



Acknowledgement of Country

Multicultural NSW acknowledges the traditional custodians of the land, skies and waterways of this state. We pay respect to the Elders past, present and future of all Aboriginal nations. As Australia's First People, they have an important role to play in shaping the identity of our state.



Inner Cover Photo: Smoking Ceremony - The Premier's Harmony Dinner, 2024

Outer Cover Photos

Top: Diwali, 2023
Right: The Premier's Harmony Dinner, 2024
Left: The Premier's Multicultural Communications Awards, 2023

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Multicultural NSW

The Hon. Steve Kamper MP
Minister for Multiculturalism
GPO Box 5341
Sydney NSW 2001

Dear Minister,

On behalf of Multicultural NSW, it is a pleasure to submit the Annual Report for the year ended 30 June 2024. This report is for presentation by the Minister to the Parliament of New South Wales.

The report has been prepared in accordance with the requirements of the *Government Sector Finance Act 2018*.

Yours sincerely

Joseph La Posta
Chief Executive Officer
31 October 2024



From our Advisory Board Chair **Nick Kaldas APM**

This past year has been challenging for many people in New South Wales and across the world.

As a multicultural society, we often feel the impact of conflicts occurring overseas. However, these moments also provide us with the opportunity to demonstrate our resilience, our compassion and our strength.

Social cohesion has become increasingly important in the face of global issues and we cannot take it for granted. Community harmony takes commitment and a concerted effort from all sections of our society.

The first principle of our multicultural State, enshrined in law, is that all individuals in New South Wales, irrespective of their cultural, linguistic, or religious backgrounds, should demonstrate a unified commitment to Australia, its interests and future. This is our commitment to each other, first and foremost, as fellow Australians. I firmly believe all Australians can share compassion for humanity.

This year, we have seen our community show incredible strength, coming together to respond to tragic local incidents, like those in Bondi Junction and Wakeley. I am proud of how our community and faith leaders have continued to foster hope, kindness, and understanding, setting an example for all of us. I am also very proud of the significant work done by the CEO and staff of Multicultural NSW over the past 12 months, to help bring together disparate and passionate voices in the community facing unprecedented events. These events may be occurring overseas, but it is essential that we understand how deeply they touch our communities.

Multicultural NSW continues to work with the Faith Affairs Council, COMPLAN partners and NSW agencies to help maintain community harmony.

Finally, I want to honour and acknowledge the passing of my predecessor as Chair of the Advisory Board of Multicultural NSW, mentor and friend, Dr GK Harinath OAM. Sadly, he has left us, but his memory and legacy will be with us for ever.

Thank you for the part you each place to make us a stronger and more resilient multicultural NSW.



From our Chief Executive Officer **Joseph La Posta**

As we reflect on the 2023-24 financial year, I am immensely proud of the achievements and growth we've seen at Multicultural NSW. We are committed to shaping a society that celebrates diversity, fosters understanding and thrives on unity.

This year, our Language Services team completed over 58,000 interpreting and translation assignments across more than 120 languages and dialects. We also saw our on-demand telephone interpreting service grow by an impressive 140%, serving as a critical link for many who rely on this vital communication service.

The NSW Settlement Strategy, supporting our newest Aussies, was a flagship priority, bringing together existing and new NSW Government initiatives to improve settlement outcomes for people from refugee and refugee-like backgrounds living in NSW. More than 70 actions are already underway across the state.

Equally, we continued nurturing our established communities through their language needs and cultural programs, all who have long contributed to the NSW cultural landscape. We hosted our inaugural Regional Annual Summit, with more than 200 stakeholders from across the state joining us to discuss issues affecting communities.

I also want to pause and acknowledge the passing of my personal friend, mentor and the Emeritus Chair of Multicultural NSW, Dr GK Harinath OAM. Dr. Hari's leadership, generosity, and passion for gender equity and youth empowerment were an inspiration to all. His legacy will continue to guide our efforts, and he will never be forgotten by his friends and colleagues at Multicultural NSW.

As we move into the next phase of our Agency we start with an additional \$85 million in funding over the next four years, a record ongoing investment by the NSW Government. We begin this new financial year with optimism, resilience, and a shared commitment to building a more inclusive and harmonious NSW.

Together, we are stronger, and together, we will continue to serve and advocate for the communities of NSW.



Overview

- » Our vision
- » Our impact
- » Advisory Board
- » Leadership
- » Our functional structure
- » Strategy



Our vision

Our vision is for an inclusive, connected and socially cohesive multicultural NSW that uses our diversity to achieve cultural and economic prosperity for all.

At Multicultural NSW we:

- engage with all sections of society and break down barriers to participation
- enable equitable access to services and programs
- enrich social and economic capacity through cultural diversity as an asset of our state.

Our legislation

The Multicultural Principles are the policy of the state. Each public authority must observe the Multicultural Principles in conducting their affairs. The *Multicultural NSW Act 2000* establishes Multicultural NSW as the government agency in NSW responsible for promoting and monitoring the adoption of the Multicultural Principles across the NSW Government.



Our impact

in 2023-2024



The people of NSW

Census Data 2021



We come from at least **310** ancestries



52% of people born overseas or with one parent born overseas



1 in 4 NSW households speak a language other than English at home



At least **284** different languages spoken at home



850,000 people reported that they do not speak English well or at all



Advisory Board

A = Absent
N/A = Not Applicable

Member attendance	15 September 2023	16 October 2023	15 December 2023	12 April 2024	14 Jun 2024	Total
Mr Nick Kaldas APM (Chairperson)	●	●	●	A	●	4
Mr Joseph La Posta (CEO)	●	●	●	●	●	5
Mr Kyung (Kenneth) Hong	A	●	N/A	N/A	N/A	1
Ms Margaret Piper AM	●	●	N/A	N/A	N/A	2
Prof. Sandra Hale	A	A	●	●	●	3
Mr Simon Chan AO	●	●	●	A	●	4
Ms Sonia Sadiq Gandhi	●	●	●	A	●	4
Ms Cristina Talacko	A	A	●	A	N/A	1
Ms Hawa Mohammad	●	A	A	A	●	2
Cr Sally Betts	●	●	●	●	A	4
Mr Ramneek Singh	A	●	●	A	●	3
Dr Saba Nabi AO	●	●	●	●	●	5
Ms Polina Mycak	N/A	●	●	●	●	4
Mr George Vardas	N/A	●	●	●	●	4
Ms Malaemie Fruean OAM	N/A	●	●	●	A	3
Mr David Giang	N/A	●	●	●	●	4
Ms Esther Adeyinka	●	●	●	●	●	5
Mr Ömer Incekara	●	●	●	●	●	5
Ms Elfa Moraitakis	N/A	N/A	N/A	N/A	A	0
Ms Janice Rodrigues	N/A	N/A	N/A	N/A	●	1

Board members



Nick Kaldas APM
Chairperson
Appointed 1/7/22
Appointment expires 30/07/25



Joseph La Posta
Chief Executive Officer



Kyung (Kenneth) Hong
Appointed 15/09/14
Appointment expired 24/10/23



Margaret Piper AM
Appointed 15/09/14
Appointment expired 24/10/23



Prof Sandra Hale
Appointed 01/08/15
Appointment expired 31/07/24



Simon Chan AO
Appointed 31/01/18
Appointment expires 28/05/27



Sonia Sadiq Gandhi
Appointed 31/01/18
Appointment expires 28/05/27



Cristina Talacko
Appointed 31/01/18
Appointment expired 02/02/24



Hawa Mohammad – Youth Member
Appointed 01/02/21
Appointment expired 31/01/24



Cr Sally Betts
Appointed 15/12/21
Appointment expires 14/12/24



Ramneek Singh
Appointed 15/12/21
Appointment expires 14/12/24



Dr Saba Nabi AO
Appointed 24/11/22
Appointment expires 23/11/25



Polina Mycak - Youth Member
Appointed 10/10/23
Appointment expires 09/10/26



George Vardas
Appointed 10/10/23
Appointment expires 09/10/26



Malaemie Fruean OAM
Appointed 25/10/23
Appointment expires 24/10/26



David Giang
Appointed 25/10/23
Appointment expires 24/10/26



Esther Adeyinka
Appointed 10/10/23
Resigned 15/08/2024



Ömer Incekara
Appointed 10/10/23
Appointment expires 09/10/26



Elfa Moraitakis
Appointed 29/05/24
Appointment expires 28/05/27

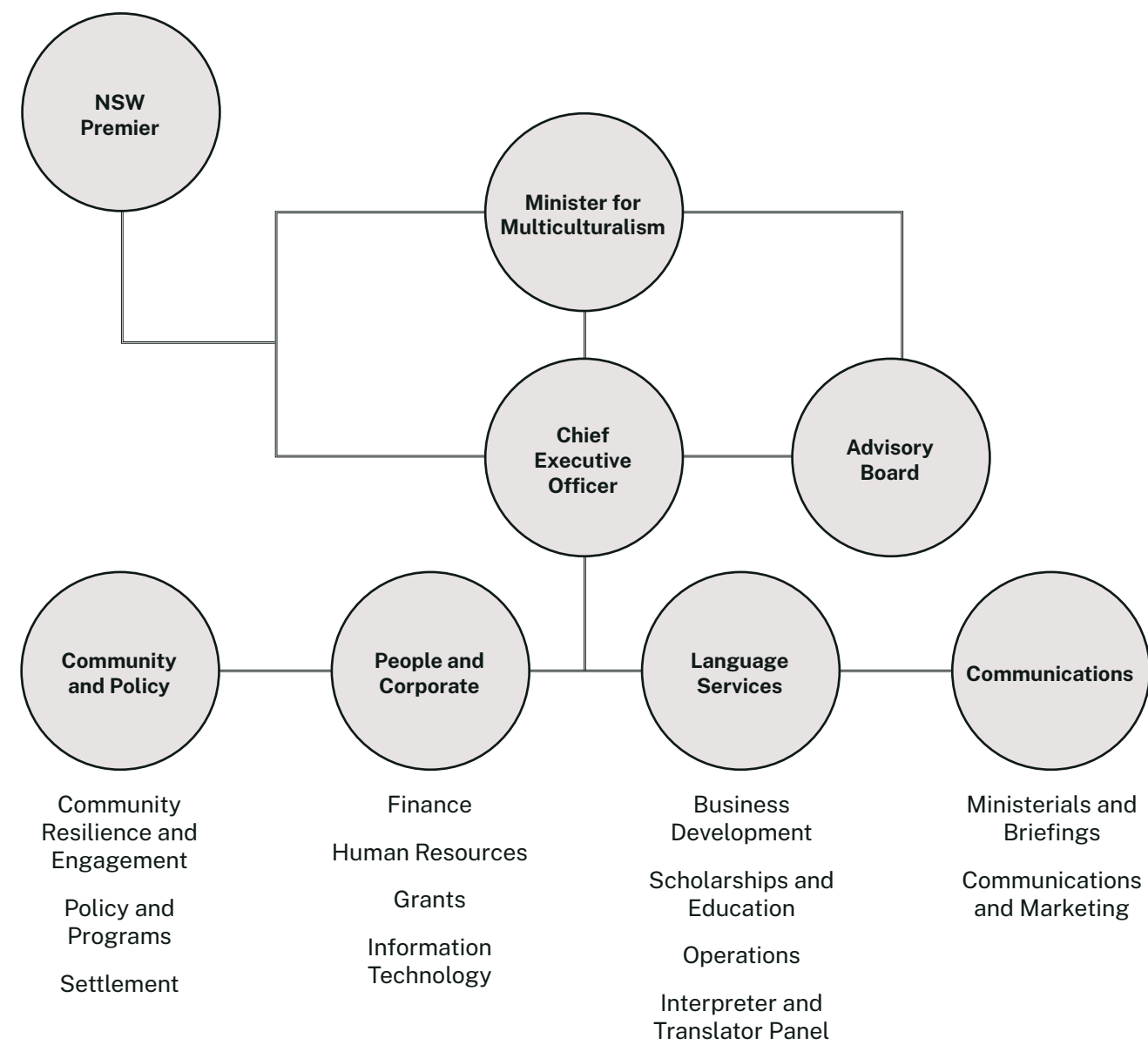


Janice Rodrigues - Youth Member
Appointed 29/05/24
Appointment expires 28/05/27

Our Senior Leadership Team

Joseph La Posta Chief Executive Officer	Breda Diamond Director Language Services	Catherine Davies Director People and Corporate
	Janine Shamley Director Communications and Media	Michael Shaw Director Community and Policy

Our functional structure



Strategy

The Multicultural NSW Strategic Plan 2021-25 sets out the organisation’s approach to building an inclusive, connected and socially cohesive multicultural NSW.

