient times. I now recognise that traditional ownership,” he said.

Events on the day included a traditional smoking ceremony, didgeridoo performance, and presentations from Pitta Pitta Elders and claim representatives. Further delegates in attendance were Queensland Government executive director of Aboriginal and Torres Strait Islander Services Jim McNamara, Boulia Mayor Rick Britton, and Queensland South Native Title Services Chairperson Colleen Wall.

The consent determination concluded the Pitta Pitta People’s fight for recognition of their native title rights and interest that began in 1999.

CURRENT CLAIMS
Barada Kabalbara Yetimarala (BKY)

This claim was authorised on 13 April 2013. There had been a number of earlier claims in the region which were not supported by sufficient appropriate evidence and were defective as some overlapped neighbouring claims. After these claims were finalised by the Court, QSNTS was then in a position to commence a new claim. After an extensive research process and efforts to reach comprise with the Barada Bama claim group, the claim group authorised a new determination application to be commenced in different parts having regard to different circumstances, and the claim then described as Barada Kabalbara Yetimarala People #2 was registered on 23 August 2013. That claim is a shared country claim with the Darumbal people from the east. The larger BKY claim includes part of a claim which had been dismissed but is now the subject of an appeal.
Bigambul

The Bigambul People’s claim was filed on 14 April 2009 in the Brisbane Federal Court. QSNTS does not represent the native title claim group. QSNTS represented a large cohort of the claim group in an interlocutory application pursuant to section 66B of the Native Title Act. Justice Reeves dismissed our application and ordered mediation to take place between the current Bigambul Applicant’s and QSNTS as the Carseldine Respondent’s legal representatives. This mediation was to facilitate and agree on the processes and matters involved in preparing for a future Authorisation Meeting to enable the claim to progress. An agreed process is being settled to facilitate a meeting to be held in Toowoomba on 16 November 2013.

Boonthamurra

The Boonthamurra People’s claim was filed on 2 November 2006 in the Brisbane Federal Court. This matter has been conditionally accepted for Consent Determination; however, this has been delayed awaiting the resolution of issues with Indigenous respondents.

Budjiti

In 2010, QSNTS and the State with assistance from the Federal Court developed a process by which the Budjiti matter could be kept in the court system and progressed with a view to the claim being ultimately determined. This process involved the appointment of a qualified expert anthropologist as a Court Expert to provide an expert report to the Court within a timeframe closely managed and monitored by the Registrar.

Butchulla

Much progress has been made with the two native title determination applications by the Butchulla People over, respectively, Fraser Island and parts of the mainland from Burrum Heads to Double Island Point and immediate inland sea areas.

The State of Queensland and other respondent parties to the Fraser Island claim accepted connection within the reporting period and the parties are now engaged in substantive negotiations towards a Consent Determination.

The only major remaining or outstanding legal issue to be resolved between the parties with the Fraser Island claim is the extinguishing effect on native title of a Commonwealth military order made in 1943, under regulation 54 of the National Security (General) Regulations 1939, over a part of central Fraser Island. The issue has also arisen in the Bar-Barrum People #4 native title proceedings in the North Queensland Land Council area, with the issue now referred as a special case to a Full Bench hearing of the Federal Court of Australia on 21-22 November 2013.

Work on the Butchulla mainland and sea claim will progress with the continuation of fieldwork and witness statement gathering planned for the remainder of 2013.

Bularmu Waluwarra & Wangkayujuru (BWW)

At the start of the last financial year BWW was tentatively set down for Consent Determination on 17 December 2012.

In June 2011, four individuals identifying as Wangkamahdla asserted rights in the BWW claim area. Attempts to resolve the assertions made by the four respondents via an agreed research process and subsequent mediation resulted in the withdrawal of three of those respondents by July 2012.

An interlocutory application to remove the remaining respondent as a party to the proceedings was filed in April 2012. In June 2012, a Registrar of the Federal Court wrote to QSNTS suggesting that the matter might be dealt with by way of a limited hearing on defined issues rather than by progressing
the interlocutory application. Court-convened Case Management Conferences were held in September and October 2012 with a view to further narrow issues for hearing. All other respondents aside from the State, indicated no desire to participate in contested issues between the Applicant and the respondent.

At a directions hearing on 26 November 2012, it became apparent the matter would be set down for a full hearing.

That hearing will commence at the Mt Isa courthouse on 21 October 2013.

Two new native title claims were lodged on behalf of the Gunggari People on 10 October 2012 and were entered onto the Register of Native Title Claims on 11 January 2013. The claims were still in the notification period at the end of the 2012-13 financial year.

**Kabi Kabi**

An Authorisation Meeting was held on 3 November 2012 in Gympie, at which the lodging of the Kabi Kabi First Nation Traditional Owners’ native title claim was authorised. QSNTS received instructions from the Applicant in relation to lodging the claim with the Federal Court. The claim was lodged on 31 May 2013 and the Kabi Kabi First Nation Traditional Owners’ native title claim passed the registration test on 8 August 2013.

**Darumbal**

All connection material has now been provided. The Applicant made a submission to the State as to why it considers the requirements of s223 of the NTA have been met.

**Gunggari**

The Gunggari People’s native title determination, made by consent orders delivered by Justice Reeves of the Federal Court on 22 June 2012, was entered onto the Native Title Register on 7 September 2012.

BWW’s case management team travelled to Alpurrurulam to meet with various witnesses.

**Kalkadoon**

Through a Consent Determination on 11 December 2011, the Kalkadoon people were recognised as native title holders. The Kalkadoon Native Title Aboriginal Corporation became the authorised PBC to manage native title rights and interests in the 2011-12 financial year on 7 June 2012. This ILUA will be authorised in the next reporting period.
Kanolu

QSNTS undertook research in relation to assertions of rights and interests by a group of people who identify as Kanolu. On 19 October 2012, both Kanolu #1 and Kanolu #2 native title determination applications were accepted by the Native Title Registrar for registration.

Kooma

On 20 December 2012, the State delivered its response to the connection materials provided by QSNTS, indicating that the anthropology report prepared by Dr. Anna Kenny, in conjunction with additional connection material, provided sufficient evidence for the State to enter into substantive negotiations towards a Consent Determination. QSNTS and the Kooma Applicant are currently in negotiations with the State and are hopeful that we will be able to achieve a determination in early 2014.

Kullilli

This matter has been listed for a Consent Determination on 27 June 2014. QSNTS commenced to act for this group in early 2009, and originally there had been a number of different claims over the same area which overlapped and were defective. After those claims were dismissed, QSNTS commenced the current claim which has no overlaps and no Indigenous respondents. In early 2012, as part of the development of evidence to support connection, QSNTS organised for 18 Elders to meet on country with the case management teams from QSNTS and the State to develop evidence of connection. The State was satisfied as a result of that on-country expedition. QSNTS expects that the claim related ILUAs should be able to be finalised with the Pastoralists and the Local Government at an Authorisation Meeting in September 2013, and that consequently the matter will proceed to a Consent Determination as ordered by the Court on 27 June 2014.

Kunja

A draft Connection Report is expected to be provided by expert anthropologist Peter Blackwood in July 2013. Once the review has taken place, QSNTS will hold information sessions with the Kunja people to determine whether a native title determination application should be filed.
Maiawali

The Maiawali People’s claim was filed on 6 December 2011 in the Brisbane Federal Court. Further research is underway.

Mandandanji

The Mandandanji claim was filed on 6 November 2008. Since November 2011, the claim has been before the Federal Court 27 times (for directions, interlocutory hearings, case management conference and administrative listings), 12 times in 2012 and 15 times in 2013 to date.

In February 2013, Justice Rares replaced Justice Reeves as the presiding Judge for the Mandandanji native title claim. Justice Rares vacated earlier orders of Justice Reeves the description of the native title claim group. On 28 February 2013, Justice Rares dismissed competing interlocutory applications.

A further authorisation meeting was held and, on 1 July 2013, Justice Rares made orders to amend the Applicant.

Mardigan

The Mardigan People’s claim was filed on 17 January 2007 in the Brisbane Federal Court. The Connection Report prepared by consultant anthropologist Kevin Murphy, and reviewed by Professor Trigger and Dr Sneddon, has been completed and received. Claimant statements are currently being complied to provide to the State.

Mithaka

In 2010, QSNTS and the State with assistance from the Federal Court developed a process by which the Mithaka People’s native title determination application could be kept in the court system and progressed with a view to the claim being ultimately determined. This process involved the appointment of a qualified expert anthropologist as a Court Expert to provide an expert report to the Court within a timeframe closely managed and monitored by the Registrar.

Kevin Murphy, the anthropologist engaged by QSNTS, has completed a draft report, which was submitted to the Court Expert for review and comment.
Port Curtis Coral Coast (PCCC)

This claim has been listed by the Federal Court for a Consent Determination on 28 April 2014. In the mid-1990s there were a number of different claims over this area, which were combined in 2001 under the stewardship of the Gurang Land Council. In late 2008, QSNTS commenced to act for this claim and in May 2009, this claim was registered with the National Native Title Tribunal. QSNTS commissioned a Connection Report and interviewed numerous witnesses to develop evidence to persuade the State that the connection was established. With the Consent Determination looming, QSNTS is working with the Applicants, claim group and the State of Queensland to resolve land tenure issues in preparation for the determination.

Quandamooka

Further claims have been authorised by the Quandamooka People over their remaining traditional estates, with two eminent Quandamooka Elders authorised to make the applications and deal with all matters arising in relation to the applications under the Native Title Act.

The preparation of the proposed Quandamooka People #3 native title determination application over remaining claimable lots over North Stradbroke is complete with QSNTS awaiting further instructions from the Quandamooka Yoolooburrabee Aboriginal Corporation RNTBC as to the timing of filing.

Similarly, QSNTS has completed conducting interviews and drafting witness statements in relation to the proposed native title claim over Moreton Island, with the settling of such statements currently ongoing with a number of Quandamooka witnesses.

QSNTS continues to maintain a watching brief and, where required, provide legal assistance to the Quandamooka People through its agent PBC, the Quandamooka Yoolooburrabee Aboriginal Corporation RNTBC. This assistance is required in circumstances where the native title holders remain tasked with the enormous responsibility of implementing the various agreed outcomes from signed ILUAs with, respectively, the State of Queensland and Redland City Council.

Wadja

Wadja is located to the south-west of Rockhampton and includes the community of Woorabinda. The Wadja claim is currently subject to an overlap with the Gaangalu Nation claim (not represented by QSNTS).

An authorisation meeting for the Wadja People’s native title determination application was held on 5 August 2012 at the Dreamtime Centre in Rockhampton. The meeting was well attended with 54 Wadja People present. The claim was successfully authorised, and QSNTS filed the Wadja Native Title Determination Application on 22 August 2012. The claim was registered on 19 December 2012.

Kim McCaul, expert anthropologist, was contracted to complete an anthropological report in regards to the Wadja claim area in October 2012. Since this time a number of field trips have been undertaken by Kim McCaul accompanied by QSNTS case management team members. Wadja claim members have been co-operative and helpful in the research process.

An interim report was provided to QSNTS by Kim McCaul in March 2013, and the final report is due in late August 2013.

Wakka Wakka

All three Wakka Wakka People claims were registered on 5 April 2012.

Dr Kingsley Palmer completed a Connection Report in March 2010 applies to all three claims. The Report has been provided to the State on a confidential and privileged basis to enable the State to assess connection.

