

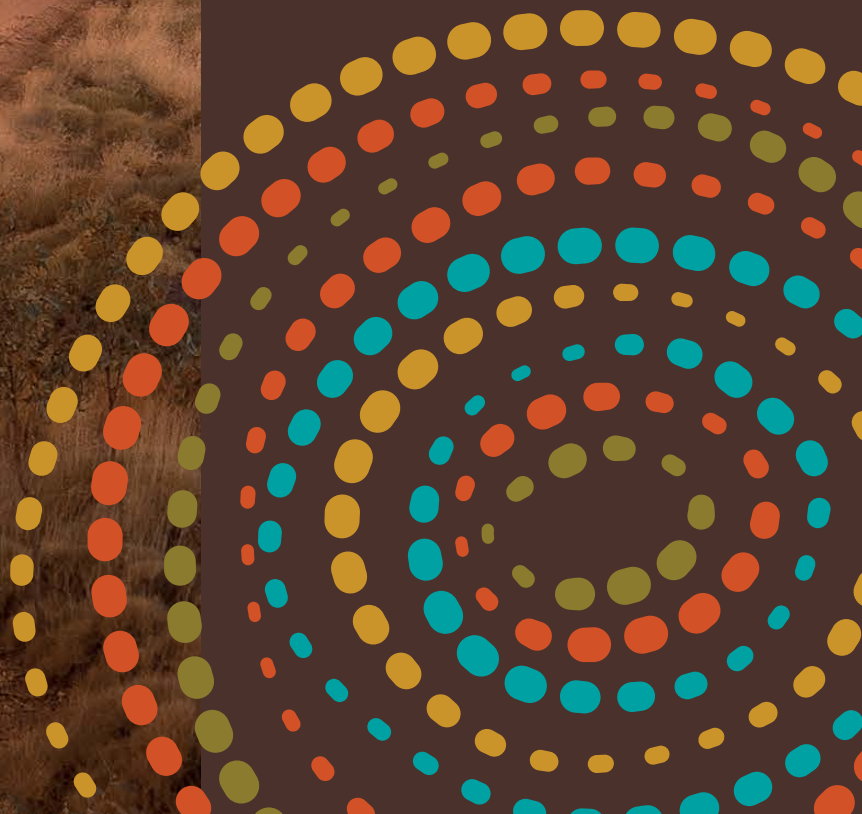


GOVERNMENT OF
WESTERN AUSTRALIA



KIMBERLEY
DEVELOPMENT COMMISSION

Annual **Report** 2023-24





Acknowledgment of Country

The Kimberley Development Commission acknowledges the traditional custodians throughout the Kimberley Region and recognises their connection to land, waters and community. The Board and staff of the Kimberley Development Commission pay our respects to the region's Traditional Owners, their Elders past, present, and emerging, and we ensure their inclusion and utmost respect in all facets of our work.

About the Artist

Dorothy Forrest is a Walmajarri artist painting out of Mangkaja Arts Resource Agency in Fitzroy Crossing. This piece, titled Billabong Country, was provided to the Commission with support from Kimberley Arts Network and Mangkaja Arts Resource Agency. In relation to the artwork, Dorothy notes 'The roots of the lily pad can be roasted and eaten. They are found in billabongs and springs and have a beautiful flower'.

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Welcome to our

2023-24 Annual Report

This report is a crucial instrument for ensuring transparency and accountability of the Kimberley Development Commission to Parliament, our stakeholders, and the community we serve. It highlights our achievements during the reporting period and provides an analysis of the emerging challenges and opportunities for both the Kimberley and the Commission. Developed in alignment with the Public Sector Commission's annual reporting framework for the 2023-24 financial year, this report also includes a comprehensive financial statement. As we navigate the path ahead, we remain committed to fostering growth and development in the Kimberley.

Online Report

To minimise printing costs and reduce our environmental footprint, this report has been published electronically. You can download it in PDF format from our website: kdc.wa.gov.au

Accessibility

We are committed to accessibility. This report is available in various formats upon request. If you require a printed copy or need the report in a different accessible format, please contact our office in Broome at 08 9194 3000, Kununurra at 08 9148 2100 or email us at info@kdc.wa.gov.au

Feedback

Your feedback is invaluable in ensuring our annual report remains transparent, accurate, and relevant. We welcome your thoughts and suggestions. Please share your feedback by calling us at 08 9194 3000 or emailing us at info@kdc.wa.gov.au



**View our
online report!**



For the year ended 30 June 2024

Statement of Compliance

Hon Don Punch MLA,
Minister for Regional Development.

In accordance with section 63 of the Financial Management Act 2006, we hereby submit for your information and presentation to Parliament, the Annual Report of the Kimberley Development Commission for the reporting period ended 30 June 2024.

The Kimberley Development Commission was established under the Regional Development Commissions Act 1993.

In the performance of its functions, the Kimberley Development Commission complies with all relevant written laws, including but not limited to:

- Regional Development Commissions Act 1993
- Public Sector Management Act 1994
- Financial Management Act 2006
- Disability Services Act 1993
- Equal Opportunity Act 1984
- Freedom of Information Act 1992
- Industrial Relations Act 1979
- Minimum Conditions of Employment Act 1993
- Work Health and Safety Act 2020
- Salaries and Allowances Act 1975
- State Records Act 2000
- Public Interest Disclosure Act 2003
- Royalties for Regions Act 2009

In managing the financial operations of the Kimberley Development Commission, we have adhered to the Financial Management Act 2006 and all other pertinent laws. We have implemented controls to ensure that the receipt and expenditure of funds, as well as the acquisition and disposal of public assets and the incurrence of liabilities, have been conducted in compliance with legislative requirements.

As of the date of signing, we confirm that there are no known circumstances that would render any details in this statement misleading or inaccurate.

Hon Tom Stephens OAM
CHAIRPERSON

15 August, 2024

Mr Charles Berger
CHIEF EXECUTIVE OFFICER

15 August, 2024



Overview

Message from the Chair

One of the great pleasures of working with Kimberley people at the Kimberley Development Commission is the sheer range of issues and projects that a place-based commission can help tackle.

With modest resources but with a team with great ambition, regional development commissions may be expected to help develop an industry strategy on Monday, deal with a shortage of child care workers on Tuesday, administer a grants program on Wednesday, tackle a housing crisis on Thursday and wind up the week contributing to the revitalisation of a town precinct. I'm sometimes not sure when the team eats lunch, but I am endlessly impressed by their growing record of achievements.

In the past year, a few particular highlights stand out. First and foremost has to be the announcement of a \$17.7 million funding agreement secured to construct and operate "Marlamanu", a 3-year Aboriginal-led pilot project to help young people at risk engage in life and learning on a remote pastoral station. It is great to see the state offering its support to Aboriginal solutions to reducing crime and imprisonment of young people in this way.

The KDC has also hit its stride on ambitions to improve public availability of data and analysis on key regional concerns. This year, the Commission's publication of the most in-depth town-by-town analysis of housing yet



created for the Kimberley, is a landmark step on that journey. Ongoing provision of data and analysis on other key issues, including child care capacity and post-flood industry and consumer patterns, has been equally important.

Often the Commissions do some of their best work when they roll up their sleeves and tackle seemingly intractable issues, where no other agency has a clear remit. Securing \$2.9 million for renovation and commissioning of the vacant Warmun aged care facility is a good example, and will see a community-led solution being supported on ground.

Other significant moments include hosting a significant regional development meeting on Aboriginal economic empowerment in October 2023; making around \$2.1 million in community grants on projects ranging from youth facility design to fashion industry events to biomedical facilities; and supporting our local governments to secure resources for major infrastructure and housing improvements, including \$7.6 million for housing at Sanctuary Road in Broome. And if this year was exciting, just as ambitious is the Commission's forward plan of work, which includes





The Commission’s Board is a diverse and passionate group of leaders, and I’m very grateful for their spirit of teamwork and focus on outcomes.



major reports into the Arts and Creative sector and the Aged Care sector; five major collaborative place-based economic planning efforts across the region; and cooperative efforts across the portfolio to improve Aboriginal economic empowerment outcomes.

In the catalogue of thank-yous, I must begin with the most heartfelt thanks to the peoples of the Fitzroy Valley, to Main Roads WA, and to the Department of Fire and Emergency Services. Their collaborative response to the destruction caused by ex-tropical cyclone Ellie was extraordinary and very much appreciated.

They did not merely rebuild a bridge and clean up a town. They did so in a way that shows the way to a better economic model for remote Aboriginal Australia. They demonstrated that investment by governments

in shared decision-making and accountability, matched with community leadership, really can achieve durable change for the better. I am pleased the Commission was able to support this process, and will continue to do so. I would especially like to thank the Hon Don Punch, Minister for Regional Development, and Ms Divina D’Anna, Member for the Kimberley, for their tireless work for this region.

The Commission’s Board is a diverse and passionate group of leaders, and I’m very grateful for their spirit of teamwork and focus on outcomes. Finally, the leadership and entire team at the Commission can rightly take pride in their accomplishments for the community, and they too have my most sincere gratitude.

Hon Tom Stephens OAM
CHAIRPERSON



A Word from the CEO

Community-oriented development entails, at its heart, tapping into a community's best aspirations and trying to help make those into reality.

As a development agency, our obligation is not to do what we think is best, but to listen deeply to what Kimberley people and communities want, and to inform and empower those expressions.

This means the Commission succeeds only through contributing to the success of others across our region. And the test of whether we are doing our job is simply this: how much have we contributed to the positive successes of those in our community – businesses, community groups, Traditional Owners, local governments, families and individuals?

The Commission seeks to do this on multiple levels. We support these groups directly at times, while other efforts seek to create a positive overall context for prosperity and well-being. And we serve as an important conduit with decision-makers and other leaders in Perth. The achievements listed in the Chair's report, and throughout this document, speak to that record of success in the past 12 months.

I am proud of the dedication of our small, incredibly energetic team of professionals. Our team is more diverse and reflective of our region than ever before.



Better still, their collective thirst for here-and-now outcomes, as well as professional development, is a fantastic combination and one which we do our best to foster.

It is especially energising to have adopted a new strategic plan, opened a renovated Kununurra office, and secured a nearly full complement of team members this year.

Most importantly, our partners throughout the community – large and small, commercial and community, private and public, from all sorts of backgrounds – have our enduring respect and thanks.

A final thanks to our Chair, Hon Tom Stephens, who has been a thoughtful, generous and steady mentor and colleague throughout this year – and to the rest of the Board for their effort and guidance.



I am proud of the dedication of our small, incredibly energetic team of professionals. Our team is more diverse and reflective of our region than ever before.

Mr Charles Berger
CHIEF EXECUTIVE OFFICER



The Kimberley Highlights 2023-24

30+ Aboriginal Language Groups

35,085  Population

Almost **1.9x**  The Size of Victoria

 **2535** km From Perth

2,347  Businesses

50,000+  Years of Continuous Occupation

\$6.59 Billion  Gross Regional Product









4 Local Government Authorities

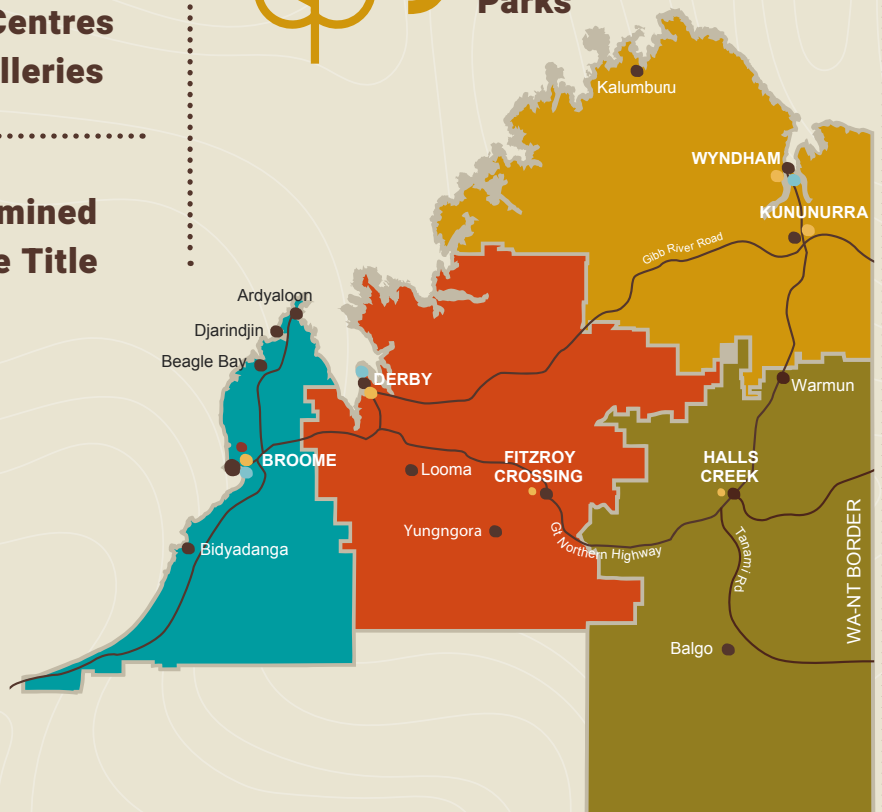
 **24+** Art Centres & Galleries

 **9** National Parks

95.8% Determined Native Title

LEGEND

-  Shire of Broome
-  Shire of Derby-West Kimberley
-  Shire of Wyndham-East Kimberley
-  Shire of Halls Creek
-  Airports
-  Major Ports
-  Main Arterial Roads
-  Townships



Regional Highlights 2023-24

Fitzroy River Bridge rebuilt



6 months ahead of schedule

\$2.9 million

Secured for Warmun Workers Hostel remediation

Kununurra Cotton Gin

Construction starts



\$17.7 million

Secured for Marlamanu on-Country program



Broome

First Port of Entry status announced

\$1,597,510 grants

Awarded by the KDC to Kimberley organisations

1st



Singapore direct flight lands in Broome



Population 11

Launches on Stan after four months of filming around Derby



KDC Regional Land and Housing Report released



KDC hosts Aboriginal Economic Empowerment Forum

The Kimberley Development Commission

The Kimberley Development Commission is a statutory authority of the Western Australian Government and is one of nine Commissions serving the regions of Western Australia. The Commission was established under the Regional Development Commissions Act 1993 (as amended) and is subject to the provisions of the Public Sector Management Act 1994.



What We Do

Our purpose is to coordinate and promote economic development to maximise prosperity and well-being for the region, and for Western Australia. We work to coordinate and facilitate beneficial outcomes for business and community groups and most importantly for the people living and working in the Kimberley.