Through five strategic priorities, the Strategic Plan helps brings the legislated Multicultural Principles to life. These priorities are:

- » **NSW Language Services:** Promoting the sustainability and standards of an industry-leading service used across government agencies.
- » **Sector Capability:** Modelling good practice and building capability across sectors to meet the needs of diverse communities through policy, programs and service delivery.
- » **Community Resilience:** Expanding robust relationships that inspire people to foster social cohesion, unite against divisive forces and come together in times of need.
- » **Settlement:** Supporting longer-term communities and new arrivals to thrive in place.
- » **A Shared Sense of Value:** Understanding the value of cultural, religious and linguistic diversity.

The plan highlights the strengths and challenges of living together in a complex multicultural society and encourages the collaboration that helps to deliver outcomes that benefit us all.

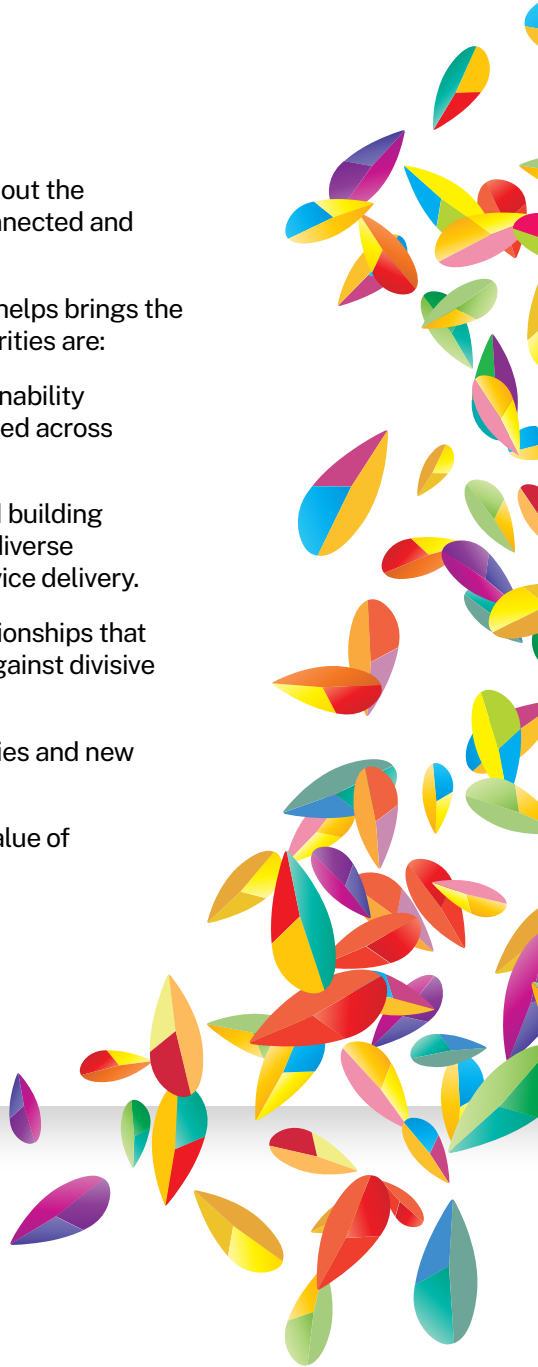


Photo: Regional Engagement Summit, Wollongong 2024

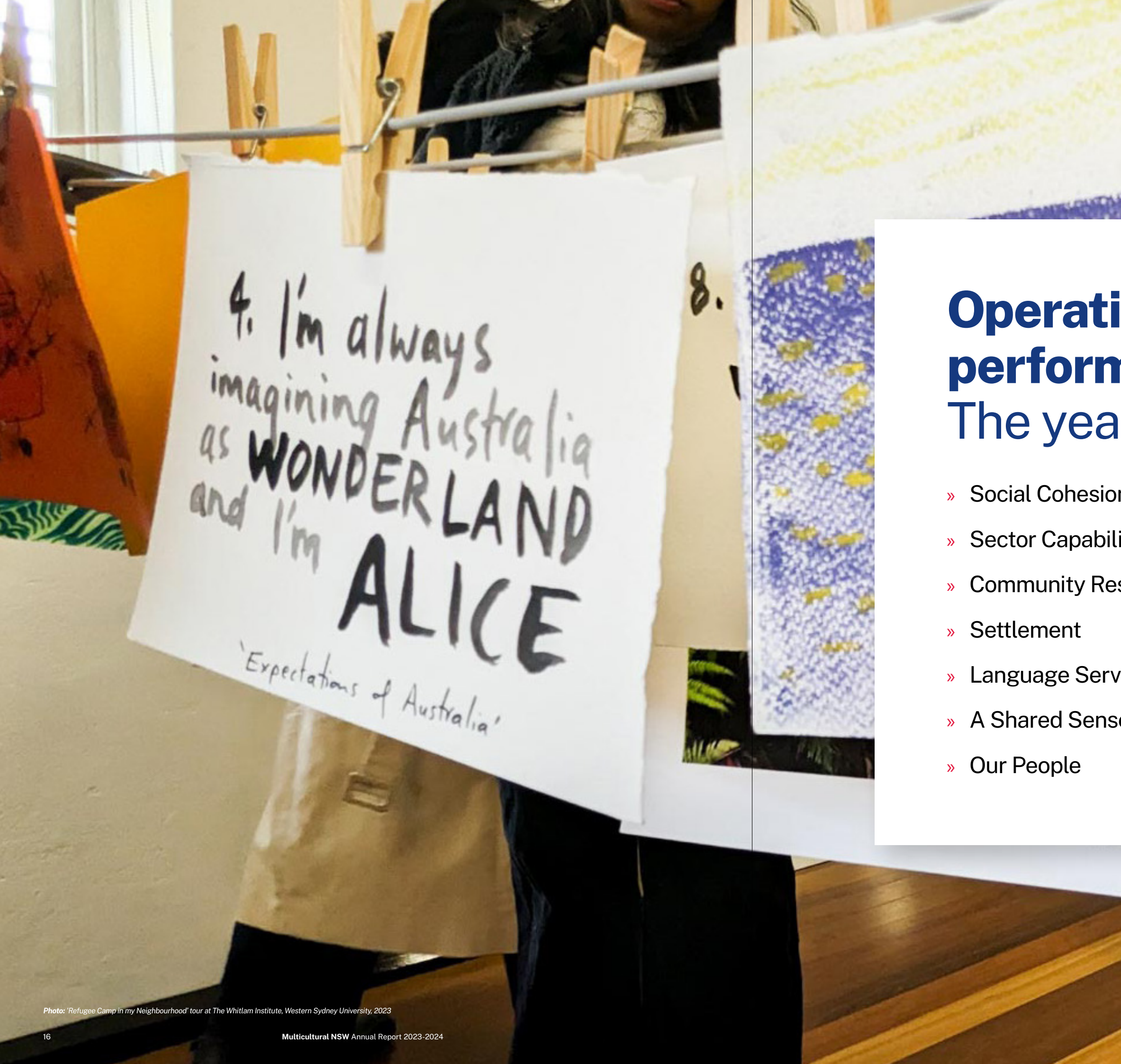
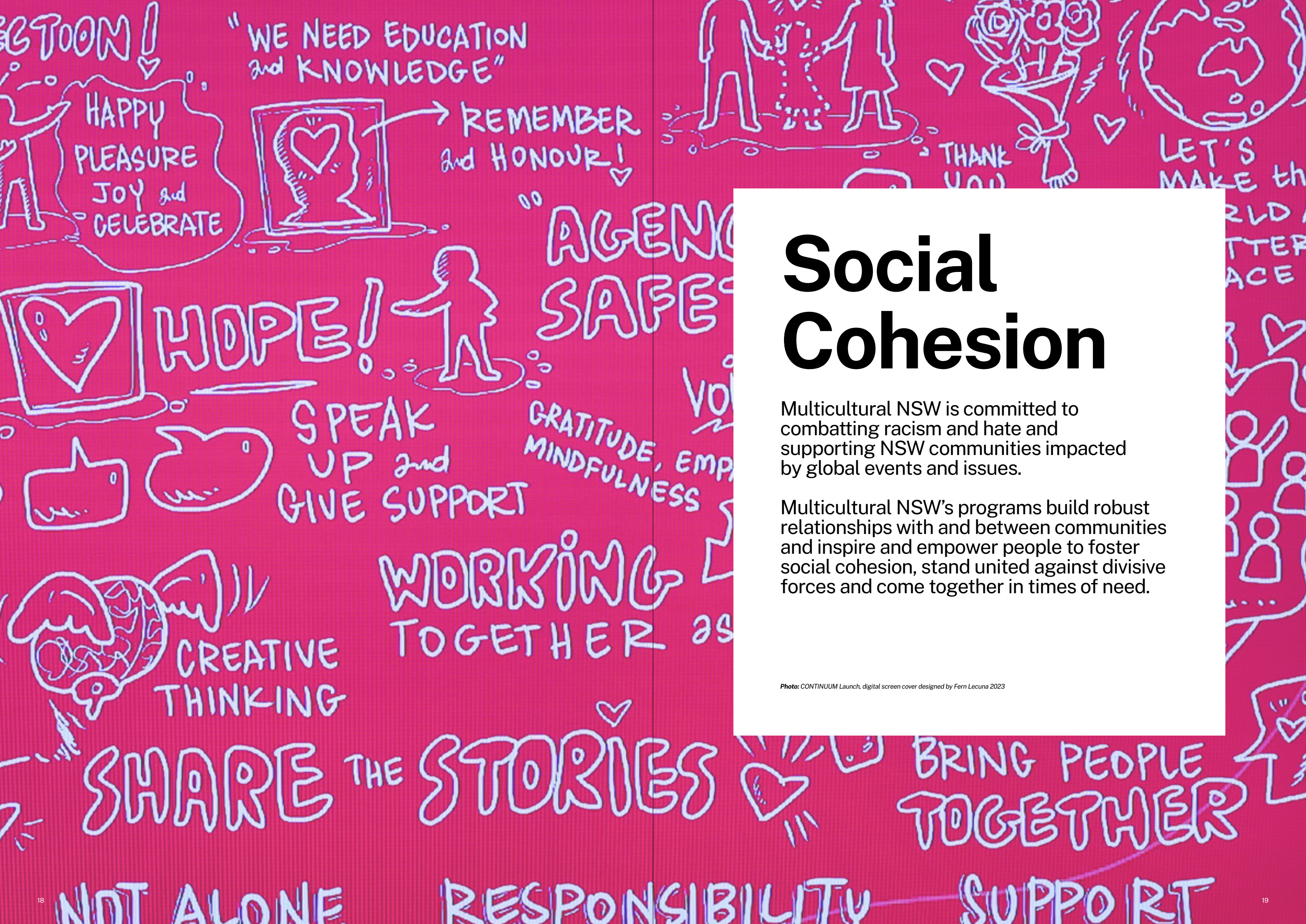


Photo: 'Refugee Camp in my Neighbourhood' tour at The Whitlam Institute, Western Sydney University, 2023

Operations and performance - The year in review

- » Social Cohesion
- » Sector Capability
- » Community Resilience
- » Settlement
- » Language Services
- » A Shared Sense of Value
- » Our People





Social Cohesion

Multicultural NSW is committed to combatting racism and hate and supporting NSW communities impacted by global events and issues.