The status of each claim is as follows:

Wakka Wakka People #3 – QUD621/2011
- This claim is 100% overlapped with Wulli Wulli People #2.

Wakka Wakka #4 – QUD91/2012
- Connection material is being assessed by the State

Wakka Wakka #5 – QUD93/2012
- Connection material is being assessed by the State.
Wangan & Jagalingou (W&J)

The Wangan and Jagalinou People’s claim was filed on 27 May 2004.

Following extensive research by Mr Ray Wood, an Authorisation Meeting was held in Bundaberg on 25 May 2013 which authorised amendments to the current claim group description by the removal of an apical ancestor and the addition of further apicals. The claim group also authorised an additional claim for the Wangan and Jagalingou People on an area south of the current claim area.

Wangkamadhlha

Extensive research was, and is being, undertaken to assist in the formulation of a possible native title claim. The research is being managed by QSNTS’ research department under section 203 BJ (b) of the Native Title Act which outlines the guidelines for conducting regional research projects.

To date, much of the research has focused on addressing overlaps with neighbouring groups and questions around the complex interrelationships between families from the region. In October 2012, Dr Kevin Mayo, a consultant anthropologist who has also worked with a number of other claims in the region, completed draft genealogies for the descent groups with known associations to the research area. In November 2012, an historical report for the research area was completed by historian Dr Fiona Skyring.

In March 2013, QSNTS financed group mediation in Birdsville which resolved issues between the Wangkamahdla/Wangkamanhna People and the Wangkanguru/Yarluyandi Native Title Claim Group which covers the far south-western corner of Queensland. This agreement resulted in the Wangkamadhlha/Wangkamanhna People withdrawing as respondents to the Wangkanguru/Yarluyandi native title claim.

Mr Peter Blackwood, a senior anthropological consultant engaged to address the key research aims for this matter, is due to complete his report by early 2014, which will greatly assist in the formulation of any potential native title claims for this region.

Western Kangoulu

The Western Kangoulu People lodged a native title claim on 9 May 2013. The claim area takes in all of the claimable lands and waters that fall within a 16,000 square kilometre external boundary centred on the town of Emerald in western-central Queensland.

Woppaburra

The Woppaburra People are the Traditional Owners from the Keppel Islands off the coast from Rockhampton. After a co-operative restructuring of the Darumbal native title application, the Keppel Islands were separated from the Darumbal claim in August 2013 to allow the Woppaburra People to pursue a separate native title application.

After a series of intensive research interviews with Woppaburra Elders from across the community, in late June 2013 the QSNTS Executive deemed there to be sufficient evidence to provide assistance to authorise a new native title claim over the Keppel Islands. An Authorisation Meeting will be held on 31 August 2013 to authorise the lodgement of the claim.

Yulluna

QSNTS oversaw the completion of a Connection Report for the Yulluna People researched and written by consultant anthropologist Peter Blackwood. This report was provided to the State of Queensland in February 2012. In May 2012, QSNTS represented the Yulluna Applicant at a Federal Court-convened mediation conference between the Yulluna Applicant and an Indigenous respondent party.
A function that has become increasingly important is undertaking regional research pursuant to s203BJ(b), identifying the right people for country. This function is important because of the high number of overlapping interests in certain areas or where colonisation has had a high impact upon current claim group composition and cohesion.

During the reporting period, six research projects were underway:

- Central West
- Darling Downs
- Gilliat Flinders
- The Southeast Regional Research Project (SERRP)
- St George
- Wangkamahdia / Wangkamanha

The Central West Research Project seeks to determine the native title interests and prospects in the areas around Longreach, Barcaldine (covering desert uplands), Gidgee scrub, Mitchell Grass Downs and the Thomson, Barcoo and Alice Rivers. The anthropologist Dr Kevin Mayo has been engaged to look into the families and connections in this country and has already spoken to several people.

The Darling Downs Research Project is currently in its second of three stages, in which the rights and interests of the diverse groups in the research area are being investigated. The projected finishing date of Stage Two is the end of November 2013. Stage Three is anticipated to begin mid-2014, which will consider the future options for the Darling Downs research area. In the first half of 2014, information sessions will be conducted concerning the research.
findings following the completion of Stage 2. The expected current staff working on the Darling Downs Research Project include Community Relations Officer Hank Wymarra, Research Officer Michele Walters, and Consultant Anthropologist Dr Anna Kenny.

**GILLIAT FLINDERS**

In the 2012-13 financial year, QSNTS began a research project into currently unclaimed areas east of Mount Isa which includes Cloncurry, Julia Creek and McKinlay (among others). There have been several previous native title claims lodged in parts of this research area on behalf of the Mitakoodi and Mayi People, all of which have been dismissed or withdrawn.

The first stage of this research project is to determine who are the right people that hold traditional rights and interests in the research area. In February 2013, QSNTS held a Community Information Session in Mount Isa to explain the research project and the process that would be involved. After this information session, QSNTS engaged consultant anthropologist Ms Wendy Asche to conduct this first stage of research. Ms Asche has reviewed the previous research produced for this area and will undertake an initial field trip through Rockhampton, Woorabinda, and Mount Isa in August 2013. Once Ms Asche has completed her research and produced her report, QSNTS will be able to inform the Traditional Owners for the Gilliat Flinders research area as to the potential native title claims which could be lodged in the area.

**SOUTHEAST REGIONAL RESEARCH PROJECT (SERRP)**

The Southeast Regional Research Project (SERRP) is an ongoing project that commenced in September 2010 to assist in the resolution of native title in the Southeast Queensland region. The project is being managed by the QSNTS Research Department under section 203BJ(b) of the *Native Title Act*.

To date, much of the focus has been on the anthropologist Dr Tony Redmond’s completion of Stage One of the project, which has provided QSNTS with a preliminary description of the society/societies in the Southeast Queensland region at the time of sovereignty, and how these circumstances might inform present-day rights and interest in the broader region.
A number of research reports will be completed as part of this project encompassing an Anthropological, a Genealogical, and an Historical report, which will inform QSNTS as to the claim composition over St George and the unclaimed area to the south of the Mandandanji NTDA.

The project was commenced in February 2013 and is due for completion by December 2013. The staged reports to date are the following:

- Dr Anna Kenny was contracted to complete an Anthropological Report for the overlap area of Kooma and Euahlayi/Yuwaalaraay (within the broader St George Regional Research area) by June 2013;
- Ms Kate Waters was contracted to complete a desktop Genealogical Report for the research area in three stages:
  - Stage 1 to focus on Yuwaalaray/Euahlayi families and is to inform Dr Kenny’s overlap report for Kooma and Yuwaalaraay by July 2013.
  - Stage 2 to focus on Northern Kamilaroi families relating to the research area by September 2013.
  - Stage 3 to focus on the remaining QLD claims (Kooma, Gunggari and Mandandanji) is to be completed by October 2013.
- Dr Fiona Skyring contracted to complete a Historical Report for the research area by September 2013.
- Mr Ray Wood contracted to complete an Anthropological Report for the research area which will be informed by both the historical and genealogical reports to be completed by December 2013. Ray Wood is yet to commence interviews with interested participants.

ST GEORGE REGIONAL RESEARCH PROJECT

The St George Regional Research Project is part of QSNTS’ regional strategy to resolve native title interests in the Southwest Queensland Region. The Research Area includes the towns of St George, Dirranbandi, Hebel and Thallon. The aim of the project is to provide the evidentiary basis from which to establish the right people for right country. The St George area is identified by a number of claimants from various groups (particularly Mandandanji, Kooma, Northern Kamilaroi, Yuwaalaayaay, Gunggari) as lying within their interests. The town of St George and immediate surrounds are currently encompassed in the Mandandanji claim; however, this is disputed by some claimants from neighbouring groups as well as some members of the Mandandanji claim group itself. There is also an unclaimed area south of the Mandandanji claim area around Thallon and to the QLD-NSW border around Mungindi.

A number of research reports will be completed as part of this project encompassing an Anthropological, a Genealogical, and an Historical report, which will inform QSNTS as to the claim composition over St George and the unclaimed area to the south of the Mandandanji NTDA.

The project was commenced in February 2013 and is due for completion by December 2013. The staged reports to date are the following:

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- Mr Ray Wood contracted to complete an Anthropological Report for the research area which will be informed by both the historical and genealogical reports to be completed by December 2013. Ray Wood is yet to commence interviews with interested participants.

Wangkamahdla/Wangkamanha

For the Wangkamahdla/Wangkamanha Community the 2012-13 financial year brought with it the commencement of important research to assist in the formulation of a possible Native Title Claim. In September 2012 QSNTS CEO, Kevin Smith, provided the Wangkamadlia/Wangkamanha Community with an overview of progress and outstanding matters to be addressed before QSNTS
could assist with the lodging of any Native Title Claim for this area. The research is being managed by QSNTS’ Research Department under section 203 BJ (b) of the NTA which outlines the guidelines for conducting regional research projects.

To date much of the research has focused on addressing overlaps with neighbouring groups and questions around the complex interrelationships between families from the region. In October 2012, Dr Kevin Mayo, a consultant anthropologist who has also worked with a number of other claims in the region, completed draft genealogies for the descent groups with known associations to the research area. In November 2012, a historical report for the research area was completed by historian Dr Fiona Skyring. In March 2013, QSNTS financed group mediation in Birdsville which resulted in an agreement between the Wangkamadhla/Wangkamanhna People and the Wangkangurru/Yarlu yandi Native Title Claim Group (SAD 6016 of 1998) which covers the far south western corner of Queensland. Under this agreement important Wangkamadhla/Wangkamanha interests in the Wangkangurru/Yarlu yandi claim area were recognised and in return Wangkamadhla/Wangkamanha withdrew as respondents from the Wangkangurru/Yarlu yandi Native Title Claim.

Mr Peter Blackwood, a senior anthropological consultant engaged to address the key research aims for this matter, is due to complete his report by early 2014, which will greatly assist in the formulation of any potential Native Title Claims for this region.
REFORM

Native Title Organisations Review

In the reporting period, FaHCSIA initiated a review of the role and functions of NTRBs and NTSPs to ensure that they continue to meet the evolving needs of the system, and particularly the needs of native title holders after claims have been resolved. The Australian Government has emphasised the potential for native title to be a platform for long-term Indigenous social, cultural and economic development through maximising and protecting the benefits flowing from agreements and strengthening the capacity and governance of Indigenous corporations.

National Native Title Conference

In June 2013 the Annual National Native Title Conference was convened by the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) and the Central Land Council (CLC) on the traditional lands of the Central Arrernte People, the native title holders of the Alice Springs area. This year the Conference was held at the Alice Springs convention centre from Monday 3 to Wednesday 5 June 2013.

Following on from the success of the Board Talking Circle in 2012, this year’s session provided the time and space for NTRB Board Members from across Australia to meet and discuss current issues and developments in the sector.

Section 203BD NTRB Board Actions

At a subsequent meeting, in Alice Springs on 6 June 2013, Chairperson Errol Neal of the North Queensland Land Council and Chairperson Colleen Wall of QSNTS signed the first MOU as required by s203BD of the NTA about how cross-border claims are managed.

Chairperson Neal noted that this MOU heralded in a new era of cooperation between the two neighbouring native title organisations. Chairperson Wall noted that Aboriginal cultural boundaries did not match the representative bodies’ boundaries so there would always be some claims that would span the two regions.