How We Work

The Commission works to make the Kimberley an even better place to live, work, invest and visit by developing and supporting initiatives that align with our Strategic Plan available on the Commission's website. We work in collaboration with businesses, agencies, local government authorities and the community to achieve outcomes under these priority areas.

Enabling Legislation

The Commission was established under the Regional Development Commissions Act 1993 (RDC Act). The objectives of the Commission under the RDC Act are:

- Maximising job creation and improving career opportunities in the region;
- Developing and broadening the economic base of the region;
- Identifying infrastructure services to promote economic and social development within the region;
- Providing information and advice to promote business development within the region;
- Seeking to ensure that the general standard of government services and access to those services in the region is comparable to that which applies in the metropolitan area; and
- Taking steps to encourage, promote, facilitate and monitor the economic development in the region.

Our Vision

The Kimberley aspires to a future as one of the world's most successful and sustainable regions.

People

A culturally vibrant, well-educated, and healthy people enjoying an exceptional lifestyle in thriving and sustainable communities.

Place

A place where Country is looked after, and people find connection and meaning.

Prosperity

Shared prosperity arising from the success of modern and diversified industries, including resources and energy; tourism; creative industries; agriculture, aquaculture, and pastoral industries; and the services sector.

Our Values

Our core values help us achieve our purpose. The Commission is committed to achieving excellence in sustainable economic and social development. Our core values promote a positive working environment and form the foundation of our actions and decisions.



Trust

We do what we say we will do, and operate with absolute honesty.



Excellence

We work diligently and skilfully for the people we serve.



Empowerment

We seek opportunities to support Kimberley communities, businesses and organisations to achieve their goals, as they understand and define them.



Communication

We seek opportunities within the Commission and externally to share useful information, analysis, perspectives, and stories.



Accountability

We assess the results of our work and seek evidence of our impact.

Our Strategic Goals

- Establish the conditions for economic success
- Support the development of prosperous and diverse industries
- Ensure our people and communities have a good quality of life
- Strive for organisational excellence

Our People



The Chief Executive Officer is an employee of the Commission. All other Commission staff are employees of the Department of Primary Industries and Regional Development (DPIRD) assigned to the Commission and working under the direction of the Chief Executive Officer.



Our Minister

The Commission is responsible to the Minister for Regional Development; Disability Services; Fisheries; Seniors and Ageing; Volunteering, the Hon Donald (Don) Thomas Punch MLA. The Minister has the power to direct the Commission, either generally or with respect to a particular matter, on the exercise and performance of its powers, functions and duties under the Regional Development Commissions Act 1993.

Our Board

The Board of Management is the governing body of the Commission and meets regularly to set major policy directions including budgets, major expenditure approvals and advice to the Minister on regional matters.

Consistent with the Regional Development Commissions Act 1993 and the Regional Development Commissions Regulations 2017, the Commission's Board is appointed by the Minister and comprises of: two members representing the regional community; two members representing Local Government; two members appointed at the Minister's discretion; and the Kimberley Development Commission's Chief Executive Officer.



Current Board Members



Hon Tom Stephens OAM JP BA GAICD

CHAIRPERSON, MINISTERIAL APPOINTMENT

01/02/2022 – 30/06/2024

While serving as a regional member of the State Parliament from 1982-2013, Tom Stephens held various Ministerial portfolios, including Regional Development (2001- 2003), and has maintained an active involvement in regional communities across Western Australia, including as an Independent Director with a number of Indigenous Corporations. Tom is currently serving on boards and committees in both the not-for-profit and government sector, in roles which include the WA Regional Development Trust, Chair of the WA Geographic Names Committee, Pilbara Ports, Trustee with MercyCare WA, and Board Member of Dyslexia-SPELD Foundation.

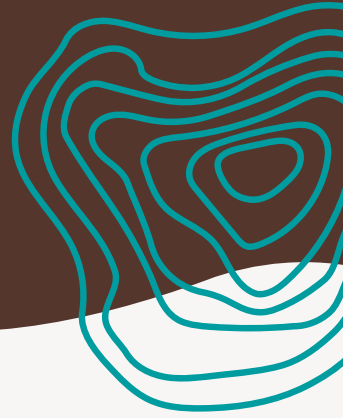


Cr Desiree Male

DEPUTY CHAIRPERSON, LOCAL GOVERNMENT REPRESENTATIVE

1st Term 20/01/2020 – 31/12/2022 | 2nd Term 01/01/2023 – 31/12/2024

Cr Male and her family are long term residents of Broome where she is the Director and Proprietor of three separate businesses. Further to serving as a Councillor, Shire of Broome since 2009, Desiree was appointed to the position of Deputy President Shire of Broome in 2018. then later appointed as shire president March 2023, With qualifications including a Bachelor of Business (Accounting & Information Systems) and Diploma of Financial Services (RG 146), Desiree has completed CPA and CFP programs, holds an Australian Taxation Licence and has substantial experience in both the public practice and commercial environments. She has a diverse range of skills from taxation specialisation to staff and client management and her business focus is on providing better advice for clients on tax, and business advice. In her various roles, Cr Male hopes to assist Kimberley businesses reach their full potential and is committed to working with the Kimberley Community to shape the future of the region.



Cr David Menzel

LOCAL GOVERNMENT REPRESENTATIVE

1st Term 01/01/2021 – 31/12/2022 | 2nd Term 01/01/2023 – 31/12/2024

Cr Menzel moved to the Kimberley from western Victoria in 1992 with his family. He is the current President, Shire of Wyndham East Kimberley and an established Grower in the Ord River Irrigation Area. With a background in farming in Victoria (mixed farming and wool) and the Kimberley (irrigated agriculture) and pastoral industry in the Pilbara, Cr Menzel has both farming and leadership qualifications and considerable leadership experience gained through a range of appointments. These include Managing Director, Barradale Farm since 1996; Board Member, Ord River District Co-operative since 2014; Board Member, Cambridge Gulf Limited since 2010; Chairman Ord River Irrigation Co-operative since 2010; and Councillor and President, Shire of Wyndham East Kimberley since 2017. Former appointments held include member of the Prime Minister’s Northern Australia Advisory Board (2014) and member the Ord East Kimberley Expansion Project (2008-2013) Community Reference Group. In terms of his contribution to the Commission’s Board and regional development of the Kimberley, as a progressive thinker Cr Menzel is especially interested in using his experience to assist with the socioeconomic development of the region. This, with the aim of maximising positive outcomes and enabling a stronger level of self-determination for the Community



Ninielia Mills

MINISTERIAL APPOINTMENT

28/11/2022 – 30/06/2025

Ninielia Mills is a Yawuru/Bunuba woman from Broome who is strongly connected to her country and community. She is a proud Aboriginal woman, mother, leader, author, public speaker, life coach and mentor. Ninielia’s professional career has focused on advocating for and supporting the rights and interests of Indigenous people. She has over 10 years’ experience in senior management and leadership roles within government agencies and community organisations that are focused on leading strategic direction, policy reform, program design and service delivery within the Indigenous Affairs sector. She is the CEO of Nyamba Buru Yawuru.





Kira Fong OAM

COMMUNITY REPRESENTATIVE

1st Term 27/05/2019 – 31/12/2022 | 2nd Term 01/01/2023 – 31/05/2025

Ms Fong has recently moved to NRTAFE as a Management, Business and Leadership Lecturer after two decades in the role of Chief Operations Officer at Goolarri Media Enterprises, Broome. With an overarching interest in leadership and advancing young people, Ms Fong has served as Secretary, Country Arts WA (2011-2014), Chairperson Cable Beach Primary School (2015-2019), Chairperson Broome Cluster of Independent Public Schools (2018- 2019), Vice President Broome Sports Association (2019 to present) and has a history of achievements in promoting Aboriginal wellbeing. Ms Fong has a background in events management and leadership development with qualifications in management and accredited training. She owned and operated Niche Events between 1997 and 2003. Building on her early experience Ms Fong founded the high-profile Kimberley Girl program in 2004 designed to build confidence and capacity in young Aboriginal women. As the program expanded throughout regional Western Australia, as the Young Indigenous Women’s Pathways Project, Ms Fong continued to maintain a strong involvement, driving the program and its associated activities. In 2020, Ms Fong was awarded with an Order of Australia Medal for her work with Indigenous youth in the Kimberley Region and was inducted into the WA Women’s Hall of Fame.



Ben Burton

COMMUNITY REPRESENTATIVE

28/11/2022 – 31/12/2024

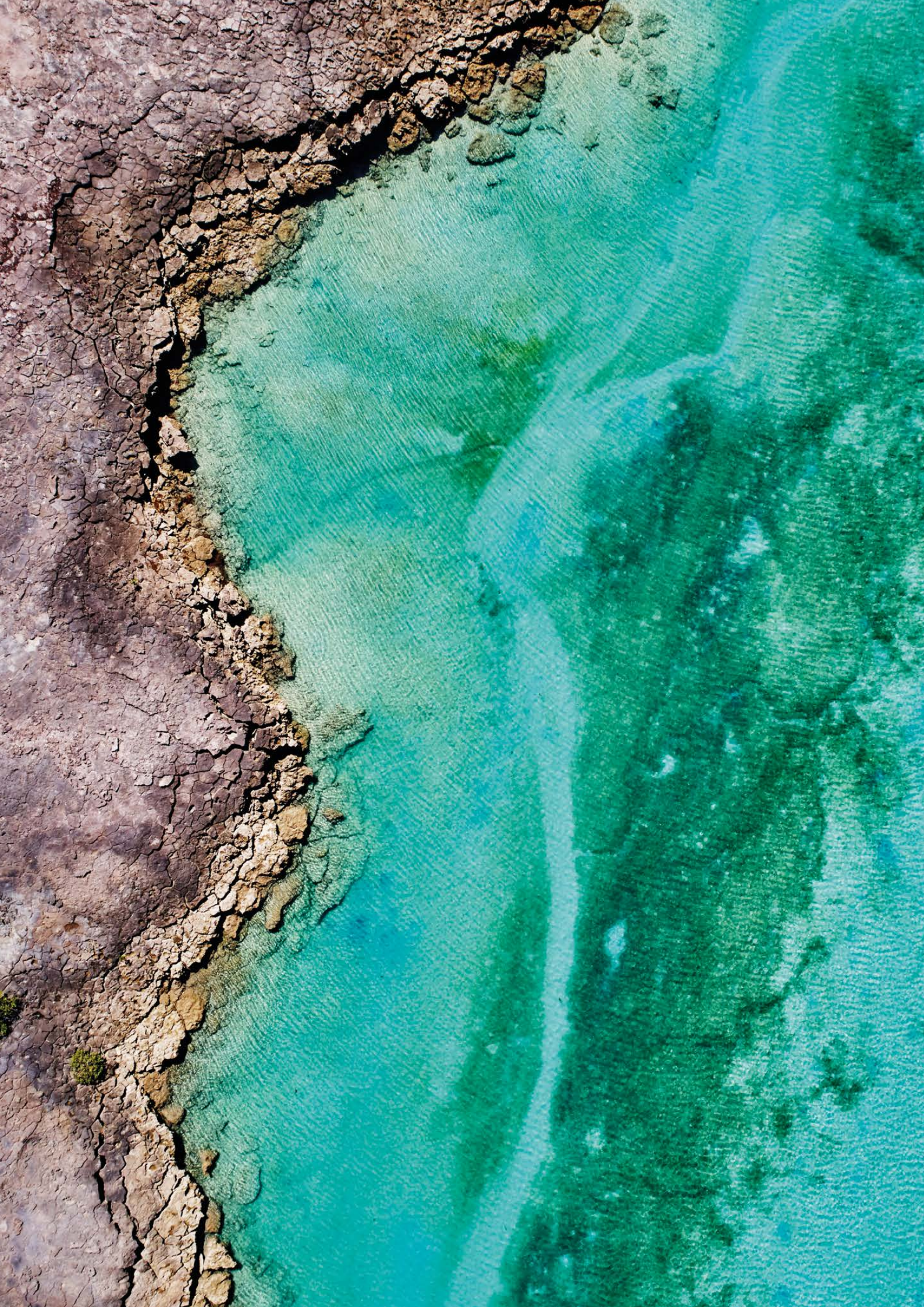
Mr Ben Burton has dedicated his professional life to furthering Aboriginal employment across a wide range of government, business and community roles. His diverse career has included running employment services programs, advising a major mining company on Aboriginal recruitment and employment strategies, and leading Aboriginal community organisations. Since 2010 he has been based in Derby, where he currently is the Chief Executive Officer of Emama Nguda Aboriginal Corporation. In that role, he is responsible for a broad portfolio of enterprise development, housing and community services spanning seven major Aboriginal community groups in the Derby / Gibb River Road areas.



Charles Berger

EX OFFICIO, CEO

Charles Berger was appointed CEO of the Kimberley Development Commission in December 2021. With a diverse background in the private and not-for-profit sectors, Chuck brings to the Commission a strong interest and experience in new industry development, integrated human service delivery, and strengthening the capacity and resilience of Aboriginal communities. Raised in Kansas (USA), he studied law at Yale Law School and practiced corporate law in New York and Brussels, before migrating to Australia in 2003. Since then, he has served as Director of Strategic Ideas at the Australian Conservation Foundation, CEO of Outdoors Victoria, and Manager of Kimberley Community Legal Services. Chuck has also held appointments including Chair of Community Legal WA (2018-2021), Board member and later Co-Chair of East Kimberley College (2018-21), Board member of the Australian Consumers Association (2009-2012), and Board member of Community Legal Centres Australia (2020-21).





Performance Management Framework

WA Regional Development Framework

The Kimberley Development Commission operates under the Regional Development Commissions Act 1993 and the Government’s strategic framework. Our mission is to coordinate and promote the economic development of the Kimberley region, aligning with the government’s goal of growing and diversifying the economy, creating jobs, and supporting skills development.

Achieving stronger regional economies is crucial to this goal, and Regional Development Commissions, including the Kimberley Development Commission, play a vital role in facilitating these outcomes across Western Australia’s nine regions.

Outcomes-Based Management

Since 1 July 2017 the Commission has received funding via DPIRD eliminating the requirement for a dedicated Resource Agreement. The Commission receives support for financial and human resource services from DPIRD. The Commission in partnership with other Regional Development Commissions has worked intensively with DPIRD to develop a Service Level Agreement (SLA) for the delivery of these services. The Minister for Regional Development signed the agreed Service Level Agreement on 12 August 2020. A simplified outcomes framework was adopted for 2022-23.

The desired outcome of the Commission’s activities is the development and promotion of the Kimberley region. We achieve this outcome by coordinating and facilitating beneficial outcomes for business and community groups and most importantly for the people living and working in the Kimberley. Under our outcomes framework, the Commission provides a single service to our community, being “to promote economic development and community growth”.