Multicultural NSW's programs build robust relationships with and between communities and inspire and empower people to foster social cohesion, stand united against divisive forces and come together in times of need.

Photo: CONTINUUM Launch, digital screen cover designed by Fern Lecuna 2023

Community Resilience

Under the Multicultural NSW strategic plan Stronger Together, the 'Community Resilience' pillar aims to build robust relationships with communities that inspire people to foster social cohesion, stand united against divisive forces and come together in times of need.

NSW Community Resilience and Response Plan (COMPLAN)

Supporting the Community Resilience pillar, the NSW Community Resilience and Response Plan (COMPLAN) aims to better equip the state to respond to and recover from situations that threaten community harmony, including situations arising from overseas conflicts, terrorist incidents, and natural disasters.

In 2023-24, Multicultural NSW activated COMPLAN arrangements to address the local impacts of overseas events including Russia's ongoing war in Ukraine, communal and political tensions in India and the renewed outbreak of violence in Israel and Gaza.

The declared terrorist incident in Wakeley in April 2024 presented a clear threat to community harmony and Multicultural NSW immediately activated COMPLAN arrangements to assist and empower credible community messengers to de-escalate tensions and promote community harmony.

In line with COMPLAN arrangements, Multicultural NSW was front and centre in coordinating the NSW Government's engagement with community and faith leaders and disseminating messages of community harmony.



Wakeley incident

New South Wales sets an example for the global community as a cohesive and harmonious multicultural society. However, the Wakeley incident shows there are extreme fringe elements seeking to incite fear, hate and division, often along racial or religious lines.

The declared terrorist incident in Wakeley in April 2024 presented a clear threat to community harmony. The livestream of the stabbing of a priest in a place of worship amplified the impact of the attack on the public and provoked outrage among the priest's followers, with police and first responders confronted with rioting, assault and affray.

In line with COMPLAN arrangements, Multicultural NSW immediately activated its established community networks and relationships with government agencies to manage the risk to community harmony, empower community and faith leaders to de-escalate tensions and promote community harmony.

Actions included:

- Senior leaders of faith communities came together to issue a call for calm and interfaith unity and a strong message that religion is never a justification for violence. Multicultural NSW brought members of the NSW Faith Affairs Council and other key faith leaders together with the Premier, Minister for Multiculturalism and Commissioner of the NSW Police Force
- The COMPLAN Committee convened an urgent out-of-session meeting to identify NSW agency resources to support communities and promote harmony, which were quickly disseminated through community networks, including the COMPACT Alliance - an established state-wide network of more than 80 partner organisations who are committed to safeguarding social cohesion against hate and division
- The COMPACT Digital Youth Alliance convened online in the week of the attack and brought together more than 50 young people from across NSW regions to discuss youth-led solutions to online hate and misinformation
- The multi-agency Safe Places for Faith Communities Program grants assessment panel convened in the week of the attack to expedite approval for \$5m in grants supporting safety and security at places of worship. The total value of this program is \$15m (see page 22).

A COMPACT project showcase

The Multicultural NSW Community Partnership Action (COMPACT) Program is a proven program for building social cohesion and community resilience that has engaged more than 80,000 young people since 2016.

Case study - Agents of change: young people challenge conspiracy theories and fake news

Fake news and hateful conspiracy theories that flourished online during the COVID-19 pandemic were evident during the 2023 state election and Voice Referendum and presented an ongoing challenge for social cohesion.

The Agent C Project, led by national antiracism charity **All Together Now** and funded under the Multicultural NSW COMPACT Program, is empowering young people to be part of the solution.

The project delivers an evidence-based, co-designed training program with and for young people. Supported by project partner Headspace, it aims to enhance the confidence and capacity of young people to unpack and critically engage with divisive and hateful conspiracy theories and fake news, and to have these conversations with their peers and families to combat the spread of hate.

The project involves three training modules covering fake news, the link between conspiracy theories and racism, and motivational interviewing techniques to encourage peer-to-peer learning. After a successfully evaluated pilot involving 39 young people, the project has since engaged more than 400 young people and more than 15 high schools.

The project's independent evaluation found about 86% of participants had gained new skills in talking to their friends and families about fake news and conspiracy theories and had used these successfully.

"(I learned) how to talk to somebody who believes in a conspiracy theory, without reinforcing the theory. Specifically, how to question and disprove their beliefs, without being angry or condescending."



Digital Community Resilience Networks

Multicultural NSW partnered with The Digital Industry Group Inc. (DIGI), the not-for-profit digital industry association, and creative agency Love Frankie to deliver a range of digital and in-person programming for the COMPACT Alliance partners and a variety of young people involved in programs run by COMPACT Alliance partners.

This initiative aims to activate and sustain the COMPACT Alliance as a "digital community resilience network" capable of addressing online and offline threats to community harmony.

In alignment with the collaborative design and workshops conducted with the COMPACT Alliance in December 2023 and March 2024, the objective of the Digital Community Resilience Network is to bolster the COMPACT Alliance's ability to respond to these threats by:

1. **enhancing digital literacy and online capabilities among COMPACT Alliance partners**
2. **providing member organisations with a simple way to connect and collaborate with one another directly.**

As part of this program, Multicultural NSW is establishing a statewide COMPACT Digital Youth Alliance as an adjacent digital community resilience network, bringing together young people from across COMPACT partnership projects to join a new online network committed to combatting hate and division.

Safe Places for Faith Communities Program

The NSW Government's \$15 million Safe Places for Faith Communities Grants Program is testament to its commitment to the safety of NSW's multi-faith community. This program, with its focus on promoting community safety, wellbeing and resilience, fosters interfaith harmony and social cohesion. In the first funding round, \$5 million was expedited to support safety and security at 103 places of worship and other places where faith communities gather across the state.

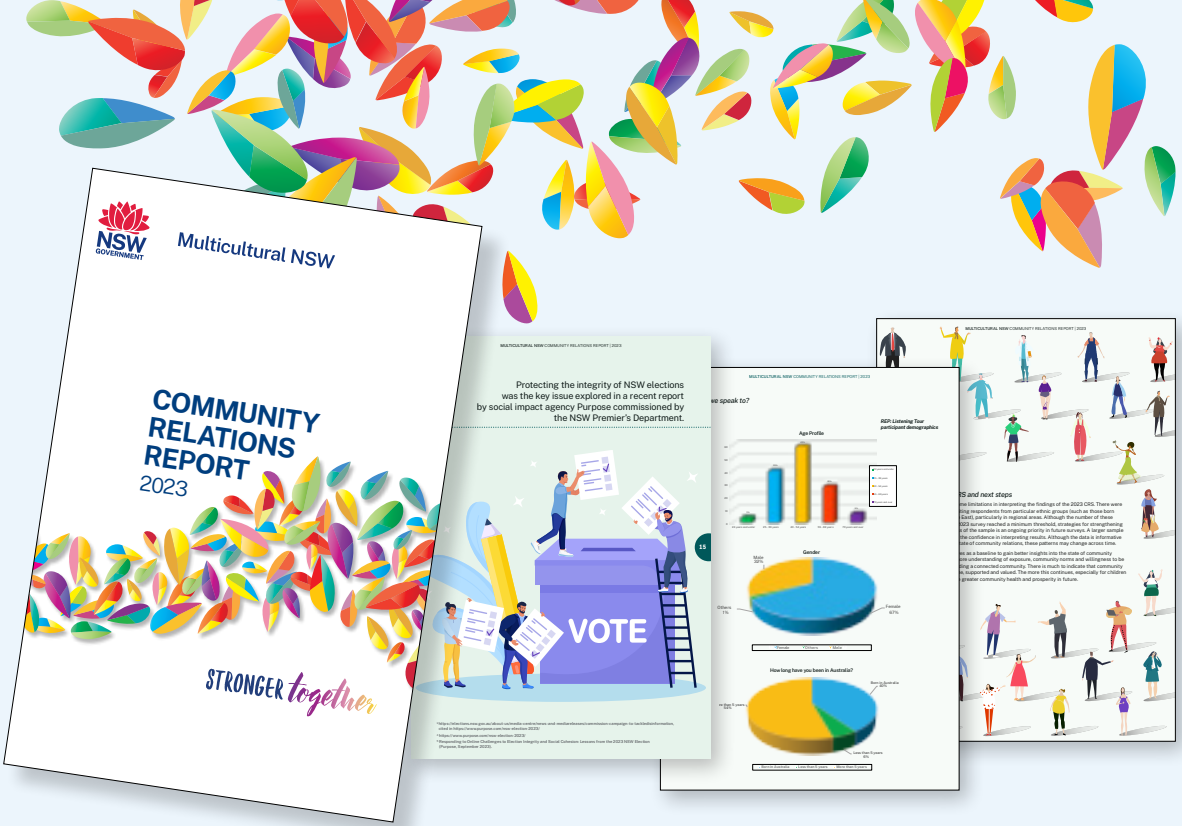
Grants ranging from \$5,000 to \$250,000 were awarded to eligible groups to protect important sites where faith communities gather, such as churches, mosques, temples, community centres and other places.

Funding was also provided to improve risk mitigation and build social cohesion and the resilience of faith groups. Grant recipients of the 2023-24 round are required to complete their projects by 30 June 2025.



The program was developed in collaboration with key government and faith stakeholders, as well as the NSW Community Resilience and Response Plan (COMPLAN) Committee, underscoring a comprehensive and collaborative approach to community safety and wellbeing.

Multicultural NSW also examined international experiences in addressing attacks on places of worship to ensure funding was allocated effectively to areas of greatest need.



The state of community relations in NSW

Community Relations Report 2022-23

As documented in the Community Relations Report 2023 (Multicultural NSW's independent report to Parliament on the state of community relations), NSW was presented with multiple challenges to community harmony in 2023-24. World events and conflicts overseas, including the renewed outbreak of violence in Israel and Gaza, presented significant challenges for communities and community harmony.

As with previous editions, the 2023 report draws on some of the key findings of the annual Mapping Social Cohesion survey by the Scanlon Foundation Research Institute. In 2023, the report also presented findings from a new pilot study commissioned by Multicultural NSW as part of a research partnership with the Australian National University (ANU).

Building on ANU's contribution in the 2022 Community Relations Report in a section entitled 'Scoping a Community Relations Measurement Framework', the new pilot survey aims to complement existing data sets, including those from the Scanlon Foundation and Australian Bureau of Statistics (ABS), by introducing novel measures specifically relating to the state of community relations as affected by cultural diversity. The pilot study will inform the further development of a Community Relations Measurement Framework for use in future editions of this report.




The 2023 report also draws on outcomes from the first year of implementing the Multicultural NSW Regional Engagement Program (REP). As part of the REP's annual cycle of regional engagement activities, Multicultural NSW conducted a Listening Tour across 10 regions. The Listening Tour provided vital insights into community sentiment in regional areas. More importantly, they established new relationships with regional communities that will grow into the future.

