KOOMARRI

ANNUAL REPORT 2023-2024

2024



Supporting people with disability



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Our vision

To support people to achieve their life goals, dreams and aspirations

Our values

- Inclusion
- Diversity
- Flexibility
- Empathy
- Integrity
- Accountability
- Innovation
- Continuous improvement

Chairman Report



The financial year 2023-24 has been another difficult year as we continue to experience significant pricing challenges and heavy compliance requirements. Since the implementation of the NDIS a decade ago and more recently the COVID-19 pandemic, Koomarri has not in any meaningful or sustainable way been able to recover its costs associated with delivering all of our services. The past year has seen a concerning and more material increase in the service delivery cost gap and therefore our operating loss. That loss is dictated by an NDIS pricing model and therefore funding that, despite real evidence, chooses to ignore the cost of supports and service provision.

Separately, as I noted last year Koomarri identified an underpayment related to the interpretation of a shift for our residential staff (SCHADS Award). We have taken all prudent and necessary measures to address this with legal and, forensic accounting advice and as we are required to do through the Fair Work Commission. Whilst this is not the root cause of the financial position we find ourselves in, it does bring the NDIS risks to the fore. This is an issue for many organisations and we understand there is an application to the FWC to vary the interpretation.

We cautiously welcome the recommendations from the NDIS review and Disability Royal Commission but there remains a long way to go in ensuring a financially sustainable disability sector that delivers better practice quality supports from registered providers. We are mindful that there are local and national NDIS reform measures on government's agenda and the positive impact these may have on organisations such as Koomarri. But without detail and any clear indication of timing to deliver these initiatives ours is an impossible task to forecast in any way what the new environment might look like.

Koomarri is the longest serving specialist provider of supports to people with intellectual disability in the Canberra and surrounding region. Established in 1952, we have delivered a range of quality services to thousands of people and their families for over 70 years. We are a values-led organisation and will not compromise on the quality of care and support we are able to provide to our service users and their families.

We are also committed to our longevity in the local community however in the current environment it is evident that difficult decisions are now with us. At the time of writing, directors have most reluctantly resolved there is no option but to progress the necessary cessation of several service lines to protect the continuity of Koomarri in the future. There is more detail on this in the CEO's report.

Koomarri's accomplishments would not be possible without the expertise, dedication and commitment of my fellow Board members. I record my thanks to the Treasurer Andrew McCrossin and Board members Stephen Holmes and Stephanie Males and for their ongoing support and contribution. We also welcomed Arabella Rhode recently as our newest director. I would like to make special mention to Barry Jackson who recently retired from the Board. Barry provided valuable counsel and advice during his tenure, we thank Barry and wish him every success in the future.

On behalf of the Board and the whole Koomarri family, I also thank the management team led so professionally by our CEO Nadine Stephen and all of Koomarri's staff for their continued focus on delivering quality supports for our service users and their families. I acknowledge that we do not exist without our service users, their families and carers. We appreciate your contribution to Koomarri and ongoing support of our purpose and values.

James Service AM
Chairman

CEO Report



The 2023-24 financial year saw considered and widespread coverage from the government about the ongoing financial sustainability of the NDIS and the need for significant reforms to save the Scheme. Whilst we are only seeing the very beginning of changes to the administration of the Scheme it is clear that the gap between the cost of delivering quality support and the funding provided will remain for the short term. The disability support worker cost model provides the basis for all funding and is predicated on assumptions that do not align with the reality of the disability sector, its cost basis, and inflationary and operating cost increases which are out of every service provider's control.

The findings from the review of the NDIS were a welcome focus. There are some very positive recommendations including the development of foundational supports, an independent pricing authority and a risk proportionate regulation framework. The government has suggested a five year transition period which is simply too far away for many services providers including Koomarri.

We find ourselves in a position not thought possible five years ago even as we tackled COVID, and with no choice but to swiftly and significantly downside the business. In this context the Koomarri Board of Directors made the very difficult decision to close Koomarri's traditional Australian Disability Enterprise (ADE) commercial businesses and some direct supports. Specifically, the two ADE businesses affected are the Garden Maintenance and the Cut Cloth Business lines and 1:1 supports to people in the community. I readily appreciate the enormous upheaval this presents for those that we support and their families, this is the right thing to do as it ensures that Koomarri will be able to continue to provide support for future generations of Canberrans.

We continue to work on the underpayment issue for our residential staff in relation to sleepover shifts with advice from our legal counsel. I appreciate the length of time this has taken and I thank our staff for their understanding and patience during this process as we move closer to resolving this.

The Disability Royal Commission also handed down their recommendation report with an extensive list of 222 recommendations. The federal government accepted 13 of these in full and 117 in principle and we support the vision of a safe, inclusive and accessible society. One of the accepted recommendations was to redesign the Disability Employment Services model and we will be watching this with interest. We will continue to invest in our customised employment services as this is showing great outcomes for people. With thanks to the Department of Social Services for a grant, will continue to further develop this area of support and I am excited to expand these offerings across the Canberra region to more people.

Koomarri's Board continues to guide the organisation with excellent governance, strategic and financial oversight. I would like to thank the Board for their counsel, guidance and support throughout the year.

I am incredibly privileged to lead such a competent, committed and hardworking workforce and thank each and every staff member for their contribution throughout the year to improving the lives of people with a disability.

Finally, I would like to sincerely thank all the people we support for their generosity in allowing us to participate in their lives. On behalf of the entire Koomarri team I thank you for your commitment to us and I look forward to continuing our partnership with you in the future.

Nadine Stephen
Chief Executive Officer

Who we are

Koomarri specialises in providing supports to people with intellectual disability in the ACT and surrounding region. Through the relationships we build with our service users and their families, Koomarri helps people to achieve their life goals and actively contribute to the local community through employment, residential and social supports. We have been supporting individuals for over 70 years and have a deep and rich history with our local community.

Our vision and values underpin the work we do and guide our ability to create a positive future for our clients and their families. We operate with:

- Respect for the dignity and worth of every person.
- Recognition that people with disability can make substantial contributions to, and participate in, their communities, if given the opportunities.
- Recognition of the vital role of families in assuring that supports are appropriate, and of good quality.
- A desire to offer people the most up-to-date and promising supports, which may involve gaining the support of government departments and other services in innovative efforts.



Vale Tau Tanielu

Tau had the most delightful and charismatic personality which endeared him to others with his captivating smile and warm cheeky eyes. He loved football, movies, music, being out and about and was incredibly sociable. His energy and love for life touched everyone who crossed paths with him.

Tau would light up any room and had so much love from all of the people in his life. His infectious laugh could get a whole room laughing with him. He will be deeply missed and fondly remembered by his house mates, friends, family and staff.

Vale Ian (Scott) Andrea

Scott was a much-loved, hard-working and bubbly employee who commenced working with Koomarri on the 23 March 1998. Over his almost 26 year career with the Koomarri family he worked at Garden Maintenance, Pack and Post and most recently Cut Cloth in Belconnen.

Scott loved a good chat, he was a great story teller and enjoyed Suzie Quatro, Tim Tams, Champagne and the great Canberra Raiders. He lived a rich and full life outside of work, enjoying eating out, spending time with his loving family and friends, doing art, and ten pin bowling. Scott has left a big gap in the business he worked in but his legacy will live on in all the fond memories we have of him.



Board

James Service AM – *Chairman*

James Service has been the Chairman of Koomarri for over 10 years. He is the Managing Director of JGS Property, an independently owned and operated property advisory business. James is also Chairman Googong Township Pty Ltd, Chairman Axiom Properties Ltd, Chairman Propic Pty Ltd, Member Goodwin Aged Care Services Estate Development Committee, Director Ricky Stuart Foundation, Chairman Australian Foundation for Mental Health Research, President Royal Canberra Golf Club and Member Canberra Cancerians Committee.