The MOU is an historic acknowledgement between Representative Bodies of traditional Aboriginal cultural boundaries. It is important to recognise the cultural responsibilities that Traditional Owners have for land as opposed to boundaries imposed by western government and law. Aboriginal lore recognises and assigns responsibility to many sites that fall within boundaries marked by watersheds and mountain ranges that aren’t recognised by western law.

Several members of both Boards witnessed the historic event as well as the CEO of the North Queensland Land Council Ian Kuch, Principal Legal Officer Martin Dore and the Principal Legal Officer of the QSNTS Tim Wishart. Both organisations acknowledged the positive role of their respective staff in drafting the document which had been previously approved by both Boards, prior to the signing event.

National Anthropology Conference

QSNTS Research Officer Michael Thompson presented at the Native Title Anthropology Pre-Australian Anthropology Society Conference Assembly at the University of Queensland in September 2012.

The event provided anthropologists working in native title and Aboriginal cultural heritage with an opportunity to come together to discuss relevant issues and share approaches.

Michael addressed the inherent tension between the practice of native title anthropology as required by the Federal Court and the practice of anthropology in the current mining environment. He pointed to the primary duty of a native title anthropologist to provide independent, objective expert evidence in compliance with the Federal Court Practice Direction.

In the past, QSNTS has generally provided and carried out research assistance only under section 203BB(1) (a) of the Native Title Act. QSNTS has modified this approach by additionally undertaking research under s203BJ(b) function to identify “right people, right country” for native title claims in the region.
CAPACITY DEVELOPMENT
Support for Prescribed Bodies Corporate

QSNTS provides a range of services to Prescribed Bodies Corporate (PBCs) including facilitation, legal assistance and in-kind support over the reporting period. More specifically, claim groups approaching the post-determination phase of their claims receive support including governance training, assistance with the development of corporation rule books, assistance in the organisation of meetings, and certification and negotiation assistance.

NAIDOC Week

QSNTS continued the proud tradition of participating in NAIDOC week celebrations by holding a stall at the Family Fun Day in Brisbane, and Rockhampton in July 2012.

NAIDOC is a celebration of Aboriginal and Torres Strait Islander cultures and an opportunity to recognise the contributions of Indigenous Australians in various fields. The occasion celebrates the history, culture and achievements of Aboriginal and Torres Strait Islander Peoples. The week is celebrated not just in the Indigenous communities but also in increasing numbers of government agencies, schools, local councils and workplaces.

The event gives QSNTS staff an additional opportunity to meet with Traditional Owners from around the state with goals including community engagement, promoting understanding of the native title system, and promoting the profile of QSNTS in assisting Traditional Owners to achieve their native title aspirations.
ORGANISATIONAL CAPABILITY

New Brisbane Office

In the first half of 2013, the leadership team discussed the need to source a better value office. The factors contributing to the proposed move included:

- Disabled access and facilities
- Bigger meeting rooms, allowing us to have more in-house client meetings to save costs
- All staff on the one floor
- More floor space
- Better access to transport and Central Station

QSNTS staff learn from native title experts

QSNTS’ commitment to supporting staff in their professional development has been demonstrated by presentations by high profile native title experts at the Brisbane office during the reporting period.

Making the most of a grant from the Federal Attorney-General’s Native Title Anthropologist Grants Program, QSNTS invited senior native title researchers Dr Fiona Skyring, Dr Tony Redmond and Dr Kevin Mayo to present to staff. The inspirational full-day workshops provided opportunities to learn about current research practices and emerging trends.

Acclaimed Indigenous law expert Professor Robert Williams also shared his vast experience and knowledge on Indigenous human rights in a special presentation to QSNTS staff and professional colleagues in July 2012. The presentation, titled “Why Are Some Native Nations More Successful than Others?” gave an insightful analysis of development approaches for Indigenous nations. QSNTS Chairperson Colleen Wall, CEO Kevin Smith, Historian Dr Fiona Skyring, and National Native Title Tribunal President Graeme Neate were amongst the attendees.

Claim Newsletters

Claim Newsletters are regularly sent to clients to update them on the latest developments in their claims and increase their understanding of the native title process.

Indigenous Procurement

QSNTS continues to source services from Indigenous businesses as part of our efforts to support the wider Indigenous community. The following Indigenous business were engaged during the reporting period:

Legal Consultants – 3
Facilitators – 3
Venue – 2
Catering – 3
Security – 2
OTHER ENGAGEMENTS

20 - 21 August 2012 – The CEO participated in a roundtable hosted by the National Congress with Professor James Anaya, United Nations Special Rapporteur on the Rights of Indigenous Peoples in Melbourne. The roundtable was an invitation-only forum concerning Indigenous Peoples and the Extractive Industries. The CEO was asked to give an introductory presentation concerning ‘remedies’. The forum was attended by Indigenous leaders/advocates, government and members of the extractive sector.

24 August 2012 – The CEO gave a presentation on native title to year 11 and 12 students at the Southside Education Centre at Coopers Plains.

17 September 2012 – The CEO participated in a curriculum development committee of the Queensland University of Technology to review the Law School’s Native Title and Cultural Heritage course. The committee will review the revised programme that will be offered to graduate and post-graduate students in 2013.

20 September 2012 – The CEO was invited to The University of Queensland Research Week Engagement Dinner, as guest of the Anthropology Department.

4 October 2012 – The CEO participated in a consultation with Dr Simon Burgess of the Central Queensland University’s Indigenous Learning and Research Centre (Rockhampton) in relation to the development of a new Masters programme.

27 October 2012 – The CEO gave a keynote address at a Torres Strait Islander-hosted function in Brisbane celebrating the twentieth anniversary of the Mabo decision.

29 October 2012 – The CEO participated in a ‘speed yarning’ session with 100 Indigenous law undergraduates and graduates with the view to promoting employment in the native title sector, followed by the Annual QUT Law Dinner.

12 – 16 November 2012 – The Mineral Council of Australia invited the CEO to attend the Sustainable Development Conference in Bangkok, Thailand.

7 March 2013 – PLO delivered a guest lecture to the Native Title Law Class at the University of Queensland, examining the broader responsibilities of Native Title Representative Bodies.
Other Advocacy and Awareness Raising Activities

During the reporting period, Professor Robert Williams from the University of Arizona gave a presentation to QSNTS regarding the Harvard Project on American Indian Economic Development. A copy of the presentation was sent to PBCs and prospective PBCs under the hand of the Chairperson.

In the reporting period, the CEO received a scholarship from the Roberta Skyes Indigenous Education Foundation to attend a leadership course on Strategic Perspectives in Nonprofit Management at Harvard University, in Boston. This Executive Education program guides nonprofit executive directors and CEOs as they explore proactive methods for mastering nonprofit leadership in uncertain times. The program will take place in the 2013-14 reporting period, and allow the CEO the opportunity to meet with around 150 CEOs from the international not-for-profit sector to gain different perspectives on common issues encountered the sector.
Professional Conferences

QSNTS frequently provides papers and presentations at professional conferences. Over the reporting period, the CEO, PLO and DPLO each gave presentations at a number of conferences. The following is a list of presentations which can be found on the QSNTS website:


2. Tim Wishart – LexisNexis 4th Annual Native Title Summit 2012, *The multifaceted statutory responsibilities faced by representative body lawyers and what this could mean for you*, 11 July 2012;

3. Wati Qalotaki – Legalwise Native Title Seminar, 1 June 2012.

Urangan Beachfront, Butchulla Country.
FUTURE ACTS

Under s203BG, QSNTS commits a significant organisational effort to discharging the notification function. This is due to a high volume of low-impact future act activity associated with highly urbanised or rapidly developing regions. QSNTS seeks to ensure that, as far as reasonably practicable, notices that are received by QSNTS which relate to the land and waters wholly or partly within the area represented are brought to the attention of native title holders or claimants, and advise of relevant time limits to respond.

During the reporting period, QSNTS received 1283 s24 notifications, 343 s29 notifications and 198 other notifications (Native Title Protection Conditions or 'NTPC's', ILUA-related tenures, and other miscellaneous notices). Please see the following tables for further information:

Notifications Generally

<table>
<thead>
<tr>
<th>TENEMENT TYPE</th>
<th>TOTAL NUMBER OF NOTICES RECEIVED</th>
<th>NUMBER OF NOTICES (GROUPS REPRESENTED BY QSNTS)</th>
<th>TYPE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>EXPEDITED PROCEDURE</td>
</tr>
<tr>
<td>ATP/EPP</td>
<td>42</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>EPC</td>
<td>65</td>
<td>7</td>
<td>62</td>
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<tr>
<td>EPM</td>
<td>164</td>
<td>16</td>
<td>163</td>
</tr>
<tr>
<td>MDL</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>MC</td>
<td>15</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>ML</td>
<td>38</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>PL</td>
<td>15</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>SP</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>343</strong></td>
<td><strong>28</strong></td>
<td><strong>225</strong></td>
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</tbody>
</table>
## Objection Applications

<table>
<thead>
<tr>
<th>OBJECTION APPLICATION STATUS</th>
<th>NUMBER OF APPLICATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objection Lodged</td>
<td>18</td>
</tr>
<tr>
<td>Active Objection Applications</td>
<td>6</td>
</tr>
<tr>
<td>Finalised Objection Applications</td>
<td>6</td>
</tr>
<tr>
<td>Finalised Objection Withdrawn Agreement</td>
<td>4</td>
</tr>
<tr>
<td>Finalised Objection Dismissed</td>
<td>1</td>
</tr>
<tr>
<td>Finalised Prior to Acceptance</td>
<td>0</td>
</tr>
<tr>
<td>Finalised – Tenement Abandoned</td>
<td>1</td>
</tr>
</tbody>
</table>

## Agreement Making

<table>
<thead>
<tr>
<th>NEOTIATIONS</th>
<th>NEGOTIATIONS COMMENCED</th>
<th>NEGOTIATIONS FINALISED</th>
<th>ACTIVE NEGOTIATIONS</th>
<th>TENEMENTS ABANDONED</th>
</tr>
</thead>
<tbody>
<tr>
<td>ATP</td>
<td>2</td>
<td>1</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>EPM and EPC</td>
<td>12</td>
<td>3</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>ML</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>14</td>
<td>4</td>
<td>13</td>
<td>2</td>
</tr>
</tbody>
</table>

Total s24 Notifications received: 1283

Total other Notification received: 198

NTPCs, ILUA-related tenures and other miscellaneous notices.
GRANT FINANCIAL PERFORMANCE REPORT

The 2012-13 reporting period has seen a 12% budget increase from the previous financial year, of which 5% is a direct increase of funding by FaHCSIA and the remainder relates to funding for commitments carried forward from the 2011-12. Our emphasis on collecting evidence has continued, and there has been a 50% increase in expenditure on expert research consultants for the reporting period.

The increase in the number of research consultancies and the time-consuming nature of that process caused a reduction in the number of meetings facilitated by QSNTS, with 85 occurring during the period. This also caused a decrease in expenditure on claimant meetings, claimant travel and staff travel. Other significant items of operational expenditure relate to those matters involved in contested litigation.

Capital expenditure decreased significantly due to large investments in previous years on information technology and motor vehicles; however, it is anticipated that this will increase again in coming years in line with our depreciation and maintenance schedules. Although renovations to our Mount Isa office had been planned for the 2012-13 year, have been put on hold due to difficulties faced with securing local builders. QSNTS continues to invest in training and development of staff and Directors. All unexpended funds are taken up by accruals and commitments.