As in previous years, the 2023 report draws on the contributions of NSW agencies through their participation in COMPLAN and the Multicultural Policies and Services Program (MPSP), both of which are whole-of-government initiatives led by Multicultural NSW in line with the Act.

Community engagement

Engagement with the community is a foundation of the work the organisation does to achieve a connected, socially cohesive multicultural NSW. This process of involving and collaborating is specifically focused on addressing engagement with all sections of society to break down barriers to participation, to address issues of equitable access to services and programs and to enrich social and economic capacity through recognising cultural diversity as an asset of the state.

To do this the Community Engagement team operates and implement several programs including but not limited to:

-  **Regional Engagement Program (REP)**
-  **Partnership with Multicultural Peaks**
-  **Reconciliation Action Plan**

In 2023-24 REP registrations increased to 573 participants.

In 2023-24 through the implementation of the REP, 34 separate engagement sessions were held including roundtables, joint regional forums, capacity building sessions, a listening tour and an annual summit.

Government engagement in the same period saw the Engagement Team meet 40 different federal, state and local government departments and agencies, attending more than 90 individual meetings.

The team met representatives from non-government organisations from more than 55 civil society organisations and attended more than 80 individual meetings.

Between February and June 2024, the Engagement Team attended 27 Multicultural NSW-funded cultural events or festivals, managing 12 stalls at the larger events. Over this period more than 220,000 people from various communities across the state attended these events. The team spent almost 250 hours engaging with attendees at these events.

These engagements enable Multicultural NSW to understand what is happening in the lives of cultural communities around the state of NSW and supports the work of the agency to maintain a cohesive society.



The NSW Faith Affairs Council

The NSW Faith Affairs Council is a formal consultative mechanism intended to improve the NSW Government's understanding and competency in relation to policies, programs and services that affect religious communities and people of faith in New South Wales.

The Council is established under Section 11 of the *Multicultural NSW Act 2000* as a standing committee to improve government's relationship with faith communities and enhance community harmony, security and wellbeing.

The Council's membership reflects NSW's religious diversity, with representatives from both larger and smaller communities. Members were appointed for their ability to work with all religious groups, not just their own. Twelve members were appointed based on the latest Census data, ensuring representation from Muslim, Hindu, Buddhist, Sikh, Jewish, and main Christian denominations.

Seven additional members were appointed through an open application process.

The NSW Faith Affairs Council held its first full meeting on 29 November 2023, electing the Right Reverend Dr Michael Stead as Chair.

Council members endorsed the Terms of Reference, Code of Conduct, and an Interfaith Resolution. Subsequent meetings were held on 31 January and 30 April 2024. The Council established several working groups, including for education, hospital chaplaincy and multifaith prayer rooms in public hospitals.

In response to the Wakeley incident, Multicultural NSW brought the multi-faith members of the NSW Faith Affairs Council and other key religious leaders together to issue a call for calm, compassion and interfaith unity. The statement was shared with more than 50,000 social media followers, 4,500 community and government organisations, 240 religious leaders and was published by almost 30 media outlets.

On 19 April 2024, another meeting with faith leaders and government agencies, convened by Bishop Antoine-Charbel Tarabay OLM, resulted in a similar endorsement by the Faith Affairs Council.

The Faith Affairs Council has laid a strong foundation for improving the NSW Government's understanding and competency in relation to religious communities and people of faith in its first year and remains committed to fostering a more inclusive and respectful dialogue between the government and faith communities.

NSW Partnership with Multicultural Peaks

The NSW Partnership with Multicultural Peaks Program supports the role of four key multicultural Non-Government Organisations representing a diverse membership of cultural community organisations in NSW. These are:

- **Ethnic Communities Council of NSW**
- **Multicultural Communities Council of Illawarra**
- **Hunter Multicultural Communities**
- **Multicultural Council of Wagga Wagga.**

The program partners continue to be critical to the work and purpose of Multicultural NSW and the Minister for Multiculturalism. They exist to support multicultural communities across the state, and through this partnership, Multicultural NSW can have greater impact through deeper connection to leaders and stakeholders of influence in the community.



Photo top row left: Regional Engagement Summit, Wollongong 2024
Photo top row right: Flavours of Blacktown Festival, 2023
Photo bottom row left: Ramadan Festival, Lakemba 2024
Photo bottom row right: Regional Engagement Summit, Wollongong 2024

Settlement

Humanitarian settlement in NSW (2023-24)

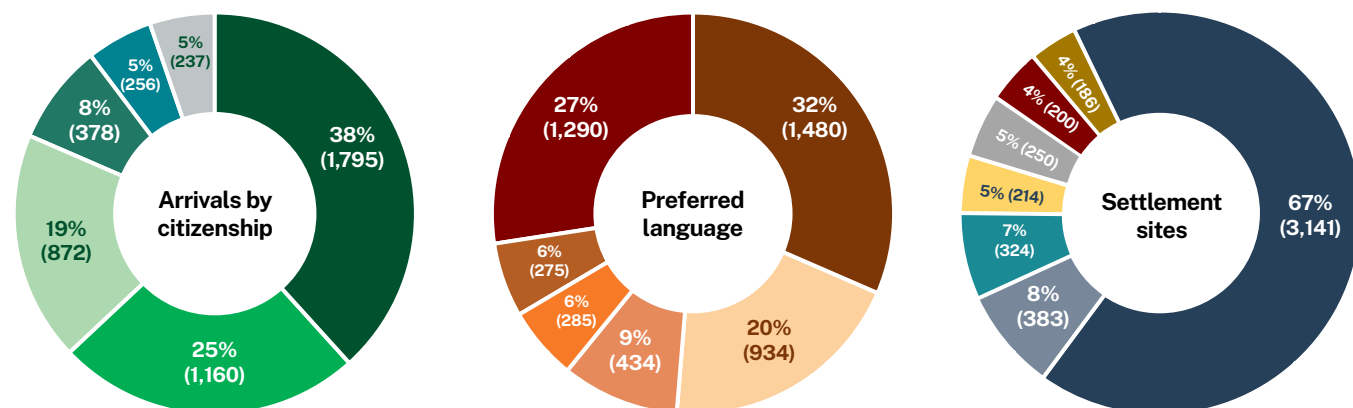
NSW has a proud history of settling people from refugee and refugee-like backgrounds, including arrivals via the Humanitarian Program Community Support Program, those with similar backgrounds arriving through Family Reunion and Partner streams and other migration pathways.

NSW also welcomes people who have unstable status, such as people seeking asylum, some bridging visa holders, and people who hold or have

held Temporary Humanitarian Stay, Temporary Humanitarian Concern, Temporary Protection or Safe Haven Enterprise visas.

For the purposes of the NSW Settlement Strategy, the term 'refugees' intends to encompass this broader definition of people from refugee and refugee-like backgrounds.

In 2023-24, almost 4,700 people settled in NSW via the offshore component of the Humanitarian Program.



Source: Department of Home Affairs

● Afghanistan ● Iraq ● Syria
 ● Congo, Democratic republic of ● Myanmar ● All other responses
 ● Arabic ● Dari ● Farsi
 ● Swahili ● Kurdish (Kurmanji) ● All other responses
 ● Sydney ● Wagga Wagga ● Newcastle
 ● Albury ● Wollongong ● Armidale
 ● Coffs Harbour

Photo: Settlement Strategy, lunch and learn session at Multicultural NSW, 2024



The NSW Settlement Strategy, Revision 1 2024

The NSW Settlement Strategy is a flagship priority of Multicultural NSW, centred on improving settlement outcomes for refugees living in NSW.

Following its launch in February 2023, Revision 1 of the NSW Settlement Strategy was published in February 2024. The revised Strategy makes an expanded commitment to unlock the potential for refugees to participate fully in the NSW economy.

The Strategy will be updated regularly to ensure it is responsive to both the needs of refugees in NSW as well as to changes in NSW and Commonwealth Government policies.



NSW Settlement Strategy Action Plan

The NSW Settlement Strategy Action Plan identifies priorities for the NSW Government to complete over the lifespan of the Strategy.

Revision 1 includes more than 90 actions, with more than 70 of these already in progress.

Key achievements in 2023-24:

Developing the Lived Experience Framework

- » Action 1.1 – Scope mechanisms for NSW Government to include the voice of lived experience
- » Action 1.2 Work to embed the voice of lived experience in NSW Settlement Strategy implementation and evaluation

Multicultural NSW has developed a Lived Experience Framework that will guide the work to engage refugee lived experience to improve settlement in NSW. The Framework has been developed in consultation with key stakeholders to routinise existing efforts and provide a well-defined plan of action which details when, why and how refugee lived experience will be engaged in the NSW Settlement Strategy, and beyond. The Framework includes:

- guiding principles for engaging people with refugee lived experience
- methods, considerations, adaptations and enablers as practical guidance when engaging refugee lived experience
- engagement plans, which aim to identify what, when, who and how Multicultural NSW will engage refugee lived experience throughout the lifespan of the Strategy, as well as identifying opportunities for general and ongoing Multicultural NSW engagements
- useful resources to help guide engagement planning.

The Framework will be implemented in 2024-25 and will provide a foundation to ensure that refugees are actively engaged to guide and help inform the Strategy at every stage. The Framework is intended to be agile and responsive to learnings during Strategy implementation and evaluation.



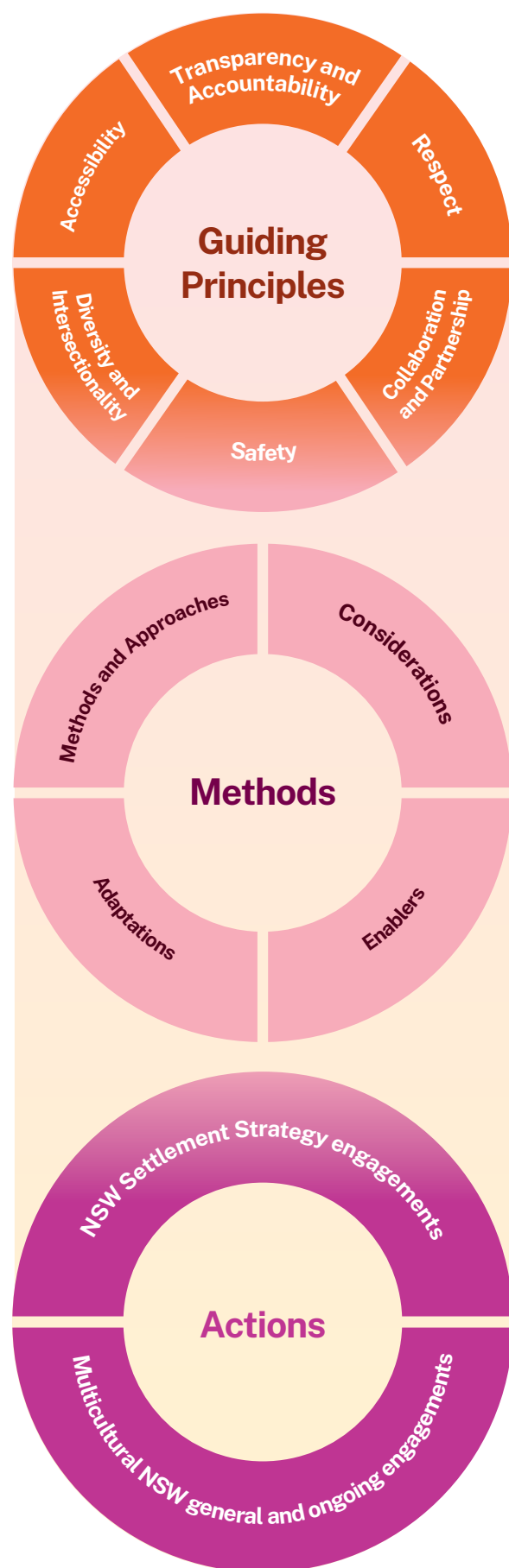


Figure 1. Lived Experience Framework

Supporting newly arrived refugees in the workplace - eLearning launch

» Action 1.3 – Deliver the NSW Public Sector Refugee Employment Initiative

The cross-government NSW Public Sector Refugee Employment Initiative aims to improve the recruitment and retention of refugees in the NSW public sector.