Andrew McCrossin – *Treasurer*

Andrew is Koomarri's Treasurer and Chairman of the Finance and Audit Committee. Andrew has extensive experience in leading financial management roles and is currently the Assistant Commissioner at the Australian Taxation Office.

Stephen Holmes

Stephen is the CEO of Goodwin Aged Care Services and has more than 25 years' experience in the not-for-profit sector. His background includes providing finance and business services to commercial enterprises in the property development and construction industries, and healthcare manufacturing and distribution.

Stephanie Males

Stephanie has over 25 years' experience working in professional services in the specialist and strategic areas of financial advisory, cross-border trade and integrated infrastructure services. Her clients have included Commonwealth, State and Territory Governments, the private and not-for-profit sectors.

Arabella Rohde

Arabella joined the Board in early April and is the ACT Area Manager at AECOM and has almost 25 years of experience through a diversity of roles in multiple sectors and geographies. Her background includes delivering innovative and complex projects that have a strong customer focus to achieve sustainability and community outcomes.

Barry Jackson

Barry has extensive management experience over both the public and private sector. He is currently the Managing Director of Defence Housing Australia and prior to this was the Deputy Secretary, Service Delivery Operations for the Department of Human Services. Barry resigned from the Board in late 2023, we thank him for all of his support, advice and guidance and wish him all the best.

Supported Accommodation

Koomarri has operated supported accommodation services in the ACT since the 1960s. We work collaboratively with residents, their families and/or guardians in providing a home that encourages and enables independence through a family governed model of person-centred active support.

With the welcome addition of a new home with three wonderful young men and a team of skilled and dedicated staff, we currently operate 14 homes and support 31 people across the city.

In consultation with families, we engage staff to provide support including personal care and skills development under an active support framework. All Koomarri staff operate under the National Disability Services Standards.

All service users in our supported accommodation services are provided with opportunities for community engagement activities and skills development. We maintain strong relationships with other providers across the city and welcome collaboration.

As part of our supported accommodation service staff also facilitate social and recreational engagement in a range of activities including cultural and community events.



Employment supports

Supporting people to find work that is personally meaningful and socially valued has been one of Koomarri's core functions since our inception. Having a meaningful job is critical in reducing isolation, increasing self-esteem and providing the opportunity for people to contribute both economically and socially. People with disability face many barriers when seeking employment and we provide assistance at all stages from the development of work skills to finding potential employers and then providing post-placement support for as long as it is needed. We provide a diverse range of options from supported employment through to open employment positions and we work with each individual to determine which situation suits them best.

Commercial Business Highlights

31
supported employees across two commercial enterprises.

270
tonnes of cloth processed by the Cut Cloth Team.

8,250
kilograms of firewood bagged and sold.

2,010
sites serviced by our Garden Maintenance crews.

36,000
kilometres travelled around the city to provide Garden Maintenance services.

Garden Maintenance

Koomarri's garden maintenance teams have built on decades of experience to offer a wide range of services including mowing, landscaping, weed control and revegetation. The teams operated from depots in Ainslie and Scullin and have a number of contracts with businesses including Programmed Facility Maintenance, several ACT Schools and multiple government agencies.





Cut Cloth

This business recycles and cuts cloth received in Koomarri's collection bins and historically from The Green Shed to produce high quality cleaning rags. The team manages the entire process from collecting the donations to sorting, cutting and packaging. Sadly we said goodbye to The Green Shed this year as they vacated the Mitchell Resource Management Centre. We are thankful for their ongoing support of employment for people with a disability and wish them all the best into the future.

Business Capability

Koomarri's Business Capability team provide supported employment opportunities for people in local and federal government. These roles generally focus on office administration tasks and our skilled staff deliver on the job training, advisory support and disability awareness training to government employees.

Our success is based on the close relationship that we form with each department that allows us to understand their work and broader operational objectives and ensure that the Koomarri team adds value and expertise.

We are continuing to engage proactively with a number of departments with a view to developing more employment opportunities across the city. Our current government partners include:

- Australian Maritime Safety Authority
- Transport Canberra and City Services
- ACT Chief Minister Treasury and Economic Development
- Department of Health
- ACT Health
- Services Australia
- The Treasury
- Canberra Institute of Technology

Koomarri Treasury Team

The Koomarri Treasury team is staffed by four hard-working administrative assistants, Alysha, Ibrahim, Kenny and Siona. The team works at Treasury on Wednesdays and Thursdays of every week. There are various admin tasks that our employees perform for the Treasury staff as part of their duties.

Initially, there was a bit of work needed to find jobs for the team, however due to the exceptional organisational abilities of the individuals we now have received multiple job requests and the team continues to perform very well. We have started receiving more and more important tasks including a request to rearrange numerous stationary cupboards and the law book library. This is due to the high standard of work maintained by our supported employees.



Over time, the team's skills have significantly improved, allowing them to take on more complex tasks. They've developed expertise in data entry jobs, sorting of different types of cables for the IT team, collecting and shredding of confidential documents and restocking kitchen cupboards with supplies, etc. Their growing proficiency has made them an invaluable asset to the Treasury staff.



By Ratheesh Kumar, Treasury team supervisor

Craig Pollock – Australian Maritime Safety Authority – Administrative Assistant

Craig has been a valued employee of Koomarri for a considerable number of years, working in our Garden Maintenance team. In 2022 Craig decided he would like to try something new and joined the Career Discovery Program.



Upon commencement, Craig met regularly with his Career Coach Veronica to discuss other vocations he may be interested in, especially after so many years in Garden Maintenance. At this time Craig also joined IT classes run by the Koomarri's Skills Development team,

and he found he enjoyed working on admin tasks. I suggested to Craig that he could look for a job doing office work and I remember Craig saying, "Do you really think I could do that?"

Craig continued working with the Garden Maintenance team for 4 days a week and attended IT class on his day off. When an opportunity to work with the Australian Maritime Safety Authority (AMSA) one morning a week became available, Craig was interested in trialling this position. Craig's trial was very successful and he has been working in this paid role at AMSA for 12 months now. He is a highly valued member of their team and Craig is absolutely thriving at work. His confidence has grown in both admin assistance and social skills.

Mary Kirkman, Diversity and Inclusion HR Strategy Officer with AMSA has so much to say about the work that Craig is doing within their Department! Mary writes:

"The Australian Maritime Safety Authority (AMSA) partnered with Koomarri in February 2024, which is when I met Craig and his support worker. Craig works with me in the People and Property Team completing essential tasks such as delivering mail, scanning, saving and emailing documents for action, and checking printers to ensure they're full of paper and operational. The team enjoys working with Craig and we have seen his skill and confidence grow every week - he has even delivered an Acknowledgement of Country and co-chaired a team meeting with me! Craig's presentation on working with people with disabilities was a learning experience for the whole team. Having Craig as a colleague is a reminder of the importance of living our values and how inclusion is crucial to us achieving our mission of 'safe and clean seas, saving lives'."

Craig, I think you have proved to others but, most importantly, to yourself that yes, you can do that!

By Veronica Lovell, Career Coach

Customised employment

Our customised employment program is our most popular employment offering and demand is high among both school leavers and people looking to expand their skills and try something different.

This service uses an evidence-based approach to finding jobs for people with disability that suit their unique skills, interests and talents. The ultimate aim of the program is to find open employment in local businesses and uses a 'place then train' approach as opposed to the traditional train first and then place. This approach recognises that learning skills in an actual workplace is far more successful than trying to transfer skills taught in a classroom environment.