<table>
<thead>
<tr>
<th>QSNTS FUNCTIONS (FUNDS UTILISED UNDER FUNDING AGREEMENT)</th>
<th>ACTUAL 2011-12</th>
<th>BUDGET 2012-13</th>
<th>ACTUAL 2012-13</th>
<th>VARIANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenditure</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capital</td>
<td>586,161.00</td>
<td>205,000.00</td>
<td>163,517.00</td>
<td>41,483.00</td>
</tr>
<tr>
<td>Activities</td>
<td>6,994,257.00</td>
<td>9,408,552.00</td>
<td>7,598,666.00</td>
<td>1,809,886.00</td>
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<tr>
<td>Corporate</td>
<td>2,244,695.00</td>
<td>2,874,741.00</td>
<td>2,802,083.00</td>
<td>72,658.00</td>
</tr>
<tr>
<td>Commitments</td>
<td>1,419,292.00</td>
<td></td>
<td>1,650,845.00</td>
<td>-1,650,845.00</td>
</tr>
<tr>
<td>Total</td>
<td>11,244,405.00</td>
<td>12,488,293.00</td>
<td>12,215,111.00</td>
<td>273,182.00</td>
</tr>
</tbody>
</table>
GOVERNANCE

Statement of Main Corporate Governance Practices in Place

The QSNTS governance framework comprises of the following elements:

- Legislative framework (*Native Title Act 1993, Corporations Act 2001*);
- QSNTS Constitution;
- QSNTS Board Charter;
- Board of Directors;
- CEO and Executive Team; and
- Management Team.

QSNTS Directors and their Responsibilities

QSNTS’ Directors as at 30 June 2013 are:

**Colleen Wall**  
Chairperson and Director

**Bernie Yates**  
Deputy Chairperson and Director

**Arabella Douglas**  
Director

**James William**  
Director

**Michael Cawthorn**  
Director
QSNTS Directors meetings as at 30 June 2013

1 JULY 2012 – 30 JUNE 2013

DIRECTORS MEETINGS

<table>
<thead>
<tr>
<th>Directors</th>
<th>Meetings Eligible to Attend</th>
<th>Meetings Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colleen Wall</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Arabella Douglas</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>James William</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Bernie Yates</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Michael Cawthorn*</td>
<td>5</td>
<td>1</td>
</tr>
</tbody>
</table>

* Approved leave of absence.

CORPORATE GOVERNANCE

The QSNTS Constitution forms the basis of our internal governance rules and regulates our activities through its Objects and Powers.

QSNTS’ Constitution outlines specific instructions for the composition of the Board of Directors. At least one third of the Board must be of Aboriginal and/or Torres Strait Islander descent (now more than half). The Board compromises of appropriate persons with knowledge and expertise in areas of native title, Indigenous economic development and dealing with service providers.

QSNTS has produced a Board Charter which is supplementary to and guided by the Constitution. The Board Charter has been prepared as part of the Board’s commitment to good governance, and is designed to assist the Board to maximise its performance through the review and adoption of best practice governance.

The Board are currently in the process of forming a Finance, Audit and Risk Management Committee to its governance.

The primary function of the Committee is to assist the Board in fulfilling their responsibilities by reviewing draft financial reports, the systems of internal controls and risk management which Management and the Board have established, and the audit process.

Training and Development

In 2012, QSNTS’ Board of Directors completed the FaHCSIA Land Programs Branch course in Corporate Governance and Administrative Law for Native Title Representative Bodies. The course involved the following:

- How representative bodies assist in native title implementation;
- Functions and structures of representative bodies;
- Corporate governance and accountability requirements;
- Working in partnership with the Department of FaHCSIA;
- Administrative law framework; and
- Program funding agreement.
Board of Directors

Colleen Wall, Chairperson and Director

Colleen is the second daughter of Herb and Alfa Geiszler (nee Beezley) and was born in Eidsvold. She is a granddaughter of Bert and Mary Beezley (nee Minniecon) and a direct descendant of Katherine Minniecon (Lingwoodock) and her mother Sarah Lloyd. Sarah’s mother Nannie was born of the Dauwa Kabi Clan (of the Bauple region).

In 1992, after years of working in the bush, Colleen left Mount Isa to work for Arts Queensland in Brisbane. There she managed the Aboriginal and Torres Strait Islander programs for fourteen years, creating groundbreaking initiatives including the Indigenous Regional Arts Development Fund and the publication of ‘Reality of a Dark History’ and ‘Making Connections’. Colleen has since delivered community, youth and arts training to Aboriginal and Torres Strait Islander students and cultural training to Griffith University allied health students. She has also been involved in research and program introduction in desert settlements through the Griffith University’s Desert Knowledge Centre Alice Springs and worked on Community Development planning in Torres Strait communities. After 4 years as the Executive Officer of the Aboriginal and Torres Strait Islander Women’s Legal and Advocacy Service, Colleen is now back working in the arts and cultural sector. As one of the Nguin Warrup Black Drum Ltd Directors, Colleen works to address the needs of local emerging Aboriginal and Torres Strait Islander artists and arts-workers. She works with artists to assist in building and promoting their business, understanding the market and most importantly sourcing work across the Government and Corporate sectors.

“Ma’run is my language name and I am most passionate about the importance of Land Law and Language pertaining to our country. Especially how our language relates to Significant Sites and the Story Strings and Song Lines that travel through our country and the responsibilities we have through our Mu’run or Totem in maintaining those connections with our country and our neighbours. I feel that writing down our histories in relation to our country and the movement of our families is important for our future descendants in knowing their connections and responsibilities to country. Much of this knowledge can be a basis of cultural practice or if we so desire future cultural businesses that benefit of our Families. Native title is an important element of recognising and maintaining these connections which is why I’m excited to be appointed to the QSNTS Board.”

Bernie Yates, Deputy Chairperson and Director

Bernie currently works part-time as a volunteer and consultant, particularly with Indigenous organisations and government agencies to help improve how they work together. Before retiring last year from the Australian public service, Bernie worked in a range of federal government agencies with policy and service delivery responsibilities including treasury and employment and industrial relations. Over the past decade, Bernie has also worked with ATSIC and FaHCSIA in Indigenous affairs.

In recent years, Bernie was involved in developing the Federal Government’s Closing the Gap strategy and reforming how government agencies do business with Indigenous organisations, with an aim of reducing red tape and providing more certain and simplified funding arrangements. Bernie represented the Australian Government at the United Nations Permanent Forum on Indigenous Issues and was also involved in supporting the establishment of a new representative body for Aboriginal and Torres Strait Islander Australians. Bernie comes from Broken Hill in western NSW, and has four adult children and three grandchildren.

“I’m honoured to be given the opportunity to work on the QSNTS Board to support and guide the organisation in achieving its key objectives in the native title services area. I’m keen to share the skills and experience I developed working inside government to further build the capacity of a strong Indigenous organisation to advance the cultural, economic and social aspirations of Aboriginal people, their families and communities.”
Arabella Douglas, Director

Arabella is an Indigenous woman from the Bundjalung nation in far north New South Wales. Her professional experience includes native title law, housing policy, environment, local government and planning law, criminology, anti-discrimination work and Aboriginal education.

Arabella is currently the Social Sustainability Manager for Lend Lease Barangaroo South and she owns an Indigenous accommodation and events company called Connecting Dots Pty Ltd. Her experience and background includes lecturing at Sydney’s University of Notre Dame, Director of Regional Services for the NSW Department of Human Services’ Aboriginal Housing Office. Arabella is also currently undertaking an MBA.

“I would like to say that I am honoured to be serving QSNTS Board Member and that I am inspired by the words of Maya Angelou…‘Nothing works unless you do.’ I try to reflect on this in my work for QSNTS, and my work for the rights and interests of Indigenous people.”

James William, Director

James is a Kukkalgal Ya man from Yorke Island (Masig) in the Torres Strait. He has lived and worked in South East Queensland for over twenty years. He has over fifteen years of engagement experience working with Aboriginal and Torres Strait Islander peoples and their communities. He has worked extensively in the Queensland public sector in key portfolios including housing, training, employment and economic development with a specific focus on Indigenous Australians. Since 2009, James has established an extensive private and public sector portfolio of projects as a professional consultant working with major clients involved in significant business transactions with Indigenous Australians. To date, his career highlights include working on significant mining and coal seam gas projects and achieving a credible reputation as a specialist advisor to companies in the mining, energy and construction industries.

“I am passionate about the development and delivery of vital services to Queensland’s Aboriginal people particularly in foundational areas such as Native Title. I am honoured to have been appointed to QSNTS’ Board of Directors where I can assist and influence outcomes that are critical to the cultural, social, political and economic dimensions of Aboriginal peoples’ lives and their communities.”

Michael Cawthorn, Director

Michael is currently working as an anthropologist and cultural heritage consultant while undertaking further study. He was previously Deputy Director of the Museum and Art Gallery of the Northern Territory (MAGNT) Southern Region and the Strehlow Research Centre, and also worked as an anthropologist with the Strehlow Research Centre and the Ngaanyatjarra Council in Western Australia. His professional experience includes negotiation and land access agreements, management of research projects, cultural heritage protection and repatriation of Indigenous cultural objects and ancestral remains.

“Thank you for the opportunity to work for QSNTS and Aboriginal people from the Queensland South region, and contribute to the realisation of land justice and recognition of rights within the Native Title framework. As a Board member I will serve QSNTS and Aboriginal people with integrity and commitment to achieve these fundamental rights.”
Executive Management

The QSNTS Executive consists of Chief Executive Officer Kevin Smith, Chief Financial Officer Paul Davies, and Principal Legal Officer Tim Wishart. The CEO is responsible for the leadership and management of QSNTS. The CFO is responsible for legislative and grant compliance, management of corporate and financial services, and organisational policy decisions. The PLO is responsible for managing the legal section of QSNTS and for ensuring the effective provision of services to clients. Where possible, the Executive meets weekly.

Kevin Smith, Chief Executive Officer

Kevin is a descendant of the Meriam Peoples of the Torres Strait with traditional connections to Ugar (Stephen Island) and Erub (Damley Island). Kevin has nearly twenty years' professional experience in Indigenous affairs including senior positions with the National Secretariat of Torres Strait Islander Organisations, the Brisbane Aboriginal and Torres Strait Islander Legal Service, the National Native Title Tribunal, the National Native Title Council, and Aboriginal Hostels Limited (AHL).

In 2008, Kevin successfully led the amalgamation and incorporation of the former Gurang and Greater Mount Isa native title representative body areas into QSNTS operations. Kevin holds qualifications in both law and business management from the University of Queensland. He was admitted as a solicitor in 1994.

Tim Wishart, Principal Legal Officer

Tim was admitted as a solicitor of the Supreme Court of Queensland in 1991 after undertaking his degree at Queensland University of Technology as a part-time external student. Tim has primarily worked in small firms as a generalist commercial lawyer and litigator. He joined QSNTS as a legal officer in August 2010 and was appointed Principal Legal Officer in March 2012.