As a component of this, Multicultural NSW led the development of a new app, eLearning – Supporting newly arrived refugees in the workplace, launched in June 2024.

The training aims to build capacity across the NSW Government, with particular focus on people managers, to successfully support newly arrived refugees in the workplace.

Providing employment opportunities to refugees in NSW Government is not only a stepping stone into the Australian workforce for many new arrivals but is also an opportunity for NSW to capitalise on the diversity of strengths, skills, experience and drive that they bring.

Better understanding of the refugee settlement journey in NSW

» Action 1.7 – Undertake discovery, development customer journey maps and explore the delivery of solutions that support people in NSW through their settlement journeys

The Department of Customer Service and Multicultural NSW completed the Refugee Settlement Journeys Project in June 2024. Through this initiative they heard directly from newly arrived refugees about their experiences in the settlement ecosystem in NSW and identified opportunities for improvement.

One component of this research was a five-week diary study which sought to gather real-time, context-rich data to capture the nuances of daily life of newly arrived refugees in NSW. The study used an innovative approach, allowing participants to provide information and reflections in their native language via voice recordings, images and written text.

By directly asking refugees for their perspectives and experiences, this approach seeks to bridge the gap between policy and reality.

Monitoring and evaluation

Developing a comprehensive Monitoring and Evaluation Framework

- » Action 3.1 – Map NSW Government data collection mechanisms relating to settlement
- » Action 3.2 – Develop and implement framework for improved data collection and analysis
- » Action 3.16 – Collect, monitor and report on data to evaluate settlement work according to the NSW Settlement Strategy Evaluation Framework
- » Action 3.17 – Articulate the economic value of improved settlement outcomes for refugees as part of the NSW Settlement Strategy evaluation

Multicultural NSW is developing a NSW Government-wide monitoring and evaluation approach for the Strategy, to ensure the organisation can capture meaningful data, and articulate the benefits of welcoming refugees in NSW.

Multicultural NSW has developed a **Monitoring and Evaluation Framework** in line with the NSW Treasury Policy and Guidelines on Evaluation. This includes:

Process evaluation – to review Strategy implementation, quality of actions and outputs delivered

Outcome evaluation – to measure the effectiveness of the Strategy on achieving its short-term outcomes

Economic evaluation – to articulate the economic and social value of welcoming people from refugee and refugee-like backgrounds in NSW.



Multicultural NSW has:

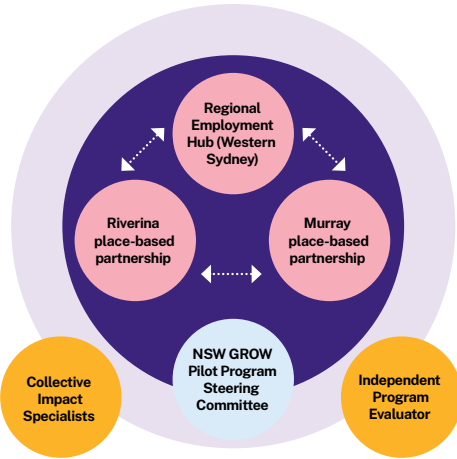
- worked closely with all NSW Government agencies to develop appropriate indicators for the process evaluation, to be completed in 2024
- developed a detailed approach to evaluating short-term outcomes, to begin in 2025
- commissioned an economic evaluation approach with a view to developing a cost-benefit analysis in late 2025-early 2026

Monitoring and evaluation of the Strategy will support continuous improvement, evaluation and capacity building across the NSW Government to ensure successful settlement outcomes over the long-term.

NSW Growing Regions of Welcome Pilot Program (NSW GROW)

The NSW Growing Regions of Welcome Pilot Program (NSW GROW) is a three-year pilot operating in Western Sydney and the Murray and Riverina regions.

Launched in June 2021, this lifestyle and employment program supports coordinated, cross-sector efforts to create secondary migration links between Western Sydney and Regional NSW.



GROW reach and outcomes

- 67 Job fairs and roadshows in Western Sydney
- 329 Referrals to the Western Sydney Employment Hub (Hub)
- 51% Referrals now word of mouth
- 40 Newcomers relocated to Murray/Riverina for employment and lifestyle opportunities (16 children and partners)
- 225 Regional employers linked to GROW

Industry of employment

- community services
- healthcare and medical
- trades and services
- tourism and hospitality
- legal
- farming
- animals and conservation

Towns settled

- Griffith
- Leeton
- Temora
- Wagga Wagga
- Henty
- Albury

Photo: Albury Mantra Award, Professor Peter Shergold CGS and Joseph La Posta, CEO of Multicultural NSW, hosted the GROW Champion Employer Awards. Pictured are Imalka Maddumapatabend, General Manager of MANTRA Albury, accepting the Champion Employer Award, along with Antony Joseph, employed through GROW by MANTRA Albury, who relocated from Western Sydney to Albury.

GROW Champion Employer Awards

These Awards were held at the Albury Mantra in April 2024 and celebrated the contribution of GROW employers in driving sustainable social and economic outcomes for participating regional communities and newcomers.

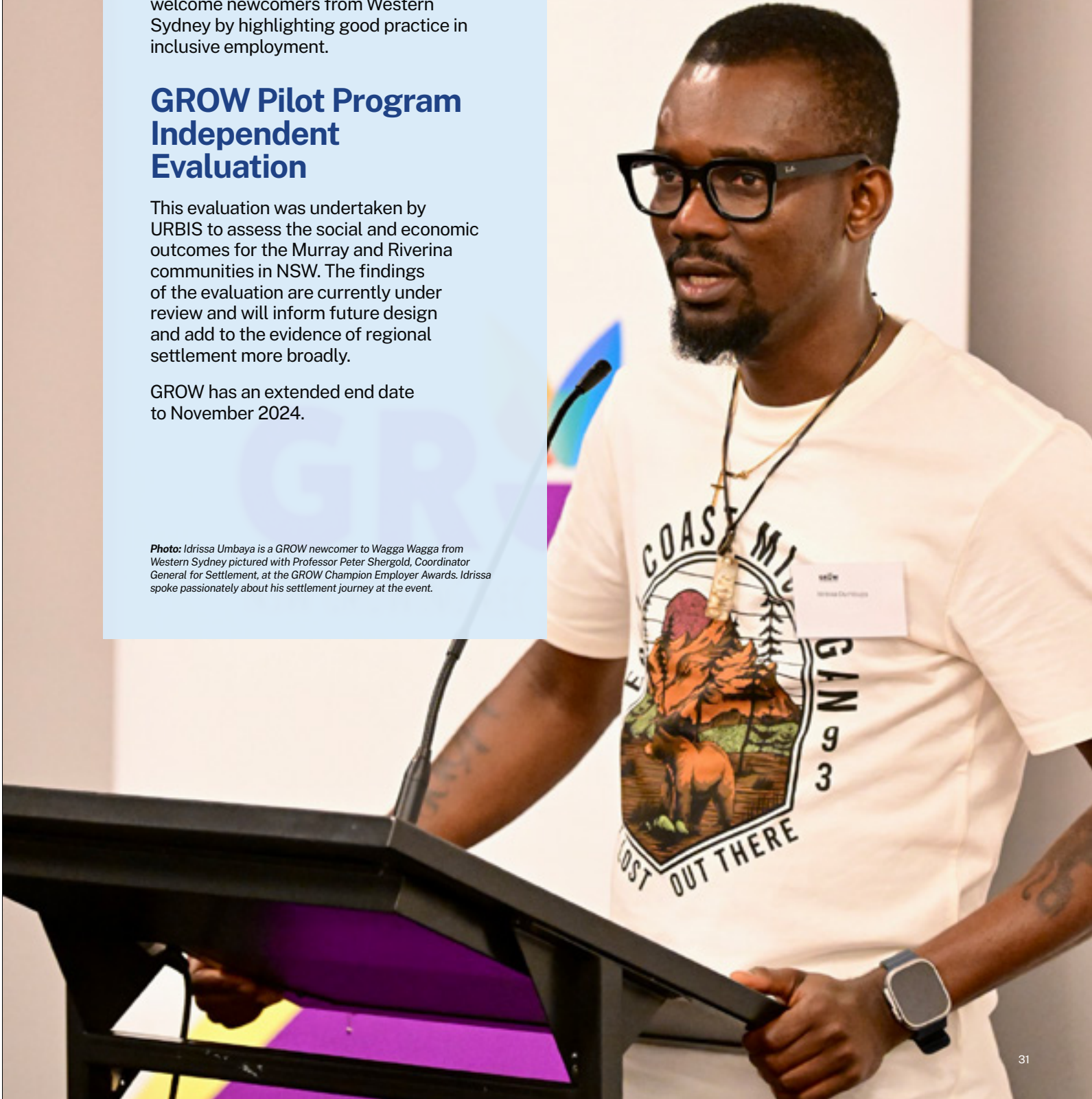
The Awards also raised awareness of GROW and motivated new and existing employers to employ and welcome newcomers from Western Sydney by highlighting good practice in inclusive employment.

GROW Pilot Program Independent Evaluation

This evaluation was undertaken by URBIS to assess the social and economic outcomes for the Murray and Riverina communities in NSW. The findings of the evaluation are currently under review and will inform future design and add to the evidence of regional settlement more broadly.

GROW has an extended end date to November 2024.

Photo: Idrissa Umbaya is a GROW newcomer to Wagga Wagga from Western Sydney pictured with Professor Peter Shergold, Coordinator General for Settlement, at the GROW Champion Employer Awards. Idrissa spoke passionately about his settlement journey at the event.





Language Services

Multicultural NSW Languages Services is a full-service language service provider, providing in-person, remote and telephone on demand interpreting, translation and transcription services 24/7, 365 days per year.

Language Services works in 120 languages and dialects, through a largely casual workforce of about 1,100 interpreters and translators.