Local businesses have been very supportive of this program as it has enabled them to create a more inclusive work environment with active support from Koomarri staff who are on hand at all times. The participants are employed by a variety of businesses and in a mix of employment types. Our Participants in Open Employment are employed in diverse roles including hospitality, cleaning, animal care, clubs, recycling centres, game stores and more.

Brock Hughes – The Hotel Realm- Housekeeping Assistant

Brock joined the Career Discovery Program in 2021 and has maintained his dedication to finding meaningful employment ever since. In his time in the Discovery Program Brock undertook a variety of work experiences including at a café, The Zoo and The Green Shed. While he was unable to secure a paid role initially, he gained valuable experience and learned what he liked about each job.

In 2023 Brock was offered his first paid role, working as a cleaner with Major Projects Canberra. Brock worked hard and took pride in completing all his duties. Unfortunately, the role was only short term and ended after six months. Brock did not let it himself become discouraged and worked with his Career Coach to secure a new role with The Hotel Realm as part of their housekeeping team.



Brock has maintained this role since and has become a valued member of their team. He brings enthusiasm, curiosity and a good a sense of humour to his role! Brock is a great example of the perseverance and adaptability that many of our participants share.

By Nick Kamarul, Career Coach

Dylan Peet – Coffers Café- Hospitality Worker

Dylan's love of hospitality was evident from the very start of his journey in the Career Discovery Program in 2022. During the Discovery stage of the program, he demonstrated great cooking skills!



In the Job Development stage, Coffer's Café presented an amazing opportunity to Dylan, starting with a standard 10 week work experience placement. Dylan impressed the café manager with his work ethic and dedication to the tasks he completed. The owner offered a paid casual position to Dylan, which Dylan happily accepted. Fast forward to 2024, and Dylan is now working 5 shifts a week.

Such an achievement to reach his employment goals!

By Chloe Hull, Career Coach

Skills Development and Community Engagement

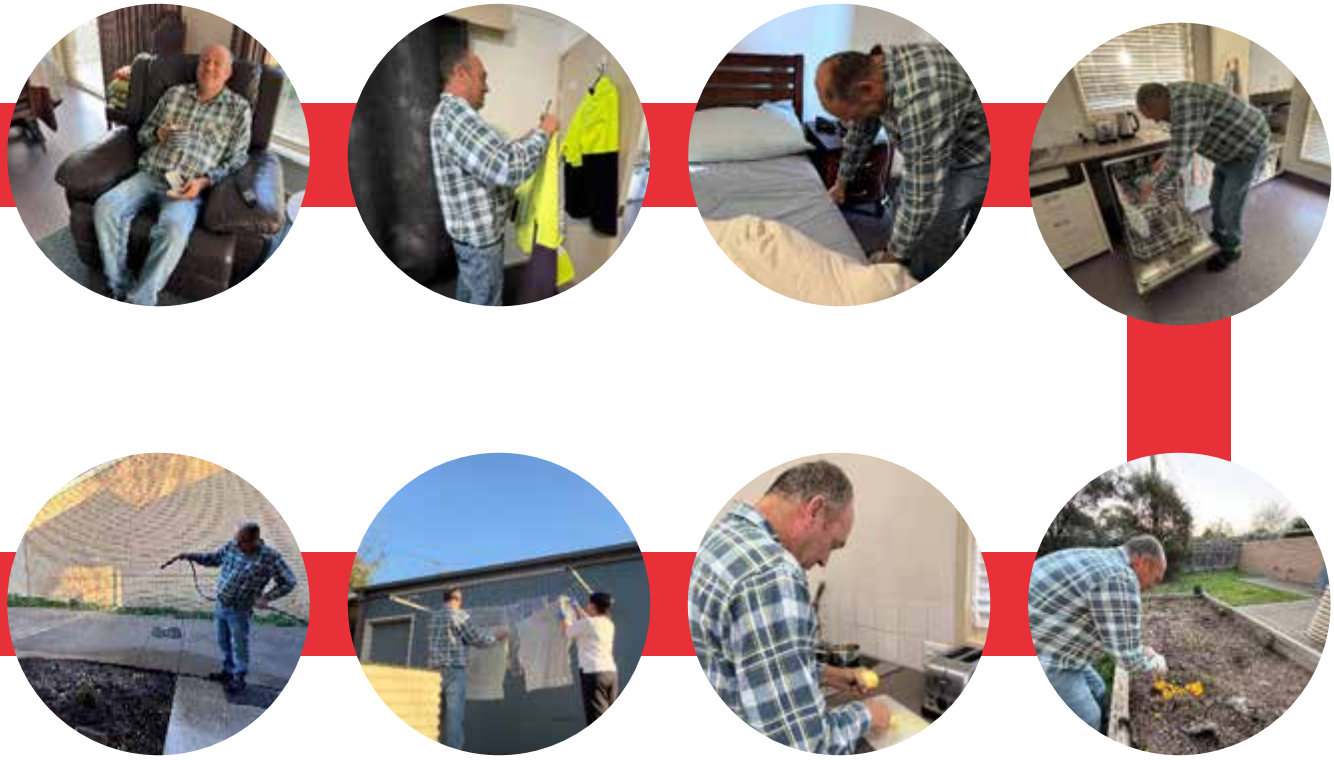
1:1 skills development empowers our participants to access the community, engage in their preferred activities and develop skills that boost their independence and confidence.

These supports can be tailored to assist individuals with building skills to carry out daily tasks like grocery shopping, meal preparation and household chores. We also aim to enhance our participants' quality of life by guiding them to engage in the activities of their choice while connecting with the community such as a walk around the lake, attending a café or going to the movies.

We support Adam four days a week. Adam likes to kick off his shift with his favourite ritual of afternoon tea with coffee and bikkies. Adam and his support staff, Rose catch up on his week, chatting before diving into some chores. He likes to start by making his bed and tidying his room. If his morning is packed with IT class or swimming, they handle the house work in the afternoon.

On Thursday evenings, Adam gets his work clothes ready for Friday morning. Afterward, they hang the laundry and fold the dry stuff together. Adam loves his garden, where he's growing strawberries, pumpkins, tomatoes, and herbs. Adam waters his plants to keep them thriving.

After that, they head inside to unpack the dishes and get dinner started—Adam's always up for helping in the kitchen. He's a big fan of smoothies, and any leftovers? Straight into his garden bed as a natural fertilizer. Through consistent support from his key support workers Rose, Pratibha, Neeraj and Asmita, Adam has established a well-rounded, jam packed routine where he gets out into the community, and tackles the household essentials.



Supporting people to engage in their local community, promoting independence and building friendships in a fun and relaxed setting is a key priority. With a monthly schedule of themed activities individuals participate at both at our Belconnen site and in the broader community. Everybody loves visiting local attractions, attending cultural events, or enjoying a day out in nature.

We celebrate the unique talents and interests of every individual, offering a vibrant and inclusive space where people with disabilities can explore creative activities, social inclusion, and life skills. From painting, crafts, and learning essential everyday skills to exploring the community, there's something for everyone to enjoy – where creativity brings people together, and each day is an opportunity to connect, create, and have fun.

Sandra visited Westwood Farm and had the opportunity to get up close with one of the animals there. She and other participants had a unique opportunity to learn about farming.

Greg and Mark enjoying a sunny day as they stroll around Lake Tuggeranong.





Group Based Supports

Cooking

Our cooking classes are highly popular whereby participants learn skills and gain confidence to prepare healthy and delicious meals with fresh and simple ingredients. Each session involves creating a two-course meal, with a focus on kitchen and food safety and each participant is supported in the cooking class according to their skills level. These classes are both educational and social, concluding with everyone enjoying the meal together.