Paul Davies, Chief Financial Officer

Paul is originally from the Bundaberg Region in central Queensland and was admitted as a Certified Practicing Accountant in 2003 after studying at Queensland University of Technology. Paul has worked in a range of roles in the public and not-for-profit sector, including for the Queensland Government and the National Health Service in the United Kingdom. Paul previously worked for the Gurang Land Council (Aboriginal Corporation) and was involved in the QSNTS amalgamation and incorporation in 2008.
PLANNING AND REPORTING

QSNTS’ Strategic Plan 2010-13 guided the organisation’s strategic focus for the reporting period. QSNTS reviews its performance against the Operational Plan every four months, reporting to FaHCSIA tri-annually.

CMTs hold monthly meetings to review their claims and budgets to determine if the milestones will be achieved. Each team member contributes to a regular claim update report which is delivered to the Principal Legal Officer.

Progress claims is also monitored by the Federal Court of Australia’s assessment of the native title determination applications. Claims are managed according to a strict schedule which is reviewed by the Court as often as required to ensure timelines are met.

RISK MANAGEMENT

QSNTS undertakes a number of risk management strategies. The TRIM records management system allows for the secure storage of all documents. Security settings are continuously reviewed and updated ensuring employees only have access to documents relevant to their needs, and to make sure appropriate information barriers are in place to preserve solicitor-client confidentiality. Operationally, QSNTS adopts a project management approach to case management planning that incorporates a risk matrix.

QSNTS allocates 15% of its operational budget to the holding of events, ranging from large scale authorisation meetings to research field trips. Conducting events allow us to maximise the transaction of business within budgetary and time constraints. To address the risk of inefficiencies in event management, during the reporting period QSNTS reviewed the structure of its Client Relations Unit, who manages meeting logistics. Streamlining of processes and policy remains a priority for this Unit.

Managing risk is also integrated within aspects of human resources management, and includes the identification, analysis and prioritisation of risks and development of strategies to mitigate or control the risks. Part of this process includes workforce planning and providing dedicated structure around HR issues. Accurate records are essential when managing issues such as remuneration, industrial relations and employment conditions. Adequate levels of Workcover are maintained at all times.

ETHICAL STANDARDS

All QSNTS employees are expected to maintain high standards of integrity, honesty and fair dealing, and to conduct themselves at all times so as to avoid actions which may adversely impact the interests or good standing of the organisation. More specifically, QSNTS employees are required to recognise and respect cultural diversity, and provide culturally appropriate services in ways that are:

- Professional;
- Accountable;
- Collaborative; and
- Openly communicated.

As part of performance management and review processes, employees are assessed in accordance with QSNTS’ values and standards is assessed. QSNTS treats breaches of ethical standards seriously and may discipline employees found to be in breach.
**REMNUNERATION OF STAFF**

Remuneration of staff is determined by the QSNTS Enterprise Agreement 2011-13. Salary scales within the document correspond to a competency framework that outlines the Key Performance Indicators of each position. All QSNTS employees, including senior management, are engaged on a ‘performance-based salary’ basis, which is designed to facilitate the provision of feedback to employees and managers, identify learning and development needs, and assess performance.

Staff are entitled to up to two pay increases each year, subject to satisfactory performance. The first is a CPI-based increase, determined by the Australian Bureau of Statistics, payable on 1 January each year. The second is an increment increase within their designated classification level on 1 July each year.

Occasionally, new employees will agree to a common law contract that includes benefits that are complementary to the provisions of the QSNTS Enterprise Agreement.

As QSNTS is recognised as a Public Benevolent Institution (PBI) by the Australian Taxation Office, Employees who choose to participate in the salary sacrifice scheme, facilitated by external supplier Advantage Salary Packaging, may gain significant additional benefits through taxation savings.

This remuneration strategy is ultimately designed to benefit QSNTS’ clients by ensuring that the organisation can attract and retain a skilled workforce and that staff are continually improving and delivering positive results.

**EXTERNAL SCRUTINY**

The last review of QSNTS’ governance, performance, financial management and compliance was undertaken independently, commissioned by FaHCSIA and delivered in December 2010. The review described the organisation as in “good shape” and provided a number of recommendations which have since been adopted. An annual financial audit was also undertaken for the reporting period by PKF Di Bartolo Diamond & Mihailaros, and is appended to this Annual Report.

In June 2012, the Commonwealth Minister for Families, Housing, Community Services and Indigenous Affairs initiated a review of the role and functions of native title representative bodies and service providers to ensure that they continue to meet the evolving needs of the system, and particularly the needs of native title holders after claims have been resolved.

The review is being conducted by Deloitte Access Economics and will be concluded in the calendar year of 2013. Deloitte Access Economics is being assisted in this task by a Reference Group, which has been established to provide comment and strategic direction. The Review Team is being led by Deloitte Access Economic’s Dr Ric Simes, and includes Bill Gray AM, Dr Jeff Harmer AO, Roland Breckwoldt and Deloitte staff.

The Australian Government has emphasised the potential for native title to be a platform for long-term Indigenous social, cultural and economic development through maximising and protecting the benefits flowing from agreements, and strengthening the capacity and governance of Indigenous corporations.
HUMAN RESOURCES REPORT
WORKFORCE PLANNING AND STAFF RETENTION

Our flexibility arrangements policy was finalised in late 2012, and goes above the standards required by the Fair Work Act (primarily for caring responsibilities) to allow any staff member with a genuine need to request a variance to their employment conditions, such as their hours and locations of work. This policy forms an important part of QSNTS’ human resources framework, and aims to provide sufficient flexibility to support retention while protecting the needs of both the employee and employer.

To continue providing regional client services and support, two of our permanent staff members have transferred to Rockhampton. Across the next two years we will look at ways to maximise our regional presence and community engagement in that region.

In early 2013, a number of fixed-term appointments were made permanent in their roles (Research Administration, Legal Administration and Paralegal Officers) in recognition of the ongoing nature of their positions. This saw a significant increase in the proportion of permanency in our workforce, which provides more stability to both our employees and organisation.

March of 2013 saw the recommencement of QSNTS’ Indigenous cadetship program through the Department of Education, Employment and Workplace Relations (DEEWR). This program is a Federal Government initiative which seeks to increase employment outcomes for Aboriginal and/or Torres Strait Islander peoples. This cadetship will span almost three years and support a young Indigenous woman in her law and anthropology studies, and also provide relevant paid work placements within native title service delivery.

There were a total of nine exits throughout this period, which gives a turnover rate of 16.6%. This reporting period also saw transfers between work units, allowing employees to develop new skills while QSNTS retains valued team members and organisational knowledge.

We continue to support the Aurora Intern Program by hosting Research and Legal internships. Two of the Aurora legal interns secured ongoing casual work as Paralegal Officers and one research intern secured a permanent role of Research Administration Assistant.

QSNTS ENTERPRISE AGREEMENT 2013-15

Negotiations for QSNTS’ Enterprise Agreement 2013-2015 commenced in April of 2013 and continued through the financial year. The drafted Agreement provides a number of new and positive workplace conditions such as purchased additional leave, paid breastfeeding/lactation breaks and facilities, shared costs of work-related tertiary studies,
gender equity in accessing paid leave for a newborn’s primary caregiver, and fixed-term salary maintenance in redeployment.

Of note, this round of negotiations has included several independent employee representatives along with the Community and Public Sector Union as a default bargaining party. This has allowed for greater participation of employees in the process, as non-union members had not previously appointed a representative to engage in negotiations.

QSNTS believes the proposed Agreement strikes a balance between providing competitive employee benefits as well as supporting the interests of the organisation. It is hoped that the Agreement will be settled early in the next financial year.

TRAINING AND DEVELOPMENT

In-house cultural awareness training has been developed, and will be mandatory for all staff to undertake. This program was implemented in May 2013, and sessions will continue to be held until all staff have attended. This training will become a significant part of QSNTS’ internal professional development, providing a broad overview of systematic disadvantage for Aboriginal and/or Torres Strait Islander people as well as practical skills and knowledge for everyday use.

Some other significant learning and development opportunities provided in this period included:

• First aid certification for all Research Officers, with the intention to schedule this training for all of QSNTS’ fieldworkers;
• Governance training for the Board of Directors, provided by FaHCSIA;
• Stress management training for 17 employees across the organisation;
• Project management training for 33 employees, both members of case management teams and corporate staff;
• In-house training on records management, evidence collection, and social media use;
• 16 staff attended seven different Aurora Project training events spanning legal, research, community relations and corporate skills; and
• A range of conferences, seminars and workshops, including 15 employees and Directors attending the National Native Title Conference in June of 2013.

Feedback on QSNTS’ in-house training within this period has been positive, and particularly so in the provision of cultural awareness training. Supporting staff in training other employees within the organisation has been identified as a positive opportunity in knowledge and skills development for both the trainer and attendees alike.

A new performance appraisal system was developed between April and May of 2013, which provided managers with position-specific performance review templates. Appraisal templates were developed for each position within the organisation, providing managers with a comprehensive tool for assessing performance and employees with fair criteria to be evaluated against. Employees are also able to provide feedback on their manager and on the organisation generally. For the first time since amalgamation, every staff member had a performance appraisal completed.

OCCUPATIONAL HEALTH AND SAFETY

Healthy lifestyle choices and activities continue to be supported by the organisation, such as:

• annual provision of influenza vaccinations at no personal cost;
• annual reimbursement of up to $100 per employee for demonstrated costs associated with their healthy lifestyle choices (such as gym memberships or sports equipment); and
• covering the costs of confidential, professional counselling services for either the employee or their immediate family for work-related or personal issues.
On 23 May 2013, QSNTS raised $265 for the Cancer Council Queensland by participating in Australia’s Biggest Morning Tea. In the same month, the organisation again participated in Brisbane’s Corporate Games with tennis, beach volleyball and netball teams representing QSNTS. A highlight of this year’s games was our tennis duo, the Double Shots, coming in at a respectable third.

**LOOKING AHEAD: HUMAN RESOURCES IN 2013 – 2014**

Recruitment for two additional Directors to join QSNTS’ Board is planned to commence early in the next financial year, at least one of whom will be Indigenous.

An organisation-wide role description review is planned to continue through the next financial year, to ensure that position descriptions remain current and relevant to the work undertaken. As salary increases are linked to employees’ performance, the review of role descriptions is imperative to provide a fair process for assessment.

Other workforce priorities for 2013-14 will include:

- Finalisation of the QSNTS Enterprise Agreement 2013-15;
- Review and update of QSNTS’ induction process and materials;
- Continuation of cultural awareness training for all employees (existing and new starters);
- Strengthening QSNTS’ Future Acts team with dedicated legal support;
- Development of practice standards or similar materials to support our legal unit; and
- Mediation Training to establish an in-house pool of skilled mediators.

**CONSULTANTS, COMPETITIVE TENDERING AND CONTRACTING**

For the reporting period, QSNTS spent a total of $3,396,221 on consultants, of which $190,863 was for travel. More than sixty consultants were contracted to undertake a range of work for QSNTS, including providing legal opinions, expert anthropology reporting, project management and information technology services.

QSNTS complied with competitive tendering requirements and maintained a Register of Consultants.