The **key effectiveness indicator** for this service is “the percentage of clients satisfied with the provision of an environment conducive to the balanced economic and social development of the Kimberley Region”.

The **key efficiency indicator** for this service is average cost per hour to deliver regional economic and community growth.





Agency Performance

1

Establish the
Conditions for
Economic Success

2

Support the
Development of
Prosperous and
Diverse Industries

Our Strategic Goals

3

Ensure Our People
and Communities
have a Good
Quality of Life

4

Strive for
Organisational
Excellence

Strategic Goal 1

Establish the Conditions for Economic Success

The Kimberley region benefits from abundant natural resources, arable land, a diverse workforce, a positive national and international profile, diverse Aboriginal communities, and a strategic location near South-East Asian markets. Our focus is on maximising these advantages for the benefit of the people who live and work here, while unlocking new industry opportunities to support long-term sustainability and economic diversity.

We are committed to increasing Aboriginal participation in the workforce, developing robust infrastructure, ensuring adequate housing, and providing essential services like childcare. These efforts are crucial for fostering inclusive and sustainable economic growth in the Kimberley.



Increase Aboriginal workforce participation



Increase availability of high-quality childcare services



Improve housing availability and affordability



Increase access to capital and financial services



Strengthen physical and digital connectivity





Key Achievements

Aboriginal Economic Empowerment Forum

Perhaps the biggest structural economic challenge in the Kimberley is a low resident workforce participation rate. When workforce participation is low, everybody suffers, not only from a shortage of workers, but from higher housing costs, service delivery gaps and bottlenecks, higher crime, worse health and education, and a range of other consequences. And fewer resident workers means more wealth leaving the region to workers, investors, and businesses based elsewhere.

The workforce participation of Aboriginal people in the region is around 36%, compared to a non-Aboriginal rate of around 82%. So, in many ways unlocking the productivity and participation of the latent Aboriginal workforce is a key to the region's future prosperity for all.

To explore these issues, the Commission convened a forum on Aboriginal Economic Empowerment on 23-24 October in Broome, coinciding with a meeting of the WA Regional Development Council. Participants included senior leadership from DPIRD and all nine Regional Development Commissions, the Regional Development Council, and Aboriginal leaders and entrepreneurs, all ably facilitated by the irrepressibly skilled (and quick-witted) Mark Bin Bakar.

The gathering was given a generous welcome to Yawuru country by Mrs Di Appleby, followed by opening presentations by Ms Nini Mills and Ms Taliah Payne on economic development efforts by Nyamba Buru Yawuru; the Commission's CEO on economic challenges and opportunities across the Kimberley; and Mr Sam Mastrolemba on development achievements and aspirations of the Shire of Broome. Ms Divina D'Anna MLA welcomed the participants to the Kimberley, and Minister Don Punch similarly expressed his strong encouragement for a concrete plan of action to improve Aboriginal economic and well-being outcomes.



The workshop identified five areas in which the regional development portfolio can and should play a stronger leadership role:

- **Support for Prescribed Bodies Corporate.** Regional PBCs operate along a broad spectrum of capacity, from those with considerable commercial sophistication, to those without the basic resourcing to engage a core team. Across this spectrum, most PBCs have capacity building need and priorities to unlock socioeconomic opportunity. Fulfilling unmet needs for PBC capacity is a basic precondition for economic empowerment.
- **Support for other Aboriginal entities.** The Regional Development portfolio supports Aboriginal enterprise in a range of ways, including grants, business advisory services, and support for the Aboriginal Procurement Policy. Deepening our work in this area has the potential to deliver larger-scale entrepreneurial activity and employment outcomes.
- **Aboriginal workforce development.** Additional effort to stimulate Aboriginal workforce participation could include intensive workforce mentoring, dedicated effort to improve recruitment and retention across government entities, and sector-specific / region-specific development plans, among other initiatives.
- **Land activation and management.** Economic planning to identify and unlock economic opportunities identified by relevant Traditional Owners is recognised as essential to regional Aboriginal economic empowerment. Again, capacity to map opportunities and develop viable plans for their realisation is uneven across the regions.
- **Portfolio leadership and engagement.** The portfolio recognises the need to engage more effectively across government, especially with central agencies, on the importance of Aboriginal economic empowerment, and our capability and ambition to help achieve it.

Since the forum, the portfolio has been working through several initiatives to deepen our collective understanding of these topics, and, in collaboration with Aboriginal leadership and other agencies, to work up specific proposals to deliver a step change in Aboriginal economic outcomes.



Kimberley Housing Insight

Housing in the Kimberley continues to be characterised by sky-rocketing demand, high prices and demand for rentals exceeding supply. Despite the high demand, private investment in housing is low, and in some towns non-existent.

The Kimberley Residential Housing and Land Report produced by the Commission in 2023 was a response to understanding the housing crisis. The in-depth analysis on the state of housing in the Kimberley provided granular data and analysis at a town-by-town level.

The release of the Report was well received by leading regional stakeholders and has been used as a vital resource to inform discussions and planning in response to housing challenges. The report has also paved the way for local governments to host a regional housing forum in July 2024.

We are in the process of producing snapshots of updated data and aim to produce a full Report every 12 months.

Tanami Activation Project

Working with the Shire of Halls Creek and with the support of local industries, the Commission is developing a proposal for a 'Tanami Activation Project' to capitalise on the Commonwealth and State investment in sealing the Tanami Road. The road project itself will have substantial economic benefits, including contributing to the viability of a number of major resource projects, reducing freight costs to the region, and improving disaster resilience. The Commission is working to capitalise on the road even further by developing tourism, workforce, and logistics projects across the Shire of Halls Creek to ensure local communities are able to take advantage of the increased access through this part of the region. This project follows a similar model as the Dampier Activation Project, which leveraged significant additional investment in Dampier Peninsula communities when that road was sealed.

Ports Consultative Committees

The Commission has worked very closely with the Kimberley Ports Authority (KPA) in recent years, including by chairing the Community Consultation Committees for the Port of Broome and the Port of Wyndham. In both locations, these committees provide

important forums for a wide range of stakeholders to hear about port developments and engage in shared opportunities or concerns.

On the strength of these relationships, we have worked intensively with KPA and others to advocate for the expansion of "First Port of Entry" status for both ports. In February 2024, these efforts succeeded for the Port of Broome, which will support cruise ships and a broader range of cargo to be brought into Broome from international ports. The Commission will continue to seek similar status for Wyndham to unlock that port's considerable positioning advantages for international trade.

East Kimberley Employment Roundtable - Increasing workforce participation

Increasing Aboriginal workforce participation is key to unlocking economic success. The Commission provided administrative support along with strategic input into the East Kimberley Employment Roundtable. Three priorities have driven the work by the group:

- Greater collaboration to 'hire local';
- Mentoring embedded across the system; and
- System changes to improve effectiveness.

Access to affordable housing is a significant impediment to sustainable employment. In response the Roundtable developed a Housing 5 Point Plan which identifies opportunities to leverage government investment and the delivery of key policy priorities along with project opportunities that can be progressed in partnership with State and Federal government and the non-government sector. The Roundtable has undertaken an East Kimberley Workforce Data and Sector Mapping exercise. The work maps industries and the job seeker journey, collecting data against each stage and highlighting critical inflection points for failure or success to help understand how job seekers may be better supported to achieve ongoing employment within the care and civil construction sectors.

A partnership with Department of Training and Workforce Development has resulted in the development of a bespoke WAJET survey which is being implemented to collect gradual data. Data collection is ongoing and will be utilised to provide more targeted regional intelligence that can guide training delivery and resourcing.

Keeping the Kimberley in Business

Responding to freight network arterial collapse

Fitzroy River Bridge, a critical piece of infrastructure along the Great Northern Highway, suffered irreparable damage in early January 2023 due to a flood caused by ex-Tropical Cyclone Ellie. Without the bridge, all logistics of goods, services and people for all industries, into, out of, and transiting the region were disrupted or cut off. Businesses and industries on the eastern side of the bridge (Halls Creek, Kununurra and Wyndham) were completely severed from their major supply bases and markets in the south of Western Australia. The need for road freight to travel via South Australia and the Northern Territory resulted in costs increasing significantly, on average by 75 - 100%.

The increased costs limited the supply of goods into and out of the region and threatened the viability of local businesses, including significant agriculture production in the Ord Valley.

In responding to freight network collapse, the Commission used its deep connections with local stakeholders, including other government departments, to understand the social and economic impact. From the data and information compiled the Commission was able to advocate for the establishment of a freight subsidy resulting in \$4.9m being distributed to businesses across 237 applications.

Engage

1 WEEK POST BRIDGE COLLAPSE

- EKCCI survey
- 21 SME's
- 18 Transport companies
- 12 Ag stakeholders

Assess

2 WEEKS POST BRIDGE COLLAPSE

- 3000km freight route increased to 5300km
- Freight cost increase 75-100% (up to 300%) ~\$1.6mil/mo. for EK
- Freight costs could not be sustained for >2 months

Plan

3 WEEKS POST BRIDGE COLLAPSE

- Partners established
- Policy concept developed
- ERC submission

Execute

7 WEEKS POST BRIDGE COLLAPSE

- Kimberley Freight Assistance Program announced
- \$\$ direct to freight companies
- Backdated to Jan 1
- DPIRD administered



Regional Economic Development Grants - Growing our region

The Regional Economic Development Grants (RED Grants) program invested in local projects to stimulate and unlock economic growth.

Since 2018, the Kimberley Development Commission has supported 44 projects through RED Grants across areas as diverse as biomedicine, fashion and the arts, food and beverage, as well as workforce development.

In 2023, the Commission received 41 applications seeking \$7,959,452 in funding. Six grants with a combined funding value of \$592,066 were approved, as detailed in the table below.

Marine Biomedical Pty Ltd

Developing the analytical capability for product testing on marine derived medical devices in Broome

\$120,000 | Broome

Marine Biomedical Pty Ltd has developed a bone substitute using nacre (mother of pearl) for use in orthopaedic medicine.



Wawili Sound Solutions Pty Ltd

Mini film lot in Broome

\$32,066 | Broome

Funding is provided to expand Wawili's current offering of two rooms and one edit suite with the fit-out of one additional room and accompanying equipment.



Goolarri Media Enterprises Pty Ltd

CinefestOZ Broome

\$40,000 | Broome

Grant funding will be used to complement a film showcase event with an industry program comprising skills workshops, panel sessions, and networking opportunities to promote and establish film contracting opportunities within the region.





Ewin Early Learning Centre

Building a sustainable local workforce

\$130,000 | Kununurra

To establish a childcare educator support program in Kununurra.



One Tree Community Services Inc

Workplace mentor program for early childhood career pathways

\$130,000 | Derby

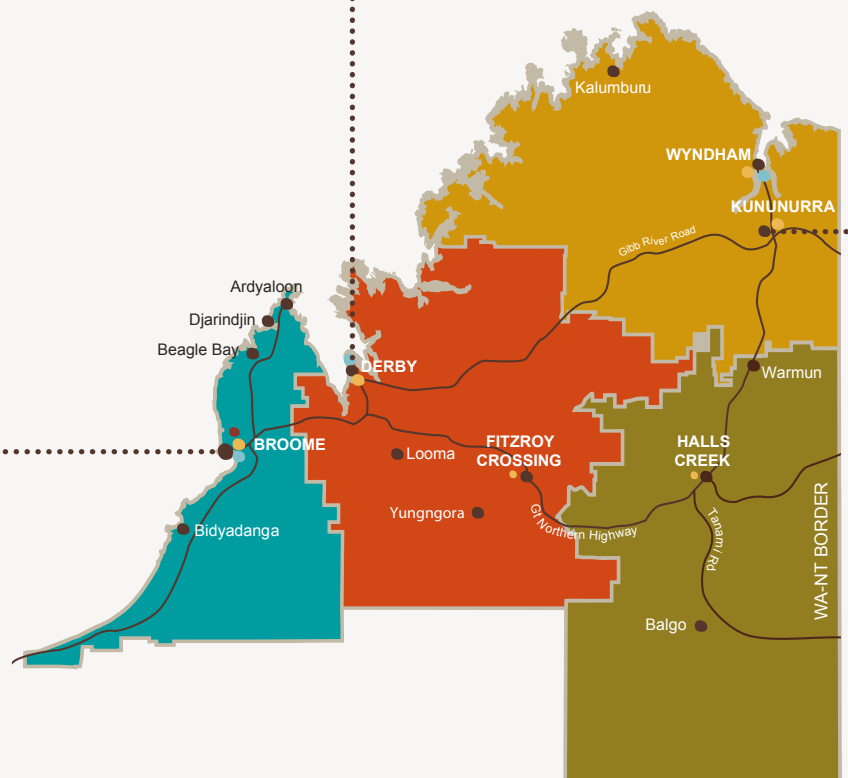
To establish a childcare educator mentorship program in Derby, via the employment of a Pathways trainer/ mentor to support trainees and early-career educators.

Yawaru Jarndu Aboriginal Corporation

SKUTTA - Kimberley fashion industry development program

\$140,000 | Broome

Funding is provided to support the delivery of SKUTTA, a fashion industry event comprising of showcases, capacity building, and industry networking.



Showcasing RED Grant Outcomes

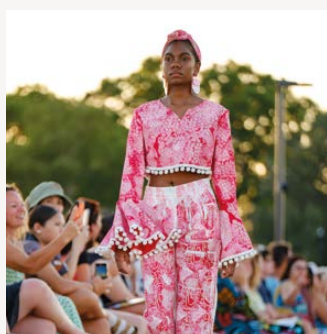
KAFTA (formerly SKUTTA)

Nagula Jarndu received \$140,000 to support the Kimberley Aboriginal Fashion Textiles Art (KAFTA), an event that has become a cornerstone of the Broome Fringe Festival. Originally established in 2022, KAFTA made a triumphant return this year, captivating more than 500 people with its stunning fashion runway.

Held on June 2 at the picturesque Town Beach in Broome, KAFTA provided a dynamic platform for Kimberley designers, artists, and young people to showcase their fashion and textiles. The event featured an impressive array of local talents like the Broome-based dance group, Burrb Wanggarraju, performing in Nagula Jarndu's new wedding collection, adding a unique cultural dimension to the parade.

KAFTA's impact extended beyond the runway, fostering professional development and confidence among regional artists. The event included an industry workshop program and a vibrant fashion pop-up market, encouraging community engagement and supporting local businesses.

KAFTA's success underscores the growing interest in textile and fashion developments within the Kimberley and nationally, promoting regional talent in a culturally safe and inclusive environment.