Women's Group

Koomarri operates a women's group that nurtures supportive relationships in a safe and empowering environment where participants can connect, learn and socialize. The group meets once a week and participates in various activities throughout the year, including yoga, exercise, creative projects, and relaxation techniques.

Our focus is on the participants, fostering a supportive community where friendships can flourish through the power of art. We believe that creativity is a beautiful way to connect, and we encourage participants to express themselves and build meaningful relationships with others.



Jessica working on a colouring project at the Women's group.

Information Technology

Having knowledge of IT skills has become crucial for everyday life. The digital revolution has transformed how we live, learn, connect, and work, making IT skills essential. We offer IT courses for beginners, intermediate users, and advanced learners to help individuals develop skills required for various aspects of life. Learning these skills promotes inclusive education, enhances participation, boost employment skills and opens up better career opportunities. Conducted at our Phillip and Belconnen locations, the courses are group-based but customised to meet the needs of each participants.

Sewing Class

Our sewing class is tailored to accommodate participants with various abilities. We provide 1:1 support at the Sewing class to ensure comfortable and inclusive learning experience. We help to discover adaptive tools and equipment to make sewing easier for each participants. Our participants enjoy creativity by working with fabric and thread.

Tara sewing her new spring dress with the help of our sewing class instructor, Lyn.



Music Class

Koomarri hosts a weekly class every Friday at our Phillip location, aimed at encouraging participants to engage with music. Through exploration of diverse genres and instruments from various cultures, participants are supported by instructor to play instruments, and create music together. This program offers participants the chance to express themselves creatively, enhance coordination, improve focus, foster social interactions, and build confidence. It provides a fun, inclusive, and dynamic environment that participants can look forward to each week.

Support Coordination

Koomarri's support coordination team helps connect participants and their families with mainstream and disability specific supports. Our team is independent and work with individuals to find the supports that are right for them. This includes assisting participants to develop knowledge, experience and connections with the community and broader systems of support. They also work to help people understand their NDIS plan funding and its purpose along with providing crisis support when necessary.

The 2023-24 financial year has unquestionably seen significant challenges for both Support Coordinators and participants alike. Notably, there have been substantial shifts in the way the NDIS allocates funds, This poses a challenge for individuals and families who have dedicated years of effort to work toward their goals. We will continue to try and secure the necessary funding for these families to support their move to alternate living arrangements and navigate the NDIS system.

Our Staff

Koomarri's hardworking, dedicated and caring workforce are at the forefront of the great outcomes we achieve with our service users and we consider them our most important resource. Our team continued to adapt to the continuously changing landscape, being flexible and staying focused on delivering the best quality supports to all of our service users.

Our People, Culture and Compliance team provides the organisation with the following support and services:

- Recruitment and on boarding
- Coordination and delivery of Induction and Training and development
- General HR and Industrial Relations advice
- Quality management and Compliance Reporting
- Workplace Gender Equality Reporting
- Conducting internal audits and investigations
- Work, health and safety and risk management

During the 2023-24 year, our People, Culture and Compliance team on boarded 42 new employees and supported the organisation through many changes in the industrial landscape and maintaining a skilled and fluid workforce.

The team continued to face a significant increase in compliance reporting requirements whilst continuing to support our operation through all the industrial changes. Focus remained on recruitment, compliance and the psychosocial health and wellbeing of our employees as we have continued to adapt to a changing environment. Training and development also remains a priority to ensure a suitably qualified workforce. Continuous improvement by conducting regular audits and ongoing review of policy and procedure remain high on the agenda of our People, Culture and Compliance team.

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Females	103
Males	108

Casual	30
Part time	95
Full time	58

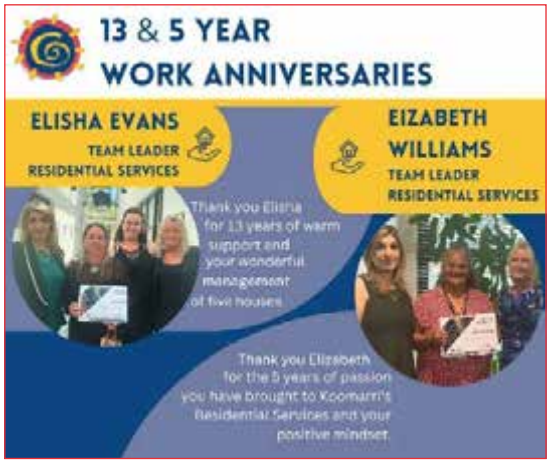
18-30	38
31-40	68
41-50	34
50+	43

Celebrating 25 Years at Services Australia

We celebrated Louise Connell's 25th work anniversary at Services Australia. A morning tea was held in our team's office with Louise's colleagues and supervisors, and Louise was presented with a gift to thank her for her valuable contribution to the Koomarri Services Australia team over more than two decades. In this time, Louise has honed her administrative skills and enjoys every moment of her time in the office. Louise is so proud to be a part of the Services Australia team, where her dedication and commitment to the Department, her colleagues and her supervisors has made her such an invaluable asset to the Koomarri Job Match team. Congratulations, Louise!



Koomarri is honoured to have many long term dedicated staff support our service users and families









Quality and Compliance

Our Quality and Compliance area completed four internal audits across the organisation as part of our internal audit schedule.

Quality systems

Koomarri underwent an annual external surveillance audit to maintain ISO 9001:2015 certification and our NDIS Provider re-registration audit.

The ISO audit examines the capability and effectiveness of Koomarri's quality management systems including compliance with customer, statutory and regulatory requirements. The auditors also ensure we continue to meet our specified objectives and are satisfying the needs of our stakeholders. The auditors consider our formal documentation including WHS manuals and forms including employee goals and assessments. Staff and service users are also interviewed to provide feedback on our performance. Koomarri's ISO surveillance audit was completed in November 2023 and Koomarri maintained its certification under ISO 9001:2015

The NDIS re-registration audit ensures that Koomarri as a provider adhere to the NDIS Commission for Quality and Safeguards Practice Standards.

NDIS Practice Standards

Under the NDIS Quality and Safeguards Commission, registered providers are required to undergo an audit against the NDIS Practice Standards. Koomarri's registration renewal under the NDIS Practice Standards was completed in November 2022 and Koomarri successfully obtained the registration renewal for another three years.

Secure Local Jobs Certification

Koomarri undergoes a certification process for Secure Local Jobs Certification for the works undertaken for ACT Government. Koomarri obtained renewal of its Secure Local Jobs Code Certificate in the previous financial year and is due for renewal in January 2026. A Secure Local Jobs Code Certificate confirms a business meets the standards in the Secure Local Jobs Code (the Code). The Code sets out workplace standards including pay and employment conditions, insurance, tax, superannuation, health and safety, training and induction, collective bargaining, freedom of association and representation rights.

Labour Hire License

The Labour Hire Licensing Act 2020 was introduced in the ACT to better protect workers and promote responsible practices in the labour hire industry. All Labour Hire providers were to comply with licensing arrangements by 27 November 2021. As Koomarri places individuals with disabilities into employment with third party employers under a labour hire type agreement, Koomarri applied and obtained their License under the Labour Hire Licensing Act 2020 in October 2021, and had their Labour Hire License successfully renewed in October 2023 and is due again October 2024.