**Staffing Statistics**

<table>
<thead>
<tr>
<th></th>
<th>30 June 2012</th>
<th>30 June 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perm.</td>
<td>45</td>
<td>49</td>
</tr>
<tr>
<td>Temp.</td>
<td>12</td>
<td>5</td>
</tr>
<tr>
<td>Male</td>
<td>33.3%</td>
<td>35.2%</td>
</tr>
<tr>
<td>Female</td>
<td>66.6%</td>
<td>64.8%</td>
</tr>
<tr>
<td>Full-time</td>
<td>53</td>
<td>52</td>
</tr>
<tr>
<td>Part-time</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Casual</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Indigenous</td>
<td>28%</td>
<td>22.2%</td>
</tr>
<tr>
<td>Total</td>
<td>57</td>
<td>54</td>
</tr>
</tbody>
</table>
Legal Consultants - $1,618,150
Anthropological Consultants - $1,619,656
Corporate Consultants - $158,415

QSNTS Community Relations Officer Matthew Prior and Research Officer Mia McCulloch find some shade at NAIDOC.

Gunggari Traditional Owner Maud Kearns with Legal Officer Craig Reiach at the Federal Court.

Community Relations Officer Hank Wymarra in Roma.

QSNTS staff Michelle Nieuwkamp and Sharon McAvoy with Jinibara native title holders Kenny Murphy and Noel Blair.
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Your directors present their report on the company for the financial year ended 30 June 2013.

Directors

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

Colleen Wall  Appointed 20 October 2010
Arabella Douglas  Appointed 20 October 2010
James William  Appointed 20 October 2010
Bernie Yates  Appointed 14 March 2011
Michael Cawthorn  Appointed 14 March 2011

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

Information on Directors

The information on directors is as follows:

Colleen Wall
Chairperson and Director
Colleen is an executive for the Aboriginal and Torres Strait Islander Women’s Legal and Advocacy Service and owns her own company, Wanyiram Pty Ltd, which provides arts industry expertise with the vision of ‘Spiritual Wellbeing for our People’. Colleen has delivered community, youth and arts training to Aboriginal and Torres Strait Islander students and cultural training to Griffith University allied health students.

Bernie Yates
Deputy Chairperson and Director
Bernie currently works part-time as a volunteer and consultant, primarily with Indigenous organisations and government agencies. Before retiring in March 2010 from the Australian Public Service, Bernie worked in a range of federal government agencies with policy and service delivery responsibilities including Treasury and employment and industrial relations; and in Indigenous affairs from 2002 with ATSIC, DIMIA and FaHCSIA. He is also an Advisor to the board of an Aboriginal Medical Service in the Northern Territory.

Arabella Douglas
Arabella works for Lend Lease as Social Sustainability Manager Barangaroo South, and is a lawyer with a background in environment and planning law. Arabella has her own company called ‘Connecting Dots’ and was the 2012 inaugural recipient of the Chief Executive Women Scholarship for Women in Leadership.
James Rodney William

James is a Kulkalgal Ya man from Yorke Island (Masig) in the Torres Strait. He has lived and worked in South East Queensland for over twenty years. He has over fifteen years of engagement experience working with Aboriginal and Torres Strait Islander peoples and their communities. He has worked extensively in the Queensland public sector in key portfolios including housing, training, employment and economic development with a specific focus on Indigenous Australians. Since 2009, James has established an extensive private and public sector portfolio of projects as a professional consultant working with major clients involved in significant business transactions with Indigenous Australians. To date his career highlights include working on significant mining and coal seam gas projects and achieving a credible reputation as a specialist advisor to companies in the mining, energy and construction industries.

Michael Cawthorn

Michael is currently working as a consultant anthropologist. He was formerly Deputy Director of the Museum and Art Gallery of the Northern Territory (MAGNT) Southern Region and the Strehlow Research Centre and Vice President of Museums Australia (NT). He has also previously worked as an anthropologist with the Strehlow Research Centre and the Ngaanyatjarra Land Council in Western Australia.

Meetings of Directors

During the reporting period the Board held six meetings. Details of attendance by individual Board members are provided below.

<table>
<thead>
<tr>
<th>1 JULY 2012 – 30 JUNE 2013</th>
<th>DIRECTORS</th>
<th>DIRECTORS’ MEETINGS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Meetings eligible to attend</td>
<td>Meetings attended</td>
</tr>
<tr>
<td>Colleen Wall</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Arabella Douglas</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>James William</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Bernie Yates</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Michael Cawthorn*</td>
<td>6</td>
<td>1</td>
</tr>
</tbody>
</table>

* Approved leave of absence

Attendance at Board and Committee Meetings

Operating Results

The deficit for the financial year was $232,999 (2012 surplus of $114,936).
Principal Activity

The objects of the company are pesude by:

1) providing native title services to Aboriginal and Torres Strait Islander People in the southern half of Queensland as prescribed in the Native Title Act 1993 (Cth);
2) enhancing the capacity of Traditional Owners to be autonomous in pursuing their rights and interests; and
3) advocating for reform and improvement to the native title system.

Objectives

Short-term Objectives

QSNTS aims to assist Traditional Owners to realise their aspirations to land and waters through the provision of statutory services, capacity development initiatives and system reform. The short-to medium-term focus of the organisation is the preparation, prosecution, negotiation and settlement of current and prospective native title claims. Supporting this objective is the development of Traditional Owner capacity to understand the native title process throughout the claim process and continuing into the future following a determination. In addition, QSNTS performs advocacy of broader reform to achieve procedural and substantive outcomes that make the native title process both fairer and more equitable. QSNTS aims to expand the range of options available for the successful resolution of native title claims.

Under s203FE of the Native Title Act 1993 (Cth), QSNTS’ role is to carry out the functions of a native title representative body as prescribed in the Native Title Act. That includes:

| Facilitation and assistance (s203BB) | Directly representing native title holders and claimants in native title related proceedings. |
| Certification (s203BE) | Assisting with the certification and registration process of native title applications and Indigenous Land Use Agreements (ILUAs). |
| Dispute resolution (s203BF) | Trying to resolve disputes between various native title holders and claimants, including facilitating agreements between these persons. |
| Notification (s203BG) | Ensuring that notices made under the Native Title Act are brought to the attention of relevant native title holders and claimants. |
| Agreement making (s203BH) | Being a party to Indigenous Land Use Agreements. |
| Internal review (s203BI) | Reviewing decisions made as a native title service provider and addressing all feedback through an internal process. |
| Other functions (s203BJ) | A range of miscellaneous functions including making agreements with neighbouring native title representative bodies to deal with overlapping claims, identifying potential native title holders, and promoting an understanding of the Native Title Act amongst clients. |
Long-term Objectives

The long-term objective of QSNTS is to expand the range of statutory services to both native title claimants and native title holders to ensure that Traditional Owners can harness the economic and social opportunities associated with native title whilst protecting, practising and preserving their culture, rights and interests to land and waters for present and future generations. It is the vision of QSNTS to realise Traditional Owners’ aspirations to land and waters through the organisation’s provision of professional native title services.

Strategy for Achieving the Objectives

QSNTS achieves short and longer-term objectives by implementing a business model based on multi-disciplinary, professional case management teams. These teams work with appropriate external experts to develop, implement and review case plans, in consultation with clients and stakeholders, designed to gather credible and comprehensive evidence that achieves native title and related outcomes within designated timeframes. The operational needs of the organisation are supported by a corporate team, including finance, human resources, information technology, event management and communication support.

More specifically, QSNTS undertakes a number of strategic activities and initiatives to achieve the organisational objectives. These include:

• Implementing sound governance and decision-making structures that ensure strategic, operational, financial and case management plans are integrated as well as appropriately devised, implemented and reviewed;
• Adhering to best practice electronic file management and maintaining information barriers that maintain client confidentiality;
• Fostering partnerships with key stakeholders including other native title representative bodies and service providers, QSNTS’ funding body FaHCSIA, State Government departments and Crown Law;
• Participating in advocacy through the National Native Title Council and also by making submissions on legislative and administrative reform;
• Extending organisational reach via regional offices in Mount Isa and Rockhampton;
• Incorporating and supporting Prescribed Bodies Corporate in preparation for the post-determination phase;
• Committing to regular communication with claim groups through a range of means including community relations staff and claim-specific newsletters.

Significant Changes in State of Affairs

No significant changes in the state of affairs of the company occurred during the financial year.

Contributions on Winding up

In the event of the company being wound up, ordinary members are required to contribute a maximum of $10 each. The total amount that members of the company are liable to contribute if the company is wound up is $50, based on five current members.

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

Director ___________________________   Director ____________________________
Colleen May Wall               Bernie Yates

Dated: ____________________________
15 October 2013
AUDITOR’S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF QUEENSLAND SOUTH NATIVE TITLE SERVICES LIMITED

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2013 there have been:

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

PKF Di Bartolo Diamond & Mihailaros

Ross Di Bartolo
Partner

Dated: 15 October 2013
# Statement of Comprehensive Income for the Year Ended 30 June 2013

**Queensland South Native Title Services Limited**  
ABN 88 114 581 556

<table>
<thead>
<tr>
<th>Notes</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenue from ordinary activities</td>
<td>2(a)</td>
<td>10,896,069</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee benefits expense</td>
<td></td>
<td>(5,075,699)</td>
</tr>
<tr>
<td>Depreciation expenses</td>
<td></td>
<td>(272,908)</td>
</tr>
<tr>
<td>Other expenses from ordinary activities</td>
<td>2(b)</td>
<td>(5,780,461)</td>
</tr>
<tr>
<td><strong>Profit/(Loss) from ordinary activities</strong></td>
<td></td>
<td>(232,999)</td>
</tr>
<tr>
<td><strong>Other comprehensive income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net gain / (loss) on revaluation of non-current assets</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td><strong>Total comprehensive income</strong></td>
<td></td>
<td>-</td>
</tr>
<tr>
<td><strong>Profit / (Loss) attributable to members</strong></td>
<td></td>
<td>(232,999)</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
# STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2013

**QUEENSLAND SOUTH NATIVE TITLE SERVICES LIMITED**

**ABN 88 114 581 556**

<table>
<thead>
<tr>
<th>Notes</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>3</td>
<td>3,131,769</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>4</td>
<td>148,706</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td></td>
<td>3,280,475</td>
</tr>
<tr>
<td><strong>NON-CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>5</td>
<td>1,230,363</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT ASSETS</strong></td>
<td></td>
<td>1,230,363</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td></td>
<td>4,510,838</td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>6</td>
<td>549,197</td>
</tr>
<tr>
<td>Financial Liabilities</td>
<td>7</td>
<td>-</td>
</tr>
<tr>
<td>Provisions</td>
<td>8</td>
<td>397,102</td>
</tr>
<tr>
<td>Other Liabilities</td>
<td>9</td>
<td>1,470,275</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td></td>
<td>2,416,574</td>
</tr>
<tr>
<td><strong>NON-CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provisions</td>
<td>8</td>
<td>210,409</td>
</tr>
<tr>
<td><strong>TOTAL NON-CURRENT LIABILITIES</strong></td>
<td></td>
<td>210,409</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td></td>
<td>2,626,983</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td>1,883,855</td>
</tr>
<tr>
<td><strong>EQUITY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained earnings/(Accumulated losses)</td>
<td></td>
<td>1,883,855</td>
</tr>
<tr>
<td><strong>TOTAL EQUITY</strong></td>
<td></td>
<td>1,883,855</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
STATEMENT OF CHANGE IN EQUITY FOR THE YEAR ENDED
30 JUNE 2013
QUEENSLAND SOUTH NATIVE TITLE SERVICES LIMITED
ABN 88 114 581 556