CinefestOz Broome

CinefestOZ Broome 2023 celebrated another successful year, supported by a \$40,000 RED Grant administered by the Kimberley Development Commission. Located on Yawuru Country, this annual festival concluded its second year, inspiring filmmakers and audiences alike. CinefestOZ continues to expand its reach across Western Australia, serving as a prominent platform for celebrating Australian voices and stories, with a special focus on Indigenous narratives.

The mission of CinefestOZ Broome is to amplify Indigenous voices, experiences, and stories. This year's festival featured a carefully curated selection of films by Indigenous filmmakers from Australia, Torres Strait Island, and New Zealand, providing a unique platform for these storytellers to share their narratives with the world and highlighting the rich tapestry of Indigenous storytelling.

Additionally, industry workshops were held to nurture the talent of visiting filmmakers and support the growth of the West Australian and Kimberley film industries.

Held at Sun Pictures Broome, the world's oldest outdoor picture garden, the community warmly received CinefestOZ Broome, with celebratory and healing atmospheres reported by attendees. By emphasising the importance of Indigenous representation on screen, the festival contributes significantly to the broader cultural dialogue in Australia and supports the Kimberley Development Commission's strategic goal of fostering a prosperous and diverse economy.



Strategic Goal 2

Support the Development of Prosperous and Diverse Industries

The Kimberley benefits from a diverse economy, including mining, agriculture, pastoralism, tourism, and human services. Our focus is on maximising synergies among these sectors and growing the visitor economy by enhancing Aboriginal cultural experiences, adventure tourism, and eco and food tourism. We aim to expand opportunities in aquaculture, clean energy, and the arts. Improving essential services like childcare and healthcare and supporting the caring, creative, and conservation industries are crucial. By fostering Aboriginal enterprises and leveraging existing strengths, we strive for sustainable and inclusive growth in the Kimberley.



Develop caring, creative and conservation (CCC) industries



Enable sustainable growth of primary industries



Diversify and expand tourism offerings



Facilitate Aboriginal economic empowerment



Foster thriving minerals and energy sectors



Capture opportunities from the low carbon economy and ensure sound climate adaptation pathways



Attract public and private investment to the region and facilitate its deployment



Key Achievements

Warmun -Working together to transform and enhance liveability and economic return

Over the past two years, the Warmun Community Incorporated Council has been diligently working to make crucial decisions regarding an unused aged care facility, to meet the needs of their community. With the support of the Kimberley Development Commission and The Fulcrum Agency, the Council has carefully considered various factors, including residential aged care regulations, the facility's current condition, and the investment required for repairs. They explored multiple potential uses for the facility, weighing all options thoroughly.

The facility built in 2015 has not operated as a residential aged care service due to a range of challenges. Council sought assistance from the WA state government to work with them to realise a new vision for the facility, and the Commission was delighted to undertake this role. Despite the challenges, the Council has now devised an exciting plan for the facility's future. Thanks to the advocacy and support of the Kimberley Development Commission, the WA state government has allocated \$2.9 million to transform the facility.

The facility will now offer much-needed accommodation for up to 13 local people, featuring nine ensuite bedrooms, two one-bedroom units, and one three-bedroom unit, including a caretaker's residence. The Warmun Council envisions the facility as more than just a place to stay; it will serve as a vibrant community hub, providing office space for visiting services and potential for two social enterprises, a commercial kitchen and a laundry.

Crucially, the Elder's group and Kimberley Aged and Community Service will also have a space to operate from the facility. This was a top priority for the council, ensuring they can continue to offer unwavering support and care for their Elders.

The Kimberley Development Commission will continue to support the Warmun Council in strengthening its ability to manage community assets.



KDC-Warmun Remediation Strategies

- Build Trust
- Listen to Community
- Engage Experts
- Provide Support
- Pose Alternative Solutions





Local Content – Bringing opportunities to the door of business

The Commission's Local Content Adviser (LCA) is responsible for providing advice and support to local businesses to enable them to engage with government procurement. This year our LCA raised their profile and played a very proactive role in maximising local content in major projects. Being registered with all available Government works tender platforms such as Tenders WA, LGA Tender portals, the Strategic Forward Procurement Plan, the Pipeline of Works and the Who Buys What and Where report, has ensured that when tenders and work plans are released, the LCA is well positioned to collate and directly link Small to Medium Enterprises (SMEs) to opportunities.

Our LCA has raised the profile of the role through enhanced communication with industry and regional stakeholders. A key achievement in 2023 involved the LCA establishing a comprehensive database of SMEs which allows us to provide project proponents with lists of businesses in the region.

Aged Care Industry Study – Understanding the regional profiles

The Commission is currently working on a detailed study examining the aged care sector across the Kimberley region including its challenges and opportunities. This report will be part of the Kimberley Development Commission's Sector Profiles. Through this work the Commission is seeking to raise the profile of the caring industries generally as vital enablers of economic activity. The report will be available to help our collective understanding of the issues faced within the aged care sector.

Defining the social and economic value of the Kimberley Arts and Creative industry

Per capita, the Kimberley punches far above its weight in the quality and output of creative individuals and organisations, often times playing on a national and world stage despite its sheer remoteness. The Commission is acutely aware that the Arts and Creative industry is widely recognised as a foundational component of regional liveability, inclusion, and identity.

Therefore, the Commission is undertaking a project to define the social and economic value of the Kimberley Art and Creative industry, and to identify investment opportunities that will unlock the potential social and economic benefits afforded by a prosperous arts community.

With the assistance of Social Ventures Australia, the Commission has engaged in comprehensive consultation with more than 50 stakeholders across

all levels of the Arts and Creative industry across the region including State Government departments, representative bodies, arts organisations, small businesses, and independent practitioners. We are compiling these varied perspectives into a cohesive, evidence-based narrative that establishes the Kimberley Arts and Creative Industry as a catalyst for social and economic prosperity for the region.

We expect this work to establish a compelling case for investment in the Kimberley Arts and Creative industry that will encourage stakeholders at various levels to seek and secure financial opportunities. This will ultimately ensure the Arts and Creative industry in the Kimberley is supported to realise economic success meet their strategic priorities.



Revitalising the historical Wyndham Port precinct

The Wyndham Port area is a forward-looking priority for the Commission in respect to Economic Development and Regional Liveability. The Commission is continuing to advocate for expanded First Port of Entry Status for the commercial port, to unlock further economic opportunities and de-risk East Kimberley agricultural, pastoral, and mineral interests.

To enhance regional liveability and tourism potential, the Commission is establishing a Wyndham foreshore and historical precinct revitalisation plan to provide a compelling development and investment roadmap for this important recreation and historical area.



Population 11

In March 2024, "Population 11," a comedic crime series filmed across 4 months in and around Derby, premiered on Stan, showcasing the stunning Kimberley region. Population 11 is Jungle Entertainment's first production in Western Australia and one of the first Stan Originals produced in the state in association with Factor 30 Films. "Population 11" exemplifies the collaborative effort to enhance regional film-making.

The Western Australian Government, through investment from Lotterywest and WA Regional Screen Fund, and administered by Screenwest in partnership with Regional Development Commissions, remains a proud supporter of the regional film industry.

The 12-episode series was created by AACTA Award-winner Phil Lloyd, directed by Trent O'Donnell and featured Emmy nominee Ben Feldman and rising star Perry Mooney. It revolves around the mysterious disappearance of a man from a small outback town of 12 residents and his estranged son's journey from the United States to find him.

To celebrate the series, the Kimberley Development Commission, in collaboration with the Shire of Derby West Kimberley, organised a community premiere event in Derby following the Perth premiere. Supported by Minister Hon Don Punch, this event utilised technology to foster a sense of closeness and community involvement.

The Kimberley Development Commission remains committed to supporting initiatives that strengthen local communities and diversify the regional economy, ensuring the Kimberley continues to be a vibrant and dynamic location for world-class productions.

8,620 Over-nights

30 High School Students visited set





Strategic Goal 3

Ensure Our People and Communities Have a Good Quality of Life

The Kimberley Development Commission focuses on improving quality of life by enhancing housing, education, healthcare, and community safety. We aim to provide government services comparable to metropolitan areas while addressing disparities between Aboriginal and non-Aboriginal populations.

Our commitment includes fostering cultural, sporting, and recreational opportunities to build resilient and thriving communities, making the Kimberley an attractive place for residents and visitors.



Improve the liveability of our towns and communities



Ensure structures of regional planning and governance are effective



Improve the well-being of young people





Key Achievements

Aboriginal-Led Program Design – Marlamanu

Marlamanu is an ambitious and innovative Aboriginal-led diversionary program to address long-standing and complex challenges with youth crime and well-being across the Kimberley. Centred around a working Aboriginal pastoral station, Marlamanu will help young people who are at high risk of serious offending to achieve their potential through a 3-6 month immersion in a structured program of work, learning, reflection, and cultural engagement. The program also embeds wrap-around support for young people and families across transition into, and out of, the program to ensure effective reintegration and sustainable post-program community connection.

The Commission is proud to have been working hand-in-hand with KRED Enterprises and subsidiary Marlamanu Pty Ltd for a number of years to formulate the unique program model and infrastructure requirements that will establish the foundation for success. Our work reflects an authentic and effective model of Government working alongside Aboriginal Community Controlled Organisations. The Commission is driven to ensure that programs empowering Aboriginal youth in the justice system are led by the Aboriginal community, recognising that culture and Country are central tenets to healing.

In the past year the Commission and Marlamanu have progressed initial program operation and infrastructure design proposals to a robust body of works culminating in a formal funding contract for \$17.2 million between Marlamanu Pty Ltd and the State Government. The contract represents both a significant milestone, and enabler for progress. Since entering into the contract, the Commission and Marlamanu have continued to work in close partnership with support from the Department of Communities to finalise the program's operational approach in readiness for the first cohort of young people in March 2025.

Improving Liveability by Addressing Community Safety Through Kimberley Community Action Fund Grants

In response to a high level of community concern at the escalating crime rates in the region the WA Government invested \$2 million into the Kimberley Community Action Fund (KCAF). This initiative formed part of a broader \$40.4 million investment in juvenile justice and well-being projects for the Kimberley.

In 2023, the Commission received 24 applications seeking \$1,405,936. Eleven grants totalling \$1,005,444 were awarded to community-led projects that reduce crime and improve community safety.

The successful submissions included holistic, therapeutic, and targeted projects such as vocational learning initiatives in horticulture, music, hospitality, sport and recreation, equine skills, establishment of a Safe Place in Fitzroy Crossing and several security system upgrades across schools, youth centres and town centres.





Shire of Broome

A Sporting Chance

\$93, 600 | Broome

To enable youth from remote communities to participate in existing diversionary activities in Broome.

Fair Game Australia Ltd

Fit and Healthy in the Kimberley with Fair Game

\$100, 000 | Broome

To deliver diversionary sport and recreation activities, and health education, alongside mentorship of Kimberley youth workers.

Marra Worra Worra Aboriginal Corporation

FX Safe Place

\$87, 603 | Fitzroy Crossing

To establish a 'safe place' for street present youth in Fitzroy, in circumstances when its not safe for them to return home.

The Skill Engineer Ltd

Roots and Brew Studios

\$99, 145 | Broome

To support vocational learning for at-risk young people in horticulture, hair styling, music creation, metal sculpturing and hospitality.



MG Corporation

MG Corporation Youth Patrol Project

\$100, 000 | Kununurra

A youth night patrol service three nights a week, to complement existing services in Kununurra.

Neighbourhood House

Neighbourhood Centre Security Project

\$40, 329 | Kununurra

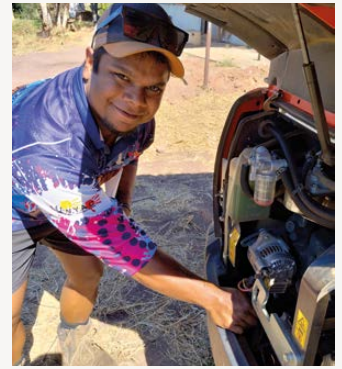
Purchase and installation of CCTV and alarm system at the Kununurra Neighbourhood house.

Wyndham Youth Aboriginal Corporation

WYAC Equine Training

\$95,651 | Wyndham

Equine and rural skill development program for youth in Wyndham.



Wirrimanu Aboriginal Corporation

Tjiitjuku Ngurra

\$93,470 | Balgo

Upgrades to Balgo Youth Centre to improve safety, security, and amenity for youth programs in the community.

Waringarri Aboriginal Arts

Family & Community Empowerment & Well-being Project

\$95,736 | Kununurra

The facilitation of activities that will contribute to improved cultural capacity, individual and community empowerment, social well-being and family safety messaging.

Shire of Halls Creek

Halls Creek CCTV Safety Project

\$100,000 | Halls Creek

To upgrade CCTV infrastructure in Halls Creek township.

Wunan Foundation

Life Changer Kununurra

\$100,000 | Kununurra

Implementation of the LifeChanger model in Kununurra, seeking to foster resilience and self-confidence in at-risk youth.



Shire of Derby West Kimberley - Recognising the need for investment to drive economic and social outcomes

The Commission responded to the Shire of Derby West Kimberley (SDWK) request for assistance to develop an Economic Development Strategy.

The Shire is recognised as one of the most socio-economically disadvantaged local government areas in Australia, falling within the lowest SEIFA decile. Employment prospects have been limited, with workforce participation far below the State average. With a limited rate base, the Shire is required to manage an extensive network of infrastructure, including over 100 km of sealed roads, 1,500 km of unsealed roads, 3 airports, Derby Port, and recreational facilities within its two towns. The serving of two regional towns, 54 Aboriginal communities and 40 pastoral stations presents intricate logistical challenges due to geographic size and remoteness.

Despite these challenges, the SDWK region boasts abundant natural resources, cultural heritage, and a unique Indigenous demographic that will be at the heart of its economic development strategy. An economic development strategy will become crucial in guiding the Shire's resource allocation, job creation, infrastructure development and community empowerment.

Kimberley Schools Project

In 2016 the Commission identified poor educational outcomes of low literacy and low numeracy in the region as a systemic barrier to Aboriginal employment and economic prosperity. That work resulted in the design of the Kimberley Schools Project (KSP), with a focus on evidence-based "direct instruction" teaching methodology; coupled with empowerment of Aboriginal & Islander Education Officers and Aboriginal Teaching Assistants; and improved school attendance and readiness support. Now into its 8th year, the Kimberley Schools Project reflects the most meaningful improvement in educational practice in the Kimberley in a generation and continues to be a project the Commission has immense pride in.

Over the past 12-months, as the project continues towards its 2026 funding end, the focus has shifted to sustainably embedding the project methodologies into 'business as usual' for Kimberley schools, to ensure success continues beyond the end of funding. Drawing from comprehensive evaluation data, the Kimberley schools project has worked to embed the following sustainability mechanisms in schools:

- Ongoing coaching and resources to support the embedding of the targeted teaching approach, including training for school-based coaches.
- Consistent practices in schools and across schools through the establishment of network 'coaching hubs'
- Schools to engage in co-designed initiatives and strategies that aim to improve student attendance and enable Aboriginal students to succeed as Aboriginal people.