Partners

Koomarri continues to collaborate with a range of businesses and government agencies and we would like to thank them all sincerely for their ongoing support:

ACT Chief Minister Treasury and Economic Development	Havelock Housing
ACT Health	Hellenic Club
ACT Housing	Hotel Realm
ACT Law Society	Lanyon Vikings
ACT NoWaste	Microne Glass
Action Buses	National Library of Australia
Australian Maritime Safety Authority	National Zoo and Aquarium
Bewitched Flowers and Gifts	Officeworks
Black Mountain School	Professor Douglas Boer
Bunnings	Programmed Facility Maintenance
Bureau of Meteorology	Rascal Treats
Canberra Institute of Technology	Red Cross
Canberra Montessori School	Roundabout
Centre for Disability Employment Research and Practice	Services Australia
Chartered Accountants Australia	SlicedTech
Chifley Grocer	Suburban Land Agency
ClubsACT	Statesman Hotel
Coffers Café	Studio and You
Department of Defence	Telopea Primary School
Department of Health	The Canberra Airport
Dickson Pool	The Green Shed
Discovery Café	The Tech Shed
Doma Hotel – Little National	The Treasury
Eastlake Football Club	Toyota
Endeavour	Transport Canberra and City Services
Fyshwick Laundry	University of Canberra
George's @ Hyatt	University of Sydney – Centre for Developmental Disability Studies
Grind to Ground	Victoria Oakden
Hartley Lifecare	Woden School
Hayden Aged Care	


KOOMARRI CENTRE

KOOMARRI LIMITED

ABN 38 599 467 782

Financial Report - 30 June 2024

DIRECTORS REPORT
FOR THE YEAR ENDED 30 JUNE 2024

The directors present their report, together with the financial statements, on the company for the year ended 30 June 2024.

Directors
The following persons were directors of the company during the whole of the financial year and up to the date of this report, unless otherwise stated:

Mr James Service AM
Mr Andrew McCrossin
Mr Stephen Holmes
Ms Stephanie Males
Mr Barry Jackson (Resigned 13 November 2023)
Ms Adina Cirson (Resigned 15 August 2023)
Ms Arabella Rhode (Joined 11 April 2024)

Short-term and long-term objectives
The company's short-term objectives are to increase business revenue through delivering a range of different employment models and increased accommodation options.

The company's long-term objectives are to remain viable and competitive in the context of a National Disability Insurance Scheme; and, to deliver evidence based better practice services and supports in response to individual need.

Strategy for achieving the objectives
To achieve its stated objective, the company strives to establish and foster effective relationships with a range of stakeholders including community services providers, government entities, sponsors, businesses, individuals with disability and their families. By actively encouraging and facilitating stakeholder relationships, the company will be able to achieve its short-term objectives of supporting people with disability to participate in the community and workforce with increased choice about types of supports and work and workplaces; and long-term objectives of remaining viable and competitive in changing operating context.

The company is committed to maintain financially viable existing programs and developing new programs, which support and encourage community inclusion for people with disability; and develop and inspire staff and stakeholders to improve services and supports for people with disability.

In doing so, the company will be able to achieve its short-term objective of building revenue while at the same time increasing the number of opportunities for people with disability to access meaningful supports; and long-term objectives of maintaining a strong and viable organisation which can support more clients with more services.

The company sets clear and consistent standards and expectations for staff to ensure best practice is applied to all services. These actions contribute to both the short and long term objective and ensure its ongoing status as a leader in disability services.

Principal activities
The principal activity of the company during the financial year was the derivation of income by maintaining employment and accommodation supports for people with disability within their community and personalised supports assisting people with independence and skills development in achieving their dreams, goals and aspirations.

There was no significant change in the nature of the activities of the company during the financial year.

KOOMARRI LIMITED
ABN 38 599 467 782

DIRECTORS REPORT
FOR THE YEAR ENDED 30 JUNE 2024

Operating result
The deficit from ordinary activities before the gain/(loss) on the valuation of land and buildings amounted to $2,314,960 (2023: deficit $174,076).

Contributions on winding up
The company is a not-for-profit entity and is limited by guarantee. No dividend has been paid or declared.

In accordance with the constitution, the company is limited by guarantee to the extent of $10 per member, and accordingly no dividends have been recommended or paid since the start of the financial period. At 30 June 2024, the total amount that members of the company are liable to contribute if the company is wound up is $260 (2023: $260).

Significant changes in the state of affairs

As part of its ongoing Governance regime Koomarri reviewed its interpretation of the Social, Community, Home Care and Disability Services Award 2010 (SCHADS Award) entitlements relating to sleepover shifts in our residential services. Koomarri sought legal advice on its obligations in connection with these shifts, and a potential underpayment was identified. Liability for this potential underpayment spans 6 years. Following receipt of this advice, Koomarri engaged external auditors to assist with the quantification of the potential underpayment and revised its practices in connection with sleepover shifts effective from 1 July 2023.

Due to the volume of work involved and the care to be taken with calculation of any underpayment, the quantification is not expected to be completed until FY 2024-2025. Based on the financial impact of the changes adopted from 1 July 2023, Koomarri estimated the amount of underpayment liability to be in the range of $2M - $2.5M, and accordingly made a provision of circa $2.3M in FY 2022-2023. However, based on the latest advice from the accounting firm conducting the quantification work, this provision has now been revised upwards to $3.6M.

We will also undertake an independent full payroll audit to ensure we are meeting all of our legislative, regulatory and compliance requirements.

Matters subsequent to the end of the financial year
There are no material subsequent events that require disclosures or adjustment of the financial statements.

Likely developments and expected results of operations
There were no likely developments in the company's operations that were not finalised at the date of this report.

Environmental regulations
The company is not subject to any significant environmental regulations.

KOOMARRI LIMITED
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DIRECTORS REPORT
FOR THE YEAR ENDED 30 JUNE 2024

Information on directors

Name:	Mr James Service AM
Title:	Chairman
Experience and expertise:	Group Managing Director JGS Property Group, Chairman Googong Township Pty Ltd, Chairman Axiom Properties Ltd, Chairman Propic Pty Ltd, Member Goodwin Aged Care Services Estate Development Committee, Director Ricky Stuart Foundation, Chairman Australian Foundation for Mental Health Research, President Royal Canberra Golf Club and Member Canberra Cancerians Committee.

Name:	Mr Andrew McCrossin
Title:	Treasurer
Qualifications:	BEc, LLM, FCA, CTA
Experience and expertise:	Assistant Commissioner, Australian Taxation Office (ATO).

Name:	Mr Stephen Holmes
Title:	Director
Qualifications:	BComm, FCA, GAICD
Experience and expertise:	Chief Executive Officer at Goodwin Aged Care Services Ltd.

Name:	Ms Stephanie Males
Title:	Director
Qualifications:	BComm, MComm Law, MAICD
Experience and expertise:	Senior Executive and Independent Board Member.

Name:	Mr Barry Jackson (Resigned 13 November 2023)
Title:	Director
Qualifications:	MAICD, Quantity Surveyor (NZ)
Experience and expertise:	Managing Director Defence Housing Australia.

Name:	Ms Adina Cirson (Resigned 15 August 2023)
Title:	Director
Qualifications:	BComm
Experience and expertise:	ACT Executive Director of the Property Council of Australia.

Name:	Ms Arabella Rhode (Joined 11 April 2024)
Title:	Director
Qualifications:	BSc, MEnvEngSc, Grad Dip Planning and Env
Experience and expertise:	ACT Area Manager AECOM, Director Raw Potential.

Company secretary

The company secretary is Ms Nadine Stephen. Ms Stephen was appointed to the position of company secretary in August 2016.