<table>
<thead>
<tr>
<th></th>
<th>Retained Earnings</th>
<th>Total Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance at 1 July 2011</td>
<td>2,001,918</td>
<td>2,001,918</td>
</tr>
<tr>
<td>Net Surplus for the year</td>
<td>114,936</td>
<td>114,936</td>
</tr>
<tr>
<td>Balance at 30 June 2012</td>
<td>2,116,854</td>
<td>2,116,854</td>
</tr>
<tr>
<td>Balance at 1 July 2012</td>
<td>2,116,854</td>
<td>2,116,854</td>
</tr>
<tr>
<td>Net Surplus for the year</td>
<td>(232,999)</td>
<td>(232,999)</td>
</tr>
<tr>
<td>Balance at 30 June 2013</td>
<td>1,883,855</td>
<td>1,884,230</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED
30 JUNE 2013

QUEENSLAND SOUTH NATIVE TITLE SERVICES LIMITED
ABN 88 114 581 556

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>CASH FLOW FROM OPERATING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating grant and funding receipts</td>
<td>12,640,100</td>
<td>12,093,400</td>
</tr>
<tr>
<td>Receipts from customers</td>
<td>38,136</td>
<td>415,792</td>
</tr>
<tr>
<td>Interest received</td>
<td>86,656</td>
<td>110,629</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(12,101,371)</td>
<td>(11,702,842)</td>
</tr>
<tr>
<td>Net cash provided by/(used in) operating activities</td>
<td>663,521</td>
<td>916,979</td>
</tr>
<tr>
<td></td>
<td>(13(b))</td>
<td></td>
</tr>
<tr>
<td>CASH FLOW FROM INVESTING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payment for property, plant and equipment</td>
<td>(128,407)</td>
<td>(174,547)</td>
</tr>
<tr>
<td>Proceeds from disposal of plant and equipment</td>
<td>47,275</td>
<td>-</td>
</tr>
<tr>
<td>Net cash used in investing activities</td>
<td>(81,132)</td>
<td>(174,547)</td>
</tr>
<tr>
<td>Net increase/(decrease) in cash held</td>
<td>582,389</td>
<td>742,432</td>
</tr>
<tr>
<td>Cash at beginning of financial year</td>
<td>2,549,380</td>
<td>1,806,948</td>
</tr>
<tr>
<td>Cash at end of financial year</td>
<td>3,131,769</td>
<td>2,549,380</td>
</tr>
<tr>
<td></td>
<td>13(a)</td>
<td></td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements
NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Urgent Issues Group Consensus Views and other authoritative pronouncements of the Australian Accounting Standards Board and the Corporations Act 2001.

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

The financial report has been prepared on an accruals basis and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The following is a summary of significant accounting policies adopted by the Company in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

(a) Income Tax

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

(b) Property, Plant and Equipment

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

Plant and equipment

Plant and equipment is measured on the cost basis.

The carrying amount of plant and equipment is reviewed annually by the directors to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amounts.
### Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, are depreciated over their estimated useful lives to the company commencing from the time the asset is held ready for use. Properties held for investment purposes are not subject to a depreciation charge. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

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

<table>
<thead>
<tr>
<th>Class of fixed asset</th>
<th>Depreciation rates/useful lives</th>
<th>Depreciation basis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plant &amp; Equipment</td>
<td>25 – 40 %</td>
<td>Straight Line</td>
</tr>
<tr>
<td>Motor Vehicles</td>
<td>12.5 %</td>
<td>Straight Line</td>
</tr>
<tr>
<td>Furniture &amp; Fixtures</td>
<td>5 – 10 %</td>
<td>Straight Line</td>
</tr>
</tbody>
</table>

### Employee Benefits

Provision is made for the company’s liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on costs. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the company to an employee superannuation fund and are charged as expenses when incurred.

### Cash

For the purposes of the Statement of Cash Flows, cash includes cash on hand and at call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months and net of bank overdrafts.

### Revenue

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

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Other revenue is recognised when the right to receive the revenue has been established.

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

### Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the Statement of Financial Position are shown inclusive of GST.
NOTE 2: PROFIT FROM ORDINARY ACTIVITIES
Profit (losses) from ordinary activities has been determined after:

(a) Revenue and Net Gains

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant funding</td>
<td>10,768,428</td>
<td>10,903,028</td>
</tr>
<tr>
<td>Interest Income</td>
<td>86,656</td>
<td>110,629</td>
</tr>
<tr>
<td>Other Income &amp; Services</td>
<td>40,985</td>
<td>221,800</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>10,896,069</strong></td>
<td><strong>11,235,457</strong></td>
</tr>
</tbody>
</table>

(b) Other Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising</td>
<td>108,912</td>
<td>159,870</td>
</tr>
<tr>
<td>Catering, venue hire &amp; meetings</td>
<td>161,389</td>
<td>244,968</td>
</tr>
<tr>
<td>Consultancy fees - anthropological</td>
<td>1,252,361</td>
<td>1,222,845</td>
</tr>
<tr>
<td>Consultancy fees - legal</td>
<td>1,413,465</td>
<td>1,772,838</td>
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<td>Consultancy fees – research &amp; facilitators</td>
<td>206,026</td>
<td>48,943</td>
</tr>
<tr>
<td>Corporate expenses</td>
<td>120,417</td>
<td>63,766</td>
</tr>
<tr>
<td>Loss on disposal of non current assets</td>
<td>-</td>
<td>34,840</td>
</tr>
<tr>
<td>Mapping &amp; resources</td>
<td>102,077</td>
<td>93,209</td>
</tr>
<tr>
<td>Motor vehicle expenses</td>
<td>146,667</td>
<td>168,454</td>
</tr>
<tr>
<td>Rent</td>
<td>523,250</td>
<td>483,880</td>
</tr>
<tr>
<td>Traveling &amp; accommodation expenses</td>
<td>1,154,997</td>
<td>1,270,716</td>
</tr>
<tr>
<td>Training &amp; professional development</td>
<td>132,276</td>
<td>121,599</td>
</tr>
<tr>
<td>Other expenses</td>
<td>458,624</td>
<td>463,065</td>
</tr>
<tr>
<td><strong>Other expenses</strong></td>
<td><strong>5,780,461</strong></td>
<td><strong>6,148,993</strong></td>
</tr>
</tbody>
</table>

NOTE 3: CASH & CASH EQUIVALENTS

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash on hand</td>
<td>2,227</td>
<td>1,741</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>3,129,542</td>
<td>2,547,639</td>
</tr>
<tr>
<td><strong>Cash at bank</strong></td>
<td><strong>3,131,769</strong></td>
<td><strong>2,549,380</strong></td>
</tr>
</tbody>
</table>

NOTE 4: TRADE AND OTHER RECEIVABLES

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade Receivables</td>
<td>57,400</td>
<td>52,536</td>
</tr>
<tr>
<td>Provision for doubtful debts</td>
<td>(36,996)</td>
<td>(28,684)</td>
</tr>
<tr>
<td>Prepayments</td>
<td>128,302</td>
<td>68,659</td>
</tr>
<tr>
<td><strong>Prepayments</strong></td>
<td><strong>148,706</strong></td>
<td><strong>92,511</strong></td>
</tr>
</tbody>
</table>
Note 5: Property, Plant and Equipment

Land & Building – at cost
Less accumulated depreciation

Plant and equipment - at cost
Less accumulated depreciation

Motor vehicles - at cost
Less accumulated depreciation

Office equipment - at cost
Less accumulated depreciation

Total property, plant and equipment

An independent valuation of the land and building at 31 Commercial Road Mount Isa QLD was performed by Herron Todd White. The stated market value of land and buildings is $600,000 as at 30 June 2013.
NOTE 5: PROPERTY, PLANT AND EQUIPMENT (Cont’d)

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

<table>
<thead>
<tr>
<th></th>
<th>Land &amp; Building</th>
<th>Plant &amp; Equipment</th>
<th>Motor vehicles</th>
<th>Office Equip</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2013</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at the beginning of the year</td>
<td>512,000</td>
<td>289,073</td>
<td>397,369</td>
<td>302,165</td>
<td>1,500,607</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>54,897</td>
<td>73,510</td>
<td>-</td>
<td>128,407</td>
</tr>
<tr>
<td>Disposals</td>
<td>-</td>
<td></td>
<td>(45,450)</td>
<td>(80,293)</td>
<td>(125,743)</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(16,000)</td>
<td>(129,874)</td>
<td>(55,263)</td>
<td>(71,771)</td>
<td>(272,908)</td>
</tr>
<tr>
<td><strong>Carrying amount at end of year</strong></td>
<td>496,000</td>
<td>214,096</td>
<td>370,166</td>
<td>150,101</td>
<td>1,230,363</td>
</tr>
</tbody>
</table>

2013 2012
---
$ $

NOTE 6: TRADE AND OTHER PAYABLES

**CURRENT**

- Trade creditors and accruals 316,882 519,185
- Sundry creditors 232,315 220,349

**Total** 549,197 739,534

NOTE 7: FINANCIAL LIABILITIES

**CURRENT**

- Credit Card Liability - 13,369

NOTE 8: PROVISIONS

**CURRENT**

- Employee benefits – Annual Leave Provision 271,824 214,647
- Employee benefits – Long Service Leave Provision 125,278 60,848

**Total** 397,102 275,495

**NON CURRENT**

- Employee benefits – Long Service Leave Provision 70,701 29,543
- Provision for Make Good of Office Premises 139,708 220,000

**Total** 210,409 249,543
NOTE 10: RELATED PARTY TRANSACTIONS

The names of directors who have held office during the financial year are:
Colleen Wall  Michael Cawthorn  Arabella Douglas
James William Bernie Yates

Key Management Personnel

Key management personnel comprise directors and other key persons having authority and responsibility for planning, directing and controlling the activities of the organisation. No transactions have occurred during the year with related parties.

Key Management Personnel Compensation Summary

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short Term Employee Benefits</td>
<td>582,567</td>
<td>585,351</td>
</tr>
<tr>
<td>Long Term Employee Benefits</td>
<td>42,529</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>625,096</td>
<td>585,351</td>
</tr>
</tbody>
</table>

NOTE 11: ECONOMIC DEPENDENCE

Economic dependency exists where the normal trading activities of a company depends upon a significant volume of business. Queensland South Native Title Services Limited is dependent on grants received from the Department of Families, Housing, Community Services and Indigenous Affairs to carry out its normal activities.