- Schools to deliver co-designed community initiatives and strategies to build positive relationships between schools and their communities.
- School leaders to undertake school improvement professional learning.
- Schools to focus on implementing high fidelity school organisational processes.
- Aboriginal and Islander education officers (AIEOs) to design and develop professional learning sessions outlining the connection between aspects of the instructional practices and traditional learning approaches, while building their capacity and understanding of the targeted teaching.

In March, the Commission employed a full-time Senior Regional Development Officer to support the Kimberley Schools Project and enhance the sustainability objectives. Over the next year we will be driving a number of sustainability initiatives, particularly around community empowerment, involvement, and ownership of the project, as well as ongoing Aboriginal employment outcomes.

The Commission acknowledges the hard work and commitment of educators, school leaders, and community members who continue to support positive Kimberley educational reform.



Strategic Goal 4

Strive for Organisational Excellence

The Kimberley Development Commission is dedicated to driving regional development in the Kimberley. Our focus on maintaining a committed, capable team with quality systems and resources to translate plans into action effectively. Building trust and collaboration among partners is central to our approach. We aim to be an employer of choice, investing in modern platforms for data analysis and communications to enhance our ability to manage resources and projects efficiently. Our goal is to foster sustainable development and improve living standards in the Kimberley region.



Build and maintain trust among our partners in the Kimberley



Support a diverse and engaged KDC Board to lead the Commission's success



Uphold our position as an employer of choice and maintain the highest standards in team and organisational capabilities and culture



Ensure compliance, accountability and responsiveness within Government



Our Strategic Plan 2024-26

The Commission is a small agency with a large mandate over a vast area, and an expansive set of ambitions for the Kimberley. Those ambitions are set out in our Strategic Plan for 2024-26, developed by the staff and Board with diverse inputs from our community, and released in May 2024.

The Plan establishes 19 priorities, organised into four categories:

- Establish the conditions for economic success;
- Support the development of prosperous and diverse industries;
- Ensure our people and communities have a good quality of life; and
- Strive for organisational excellence.

A strong focus of the Plan is addressing structural barriers to prosperity, such as low workforce participation, housing bottlenecks, and shortages of key enabling services like childcare. Changing the dial on these structural problems is neither easy nor rapid, which makes a sustained and deliberate effort by the Commission all the more important. The full potential of the region will not be achievable without, for example, ensuring that the talents and ambitions of the long-term residents are able to be fully unlocked in the workplace.

Just as important, the Plan describes the Commission's role in our region. The strong emphasis here is on empowering our community in many ways: providing data and information, helping initiate and drive major projects, helping the community secure investment, and convening forums to drive regional development.

The Plan sits within an overall Regional Development Framework, which describes WA's overarching architecture for achieving regional development and how we work together as a portfolio across the State.



Our Purpose

Our purpose is to foster shared prosperity for all Kimberley people and to ensure WA Government decisions affecting our region are well-informed and effective.

Our Role

Our role is to facilitate inclusive economic development in our region by joining up our communities with investment, insight and other support.

Our Toolkit

- We provide regional intelligence, insight, and analysis.
- We initiate and help drive transformative projects and partnerships.
- We help our community secure funding and other support.
- We convene and participate in forums to drive development goals.



Our Priorities

1. Establish the conditions for economic success

Increase Aboriginal workforce participation.

Improve housing availability and affordability.

Increase availability of high-quality childcare services.

Strengthen physical and digital connectivity.

Increase access to capital and financial services.

2. Support the development of prosperous and diverse industries

Develop caring, creative, and conservation (CCC) industries.

Diversify and expand tourism offerings.

Foster thriving minerals and energy sectors.

Enable sustainable growth of primary industries.

Capture opportunities from the low carbon economy and ensure sound climate adaptation pathways.

Facilitate Aboriginal economic empowerment.

Attract public and private investment to the region and facilitate its deployment.

3. Ensure our people and communities have a good quality of life

Improve the liveability of our towns and communities.

Improve the well-being of young people.

Ensure structures of regional planning and governance are effective.

4. Strive for organisational excellence

Build and maintain trust among our partners in the Kimberley.

Uphold our position as an employer of choice, and maintain the highest standards in team and organisational capabilities and culture.

Support a diverse and engaged KDC Board to lead the Commission's success.

Ensure compliance, accountability and responsiveness within Government.

Excellence in delivery

The Kimberley Development Commission has been a pillar of regional development since its inception on 1st January 1993. Reflecting our continuous commitment to improving service delivery and work environment we have recently undergone a significant office refit.

Since opening with just five staff members and an Interim Board, the Commission has grown substantially, establishing its primary office in Kununurra and another Derby, before moving to Broome. Over the years, the Commission has been instrumental in initiating key projects like the Regional Tourism Marketing and Development Plan and the Kimberley Schools Project, which have greatly contributed to the region's socio-economic growth.

The recent office refit marks a new chapter for the Commission, enhancing the functionality and aesthetics of our workspace. Named after Dr. George Gardiner in 2004, the building honours his exceptional contributions to regional development. The upgraded office now provides a more conducive environment for the Commission's ongoing projects and initiatives.

The office refit not only modernises the physical workspace but also symbolises our dedication to evolving and adapting to better serve the Kimberley region. With improved facilities, the Commission is well-positioned to continue its legacy of fostering sustainable development and community well-being.





Connecting Community to Government

In May 2024, the Commission hosted two 2024-25 WA State Budget announcements drawing over 100 attendees. These events, in collaboration with the East Kimberley Chamber of Commerce and the Broome Chamber of Commerce and Industry, featured briefings by Hon Jackie Jarvis MLC at the Artopia Gallery in Kununurra and Hon Sue Ellery MLC at The Continental Hotel in Broome.

By hosting these events, the Commission facilitated the ability for the community to connect directly with decision makers and fostered collaborative relationships essential for regional development.

EvokeAG 2024: Celebration of Agricultural Heritage

In February 2024, the Commission represented the Kimberley Region at EvokeAG. EvokeAg is a premier platform dedicated to advancing agriculture through innovation and collaboration. Each year, it brings together the brightest minds and key players in the industry to exchange ideas, showcase innovations, and inspire future advancements. The Kimberley booth was a focal point, showcasing stories and achievements that establish the Kimberley as not only a tourist destination but a key player in agriculture and primary industries.

The stories shared at the Kimberley booth by our community members on the screens were not just inspiring; they served as a vivid showcase of what makes the Kimberley region distinct and special. From the lush landscapes to the innovative minds shaping our agricultural future, every story was a testament to the region's vibrant character. A special thank you to Patrick Moase, CEO of Marine Biomedical who joined Emma Bonaz to represent the Kimberley. Patrick's incredible journey in developing a bone substitute made from mother of pearl captured everyone's imagination.

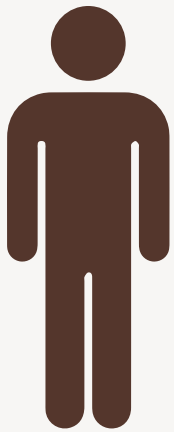


Social Media - Effective Communication

The Kimberley Development Commission has demonstrated significant growth in its social media presence over the past year, reflecting effective communication and engagement strategies.



LinkedIn

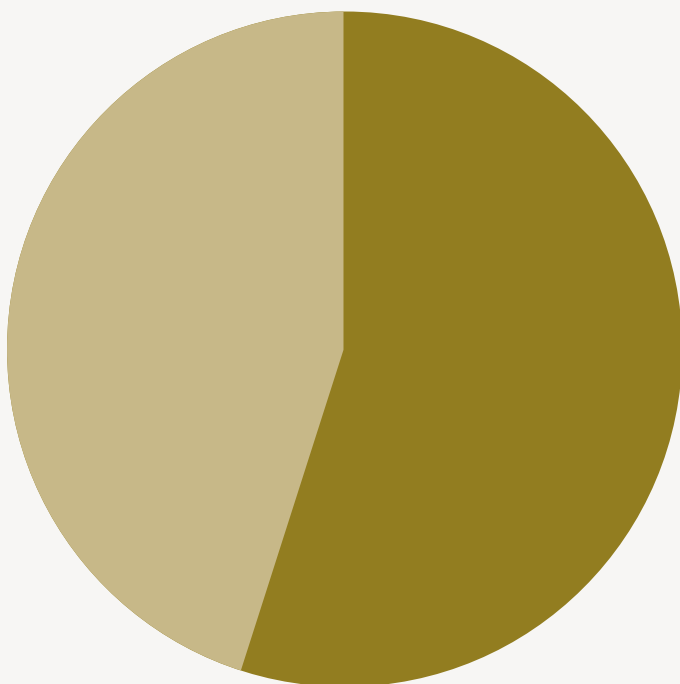


On LinkedIn, the number of followers surged from 12 in 2022 to 1,043 in 2024, with an impressive increase of 597 followers in just the last 12 months.

12

1,043

12 followers in 2022 → 1,043 followers in 2024



55% of the audience are in leadership positions

A significant indicator of the Commission's influence and reach within the professional community, is that 55% of the audience are in leadership positions. This growth indicates a strong and expanding interest in the Commission's activities and initiatives.

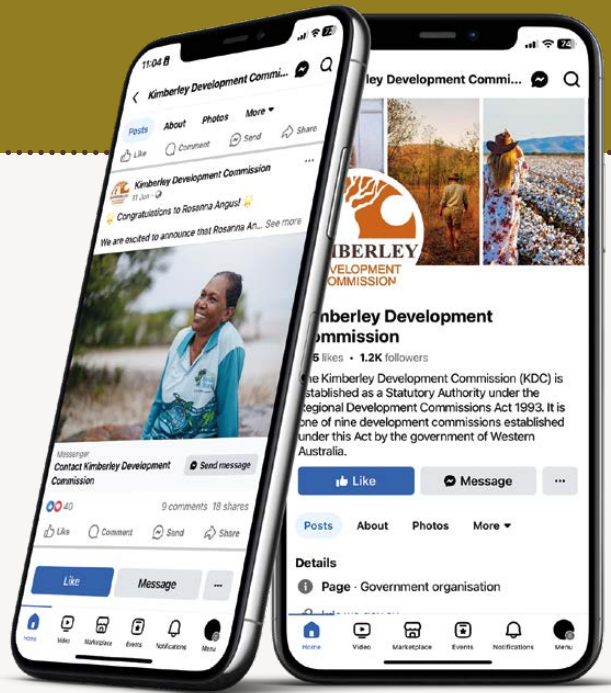


Facebook

11.8K page visits

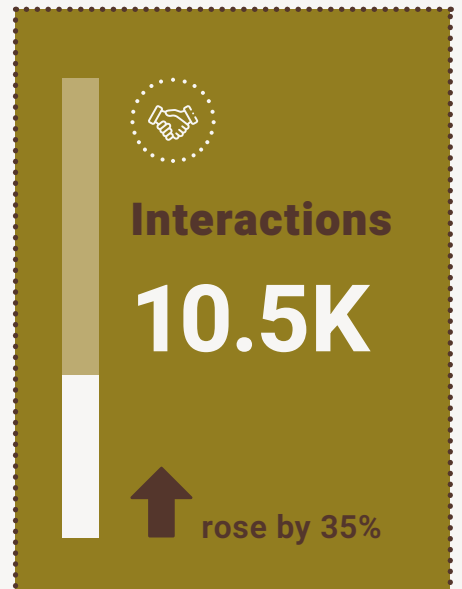
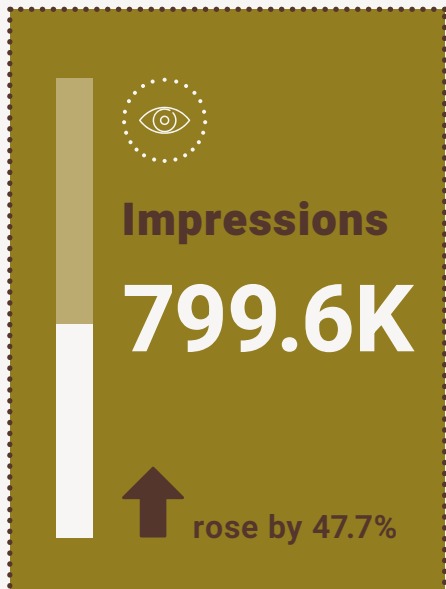
+631 followers in 2024

253.2% rise in page visits



The performance metrics further illustrate the success of our social media efforts. On Facebook, the number of follows increased by 631 over the year, while visits to the Facebook page soared to 11.8K, marking a substantial 253.2% rise. These statistics underscore the effectiveness of our outreach and the resonance of our content with the audience.

The Facebook performance metrics also highlight significant improvements: impressions rose by 47.7% to 799.6K, reach increased by 11.1% to 92.5K, and content interactions grew by 35% to 10.5K (versus 2022-23 data). This upward trend demonstrates that the Commission's posts are not only reaching a larger audience but are also engaging more effectively, fostering deeper connections and interactions with followers.



The Commission's commitment to clear and consistent communication has played a pivotal role in these achievements. By delivering timely and relevant content that resonates with its audience, we have successfully enhanced our social media footprint, furthering our mission to promote and develop the Kimberley region.

Championing the Development and Prosperity of the Kimberley

The Kimberley Development Commission was proud to sponsor the Kimberley Economic Forum, held in September 2023. This pivotal event brought together 150 engaged individuals to discuss the future of regional and economic development in our beautiful Kimberley region. While KDC sponsored the forum, the event was organised by the Broome Chamber of Commerce and Industry. This partnership highlights the importance of teamwork and collective effort in driving sustainable growth.

The Commission's sponsorship went beyond financial support, as we also organised regional gifts for each attendee, showcasing products from local businesses and artists who had benefited from the RED Grants program. Attendees had the chance to take home premium honey from Walaja Broome Bush Honey and a limited-edition print from Dorothy Forrest, facilitated by grants provided to the Kimberley Arts Network and Mangkaja Arts Resource Agency.

These efforts underscore our dedication to promoting local talent and businesses, ensuring that the unique cultural and economic contributions of our region are recognised and celebrated. By supporting events like Kimberley Economic Forum, the Commission continues to champion the development and prosperity of our community.







Financial Statements

For the year ended 30 June 2024

Disclosures and Legal Compliance

Certification of Financial Statements

The accompanying financial statements of the Kimberley Development Commission have been prepared in compliance with the provisions of the Financial Management Act 2006 from proper accounts and records to present fairly the financial transactions for the financial year ended 30 June 2024 and the financial position as at 30 June 2024.