DIRECTORS REPORT
FOR THE YEAR ENDED 30 JUNE 2024

Meetings of directors
The number of meetings of the company's Board of Directors ('the Board') and of each Board committee held during the year ended 30 June 2024, and the number of meetings attended by each director were:

	Directors' Meetings	
	Number of meetings eligible to attend	Number attended
Mr James Service AM	4	4
Mr Andrew McCrossin	4	3
Mr Stephen Holmes	4	4
Ms Stephanie Males	4	4
Mr Barry Jackson	2	2
Ms Adina Cirson	1	0
Ms Arabella Rhode	1	1

Held: represents the number of meetings held during the time the director held office.

Insurance of officers
During the financial year, the company paid a premium of $15,780 (2023: $13,750) to insure the directors and secretaries of the company.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers of the company, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to the company.

Indemnity of auditors
The company has not indemnified or agreed to indemnify an auditor of the company during or since the end of the financial year.

Proceedings on behalf of the company
No proceedings have been brought or intervened in on behalf of the company with leave of the Court.

Auditor's independence declaration
A copy of the auditor's independence declaration as required is set out on the following page.
This report is made in accordance with a resolution of directors.

On behalf of the directors

Mr James Service AM

Chairman

Canberra 30/9/24

RSM Australia Partners

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AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of the financial report of Koomarri Limited for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

(i) the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and

(ii) any applicable code of professional conduct in relation to the audit.

RSM

RSM AUSTRALIA PARTNERS

RODNEY MILLER
Partner

Canberra, Australian Capital Territory
Dated: 30 September 2024

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KOOMARRI LIMITED
ABN 38 599 467 782

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General information

The financial statements cover Koomarri Limited as an individual entity. The financial statements are presented in Australian dollars, which is Koomarri Limited's functional and presentation currency.

Koomarri Limited is a not-for-profit unlisted public company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business are:

Registered office and principal place of business:
Koomarri Limited
25 Launceston Street
Philip ACT 2606

A description of the nature of the consolidated entity's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on 30 September 2024. The directors have the power to amend and reissue the financial statements.

KOOMARRI LIMITED
ABN 38 599 467 782

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024 $	2023 $
Revenue from ordinary activities		20,166,110	17,880,286
Other income		321,121	194,492
Total revenue	3	**20,487,231**	**18,074,778**
Brokerage costs		(2,173,728)	(1,640,867)
Contractor expenses		(503,489)	(163,540)
Employee benefits expenses		(17,451,800)	(14,454,282)
Insurance expenses		(518,283)	(479,139)
Depreciation and amortisation expense		(349,483)	(307,807)
Interest expense		(2,215)	(3,659)
Audit fee		(49,190)	(33,850)
Motor vehicle expenses		(114,777)	(111,737)
Other expenses	4	(1,639,226)	(1,053,973)
Total expenses		**(22,802,191)**	**(18,248,854)**
(Deficit)/Surplus before income tax expense		**(2,314,960)**	**(174,076)**
Income tax expense		-	-
(Deficit)/Surplus after income tax expense for the year		**(2,314,960)**	**(174,076)**
Revaluation increment	7	-	2,379,963
Other comprehensive income/(loss) for the year, net of tax		**-**	**2,379,963**
Total comprehensive income/(loss) for the year		**(2,314,960)**	**2,205,887**

The above statement of comprehensive income should be read in conjunction with the accompanying notes.

KOOMARRI LIMITED
ABN 38 599 467 782

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2024

	Note	2024 $	2023 $
Current assets			
Cash and cash equivalents	5	6,124,785	7,132,123
Trade and other receivables	6	1,283,315	790,534
Prepayments		116,990	122,630
Total current assets		**7,525,090**	**8,045,287**
Non-current assets			
Property, plant and equipment	7	6,786,233	6,927,272
Intangible assets	8	135,884	211,235
Right-of-use assets	9	15,182	55,594
Total non-current assets		**6,937,299**	**7,194,101**
Total assets		**14,462,389**	**15,239,388**
Current liabilities			
Trade and other payables	10	1,255,184	1,207,321
Lease liabilities	11	20,274	47,990
Employee benefits	12	4,991,395	3,630,667
Unexpended grants		213,307	38,835
Total current liabilities		**6,480,160**	**4,924,813**
Non-current liabilities			
Lease liabilities	11	930	18,316
Total non-current liabilities		**930**	**18,316**
Total liabilities		**6,481,090**	**4,943,129**
Net assets		**7,981,299**	**10,296,259**
Equity			
Retained earnings		2,655,159	4,970,119
Revaluation reserve		5,326,140	5,326,140
Total equity		**7,981,299**	**10,296,259**

The above statement of financial position should be read in conjunction with the accompanying notes.

KOOMARRI LIMITED
ABN 38 599 467 782

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2024

	Retained Earnings $	Revaluation Reserve $	Total Equity $
Balance at 1 July 2022	**5,144,195**	**2,946,177**	**8,090,372**
Deficit after income tax expense for the year	(174,076)	-	(174,076)
Other comprehensive income for the year	-	2,379,963	2,379,963
Total comprehensive income for the year	(174,076)	2,379,963	2,205,887
Balance at 30 June 2023	**4,970,119**	**5,326,140**	**10,296,259**
Deficit after income tax expense for the year	(2,314,960)	-	(2,314,960)
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	(2,314,960)	-	(2,314,960)
Balance at 30 June 2024	**2,655,159**	**5,326,140**	**7,981,299**

The above statement of changes in equity should be read in conjunction with the accompanying notes.

KOOMARRI LIMITED
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024 $	2023 $
Cash flows from operating activities			
Receipts from members and customers		22,415,155	19,834,235
Payments to suppliers and employees		(23,547,884)	(18,898,988)
		(1,132,729)	935,247
Interest received		250,658	50,603
Interest paid on lease liabilities		(2,215)	(3,659)
Net cash (used in)/from operating activities		**(884,286)**	**982,191**
Cash flows from investing activities			
Payments for property, plant and equipment		(90,717)	(10,630)
Proceeds from sale of property, plant and equipment		17,770	9,545
Net cash (used in) investing activities		**(72,947)**	**(1,085)**
Cash flows from financing activities			
Repayment of lease liabilities		(50,105)	(51,546)
Net cash (used in) financing activities		**(50,105)**	**(51,546)**
(Decrease)/Increase in cash and cash equivalents		(1,007,338)	929,560
Cash and cash equivalents at the beginning of the financial year		7,132,123	6,202,563
Cash and cash equivalents at the end of the financial year	5	**6,124,785**	**7,132,123**

The above statement of cash flows should be read in conjunction with the accompanying notes.

NOTE 1. SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial statements are for the entity Koomarri Limited.

New or amended Accounting Standards and Interpretations adopted
The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis for preparation
These general purpose financial statements have been prepared in accordance with Australian Accounting Standards - Simplified Disclosures, AASB, the Australian Charities and Not-for-profits Commission Act 2012 and the Corporations Act 2001, as appropriate for not-for-profit oriented entities.

Historical cost convention
These financial statements have been prepared under the historical cost convention.

Critical accounting estimates
The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in Note 2.

Revenue recognition
The company recognises revenue as follows:

Revenue from contracts with customers
Revenue is recognised at an amount that reflects the consideration to which the company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the company: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Sales revenue
Service revenue is recognised when the company satisfies the performance obligation by transferring a promised good or service to a customer. For the sale of goods, transfer is made when the customer obtains control of that asset.

NOTE 1. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Grants
Grant revenue is recognised in profit or loss when the company satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the company is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

Donations
Donations are recognized at the time the pledge is made.

Interest
Interest revenue is recognized as interest accrues using the effective interest method. This is a method of calculating the amortized cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue
Other revenue is recognized when it is received or when the right to receive payment is established.

Income tax
As the company is a charitable institution in terms of subsection 50-5 of the *Income Tax Assessment Act 1997*, as amended, it is exempt from paying income tax.