NOTE 12: SEGMENT REPORTING

The Company operates in the Community Services Segment.
NOTE 13: CASH FLOW INFORMATION

Reconciliation of cash
Cash at the end of the financial year as shown in the statement of Cash Flows is reconciled to the related items in the statement of financial position as follows:

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash on hand</td>
<td>2,227</td>
<td>1,741</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>3,129,542</td>
<td>2,547,639</td>
</tr>
<tr>
<td></td>
<td>3,131,769</td>
<td>2,549,380</td>
</tr>
</tbody>
</table>

Reconciliation of cash flow from operations with profit from ordinary activities after income tax

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Profit/(Loss) from ordinary activities after income tax</td>
<td>(232,999)</td>
<td>114,936</td>
</tr>
<tr>
<td>Non cash flows in profit from ordinary activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>272,908</td>
<td>329,672</td>
</tr>
<tr>
<td>Net (gain)/loss on disposal of property, plant and equipment</td>
<td>(1,824)</td>
<td>34,840</td>
</tr>
<tr>
<td>Provision for doubtful debts</td>
<td>8,311</td>
<td>28,684</td>
</tr>
<tr>
<td>Changes in assets and liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Increase)/decrease in prepayments</td>
<td>(59,643)</td>
<td>(46,299)</td>
</tr>
<tr>
<td>(Increase)/decrease in trade receivables</td>
<td>(4,864)</td>
<td>171,812</td>
</tr>
<tr>
<td>Increase/(decrease) in trade and other payables</td>
<td>(203,706)</td>
<td>168,899</td>
</tr>
<tr>
<td>Increase/(decrease) in income in advance</td>
<td>722,572</td>
<td>41,758</td>
</tr>
<tr>
<td>Increase/(decrease) in provisions</td>
<td>162,766</td>
<td>72,677</td>
</tr>
<tr>
<td>Cash flows from operations</td>
<td>663,521</td>
<td>916,979</td>
</tr>
</tbody>
</table>

NOTE 14: FINANCIAL RISK MANAGEMENT

(i) Financial Risk Management Policies

The company’s financial instruments consist mainly of cash and deposits at bank, trade debtors and trade creditors. The Board of Directors assist the company in meeting its financial targets, whilst minimising potential adverse effects on financial performance. The total of each category of financial instruments, measured in accordance with AASB139 as detailed in the accounting policies to these financial statements are detailed over the page:
### Interest Rate Risk

Interest rate risk arises from the possibility that the company might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. The association manages this risk through the following mechanisms:

- Preparing forward looking cash flow analysis in relation to its operational, investing and financing activities;
- Maintaining a reputable credit profile;
- Investing only in surplus cash with major financial institutions; and
- Comparing the maturity profile of financial liabilities with the realization profile of financial assets.

The tables below reflect an undiscounted contractual maturity analysis for financial liabilities.

#### Financial Liabilities

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade &amp; other payables</td>
<td>549,197</td>
<td>739,534</td>
</tr>
<tr>
<td>Financial Liabilities</td>
<td>13,369</td>
<td>747,703</td>
</tr>
<tr>
<td>Income in Advance – Unspent Grant Funds</td>
<td>1,470,275</td>
<td>1,470,275</td>
</tr>
<tr>
<td><strong>Total expected outflows</strong></td>
<td><strong>2,019,472</strong></td>
<td><strong>1,500,606</strong></td>
</tr>
</tbody>
</table>

#### Financial Assets – cash flows realisable

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>3,131,769</td>
<td>2,549,380</td>
</tr>
<tr>
<td>Trade &amp; Other Receivables</td>
<td>148,706</td>
<td>92,511</td>
</tr>
<tr>
<td><strong>Total expected inflows</strong></td>
<td><strong>3,280,475</strong></td>
<td><strong>2,641,891</strong></td>
</tr>
</tbody>
</table>

#### Net (outflow)/inflow on financial instruments

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net (outflow)/inflow on financial instruments</strong></td>
<td><strong>1,261,003</strong></td>
<td><strong>1,141,285</strong></td>
</tr>
</tbody>
</table>
NOTE 14: FINANCIAL RISK MANAGEMENT (Cont’d)

(iv) Credit Risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counter parties of contract obligations that could lead to a financial loss to the company. Credit risk is managed through the maintenance of procedures ensuring to the extent possible, that customers and counter parties to transactions are of sound credit worthiness. Such monitoring is used in assessing receivables for impairment.

Risk is also minimized through investing surplus funds in financial institutions that maintain a high credit rating, or in entities that the Board and management has otherwise cleared as being financially sound. The maximum exposure to credit risk at balance date to recognized financial assets is the carrying amount as disclosed in the statement of financial position and notes to the financial statements. The company does not have any material credit risk exposure to any single debtor or group of debtors.

NOTE 15: COMMITMENTS

Operating Lease Commitments

Non-cancellable operating rental lease on premises contracted for but not capitalized in the financial statements.

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payable – minimum lease payments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not later than 12 months</td>
<td>376,193</td>
<td>533,349</td>
</tr>
<tr>
<td>Between 12 months and five years</td>
<td>3,120,104</td>
<td>177,783</td>
</tr>
<tr>
<td></td>
<td>3,496,297</td>
<td>711,132</td>
</tr>
</tbody>
</table>

A security guarantee of $225,988 is held by the Bank as a commitment under the lease rental Agreement.

Research Consultancy Commitments

Agreements have been entered into amounting to $563,701 involving future payments within the next 12 months for research consultancy services.

NOTE 16: AUDITORS REMUNERATION

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit Services</td>
<td>25,755</td>
<td>25,246</td>
</tr>
<tr>
<td>Other Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>25,755</td>
<td>25,246</td>
</tr>
</tbody>
</table>
NOTE 17: CONTINGENT LIABILITIES
The company had no known contingent liabilities as at 30 June 2013.

NOTE 18: EVENTS SUBSEQUENT TO REPORTING DATE
No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

NOTE 19: COMPANY DETAILS
The registered office of the company is:
Queensland South Native Title Services Limited
Level 4, 370 Queen Street
BRISBANE QLD 4000

Date of Incorporation: 2 June 2005
DIRECTORS' DECLARATION

QUEENSLAND SOUTH NATIVE TITLE SERVICES LIMITED
ABN 88 114 581 556

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 68 to 81 are in accordance with the Corporations Act 2001 (Cth):
   (a) comply with Accounting Standards and the Corporations Regulations 2001; and
   (b) give a true and fair view of the financial position as at 30 June 2013 and of the performance for the financial year ended on that date of the company.

2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

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

Director _________________________   Director _________________________
Colleen May Wall                     Bernie Yates

Dated: ____________________________
15 October 2013
INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF QUEENSLAND SOUTH NATIVE TITLE SERVICES LIMITED

REPORT ON THE FINANCIAL REPORT

We have audited the accompanying financial report of Queensland South Native Title Services Limited (the company), which comprises the statement of financial position as at 30 June 2013 and the statement of comprehensive income, statement of change in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the Directors’ declaration.

Directors’ Responsibility for the Financial Report

The Directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Act 2001 and for such internal controls as the directors determine is necessary to enable preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

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

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

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

Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001 has been provided to the Directors of the Company.
INDEPENDENT AUDIT REPORT
TO THE MEMBERS OF QUEENSLAND SOUTH NATIVE TITLE SERVICES LIMITED

Auditor’s Opinion

In our opinion, the financial report of Queensland South Native Title Services Limited is in accordance with the Corporations Act 2001, including:

i. giving a true and fair view of the company’s financial position as at 30 June 2013 and of their performance for the year ended on that date; and

ii. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.

PKF Di Bartolo Diamond & Mihailaros

Ross Di Bartolo
Partner
Canberra

Dated: 15 October 2013
DISCLAIMER TO THE MEMBERS OF QUEENSLAND SOUTH NATIVE TITLE SERVICES LIMITED

The additional financial data presented on page 86 is in accordance with the books and records of the company which have been subjected to the auditing procedures applied in our statutory audit of the company for the financial year ended 30 June 2013. It will be appreciated that our statutory audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on such financial data and we give no warranty of accuracy or reliability in respect of the data provided. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than Queensland South Native Title Services Limited) in respect of such data, including any errors of omissions therein however caused.

PKF Di Bartolo Diamond & Mihailaros
GPO Box 588
CANBERRA ACT 2601

Ross Di Bartolo
Partner

Dated: 15 October 2013
## Detailed Profit and Loss for the Year Ended 30 June 2013

### Income

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest</td>
<td>$86,656</td>
<td>$110,629</td>
</tr>
<tr>
<td>Grants &amp; Funding</td>
<td>$10,768,428</td>
<td>$10,903,028</td>
</tr>
<tr>
<td>Other income &amp; services</td>
<td>$40,985</td>
<td>$221,800</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>$10,896,069</strong></td>
<td><strong>$11,235,457</strong></td>
</tr>
</tbody>
</table>

### Less Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit fees</td>
<td>$25,755</td>
<td>$25,246</td>
</tr>
<tr>
<td>Advertising</td>
<td>$108,912</td>
<td>$159,870</td>
</tr>
<tr>
<td>Bank charges</td>
<td>$7,593</td>
<td>$7,752</td>
</tr>
<tr>
<td>Catering, venue hire &amp; meetings</td>
<td>$161,389</td>
<td>$244,968</td>
</tr>
<tr>
<td>Computer expenses</td>
<td>$9,785</td>
<td>$13,447</td>
</tr>
<tr>
<td>Consultancy fees - anthropological</td>
<td>$1,252,361</td>
<td>$1,222,845</td>
</tr>
<tr>
<td>Consultancy fees - legal</td>
<td>$1,413,465</td>
<td>$1,772,838</td>
</tr>
<tr>
<td>Consultancy fees – research &amp; facilitators</td>
<td>$206,026</td>
<td>$48,943</td>
</tr>
<tr>
<td>Corporate expenses</td>
<td>$120,417</td>
<td>$63,766</td>
</tr>
<tr>
<td>Depreciation</td>
<td>$272,908</td>
<td>$329,672</td>
</tr>
<tr>
<td>Insurance</td>
<td>$45,107</td>
<td>$46,247</td>
</tr>
<tr>
<td>Loss on sale of vehicles</td>
<td>$·</td>
<td>$34,840</td>
</tr>
<tr>
<td>Mapping &amp; Resources</td>
<td>$102,077</td>
<td>$93,209</td>
</tr>
<tr>
<td>Motor vehicle expenses (incl vehicle hire)</td>
<td>$146,667</td>
<td>$168,454</td>
</tr>
<tr>
<td>Office expenses</td>
<td>$41,268</td>
<td>$36,907</td>
</tr>
<tr>
<td>Postage</td>
<td>$31,783</td>
<td>$31,389</td>
</tr>
<tr>
<td>Printing and stationery</td>
<td>$56,731</td>
<td>$60,579</td>
</tr>
<tr>
<td>Provision for Doubtful Debts</td>
<td>$8,311</td>
<td>$28,684</td>
</tr>
<tr>
<td>Rent</td>
<td>$523,250</td>
<td>$483,880</td>
</tr>
<tr>
<td>Repairs, maintenance and minor replacements</td>
<td>$72,686</td>
<td>$65,502</td>
</tr>
<tr>
<td>Salaries and on costs</td>
<td>$4,681,187</td>
<td>$4,291,122</td>
</tr>
<tr>
<td>Security costs</td>
<td>$5,901</td>
<td>$3,281</td>
</tr>
<tr>
<td>Storage fees</td>
<td>$12,395</td>
<td>$12,017</td>
</tr>
<tr>
<td>Subscriptions</td>
<td>$49,602</td>
<td>$38,691</td>
</tr>
<tr>
<td>Superannuation</td>
<td>$394,512</td>
<td>$350,734</td>
</tr>
<tr>
<td>Telephone</td>
<td>$91,727</td>
<td>$93,323</td>
</tr>
<tr>
<td>Training &amp; professional development</td>
<td>$132,276</td>
<td>$121,599</td>
</tr>
<tr>
<td>Traveling &amp; accommodation expenses (incl consultant travel)</td>
<td>$1,154,997</td>
<td>$1,270,716</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$11,129,068</strong></td>
<td><strong>$11,033,321</strong></td>
</tr>
</tbody>
</table>

### Operating Surplus/(Loss)

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Operating Surplus/(Loss)</strong></td>
<td><strong>($232,999)</strong></td>
<td><strong>$114,936</strong></td>
</tr>
</tbody>
</table>

These financial statements should be read in conjunction with the attached Disclaimer.
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