At the date of signing we are not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.

Mark Griffiths
CHIEF FINANCE OFFICER

30 July, 2024

Charles Berger
CHIEF EXECUTIVE OFFICER

30 July, 2024

Hon Tom Stephens
CHAIRMAN OF THE BOARD

30 July, 2024

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Statement of Comprehensive Income

For the year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000
COST OF SERVICES			
Expenses			
Employee benefits expense	2.1(a)	319	313
Supplies and services	2.3	2,660	2,678
Depreciation and amortisation expense	4	10	5
Grants and subsidies	2.2	35	23
Other expenses	2.3	27	9
Total cost of services		<u>3,051</u>	<u>3,028</u>
Income			
Other income	3.2	1	192
Total income		<u>1</u>	<u>192</u>
NET COST OF SERVICES		<u>3,050</u>	<u>2,836</u>
Income from State Government			
Income from other public sector entities	3.1	517	521
Resources received	3.1	2,529	2,501
Total income from State Government		<u>3,046</u>	<u>3,022</u>
(DEFICIT)/SURPLUS FOR THE PERIOD		<u>(4)</u>	<u>186</u>
TOTAL COMPREHENSIVE (LOSS)/INCOME FOR THE PERIOD		<u>(4)</u>	<u>186</u>

The Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

Statement of Financial Position

For the year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000
ASSETS			
Current Assets			
Cash and cash equivalents	6.2	1,060	933
Restricted cash and cash equivalents	6.2	290	515
Total Current Assets		1,350	1,448
Non-Current Assets			
Receivables	5.1	3	3
Amounts receivable for services	5.2	39	39
Right-of-use assets	4.0	67	-
Total Non-Current Assets		109	42
TOTAL ASSETS		1,459	1,490
LIABILITIES			
Current Liabilities			
Payables	5.3	20	118
Lease liabilities	6.1	12	-
Employee related provisions	2.1(b)	6	10
Total Current Liabilities		38	128
Non-Current Liabilities			
Lease liabilities	6.1	55	-
Employee related provisions	2.1(b)	17	9
Total Non-Current Liabilities		72	9
TOTAL LIABILITIES		110	137
NET ASSETS		1,349	1,353
EQUITY			
Contributed equity		145	145
Accumulated surplus		1,204	1,208
TOTAL EQUITY		1,349	1,353

The Statement of Financial Position should be read in conjunction with the accompanying notes.

Statement of Changes in Equity

For the year ended 30 June 2024

	Contributed Equity (\$'000)	Accumulated Surplus (\$'000)	Total Equity (\$'000)
Balance at 1 July 2022	145	1,022	1,167
Surplus	-	186	186
Other comprehensive income	-	-	-
Total comprehensive income for the period	-	186	186
Balance at 30 June 2023	145	1,208	1,353
Balance at 1 July 2023	145	1,208	1,353
Deficit	-	(4)	(4)
Other comprehensive income	-	-	-
Total comprehensive income for the period	-	(4)	(4)
Balance at 30 June 2024	145	1,204	1,349

The Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Statement of Cash Flows

For the year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000
CASH FLOWS FROM STATE GOVERNMENT			
Funds from other public sector entities		517	521
Net cash provided by State Government		517	521
Utilised as follows:			
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee benefits		(309)	(336)
Supplies and services		(241)	(89)
Grants and subsidies		(35)	(23)
GST payments on purchases		(10)	(13)
Other payments		(21)	15
Receipts			
GST receipts from taxation authority		10	11
Other receipts		1	192
Net cash used in financing activities		(605)	(243)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments			
Principal elements of lease payments		(10)	(2)
Net cash used in financing activities		(10)	(2)
Net (decrease)/increase in cash and cash equivalents		(98)	276
Cash and cash equivalents at the beginning of the period		1,448	1,172
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD	6.2	13,50	1,448

The Statement of Cash Flows should be read in conjunction with the accompanying notes.

1. Basis of preparation

The Kimberley Development Commission (Commission) is a WA Government entity and is controlled by the State of Western Australia, which is the ultimate parent. The Commission is a not-for-profit entity (as profit is not its principal objective).

A description of the nature of its operations and its principal activities have been included in the 'Overview' which does not form part of these financial statements.

These annual financial statements were authorised for issue by the Accountable Authority of the Commission on 30 July 2024.

Statement of compliance

The financial statements constitute general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures, the Framework, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board as applied by Treasurer's Instructions. Several of these are modified by Treasurer's Instructions to vary application, disclosure, format and wording.

The Financial Management Act 2006 (the Act) and Treasurer's Instructions are legislative provisions governing the preparation of financial statements and take precedence over Australian Accounting Standards, the Framework, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board. Where modification is required and has had a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

Basis of preparation

These financial statements are presented in Australian dollars applying the accrual basis of accounting and using the historical cost convention. Certain balances will apply a different measurement basis (such as the fair value basis). Where this is the case the different measurement basis is disclosed in the associated note. All values are rounded to the nearest thousand dollars (\$'000).

Accounting of Goods and Services Tax (GST) Income, expenses and assets are recognised net of the amount of goods and services tax (GST), except that the:

- (a) amount of GST incurred by the Agency as a purchaser that is not recoverable from the Australian Taxation Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- (b) receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

Contributed equity

Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, as designated as contributions by owners (at the time of, or prior to, transfer) be recognised as equity contributions. Capital appropriations have been designated as contributions by owners by TI 955 Contributions by Owners made to Wholly-Owned Public Sector Entities and have been credited directly to Contributed Equity.

Comparative information

Except when an Australian Accounting Standard (AAS) permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements. AASB 1060 provides relief from presenting comparatives for Right-of-Use Asset reconciliations.

1. Basis of preparation (continued): Judgements and estimates

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements and estimates made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements and/or estimates are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances.

2. Use of Our Funding: Expenses incurred in the delivery of services

This section provides additional information about how the Commission's funding is applied and the accounting policies that are relevant for an understanding of the items recognised in the financial statements. The primary expenses incurred by the Commission in achieving its objectives and the relevant notes are:

		Notes
Employee benefits expenses		2.1(a)
Employee related provisions		2.1(b)
Grants and subsidies		2.2
Other expenditure		2.3
2.1. (a) Employee benefits expenses	2024	2023
	\$'000	\$'000
Employee benefits	285	282
Superannuation - defined contribution plans	34	31
Total employee benefits expenses	<u>319</u>	<u>313</u>
Add: AASB 16 Non-monetary benefits	10	3
Total employee benefits provided	<u>329</u>	<u>316</u>

Employee Benefits: include wages and salaries, accrued and paid leave entitlements and paid sick leave.

Superannuation: The amount recognised in profit or loss of the Statement of Comprehensive Income comprises employer contributions paid to the GSS (concurrent contributions), the WSS, the GESBs, or other superannuation funds.

AASB 16 Non-monetary benefits: non-monetary employee benefits, that are employee benefits expenses, predominantly relating to the provision of vehicle benefits are measured at the cost incurred by the Commission.

2.1. (b) Employee benefits expenses	2024	2023
	\$'000	\$'000
<u>Employee benefits provisions</u>		
Annual leave	5	9
<u>Other provisions</u>		
Employment on-costs	1	1
Total current employee related provisions	<u>6</u>	<u>10</u>
Non-Current		
<u>Employee benefits provisions</u>		
Long service leave	15	8
<u>Other provisions</u>		
Employment on-costs	2	1
Total non-current employee related provisions	<u>17</u>	<u>9</u>
Total employee related provisions	<u>23</u>	<u>19</u>

Notes To The Financial Statements

For the year ended 30 June 2024

2.1. (b) Employee related provisions (continued)

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave for services rendered up to the reporting date and recorded as an expense during the period the services are delivered.

Annual leave liabilities: Classified as current as there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period.

The provision for annual leave is calculated at the present value of expected payments to be made in relation to services provided by employees up to the reporting date.

Long service leave liabilities: Unconditional long service leave provisions are classified as current liabilities as the Commission does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because the Commission has an unconditional right to defer the settlement of the liability until the employee has completed the requisite years of service.

The provision for long service leave is calculated at present value as the Commission does not expect

to wholly settle the amounts within 12 months. The present value is measured taking into account the present value of expected future payments to be made in relation to services provided by employees up to the reporting date. These payments are estimated using the remuneration rate expected to apply at the time of settlement, and discounted using market yields at the end of the reporting period on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

Employment on-costs: The settlement of annual and long service leave liabilities gives rise to the payment of employment on-costs including workers' compensation insurance. The provision is the present value of expected future payments.

Employment on-costs, including workers' compensation insurance, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred.

Employment on-costs are included as part of 'other expenses, Note 2.3 (apart from the unwinding of the discount (finance cost))' and are not included as part of the Commission's 'employee benefits expense'. The related liability is included in 'Employment on-costs provision'.

Employment on cost provision

	2024 \$'000	2023 \$'000
Carrying amount at start of period	2	-
Additional/(reversals of) provisions recognised	1	2
Carrying amount at end of period	3	2

Key sources of estimation uncertainty- long service leave

Key estimates and assumptions concerning the future are based on historical experience and various other factors that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

Several estimates and assumptions are used in calculating the Commission's long service leave provision. These include:

- expected future salary rates;
- discount rates;
- employee retention rates; and
- expected future payments.

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision. Any gain or loss following revaluation of the present value of long service leave liabilities is recognised as employee benefits expense.

Notes To The Financial Statements

For the year ended 30 June 2024

2.2. Grants and subsidies	2024 \$'000	2023 \$'000
<u>Recurrent</u>		
Non Public organisations	35	23

Transactions in which the Commission provides goods, services, assets (or extinguishes a liability) or labour to another party without receiving approximately equal value in return are categorised as 'Grant expenses'. Grants can either be operating or capital in nature.

Grants can be paid as general purpose grants which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants which are paid for a particular purpose and/or have conditions attached regarding their use.

Grants and other transfers to third parties (other than contribution to owners) are recognised as an expense in the reporting period in which they are paid or payable. They include transactions such as: grants, subsidies, personal benefit payments made in cash to individuals, other transfer payments made to public sector agencies, local government, non-government schools, and community groups.

2.3. Other expenditure	2024 \$'000	2023 \$'000
Supplies and services		
Board fees	65	57
Communications	1	2
Consultants and contractors	18	37
Consumables	2	14
Travel	40	60
Other	5	7
Resources provided free of charge by DPIRD (a)	2,529	2,501
Total supplies and services expense	2,660	2,678
Other expenses		
Building and infrastructure maintenance	4	2
Internal audit fees	12	-
Other expenses	11	7
Total other expenses	27	9
Total other expenditure	2,687	2,687

(a) Support Services provided by Department of Primary Industries and Regional Development (DPIRD) to support the Commission in the fulfilment of its statutory functions and obligations under the Regional Development Commissions Act 1993. See note 3.1 Income from State Government.

Supplies and services expenses are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any materials held for distribution are expensed when the materials are distributed.

Other operating expenses generally represent the day-to-day running costs incurred in normal operations.

3. Our Funding Sources: How we obtain our funding

This section provides additional information about how the Commission obtains its funding and the relevant accounting policy notes that govern the recognition and measurement of this funding. The primary income received by the Commission and the relevant notes are:

	Notes	
Income from State Government		3.1
Other income		3.2
3.1. Income from State Government	2024	2023
	\$'000	\$'000
Income received from other public sector entities during the period:		
- Department of Primary Industries and Regional Development - operational funding	517	521
Total grants and subsidies	517	521
Resources received from other public sector entities during the period:		
- Services received free of charge (a)	2,529	2,501
Total resources received	2,529	2,501
Total income from State Government	3,046	3,022

(a) Support Services provided by Department of Primary Industries and Regional Development to support the Commission in the fulfilment of its statutory functions and obligations under the Regional Development Commissions Act 1993. See note 2.3 Other expenditure.

Income from other public sector agencies is recognised as income when the Commission has satisfied its performance obligations under the funding agreement. If there are no performance obligations, income will be recognised when the Commission receives the funds.

Resources received from other public sector entities are recognised as income (and assets or expenses) equivalent to the fair value of the assets, or the fair value of those services that can be reliably determined and which would have been purchased if not donated.

3.2. Other income	2024	2023
	\$'000	\$'000
Other sundry income	1	144
	1	144
Return of unspent grant monies	-	48
	-	48
Total other income	1	192

Notes To The Financial Statements

For the year ended 30 June 2024

4. Right-of-use assets	2024 \$'000	2023 \$'000
Vehicles	67	-

Additions to right-of-use assets during the 2024 financial year were \$77,000 (2023: \$nil).

The Commission has leases for vehicles. The lease contracts are typically made for fixed periods of 1-3 years with an option to renew the lease after that date.

Initial recognition

At the commencement date of the lease, the Commission recognises right-of-use assets and a corresponding lease liability. The right-of-use assets are measured at cost comprising of:

- the amount of the initial measurement of lease liability;
- any lease payments made at or before the commencement date less any lease incentives received;
- any initial direct costs; and
- restoration costs, including dismantling and removing the underlying asset.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in note 6.1.

Subsequent Measurement

The cost model is applied for subsequent measurement of right-of-use assets, requiring the asset to be carried at the cost less any accumulated depreciation and accumulated impairment losses and adjusted for any remeasurement of lease liability.

Depreciation

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the underlying assets.

If ownership of the leased asset transfers to the Commission at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Impairment

Right-of-use assets are tested for impairment when an indication of impairment is identified. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

Where an asset measured at cost is written down to its recoverable amount, an impairment loss is recognised through profit or loss.

If there is an indication that there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However this reversal should not increase the asset's carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

The risk of impairment is generally limited to circumstances where an asset's depreciation is materially understated, where the replacement cost is falling or where there is a significant change in useful life.

The following amounts relating to leases have been recognised in the statement of comprehensive income:

	2024 \$'000	2023 \$'000
Vehicles	10	3

The total cash outflow for leases in 2024 was \$8,814 (2023: \$3,000).

5. Other Assets and Liabilities

This section sets out those assets and liabilities that arose from the Commission's controlled operations and includes other assets utilised for economic benefits and liabilities incurred during normal operations:

	Notes	
Receivables		5.1
Amounts receivable for services		5.2
Payables		5.3
5.1. Receivables	2024	2023
	\$'000	\$'000
Non-current		
Accrued salaries account (a)	3	3

(a) Funds transferred to Treasury for the purpose of meeting the 27th pay in a financial year that generally occurs every 11 years. This account is classified as non-current except for the year before the 27th pay year.

Trade receivables are recognised at original invoice amount less any allowances for uncollectible amounts (i.e. impairment). The carrying amount of net trade receivables is equivalent to fair value as it is due for settlement within 30 days.