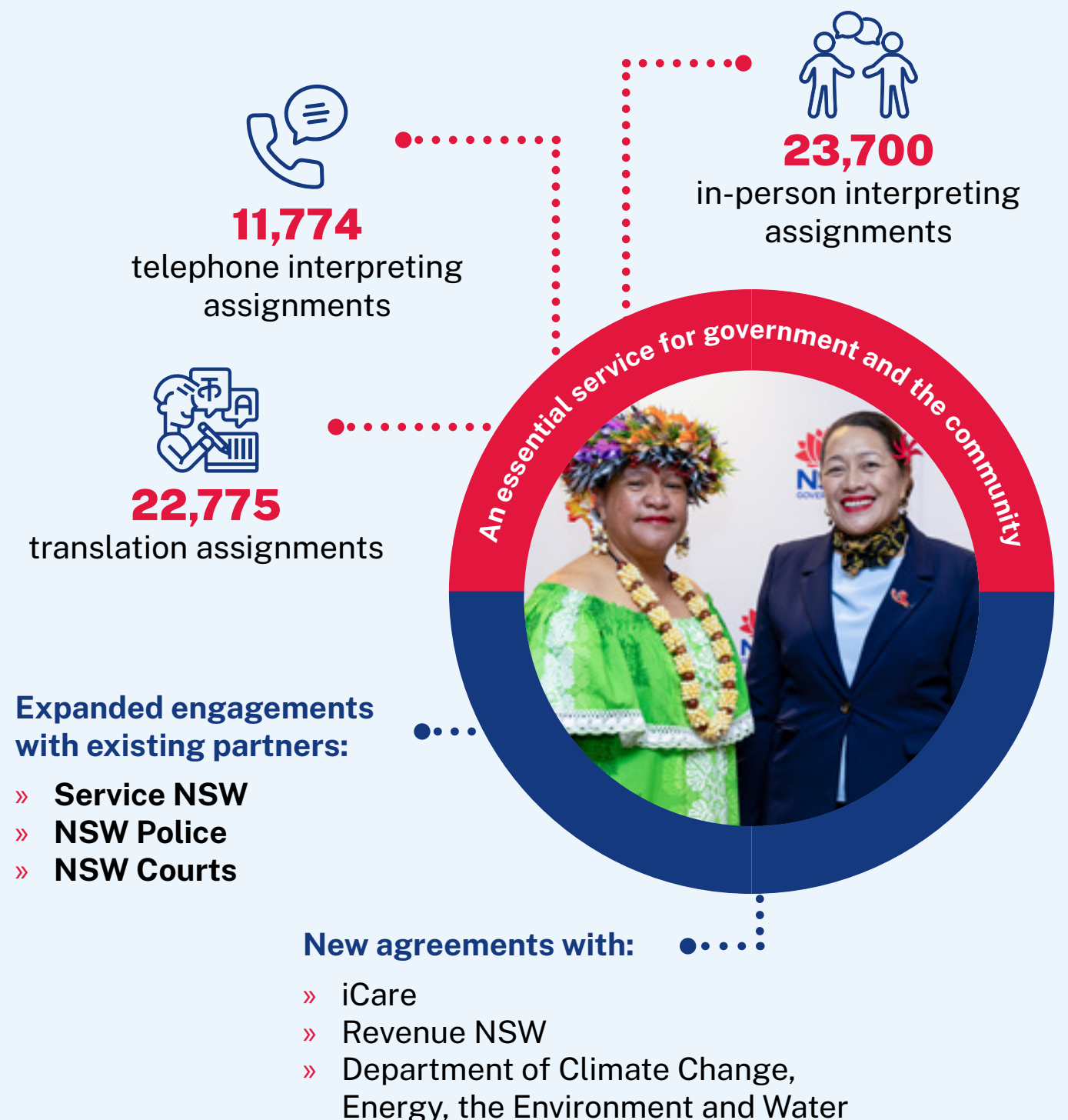
Multicultural NSW Language Services is driving the delivery of equitable access for all people in NSW through a human-first, digital-enabled approach.

Multicultural NSW provides NAATI-certified interpreters and translators, offering high quality services to all NSW Government agencies, private and commercial organisations and the community.

Language Services interpreting and translating workforce

- 1,100 interpreters and translators
- Supporting 120 languages and dialects
- NAATI-credentialed government employees
- Creating job opportunities for migrants
- 65% female workforce
- Specialised in legal, medical and community settings
- Available 24/7, 365 days a year

More than **58,000** assignments completed in 2023-24



Growth in partnerships and engagement in 2023-24

Building better communities, essential services and homes

» **Flood response (Hawkesbury-Nepean Areas)**
State Emergency Services

Multicultural NSW Language Services provided telephone and in-person interpreting support in several Disaster Recovery Centres for victims of the Hawkesbury-Nepean floods.

Language Services also translated key SES information and shared this through flyers, social media with 170 multicultural community organisations in affected areas and created a demographic profile of flood-affected areas and shared this with Reconstruction Authority and other agencies to help inform their responses.

» **Protection for victims of domestic and family violence**
Department of Communities and Justice

Language Services translated a fact sheet on applying for Shared Equity Home Buyer Helper scheme supporting work of Revenue NSW into six languages.

The translated fact sheet highlighted that domestic and family violence victim-survivors and other eligible applicants can access the scheme.

» **Have your say - rental laws**
Department of Customer Service

Multicultural NSW Language Services translated Rental Laws-Have Your Say newsletter and website content into six key languages. This resulted in more than 10,000 views with 16,000+ survey responses returned.

Of those who responded to the survey on the Language Services translated webpages, 86 per cent rated the website as ‘easy to give feedback’.

» **Connecting community and government**
Service NSW (digital newsletter)

Multicultural NSW translated rapid response messaging including health and natural disaster content in five languages. The distribution reach was eight million residents of NSW.



Photo: AUSIT Conference 2023



Growing Language Services

On-demand telephone interpreting service

In 2023-24, the Multicultural NSW 24/7 on-demand telephone interpreting service grew by 140%, from 4,901 assignments delivered in 2022-23, to 11,774 in 2023-24. This was driven by growth in services provided to customers calling Service NSW, and through the onboarding of new customer, Revenue NSW.

Workforce

In 2023-24, Multicultural NSW employed more than 1,100 interpreters and/or translators on its casual Panel of Interpreters and Translators (Panel). The most demanded languages of the Panel for interpreting were Mandarin Chinese, Arabic and Vietnamese. For translation, these were Chinese, Arabic and Japanese. 64 per cent of the interpreter and translator workforce are female.

Auslan Interpreting

Multicultural NSW continues to work in partnership with both the Australian Sign Language Interpreters and Translators Association (ASLITA) and Deaf Connect to support our Auslan interpreters.

These partnerships further highlight the importance of quality service delivery and building a capable and committed workforce.

Skills development through blended learning techniques

A rapid review of training and attendance highlighted a revised approach on the delivery of the professional development program was needed. Feedback from the Panel identified the need to consider the timing (time of day) and access (online options versus in-person options) of training.

Multicultural NSW worked with key facilitators to re-design delivery through blended learning techniques. Two learning programs were redesigned to include an online component that can be completed at any time, as well as an in-person component.

The in-person component provides greater opportunity for interaction and discussion with leading practitioners. The two programs include consecutive skills and managing interactions.

Preparing for capability growth in translation technologies

Following the panel discussion on Artificial Intelligence (AI)/translation technologies at the International Translation Day Event in September 2023, there was an identified need to grow the professional development opportunities in this space.

A partnership with Macquarie University has enabled the delivery of a translation technologies module through Multicultural NSW’s Scholarships Program.

Photo top: CPI Training at Multicultural NSW 2024

Acknowledging our long-serving interpreters

As part of International Translation Day celebrations in September 2023, Multicultural NSW took the opportunity to celebrate our long-serving interpreters and translators at an event held at Parliament House.

Acknowledged on the day were two interpreters who have served the Department for more than 50 years, Suat Koçyiğit, a Turkish interpreter and translator, and Alvaro Peres Da Costa, a Portuguese interpreter and translator.

Suat has had a strong passion for interpreting and was excited to receive the award. “This means a lot to me. It means I have achieved what I aimed for in my life. Working as an interpreter has been my lifetime experience,” Suat said.

Suat, who completed his high schooling in the United States, returned to Turkey (now Türkiye) in the late 1960s to undertake a Social Work degree. He was called up for national service and because of his English-speaking background was interpreting in the intelligence section of the Turkish Army and with the US Air Force in Ankara.

“After this, I was offered a chance to come to Australia under a supported migration package in 1970. I got a job with a bank for two years and found that I was often working to help people with their interpreting needs.”

Suat joined the Attorney General’s Department, the pioneer of interpreting services in NSW, when a formal interpreting service was established in 1972. He has worked as a private interpreter and for the Telephone and Interpreting Service during this time as well.

“My qualifications as a social worker gave me insights as to what I was doing when I was interpreting. It’s about building a rapport with people. That’s what you need for this role.”

Suat has maintained his strong connections with Türkiye through frequent visits and more recently taking advantage of advances in technology.

“The internet and Google, they make it very easy for me to keep up with the language trends and nuances over time,” Suat said.

Suat believes that you need to have an active state of mind to interpret appropriately.

“You need to be at peace with yourself when you are interpreting for others. You need to be able to put your personal issues aside so you can give one hundred per cent to the role.

“I am so grateful and thankful to the Department to have given me the chance to be an interpreter. I can’t believe how lucky I am to have done this job. This has been my mission, to help people sort their problems, together.”



Photo top and right: International Translation Day event 2023

2023 long-serving award recipients

50 years of service

Alvaro Peres Da Costa	52
Suat Koçyiğit	51

40 years of service

Hamit Ozturk	46
Seng Phoummathep	43
Paul Tabar	42
Eva Van Steenwyk	42
Rahmatolla Khaiami	44
Steve Karakira	44
Elda Mantelli	42
Felicity Mueller	43
Marta Barany	42



Sector Capability

The Multicultural Policies and Services Program

The *Multicultural NSW Act 2000* (**‘the Act’**) establishes a set of Multicultural Principles as the policy of NSW. Section 3 of the Act specifies that “each public authority must observe the Multicultural Principles”. The Multicultural Principles speak to the importance of equitable and accessible NSW Government customer service delivery in a culturally, linguistically, and religiously diverse society.

Under section 13(1)(g) of the Act, a primary function of Multicultural NSW is to “assist and develop programs for, and assess the effectiveness of, public authorities in observing the Multicultural Principles in the conduct of their affairs”. The Multicultural Policies and Services Program (MPSP) was developed as the mechanism to assist public authorities implement the Multicultural Principles and report on progress against their multicultural plans.

Review of the MPSP

Multicultural NSW aims to model good practice and build capability across sectors to meet the needs of communities through policy, leadership, programs and service delivery.

In 2023-24, Multicultural NSW has developed a new framework that can help NSW agencies deliver better outcomes for customers and communities, and embed cultural diversity and inclusion as core business for the NSW Government.









Photo: CPI Training at Multicultural NSW 2024

Applying a cultural diversity lens to policies and programs

Multicultural NSW values the opportunity to work closely with colleagues across sectors and contribute to policy development and program design that improves outcomes for all those in NSW. Our robust working relationships and collaboration with NSW agency colleagues and stakeholders make us a source for tailored advice to ensure NSW policies and services are inclusive, representative and accessible to all communities.

Cross-government initiatives

Multicultural NSW works to ensure that a cultural diversity lens is applied across government by supporting a wide range of NSW Government strategies, plans and initiatives led by other NSW agencies. In 2023-24, this included the provision of policy support, including but not limited, to the following:

-  **NSW Women’s Strategy 2023-26**
-  **Ageing Well in NSW Action Plan 2023-2024**
-  **Review of the Protocol for Homeless People in Public Spaces**
-  **Brighter Beginnings Initiative**
-  **Department of Education’s Anti-Racism Strategy**
-  **24-Hour Economy Strategy.**

Providing support to key legislative reform

Multicultural NSW continues to offer support to NSW agency colleagues and stakeholders by way of tailored advice and collaboration for major legislative reforms. In particular, Multicultural NSW has contributed to the development and implementation of legal reforms led by other NSW agencies. This includes:

- a) *Voluntary Assisted Dying Act 2022*
- b) *Crimes Legislation Amendment (Coercive Control) Act 2022*
- c) *Law Enforcement (Powers and Responsibilities) and Other Legislation Amendment (Knife Crime) Act 2024 (NSW).*

Submissions

NSW Government Submission to the Commonwealth Multicultural Framework Review

In the October 2022-23 Federal Budget, the Australian Government committed \$1 million over two years from 2022-23 to fund the Multicultural Framework Review (**‘the Review’**). The Review aims to ensure the Government’s multicultural policy settings and institutional arrangements are fit for purpose to further advance Australia’s multicultural society.