Current and non-current classification
Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Cash and cash equivalents
Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables
Trade and other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Property, plant and equipment
Land and buildings are shown at fair value, based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. All other property, plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains or losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

NOTE 1. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when replaced. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred.

Increases in the carrying amounts arising on revaluations of land and buildings are recognised in other comprehensive income and accumulated in reserves in equity. To the extent that the increases reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit or loss. Decreases that reverse previous increases of the same asset are first recognised in other comprehensive income to the extent of the remaining surplus attributable to the asset; all of decreases are charged to profit or loss.

Land is not depreciated. Deprecation on other assets is calculated using the straight-line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives or, in the case of leasehold improvements and certain leased plant and equipment, the shorter lease term. The depreciation rates used for each class of depreciation asset are as follows:

Class of fixed asset	***Depreciation Rate***
Plant and equipment	3.33 – 33%
Motor vehicles	20%
Buildings	2.5%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the company. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss. Gains and losses on disposals are determined by comparing proceeds with carrying amounts. These are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to the asset are transferred to retained earnings.

Intangible assets
Costs incurred in developing systems and costs incurred in acquiring software that will contribute to future period financial benefits through revenue generation and/or cost reduction are capitalised to software and systems. Costs capitalised include external direct costs of materials and service and direct payroll related costs of employees' time spent on the project. Amortisation is calculated on a straight-line basis over periods generally ranging from 2 to 10 years.

Impairment of non-financial assets
Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Leases
Right-of-use assets
A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct

NOTE 1. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset and restoring the site or asset. Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the company expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of use assets are subject to impairment or adjusted for any remeasurement of lease liabilities. The company has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Lease liabilities
A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the company's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

The company's leases relate primarily to motor vehicles. Incremental borrowing rate used by the company at the date of initial application is 5.12%.

Trade and other payables
These amounts represent liabilities for goods and services provided to the company prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition. Trade and other payables are presented as current liabilities unless payment is not due within 12 months from the reporting date. They are recognised initially at their fair value and subsequently measured at amortised cost using the effective interest method.

Employee benefits

Short-term employee benefits
Liabilities for wages and salaries, including non-monetary benefits and annual leave expected to be settled within 12 months after the end of the period in which the employees render the related service are recognised in respect of employee's service up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liabilities for annual leave and long service leave are recognised in the provision for employee benefits.

Other long-term employee benefit obligations
The liability for long service leave which is not expected to be settled within 12 months after the end of the period in which the employees render the related service is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the end of the reporting period on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

NOTE 1. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Fair value measurement
When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Assets and liabilities measured at fair value are classified into three levels, using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. Classifications are reviewed at each reporting date and transfers between levels are determined based on a reassessment of the lowest level of input that is significant to the fair value measurement.

For recurring and non-recurring fair value measurements, external valuers may be used when internal expertise is either not available or when the valuation is deemed to be significant. External valuers are selected based on market knowledge and reputation. Where there is a significant change in fair value of an asset or liability from one period to another, an analysis is undertaken, which includes a verification of the major inputs applied in the latest valuation and a comparison, where applicable, with external sources of data.

Goods and Services Tax ('GST') and other similar taxes
Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

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

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

NOTE 2. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results.

The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

NOTE 2. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS (CONTINUED)

Estimation of useful lives of assets
The company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Impairment of non-financial assets other than goodwill and other indefinite life intangible assets
The company assesses impairment of non-financial assets other than goodwill and other indefinite life intangible assets at each reporting date by evaluating conditions specific to the company and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Estimation of accrued income
The company has recognised accrued income on existing and future contracts based on the services provided to its clients. The estimates are based on a conservative approach to recognise the amounts to be claimed through the NDIS portal. These estimates reflect the discounted values of the claims taking into consideration the historical success rates and improved billings analysis. The accrued income reflects the limited capability of the NDIS portal and related processes.

Employee benefits - backpay provision
Koomarri reviewed its interpretation of the Social, Community, Home Care and Disability Services Award 2010 (SCHADS Award) entitlement relating to the sleepover shifts in the residential services. Based on the review, Koomarri had identified an underpayment of employee entitlement for affected employees over the previous 6 years to 30 June 2023.

As of 30 June 2023, Koomarri had estimated the amount of underpayment liability to be in the range of $2M to $2.5M. However, based on the latest advice from the accounting firm conducting the quantification work, the provision has now been revised upwards to an estimated $3.6M.

	2024 $	2023 $
NOTE 3. REVENUE		
Revenue from continuing operations		
Commercial sales	2,071,593	2,009,494
Funding – NDIS	18,094,517	15,870,792
	20,166,110	**17,880,286**
Other revenue		
Net gain on disposal of property, plant and equipment	17,770	9,545
Interest Income	203,606	116,809
Donations	8,655	10,590
Other income	91,090	57,548
	321,121	**194,492**
	20,487,231	**18,074,778**

	2024 $	2023 $
NOTE 4. OTHER EXPENSES		
Property related	277,455	333,706
IT	243,703	228,210
Utilities	116,679	120,623
Consultancy fees	602,711	74,402
Miscellaneous	398,678	297,032
	1,639,226	**1,053,973**

	2024 $	2023 $
NOTE 5. CASH AND CASH EQUIVALENTS		
Cash on hand	900	900
Cash at bank	6,123,885	7,131,223
	6,124,785	**7,132,123**

	2024	2023
	$	$
NOTE 6. TRADE AND OTHER RECEIVABLES		
Trade receivables	843,607	540,639
Provision for doubtful debts	(243,170)	(100,342)
Accrued income	678,169	345,528
Other receivables	4,709	4,709
	1,283,315	**790,534**

	2024 $	2023 $
NOTE 7. PROPERTY, PLANT AND EQUIPMENT		
Land and Buildings - at fair value	7,200,002	7,200,002
Less: Accumulated depreciation	(618,750)	(450,000)
	6,581,252	**6,750,002**
Plant and equipment - at cost	1,367,268	1,277,639
Less: Accumulated depreciation	(1,178,332)	(1,129,067)
	188,936	**148,572**
Motor vehicles - at cost	375,911	432,363
Less: Accumulated depreciation	(359,866)	(403,665)
	16,045	**28,698**
Total Property, plant and equipment	**6,786,233**	**6,927,272**

Asset Revaluations
A valuation of land and buildings was undertaken by an independent valuer as at 30 June 2023. Koomarri is satisfied that the carrying value of the buildings still approximated their current market value as at 30 June 2024.

Where appropriate the value was based on the depreciated replacement cost of the improvements excluding land value or using a capitalisation, market yield, approach. Title to the land is held by way of a "leasehold" at the three sites. The critical assumptions adopted in determining the valuation included that the properties are a specialised operational asset and have limited marketability due to unique features. As a result of the valuation, the company recognised an increase in revaluation reserve of $2,379,963 in other comprehensive income during FY2023.