Accrued salaries account contains amounts paid into the Treasurer's special purpose account, which since the Machinery of Government is undertaken by the Department of Primary Industries and Regional Development. It is restricted for meeting the additional cash outflow for employee salary payments in reporting periods with 27 pay days instead of the normal 26. No interest is received on this account. The account has been reclassified from 'Cash and cash equivalents' to 'Receivables' as it is considered that funds in the account are not cash but a right to receive the cash in future. Comparative amounts have also been reclassified.

5.2. Amounts receivable for services (Holding Account)	2024	2023
	\$'000	\$'000
Balance at end of period	39	39

Amounts receivable for services represent the non-cash component of service appropriations. It is restricted in that it can only be used for asset replacement or payment of leave liability.

Amounts receivable for services are considered not impaired (i.e. there is no expected credit loss of the Holding Account).

5.3. Payables	2024	2023
	\$'000	\$'000
Payables		
Trade payables	9	48
Other payables	-	54
Accrued expenses	-	2
Accrued salaries	6	-
GST Payable	5	14
Total current payables	20	118

Payables are recognised at the amounts payable when the Commission becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value, as settlement is generally within 15-20 days.

6. Financing

This section sets out the material balances and disclosures associated with the financing and cash flows of the Commission.

		Notes
Lease liabilities		6.1
Cash and cash equivalents		6.2
Capital commitments		6.3
6.1. Lease liabilities	2024	2023
	\$'000	\$'000
Current	12	-
Non-current	55	-
	<hr/> 67	<hr/> -

Initial measurement

The Commission measures a lease liability, at the commencement date, at the present value of the lease payments that are not paid at that date. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the Commission uses the incremental borrowing rate provided by Western Australia Treasury Corporation.

Lease payments included by the Commission as part of the present value calculation of lease liability include:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payments that depend on an index or a rate initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options (where these are reasonably certain to be exercised);
- payments for penalties for terminating a lease, where the lease term reflects the Commission exercising an option to terminate the lease.

The interest on the lease liability is recognised in profit or loss over the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. Lease liabilities do not include any future changes in variable lease payments (that depend on an index or rate) until they take effect, in which case the lease liability is reassessed and adjusted against the right-of-use asset.

Periods covered by extension or termination options are only included in the lease term by the Commission if the lease is reasonably certain to be extended (or not terminated).

Variable lease payments, not included in the measurement of lease liability, that are dependent on sales, are recognised by the Commission in profit or loss in the period in which the condition that triggers those payments occurs.

This section should be read in conjunction with note 4 Right-of-use assets.

Subsequent measurement

Lease liabilities are measured by increasing the carrying amount to reflect interest on the lease liabilities; reducing the carrying amount to reflect the lease payments made; and remeasuring the carrying amount at amortised cost, subject to adjustments to reflect any reassessment or lease modifications.

Notes To The Financial Statements

For the year ended 30 June 2024

6.2. Cash and cash equivalents	2024	2023
	\$'000	\$'000
Non-restricted cash and cash equivalents	1,060	933
Non-Royalties for Regions fund restricted cash	75	75
Community Resource Centre Wyndham	22	22
Kimberley Regional Development Scheme	7	7
Kimberley Capabilities Register	170	170
Warmun Re-Establishment Taskforce	274	274
Royalties for Regions Fund Projects Restricted cash		
Regional Grant Scheme	-	136
Community Chest Grants Scheme	-	32
Local Projects Local Jobs	-	57
Warmun Governance	16	16
	16	16
Total restricted cash and cash equivalents	290	515
Total cash and cash equivalents	1,350	1,448

For the purpose of the statement of cash flows, cash and cash equivalent (and restricted cash and cash equivalent) assets comprise cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

6.3. Capital commitments

There are no known capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements (2023: none).

7. Financial instruments and Contingencies	Notes
Financial instruments	7.1
Contingent assets and contingent liabilities	7.2

7.1. Financial instruments

The carrying amounts of each of the following categories of financial assets and financial liabilities at the end of the reporting period are:

	2024	2023
	\$'000	\$'000
<u>Financial assets</u>		
Cash and cash equivalents	1,350	1,445
Financial assets at amortised cost (a)	42	45
Total financial assets	1,392	1,490
<u>Financial liabilities</u>		
Financial liabilities at amortised cost (b)	82	104
Total financial liabilities	82	104

7.2. Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the statement of financial position but are disclosed and, if quantifiable, are measured at the best estimate. There were no contingent assets or contingent liabilities which would affect the Commission at the end of June 2024 (2023: none).

8. Other Disclosures

This section includes additional material disclosures required by accounting standards or other pronouncements, for the understanding of this financial report.

	Note
Events occurring after the end of the reporting period	8.1
Key management personnel	8.2
Related party transactions	8.3
Related bodies	8.4
Affiliated bodies	8.5
Special purpose accounts	8.6
Remuneration of auditors	8.7
Supplementary financial information	8.8
Explanatory statement	8.9

8.1. Events occurring after the end of the reporting period

There were no events occurring after the reporting period date that impact on the financial statements.

8.2. Key management personnel

The Commission has determined key management personnel to include the members of the accountable authority, senior officers of the Commission and the Minister that the Commission assists. The Commission does not incur expenditures to compensate Ministers and those disclosures may be found in the Annual Report on State Finances.

The total fees, salaries, superannuation, non-monetary benefits and other benefits for members of the accountable authority and senior officers of the Commission for the reporting period are presented within the following bands:

	2024	2023
Compensation band (\$)		
Compensation of members of the accountable authority		
50,001 - 60,000	1	1
0 - 10,000	4	4
Compensation of senior officers (\$)		
250,001 - 300,000	1	-
200,001 - 250,000	-	1
150,001 - 200,000	2	3
	2024	2023
	\$'000	\$'000
Total compensation for members of the accountable authority & senior officers	689	850

Total compensation includes the superannuation expense incurred by the Commission in respect of senior officers.

8.3. Related party transactions

The Commission is a wholly owned and controlled entity of the State of Western Australia.

Related parties of the Commission include:

- all cabinet ministers and their close family members, and their controlled or jointly controlled entities;
- all senior officers and their close family members, and their controlled or jointly controlled entities;
- other agencies and statutory authorities, including related bodies, that are included in the whole of
- government consolidated financial statements (i.e. wholly-owned public sector entities);
- associates and joint ventures, of a wholly-owned public sector entity; and
- the Government Employees Superannuation Board (GESB)

Material transactions with other related entities

Outside of normal citizen type transactions with the Commission there were no other related party transactions that involved key management personnel and/or their close family members and/or their controlled (or jointly controlled) entities.

8.4. Related bodies

The Commission had no related bodies during the reporting period.

8.5. Affiliated bodies

The Commission had no affiliated bodies during the reporting period.

8.6. Special purpose accounts

The Commission had no special purpose accounts during the reporting period.

8.7. Remuneration of auditors

Remuneration paid or payable to the Auditor General in respect of the audit for the current financial year is \$45,000 (2023:nil; as the Auditor General dispensed with the audit for the years ended 30 June 2023 and 30 June 2022 under section 14 of the Auditor General Act 2006).

8.8. Supplementary financial information

(a) Write-offs

There were no write-offs during the financial year.

(b) Losses through theft, defaults and other causes

There were no losses of public money and public and other property during the financial year.

(c) Gift of public property

There was no gifts of public property during the financial year.

8.9. Explanatory statement

The Commission is exempt from TI 945 Explanatory Statement as their Total Cost of Services is below \$10 million for the two most recent consecutive comparative periods.





Independent Auditor's Report

Kimberley Development Commission
To the Parliament of Western Australia

Report on the audit of the financial statements

Opinion

I have audited the financial statements of the Kimberley Development Commission (Commission) which comprise:

- the statement of financial position as at 30 June 2024, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended
- notes comprising a summary of material accounting policies and other explanatory information.

In my opinion, the financial statements are:

- based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the Kimberley Development Commission for the year ended 30 June 2024 and the financial position as at the end of that period
- in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the Financial Management Act 2006 and the Treasurer's Instructions.

Basis for opinion

I conducted my audit in accordance with the Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other Matter – prior period financial statements not audited

The financial statements of the Commission for the year ended 30 June 2023 was dispensed under section 14 of the Auditor General Act 2006. Consequently, the corresponding figures are unaudited. My opinion is not modified in respect of this matter.

Responsibilities of the Board for the financial statements

The Board is responsible for:

- keeping proper accounts
- preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the Financial Management Act 2006 and the Treasurer's Instructions
- such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board is responsible for:

- assessing the entity’s ability to continue as a going concern
- disclosing, as applicable, matters related to going concern
- using the going concern basis of accounting unless the Western Australian Government has made policy or funding decisions affecting the continued existence of the Commission.

Auditor’s responsibilities for the audit of the financial statements

As required by the Auditor General Act 2006, my responsibility is to express an opinion on the financial statements. The objectives of my audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with 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 the financial statements. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor’s report and can be found at https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

Report on the audit of controls

Opinion

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the Kimberley Development Commission. The controls exercised by the Kimberley Development Commission are those policies and procedures established to ensure that the receipt, expenditure and investment of money, the acquisition and disposal

of property, and the incurring of liabilities have been in accordance with the State’s financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the Kimberley Development Commission are sufficiently adequate to provide reasonable assurance that the controls within the system were suitably designed to achieve the overall control objectives identified as at 30 June 2024, and the controls were implemented as designed as at 30 June 2024.

The Board’s responsibilities

The Board is responsible for designing, implementing and maintaining controls to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities are in accordance with the Financial Management Act 2006, the Treasurer’s Instructions and other relevant written law.

Auditor General’s responsibilities

As required by the Auditor General Act 2006, my responsibility as an assurance practitioner is to express an opinion on the suitability of the design of the controls to achieve the overall control objectives and the implementation of the controls as designed. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3150 Assurance Engagements on Controls issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements and plan and perform my procedures to obtain reasonable assurance about whether, in all material respects, the controls are suitably designed to achieve the overall control objectives and were implemented as designed.

An assurance engagement involves performing procedures to obtain evidence about the suitability of the controls design to achieve the overall control objectives and the implementation of those controls. The procedures selected depend on my judgement, including an assessment of the risks that controls are not suitably designed or implemented as designed. My procedures included testing the implementation of those controls that I consider necessary to achieve the overall control objectives.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Limitations of controls

Because of the inherent limitations of any internal control structure, it is possible that, even if the controls are suitably designed and implemented as designed, once in operation, the overall control objectives may not be achieved so that fraud, error or non-compliance with laws and regulations may occur and not be detected. Any projection of the outcome of the evaluation of the suitability of the design of controls to future periods is subject to the risk that the controls may become unsuitable because of changes in conditions.

Report on the audit of the key performance indicators

Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the Kimberley Development Commission for the year ended 30 June 2024 reported in accordance with Financial Management Act 2006 and the Treasurer's Instructions (legislative requirements). The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

In my opinion, in all material respects, the key performance indicators report of the Kimberley Development Commission for the year ended 30 June 2024 are in accordance with the legislative requirements, and are relevant and appropriate to assist users to assess the Commission's performance and fairly represent indicated performance for the year ended 30 June 2024.

Other Matter – prior period key performance indicators not audited

The key performance indicators of the Commission for the year ended 30 June 2022 and 30 June 2023 were dispensed under section 14 of the Auditor General Act 2006. Consequently, the results for the financial year 2021-22 and 2022-23 are unaudited. My opinion is not modified in respect of this matter.

The Board's responsibilities for the key performance indicators

The Board is responsible for the preparation and fair presentation of the key performance indicators in accordance with the Financial Management Act 2006

and the Treasurer's Instructions and for such internal controls as the Board determines necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

In preparing the key performance indicators, the Board is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer's Instruction 904 Key Performance Indicators.

Auditor General's responsibilities

As required by the Auditor General Act 2006, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the entity's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

An assurance engagement involves performing procedures to obtain evidence about the amounts and disclosures in the key performance indicators. It also involves evaluating the relevance and appropriateness of the key performance indicators against the criteria and guidance in Treasurer's Instruction 904 for measuring the extent of outcome achievement and the efficiency of service delivery. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the key performance indicators. In making these risk assessments, I obtain an understanding of internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

My independence and quality management relating to the report on financial statements, controls and key performance indicators

I have complied with the independence requirements of the Auditor General Act 2006 and the relevant ethical requirements relating to assurance engagements. In accordance with ASQM 1 Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements, the Office of the Auditor General maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Other information

Those charged with governance are responsible for the other information. The other information is the information in the entity's annual report for the year ended 30 June 2024, but not the financial statements, key performance indicators and my auditor's report. My opinions on the financial statements, controls and key performance indicators do not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, controls and key performance indicators my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and key performance indicators]or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I did not receive the other information prior to the date of this auditor's report. When I do receive it, I will read it and if I conclude that there is a material misstatement in this information, I am required to communicate the matter to those charged with governance and request them to correct the misstated information. If the misstated information is not corrected, I may need to retract this auditor's report and re-issue an amended report.

Matters relating to the electronic publication of the audited financial statements and key performance indicators

This auditor's report relates to the financial statements and key performance indicators of the Kimberley Development Commission for the year ended 30 June 2024 included in the annual report on the Commission's website. The Commission's management is responsible for the integrity of the Commission's website. This audit does not provide assurance on the integrity of the Commission's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version.



Carly Meagher

**ACTING SENIOR DIRECTOR FINANCIAL AUDIT
DELEGATE OF THE AUDITOR GENERAL FOR WA**

Perth, Western Australia
31 July 2024



Key Performance Indicators

Certification of Key Performance Indicators

We hereby certify that the key performance indicators are based on proper records, are relevant and appropriate for assisting users to assess the Kimberley Development Commission's performance, and fairly represent the performance of the Kimberley Development Commission for the financial year ended 30 June 2024.

Hon Tom Stephens
CHAIRMAN OF THE BOARD

30 July, 2024

Charles Berger
CHIEF EXECUTIVE OFFICER

30 July, 2024

Relationship to Government Goals

Government Goal	Desired Outcome	Service
WA Jobs Plan: Diversifying the WA economy, creating local jobs for the future.	An environment conducive to the balanced economic and social development of the Kimberley region.	Regional Development
Safe, Strong, and Fair communities: Supporting our local regional communities to thrive		

Key Effectiveness Indicator

The Commission measures its effectiveness indicators through an annual client perceptions survey, conducted by an independent market research company. Customer satisfaction is measured against a range of elements of the commission’s service, including the effectiveness of the Commission in achieving seven different outcomes through the delivery of services. Clients were sent an email invitation to complete the 2024 satisfaction survey online. Both online self-completion and telephone interviews were used to obtain a total of 88 client responses from the 105 clients surveyed, representing a response rate of 84%, giving a maximum standard error ratio of +/- 4.89% at the 95% confidence.