Multicultural NSW led the whole-of-government submission to the Review, coordinating input from several NSW Government agencies. Importantly, the NSW Government submission recognises, embraces and celebrates diversity within the state –one of the most multicultural societies that exists in the world.

Submissions (led by other NSW agencies) to which Multicultural NSW has contributed

Multicultural NSW has also contributed to whole-of-government submissions led by other NSW agencies, such as:

- NSW Government response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability
- NSW Government submission on the Australian Government’s Department of Infrastructure, Transport, Regional Development, Communications and the Arts’ Draft National Urban Policy
- NSW Government submission to the inquiry into improving access to early childhood health and development checks
- NSW Government submission on the Australian Government’s Inquiry into the challenges and opportunities within the Australian live music industry.



Multicultural NSW COMPASS

Data and Multicultural NSW Compass

As part of the policy advice Multicultural NSW provides other NSW agencies, the agency has also provided ABS Census data on cultural diversity (for example, country of birth and language) to support a range of subject matter areas including housing, mental health, ageing, business and others.

To share this data more widely and bolster this support, Multicultural NSW has developed a public easy-to-use data tool that gives community and government stakeholders access to Census data.

Multicultural NSW Compass allows users to:

- » view the full data for 30 different Census variables split across 10 separate categories for every local government area, the whole of NSW, and by the regions 'Greater Sydney' and 'rest of NSW'
- » download a detailed 10-page summary, including snapshots of information from the 2021 Census, for all NSW Government areas, the whole of NSW, and by the regions 'Greater Sydney' and 'rest of NSW'.

Supporting programs that empower communities

Community Hubs Australia

Multicultural NSW funds Community Hubs Australia to deliver the Community Hubs Program in NSW. The Community Hubs Program is a school-based program that aims to reduce social isolation, particularly for migrant and refugee women and their families who have settled in NSW. The program enables families to access information about support services and build strong ties within, and beyond, their communities.

The hubs also offer opportunities for parents to engage and develop new skills, including vocational and English language skills. This is critical to empowering new and emerging communities and ensuring migrant families can thrive.

Multicultural Women's Hub

Multicultural Women's Hub is a community-based program run by the Arts & Cultural Exchange and was funded in the 2023-24 financial year by Multicultural NSW. The program supports women in developing creative business enterprises, improving English literacy and digital skills and obtaining employment through creativity-based training and brokered employment opportunities.

The organisation's hubs aim to reduce barriers to participation by creating a culturally safe spaces for women from migrant backgrounds from across Western Sydney to come together and connect through hub activities.



In Term 1 2024, the Community Hubs Program in NSW supported 1,557 families through the NSW hubs, including through:

295 early childhood sessions conducted across 23 hubs

280 conversational English classes run across 21 hubs

804 referrals made to external support services

During this time, the program also supported hub participants to secure employment on 32 occasions.

A 2023 Deloitte Social Return on Investment ('SROI') evaluation of the National Community Hubs Program indicated that the program in NSW has a SROI ratio of \$3.8 per \$1 invested in the program, the highest of all states that the Community Hubs program operates in.



From 30 June 2023 to 31 May 2024, Multicultural Women's Hub supported 563 individual participants including through:

163 community engagement activities

36 vocational skills workshops

16 free culturally safe projects

During this time, the program also helped 56 hub participants to secure employment.

A Shared Sense of Value







The Multicultural Community Medals celebrate the people and organisations who continuously strive to make NSW a harmonious place for everyone.







The winners are recognised for their outstanding leadership, innovation and community connection.

They are the change makers, the thought leaders, working tirelessly behind the scenes to shape a harmonious NSW.

2024 Premier's Multicultural Community Medals

Presented in March 2024

-  **Language Services Medal**
Dr Raymond Chakhachiro
-  **Dr G.K. Harinath OAM Sports Medal**
Manuel Bermejo Castillo OAM
-  **Business Excellence – Local Government Medal**
Liverpool City Council
-  **Business Excellence – Corporate Medal**
John Holland
-  **Business Excellence – Not for Profit Medal**
CASS Care
-  **Stepan Kerkyasharian AO Community Harmony Medal**
Loau Donina Va'a

-  **Regional Unity Medal**
Aye Min Nain Kawkuhtoo
-  **Arts and Culture Medal in honour of Carla Zampatti**
Lena Nahlous
-  **Youth Medal**
Kupakwashe Matangira
-  **Lifetime Community Services Medal**
Tony Pang OAM
-  **Community Languages Teacher Medal**
Gosia (Malgorzata) Vella
-  **NSW Human Rights Medal**
Rosanna Barbero

2024 Multicultural Honour Roll Inductees

The Multicultural Honour Roll is a posthumous recognition commemorating the legacy and impact the recipient had on influencing an inclusive, resilient and peaceful society for all.

In 2024, four remarkable individuals were recognised:

- Dr G.K Harinath OAM**
- Jeremy Jones AM**
- Lino (Carmelo) Vella**
- Anthony Pun OAM**



Photo: Premier's Harmony Dinner, 2024













2023 Premier's Multicultural Communications Awards

The Premier's Multicultural Communications Awards (PMCA) celebrate excellence in the multicultural media and marketing industries, recognising journalists, editors and publishers across print, radio, TV and online platforms.

The awards also recognise those who have effectively engaged and communicated with diverse audiences, promoting community harmony and unity through innovative storytelling and marketing campaigns.

NSW is one of the most successful multicultural states in the world and the PMCA celebrate the professionals who connect people to their culture, identity and language.

2023 Winners

-  **Best Use of Digital or Social Media**
Western Sydney Wanderers
-  **Public Interest Award**
Addison Road Community Organisation
-  **Best Text Report**
Dr Salih Yucel, AMUST
-  **Agency Campaign of the Year**
Think HQ and CultureVerse for the Australian Human Rights Commission
-  **Business Campaign of the Year**
Savings Finder Campaign
-  **Community Campaign of the Year**
Paul Blanket, Stop Racism Now
-  **Best Audio Report**
Stephanie Corsetti, Claire Slattery, Marcus Megalokonomos and Hannah Kwon, SBS
-  **Best Audio-Visual Report**
Sharon Offenberger –Plus61J Media
-  **Publication of the Year**
Pawan Luthra and Rajni Anand Luthra, Indian Link Media Group
-  **Alan Knight Student Award**
Suhayla Zahira Sharif
-  **Young Journalist of the Year**
Olivia Yuan, SBS Mandarin
-  **Lifetime Achievement Award**
Haralambos Anargyrou Kritharis, known as Harry Crethar

Cultural events

Bringing community together



Diwali Celebration

2023

The Premier of NSW hosted the annual NSW Government's Diwali celebrations at the Museum of Contemporary Arts at The Rocks. Music, dance and traditional ceremonies were highlighted, focusing on the spirit of bringing people together.

'Diwali', meaning 'a row of lamps', is commonly celebrated by lighting small oil lamps called *diyas*, which symbolises the lifting of spiritual darkness and the renewal of life, and is a time to pray for health, knowledge and peace.



Pre-Chanukah Celebration

2023

In celebration of the Jewish festival of Chanukah, the NSW Government hosted an annual Pre-Chanukah event for local Jewish community members.

Representatives of the NSW Jewish Board of Deputies and Chabad NSW joined the Premier of NSW with the Minister for Multiculturalism at Parliament House, where Chanukah blessings were shared, and a special menorah was lit.



Lunar New Year

2024

The 2024 Lunar New Year was celebrated by the Premier of NSW and the Minister for Multiculturalism, who hosted an event which featured a countdown to the 'lights-on' moment when the Sydney Opera House was illuminated in red.

Attendees included 150-200 community members and multicultural media and NSW Government representatives.

Stronger Together Festival and Event Grants Program

The Multicultural NSW grants programs aim to bring communities together, showcase the benefits of cultural diversity and promote social cohesion and foster community harmony.

Stronger Together Project Grants fund multicultural community projects that can make a lasting positive impact on social cohesion and meet a community need at the grassroots level.

In 2023-24 a total of 12 community groups were successful for \$400,000 in funding for projects delivered between January and December 2024.

Festival and event grants help multicultural communities to deliver events across the state that commemorate our unique cultural backgrounds, bring communities together and support the economy.

In 2023-24 Round 1, \$638,200 in grant funding was allocated to 81 community groups to help them deliver festivals and events between August 2023 and February 2024.

In 2023-24 Round 2, \$741,800 was allocated to 124 community groups to help them deliver festivals and events between March and July 2024.



Our People

Reconciliation Action Plan 2023-24

Multicultural NSW's Reconciliation Action Plan (RAP) is an Innovate RAP that provides a framework to ensure the organisation implements measurable actions that help Aboriginal and Torres Strait Islander people to achieve equality in all aspects of life.

The RAP working group includes staff from the Executive, the senior leadership team and Human Resources, and Aboriginal and Torres Strait Islander staff representation.

The Hon. Stephen Kamper MP, Minister for Multiculturalism attended Multicultural NSW's all-staff Reconciliation Week event. This event included staff engaging in dialogue around the strengths of Aboriginal and Torres Strait Islander people and communities and their continuing contribution to Australia.



Key achievements in 2023-24

- The launch of the Multicultural NSW Acknowledgement of Country protocols process
- To increase understanding of the significance behind acknowledging Country and Welcome to Country
- The Senior Leadership Team and RAP Working Group (about 20% of staff) committed to undertake e-learning via TAFE NSW on Protocols for Welcome and Acknowledgement of Country
- All staff completed anti-racism training
- Collaboration with SBS as part of Reconciliation Week 2024.

Employee engagement

Multicultural NSW has maintained a strong focus on people and on responding to their feedback to deliver strategies, support and development.

The 2023 People Matter Employee Survey (PMES) results were used to inform the approach. The results recorded an increase in the percentage of staff (91%) who were proud to tell others that they worked for Multicultural NSW.

The areas that recorded the highest improvement include employees' satisfaction with receiving feedback and discussing performance (81%) and increased wellbeing (81%).

People Matters Employees Survey 2023 highlights



Learning and development

The learning and development program for 2023-24 included a range of online and in-person delivery initiatives identified through performance development conversations and organisational strategic priorities.

Key features of the learning and development opportunities for staff included the following courses:

- Presenting with Impact
- Customer Service Excellence
- Complaint Handling
- Facilitation Skills
- Mental Health First Aid
- Writing in Plain English.

Other development activities included a Lunch and Learn session on Human Resources and Information and Communications Technology topics and career development opportunities through secondments and acting in higher graded roles.



Work health and wellbeing

Multicultural NSW's focus on health and wellbeing continued during 2023-24, ensuring the safety, health and wellbeing of employees, contractors and the community.

The agency continued its flexible working arrangements to support staff.

A range of initiatives promoted positive and sustainable health and lifestyle opportunities for employees, including:

- providing a seasonal flu vaccination program for all staff, including interpreters and translators
- promoting the Employee Assistance Program (helping staff access confidential support to navigate personal and/or work-related issues) including a new portal to access additional information and support
- access to Fitness Passport to enhance wellbeing
- organising ergonomic assessments and equipment as required
- providing Mental Health First Aid training for staff
- Peer Support Officer team to promote and support health and wellbeing.

Health and Safety representatives met regularly during the year. They:

- promoted their roles across the organisation
- conducted workplace reviews
- raised potential hazards with management.

Organisational structure

There have been no changes to the organisational structure in 2023-24.