NOTE 7. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

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

	Land and buildings	Plant and equipment	Motor vehicles	Total
	$	$	$	$
Balance at the beginning of the year	6,750,002	148,572	28,698	6,927,272
Additions	-	90,717	-	90,717
Depreciation expense	(168,750)	(50,353)	(12,653)	(231,756)
Carrying amount at the end of year	**6,581,252**	**188,936**	**16,045**	**6,786,233**

	2024	2023
	$	$
NOTE 8. INTANGIBLE ASSETS		
Computer software at cost	824,933	824,933
Less: Accumulation amortisation	(689,049)	(613,698)
	135,884	**211,235**

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

Opening balance	211,235	292,081
Amortisation expense	(75,351)	(80,846)
	135,884	**211,235**

	2024	2023
	$	$
NOTE 9. RIGHT-OF-USE ASSETS		
Motor vehicles - right-of-use assets at cost	213,257	211,293
Less: Accumulation amortisation	(198,075)	(155,699)
	15,182	**55,594**

	2024	2023
	$	$
NOTE 10. TRADE AND OTHER PAYABLES		
Trade payables	71,747	75,448
GST payable	(17,971)	10,064
Accrued expenses	514,889	421,636
Other payables	686,519	700,173
	1,255,184	**1,207,321**

NOTE 11. LEASE LIABILITIES

	2024 $	2023 $
Current	20,274	47,990
Non-current	930	18,316
	21,204	**66,306**

NOTE 12. EMPLOYEE BENEFITS

	2024 $	2023 $
CURRENT		
Employee benefits – annual leave	1,314,099	1,239,952
Employee benefits – long service leave	77,296	94,978
Provision for backpay	3,600,000	2,295,737
	4,991,395	**3,630,667**

NOTE 13. CONTINGENCIES

The company had no contingent liabilities as at 30 June 2024 and 30 June 2023.

NOTE 14. KEY MANAGEMENT PERSONNEL DISCLOSURES

Key management personnel
The aggregate compensation made to key management personnel of the company is set out below:

	2024 $	2023 $
Key management personnel compensation	1,049,700	1,036,162

NOTE 15: REMUNERATION OF AUDITORS

During the financial year the following fees were paid or payable for services provided by RSM Australia Partners, the auditor of the company:

	2024 $	2023 $
Audit services - RSM Australia Partners		
Audit of the financial statements	48,500	33,850
Other services	40,380	9,117

NOTE 16. RELATED PARTY TRANSACTIONS

Key management personnel
Disclosures relating to key management personnel are set out in note 14.

Transactions with related parties
There were no transactions with related parties at the current reporting period and previous reporting date.

Receivable from and payable to related parties
There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to and from related parties
There were no loans to or from related parties at the current and previous reporting date.

NOTE 17. MEMBERS' GUARANTEE

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of $10 each towards meeting any outstanding obligations of the entity. At 30 June 2024, the number of members was 26 (2023: 26).

NOTE 18. EVENTS AFTER THE REPORTING PERIOD

No other matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

KOOMARRI LIMITED
ABN 38 599 467 782

DIRECTORS' DECLARATION

In the directors' opinion:

- the attached financial statements and notes comply with the Corporations Act 2001, the Australian Accounting Standards – Simplified Disclosures, the Australian Charities and Not-for-profits Commission Act 2012 and other mandatory professional reporting requirements;
- the attached financial statements and notes give a true and fair view of the company's financial position as at 30 June 2024 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of directors.

On behalf of the directors

Mr. James Service AM

Chairman

Canberra 30/9/24

RSM Australia Partners

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INDEPENDENT AUDITOR'S REPORT
To the Members of Koomarri Limited

Opinion

We have audited the financial report of Koomarri Limited (the Company), which comprises the statement of financial position as at 30 June 2024, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of material accounting policies, and the directors' declaration.

In our opinion the accompanying financial report of the Company is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act 2012)*, including:

(i) giving a true and fair view of the Company's financial position as at 30 June 2024 and of its financial performance for the year then ended; and

(ii) complying with Australian Accounting Standards – *Simplified Disclosures* under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *ACNC Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *ACNC Act 2012*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

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

Other Information

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2024 but does not include the financial report and the auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

THE POWER OF BEING UNDERSTOOD
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In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report
The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – *Simplified Disclosures* under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* and the *ACNC Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

RSM

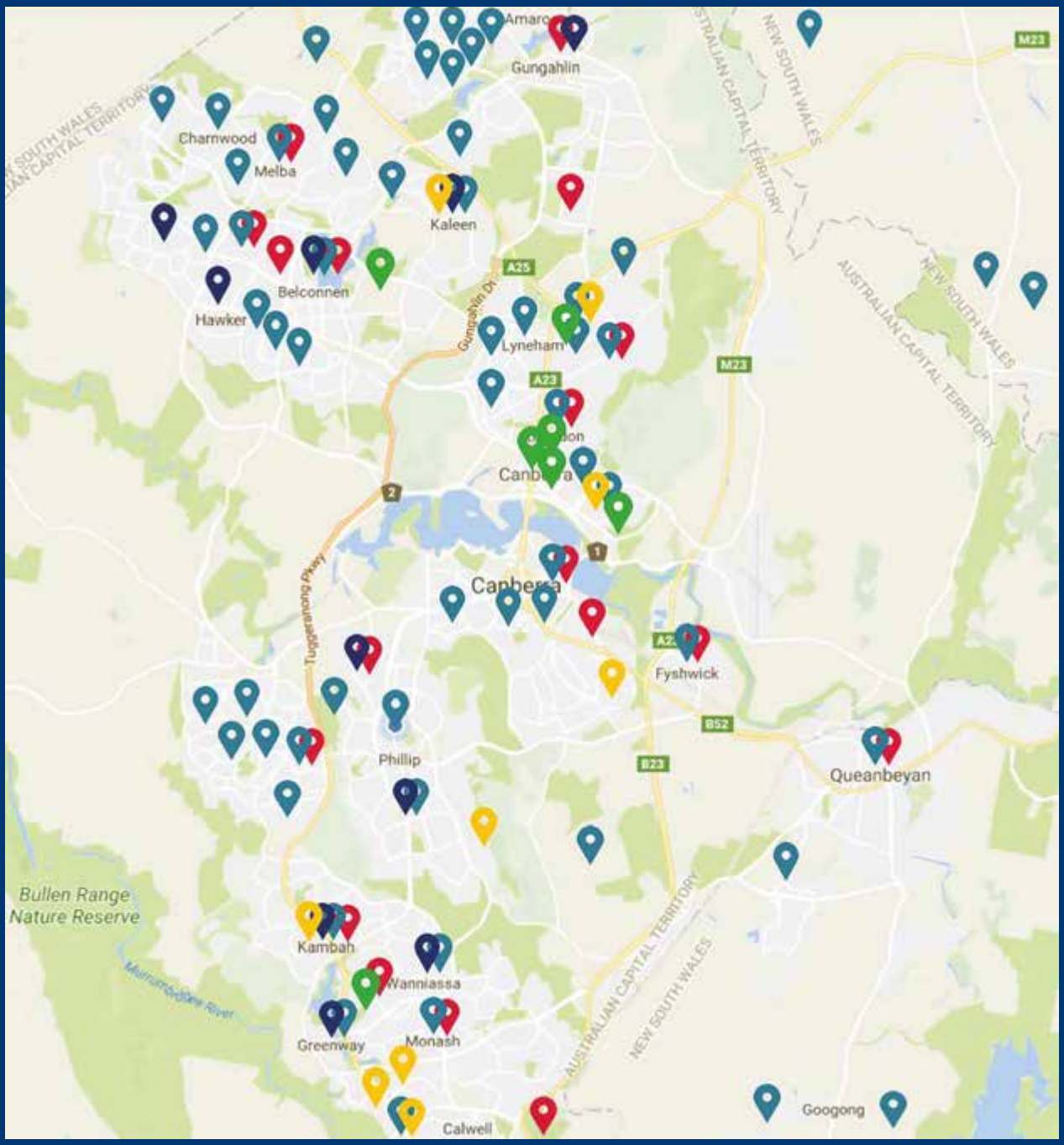
RSM AUSTRALIA PARTNERS

RODNEY MILLER
Partner

Canberra, Australian Capital Territory
Dated: 30 September 2024

OUR FOOTPRINT

THIS IS WHERE WE WORK IN THE ACT AND NSW REGION



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