Effectiveness Indicator:	Actual 2021	Actual 2022	Actual 2023	Target 2024	Actual 2024
Percentage of clients satisfied with the provision of an environment conducive to the balanced economic and social development of the Kimberley region.	92%	92%	86%	89%	86%

Key Efficiency Indicator

The Commission’s efficiency indicators for its service to promote economic development and community growth is measured as average cost per hour. Actual results against budget targets for efficiency indicators and comparative information for the current and previous three reporting years is provided below.

Effectiveness Indicator:	Actual 2021	Actual 2022	Actual 2023	Target 2024	Actual 2024
Average cost per hour.	\$142	\$176	\$171	\$160	\$162

Comments

The Commission was in line with target.





Governance

In the performance of its functions, the Commission complies with the following relevant written laws:

- Regional Development Commissions Act 1993;
- Auditor General Act 2006;
- Disability Services Act 1993;
- Equal Opportunity Act 1984;
- Financial Management Act 2006;
- Freedom of Information Act 1992;
- Industrial Relations Act 1979;
- Minimum Conditions of Employment Act 1993;
- Occupational Safety and Health Act 1984;
- Public Sector Management Act 1994;
- Salaries and Allowances Act 1975;
- State Records Act 2000; and
- State Supply Commission Act 1991.

Shared responsibilities with other agencies

The Commission did not share any responsibilities with other agencies in 2023-24.

Ministerial directions

No Ministerial directives were received during the financial year.

Other financial disclosures

Pricing policies of services provided

The Commission does not charge for its services, brochures and publications.

Capital works

The Commission did not have any incomplete capital projects at the end of the reporting period, nor did the Commission complete any capital projects during the reporting period.

Employment and industrial relations

Due to the 2017 Machinery of Government changes, the Chief Executive Officer is the only employee of the Commission.





Staff profile

Positions	As at 30 June 2023	As at 30 June 2024
Full-time permanent	1	1
Full-time contract	0	0
Part-time measured on an FTE basis	0	0

Staff Development

To achieve all our strategic goals, we need a team of skilled, capable, and passionate individuals. Our goal is to be an employer of choice, attracting and keeping our staff. We offer our employees the chance to develop their skills and we provide opportunities to grow and expand their abilities. This means every member of our team is well-placed to achieve their career aspirations and truly enjoy their work.

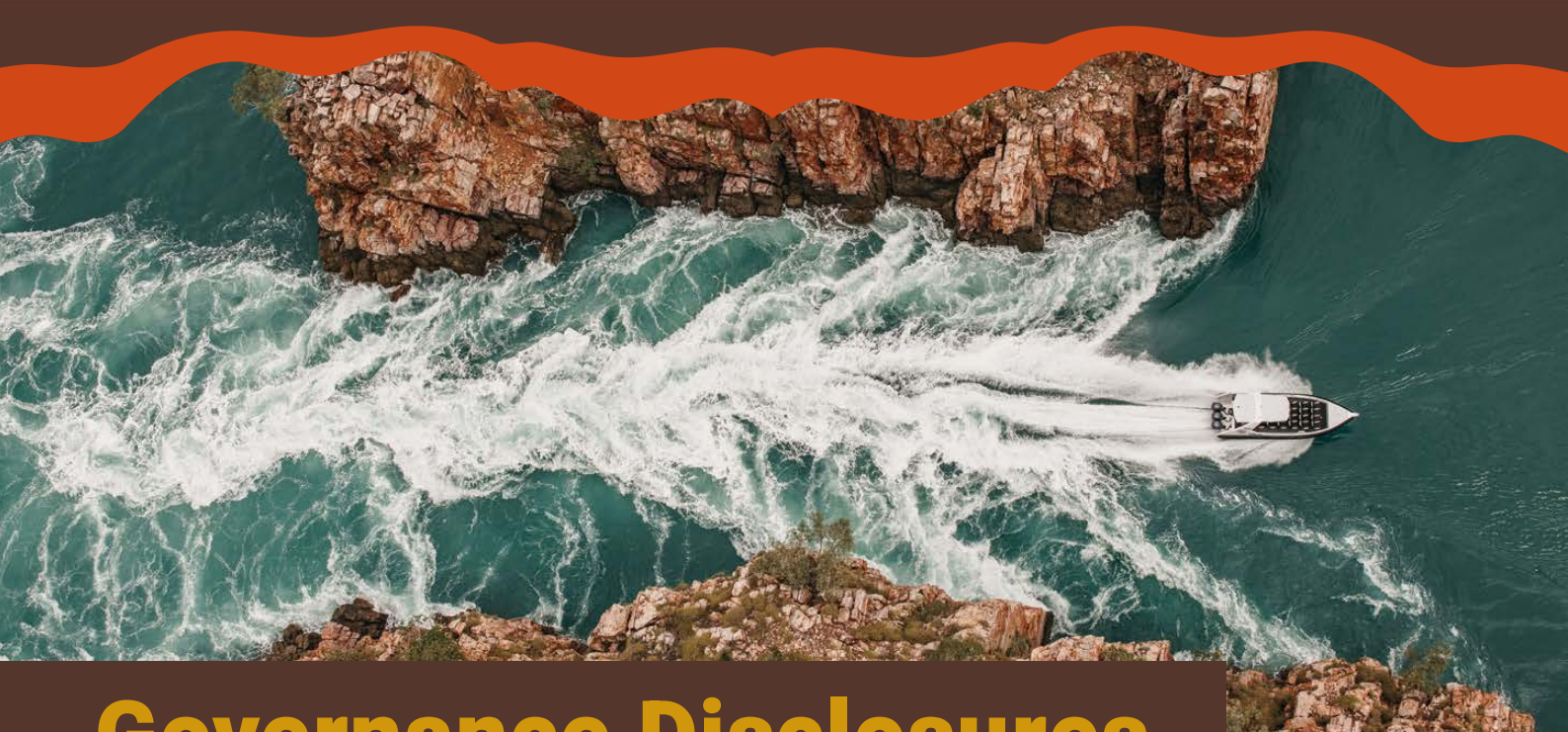
Over the past year, we've supported our staff with professional development and training. This included courses in project management, finance, procurement provided by DPIRD, REMPLAN, and Economic Development Australia. Four of our staff members took part in training programmes to further develop their skills.

We also ensure that our team is equipped with the knowledge to maintain their own health and safety, as well as that of their colleagues.

Workers' compensation

There have been no workers' compensation claims during the reporting period.





Governance Disclosures

Board Meetings

Kimberley Development Commission Board 2023-24			
Position	Name	Attendance	Term
Chair	Thomas Stephens	4/4	01/02/2022 – 30/06/2024
Deputy Chair	Desiree Male	4/4	01/01/2023 – 31/12/2024
Member	Kira Fong	4/4	01/01/2023 – 26/05/2025
Member	David Menzel	4/4	01/01/2023 – 31/12/2024
Member	Benjamin Burton	3/4	28/11/2022 – 31/12/2024
Member	Ninielia Mills	3/4	28/11/2022 – 30/06/2025

Kimberley Development Commission Board 2023-24				
Position	Name	Type of remuneration	Period of membership	Gross/actual remuneration
Chair	Thomas Stephens	Annual	12 months	\$47,099
Deputy Chair	Desiree Male	Annual & per Meeting	12 months	\$7,312
Member	Kira Fong	Per meeting	12 months	\$2,913
Member	David Menzel	Per meeting	12 months	\$3,075
Member	Benjamin Burton	Per meeting	12 months	\$2,491
Member	Ninielia Mills	Per meeting	12 months	\$1,647
Member	Charles Berger	-	-	-
TOTAL				\$64,537

Unauthorised use of credit cards

Officers of the Agency hold corporate credit cards where their functions warrant usage of this facility. Despite each cardholder being reminded of their obligations annually under the Agency's credit card policy, one employee inadvertently use the corporate credit card for personal expenses on two occasions. The matter was not referred for disciplinary action as the Chief Finance Officer noted prompt advice and settlement of the personal use and, that the nature of the expenditure was immaterial and characteristic of an honest mistake.

	2024
Number of instances the Western Australian Government Purchasing Cards have been used for personal purposes	2
Aggregate amount of personal use expenditure for the reporting period	\$45
Aggregate amount of personal use expenditure settled by the due date (within 5 working days)	-
Aggregate amount of personal use expenditure settled after the period (after 5 working days)	\$45
Aggregate amount of personal use expenditure remaining unpaid at the end of the reporting period	-
Number of referrals for disciplinary action instigated by the notifiable authority	-
Number of referrals for disciplinary action instigated by the notifiable authority during the reporting period	-





Government Policy Requirements

Occupational safety, health and injury management

The Commission acknowledges its responsibilities under the Occupational Safety and Health Act 1984 to provide and maintain a safe and healthy environment and exercise a duty of care to ensure employees, clients and visitors to the Commission’s workplaces, as far as practical, are not exposed to hazards. The Commission’s record of performance against annual performance data requirements are tabled as follows:

Measure	Actual results		Results against target
	2022-23	2023-24	Target
Number of fatalities	0		0
Lost time injury and/or disease incidence rate	0		0
Lost time injury and/or disease severity rate	0		0
Percentage of injured workers returned to work:	n/a		n/a
(i) within 13 weeks	n/a		n/a
(ii) within 26 weeks	n/a		n/a
Percentage of managers trained in occupational safety, health and injury management responsibilities	0%		0%

Due to the 2017 Machinery of Government changes, the Chief Executive Officer is the only employee of the Commission. Resources, including staff, are provided by the Department of Primary Industries and Regional Development to enable the Commission to meet its legislative objectives. As such the current number of managers employed by the Commission who are trained in OS&H responsibilities is nil.

WA Multicultural Policy Framework

The Kimberley Development Commission’s Multicultural Plan 2021-2024 was submitted to the WA Office of Multicultural Interests on 28th January 2021. The Commission has not been advised of any action required under this plan.





Other Legal Requirements

Expenditure on advertising, market research, polling and direct mail

In compliance with section 175ZE of the Electoral Act 1907 the Commission monitors expenditure incurred during the financial year in relation to advertising agencies, market research organisations, polling organisations, direct mail organisations and media advertising organisations. The details of the Commission’s expenditure in these areas is as follows:

Expenditure	Total
Advertising	\$3,596.22
Market research – Annual Survey Advantage Communication	\$4,070
Direct mail – MailChimp Subscription	\$41.14
Media advertising	
• WA newspapers	\$5,431.05
• Promotional materials and directories	\$1,945.78
• Online recruitment	\$6,044.53
Total	\$21,128.72

Disability access and inclusion plan outcomes

The aim of Disability Access and Inclusion Plans (DAIP) is to make a positive difference to the lives of people with disabilities, their families and carers by focussing efforts to improve access to services, information and facilities. The Commission’s DAIP provides an important mechanism for monitoring and evaluating its services to help ensure that it meets the accessibility needs of people with disabilities, their families and carers. As part of the DAIP, an annual action plan is developed with strategies to maximise accessibility. Specific strategies related to the DAIP outcomes continue to be implemented on an ongoing basis and are subject to review. This plan is designed to ensure all people are considered in all Commission activities and services and ensures access to Commission activities and events, buildings and facilities and information. It also ensures all people receive the same quality of service and opportunities to participate in activities of the Commission.

Disability access and inclusion plan outcomes (cont.)

The DPIRD Disability Access and Inclusion Plan 2018–2023 outlines the following outcomes:

1. People with disability have the same opportunities as other people to access the services of, and any events organised by the Commission.
2. People with disability have the same opportunities as other people to access the offices and other facilities of the Commission.
3. People with disability receive information from Commission in a format that will enable them to access the information as readily as other people are able to access it.
4. People with disability receive the same level and quality of service from the staff of the Commission as other people receive.
5. People with disability have the same opportunities as other people to make complaints to the Commission.
6. People with disability have the same opportunities as other people to participate in public consultation by the Commission.
7. People with disability have the same opportunities as other people to obtain and maintain employment with the Commission.

Compliance with public sector standards and ethical codes

The Commission is listed as a statutory authority on Schedule 1 of the Financial Management Act 2006 and is subject to the provisions of the Public Sector Management Act 1994. The Public Sector Management Act 1994, the Western Australian Public Sector Code of Ethics and the Public Sector Commission's Good Governance for Western Australia Public Sector Boards and Committees inform the Commission's governance.

The Commission operates to a Code of Conduct which identifies personal integrity, relationships with others and accountability as the three guiding principles in accordance with the Public Sector Management Act 1994. The Code of Conduct also includes specific standards that Commission employees adhere to, ensuring best practice conduct and integrity. The Code of Conduct forms part of the Commission's induction program for new staff and is also regularly discussed at staff meetings to ensure all staff remain conversant with policy and requirements.

The Kimberley Development Commission has had no (nil) compliance issues during the financial year regarding the Public Sector Standards, the WA Code of Ethics or its internal Code of Conduct.

Record-keeping plans

The Commission's Record Keeping Plan was endorsed by the State Records Office in 2017, as required under section 19 of the State Records Act (2000). The plan, in the form of a manual, is designed to provide staff working for the Commission with a guide to the organisation's policies, procedures and standards for handling public records. All staff are aware they have a responsibility to create and maintain public records in a manner which not only complies with legislative requirement, but allows for quick and easy location, identification and retrieval of such documents or electronic data. The Commission will review the efficiency and effectiveness of its record keeping system in 2022-23.





Workforce inclusiveness requirements

The Commission is dedicated to fostering a diverse and inclusive workplace. Research indicates that organisations prioritising diversity and inclusion experience higher staff satisfaction, enhanced customer service outcomes, and improved decision-making and performance. The workforce is more connected, motivated and productive. Given over half of the long-term resident population of the Kimberley is Aboriginal, inclusion on this dimension is particularly vital to our mission.

As part of the most recent WA Public Sector Census, our staff were asked about their diversity, whether they had shared this with our agency and, if not, the reason for not sharing. The confidence of staff to give voice to their identities, workplace experiences and concerns is an indication of the level of workplace trust, psychological safety and inclusion.

Regional Development Commission (RDC) assigned DPIRD staff participated in the most recent WA Public Sector Census and were asked about their diversity, whether they had shared this information and if not, why. These results reflect the voices and experiences of the employees who took part in the survey but are not broken down to individual RDCs because of the small size of our agencies and concerns about identifiability of survey results.

Based on our staffing profile at the end of this financial year, the Commission estimates 36% of our staff identify as Aboriginal and 82% identify as women.

The Commission will continue to seek every opportunity to diversify our workforce, and to ensure our operations, partnerships, public engagement and culture are inclusive and welcoming on every dimension.







Annual Report 2023-24

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