**Management
and
accountability**



Number of executives: 5 executives

Executive salaries

Range and average remunerations	2020-21	2021-22	2022 – 23	2023 - 24
Band 2 (CEO)	\$312,629	\$320,435	\$349,462	\$349,462
Band 1 (Directors)	\$246,901	\$242,322	\$247,906	\$247,906

Staffing

Staffing	2020 – 21	2021 – 22	2022 – 23	2023 - 24
Number of employees	67	79	105	118

Conditions of employment

Multicultural NSW’s employment practices are in accordance with industrial relations policies and practices contained in public sector legislation and policy documents, namely the Crown Employees (Public Service Conditions of Employment) Award 2009, the Crown Employees (Interpreters and Translators, Multicultural NSW) Award 2021 and the Government Sector Employment Act 2013.

Exceptional movements in wages, salaries and allowances

A salary increase of 4% effective in the first full pay period of July 2023 was paid in accordance with the *Crown Employees (Public Sector-Salaries 2022) Award*.

New pay rates for interpreters’ and translators’ assignments came into effect on 1 July 2023 in line with the *Crown Employees (Interpreters and Translators, Multicultural NSW) Award 2021*.

Industrial relations policy and practice

Multicultural NSW did not appear before any industrial tribunal in its capacity as an employer.

Consultants

Multicultural NSW did not engage any consultants in 2023-24.

Overseas visits

There was no overseas travel in 2023-24.

Cyber Security Annual Attestation Statement

2023-24 Financial Year
Multicultural NSW

I, Joseph La Posta, am of the opinion that Multicultural NSW has managed cyber security risks in a manner consistent with the Mandatory Requirements set out in the NSW Government Cyber Security Policy.

During this period, cyber security risks have been identified, managed and addressed in governance forums.

The agency has a Cyber Incident Response Plan, which is integrated within the agency’s Business Continuity response. Both plans have been tested by the Business Continuity Response Team and the Executive during the past 12 months.

The agency has introduced a Cyber Security Roadmap. As part of this road map, all key policies have been reviewed and updated, focused training has occurred across all business areas and a proactive approach has been implemented to lift the agency’s cyber security risk rating.



Joseph La Posta
Chief Executive Officer
Multicultural NSW
31 October 2024

Privacy and personal information

Multicultural NSW is committed to respecting the privacy rights of all individuals and takes obligations about the management of personal and health information seriously.

The Agency conducts all activities under the *Privacy and Personal Information Protection Act 1988*. Under Part 5 (53) of this legislation, a person who has concerns about the conduct of a public sector agency can request to have the conduct reviewed. In 2022/23, Multicultural NSW did not receive any application to review information under Part 5 of the Act.

Government Information (Public Access) Act 2009 - GIPA public access information

Access arrangements

Multicultural NSW welcomes comments from the public on issues relating to community relations and service delivery.

Under section 7(3) of the *Government Information (Public Access) Act 2009 (GIPA Act)*, Multicultural NSW continued to review and assess information that is in the public interest and should be made publicly available.

Table A: Number of applications by type of applicant and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	1	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	1	0	0	0	0	0	0	0

Table B: Number of applications by type of application and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Personal information applications	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	2	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

Table C: Invalid applications

Reason for invalidity	Number of Applications
Application does not comply with formal requirements (Section 41 of the Act)	2
Application is for excluded information of the agency (Section 43 of the Act)	0
Application contravenes restraint order (Section 110 of the Act)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	1

Table D: Conclusive presumption of overriding public interest against disclosure: Matters listed in Schedule 1 to Act

	Number of times consideration used
Overriding secrecy laws	0
Cabinet information	1
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

Table E: Other public interest considerations against disclosure: Matters listed in Table to Section 14 of Act

	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	1
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate freedom of information legislation	0

Table F: Timeliness

	Number of Applications
Decided within the statutory timeframe (20 days plus any extensions)	1
Decided after 35 days (by agreement with applicant)	1
Not decided within time (deemed refusal)	0
TOTAL	2

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under Section 93 of the Act	0	0	0
Review by ADT	0	0	0
TOTAL	0	0	0

*The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

Public interest disclosures

The Agency recognises the value and importance of the contributions of public officials to enhance administrative and management practices. We support public interest disclosures being made by public officials regarding these matters.

The *Public Interest Disclosures Act 2022 (PID Act)*, section 31, requires each public authority to prepare an annual report on obligations under the *PID Act*. In accordance with section 5 of the Public Interest Disclosures Regulation 2022, the following information is provided on public interest disclosures for the period 1 July 2023 to 30 June 2024:

- Number of public officials who made public interest disclosures: 0
- Number of public interest disclosures received: 0
- Number of public interest disclosures relating to possible or alleged:
 - » corrupt conduct: 0
 - » maladministration: 0
 - » serious and substantial waste of public money: 0
 - » government information contraventions: 0
 - » local government pecuniary interest contraventions: 0

Audit and risk management statement

2023-24 Financial Year
Multicultural NSW

I, Joseph La Posta, CEO of Multicultural NSW, am of the opinion that Multicultural NSW has internal audit and risk management processes in operation that are compliant with the seven (7) core requirements set out in the Internal Audit and Risk Management Policy for the NSW Public Sector, specifically:

Risk Management Framework	Status
1.1 The Accountable Authority shall accept ultimate responsibility and accountability for risk management in the agency.	Compliant
1.2 The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.	Compliant
Internal Audit Function	
2.1 The Accountable Authority shall establish and maintain an internal audit function that is appropriate for the agency and fit for purpose.	Compliant
2.2 The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for the Professional Practice for Internal Auditing.	Compliant
2.3 The Accountable Authority shall ensure the agency has an Internal Audit Charter that is consistent with the content of the 'model charter'.	Compliant
Audit and Risk Committee	
3.1 The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
3.2 The Accountable Authority shall ensure the Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'.	Compliant

Membership

The independent chair and members of the Audit and Risk Committee are:

Status	Name	Dates
Independent Chair	Robert Lagaida	12 June 2022 – 11 June 2025
Independent Member	Gayle Ginnane	28 May 2016 - 27 May 2024
Independent Member	Henry Capra	13 April 2018 - 12 April 2026



Joseph La Posta
Chief Executive Officer
Multicultural NSW
31 October 2023



Sustainability

Modern slavery

No issues were raised with Multicultural NSW by the Anti-slavery Commissioner during the financial year under the *Modern Slavery Act 2018*.

Workforce diversity

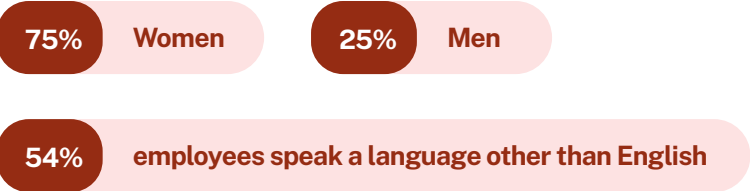


Photo: Regional Engagement Summit, Wollongong 2024



Financial Performance





INDEPENDENT AUDITOR'S REPORT

Multicultural NSW

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of Multicultural NSW (MNSW), which comprise the Statement by the Chief Executive Officer, the Statement of Comprehensive Income for the year ended 30 June 2024, the Statement of Financial Position as at 30 June 2024, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended, and notes to the financial statements, including a Statement of Material Accounting Policies and other explanatory information of MNSW and the consolidated entity. The consolidated entity comprises MNSW and the entities it controlled at the year's end or from time to time during the financial year.

In my opinion, the financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act), the *Government Sector Finance Regulation 2024* (GSF Regulation) and the Treasurer's Directions
- presents fairly the financial position, financial performance and cash flows of MNSW and the consolidated entity

My opinion should be read in conjunction with the rest of this report.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of MNSW and the consolidated entity in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

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

Chief Executive Officer's Responsibilities for the Financial Statements

The Chief Executive Officer is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the GSF Act, GSF Regulation and Treasurer's Directions. The Chief Executive Officer's responsibility also includes such internal control as the Chief Executive Officer determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of MNSW and the consolidated entity to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: www.auasb.gov.au/auditors_responsibilities/ar3.pdf. The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that MNSW and the consolidated entity carried out their activities effectively, efficiently and economically
- about the assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where it may be presented
- about any other information which may have been hyperlinked to/from the financial statements.

Susan Prichard
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

23 September 2024
SYDNEY

Financial statements for the year ended 30 June 2024

Statement by Chief Executive Officer

Pursuant to section 7.6(4) of the *Government Sector Finance Act 2018* (GSF Act), I state that:

- a) The accompanying financial statements have been prepared in accordance with the requirements of applicable Australian Accounting Standards (which include Australian Accounting Interpretations), the *Government Sector Regulation 2018* and the Treasurer’s Directions issued under the GSF Act.
- b) These financial statements and notes exhibit a true and fair view of the financial position of Multicultural NSW and its controlled entity as at 30 June 2024 and its financial performance for the year then ended, and
- c) There are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



Joseph La Posta
Chief Executive Officer
Multicultural NSW
20 September 2024

Statement of comprehensive income for the year ended 30 June 2024

		Consolidated	Consolidated	Consolidated	Parent	Parent
		Budget	Actual	Actual	Actual	Actual
		2024	2024	2023	2024	2023
Notes		\$'000	\$'000	\$'000	\$'000	\$'000
CONTINUING OPERATIONS						
Expenses excluding losses						
Employee related expenses	2(a)	25,922	26,499	22,552	-	-
Operating expenses	2(b)	4,547	6,848	5,599	6,848	5,599
Depreciation and amortisation	2(c)	562	324	318	324	318
Grants and subsidies	2(d)	45,324	38,819	28,991	38,819	28,991
Finance costs		-	2	3	2	3
Personnel services	2(a)	-	-	-	26,499	22,552
Total expenses excluding losses		76,355	72,492	57,463	72,492	57,463
Revenue						
Sale of goods and services from contracts with customers	3(a)	6,013	5,120	5,105	5,120	5,105
Grants and other contributions	3(b)	68,687	65,729	53,453	65,729	53,453
Acceptance by the Crown of employee benefits and other liabilities		807	795	285	-	-
Other income		30	482	290	1,277	575
Total revenue		75,537	72,126	59,133	72,126	59,133
Operating result						
		(818)	(366)	1,670	(366)	1,670
Gains/(losses) on disposal						
		-	-	(15)	-	(15)
Net result from continuing operations		(818)	(366)	1,655	(366)	1,655
TOTAL COMPREHENSIVE INCOME						
		(818)	(366)	1,655	(366)	1,655

The accompanying notes form part of these financial statements.

Statement of financial position

as at 30 June 2024

	Notes	Consolidated	Consolidated	Consolidated	Parent	Parent
		Budget	Actual	Actual	Actual	Actual
		2024	2024	2023	2024	2023
		\$'000	\$'000	\$'000	\$'000	\$'000
ASSETS						
Current assets						
Cash and cash equivalents	4	8,414	9,267	9,182	9,267	9,182
Receivables	5	2,287	2,414	2,287	2,414	2,287
Total current assets		10,701	11,681	11,469	11,681	11,469
Non-current assets						
Property, plant & equipment	6					
- Land and buildings (leasehold improvements)		231	286	231	286	231
- Plant and equipment		415	451	411	451	411
Total property, plant and equipment		646	737	642	737	642
Right-of-use assets		132	106	132	106	132
Intangible assets	7	564	736	619	736	619
Total non-current assets		1,342	1,579	1,393	1,579	1,393
Total assets		12,043	13,260	12,862	13,260	12,862
LIABILITIES						
Current liabilities						
Payables	8	5,373	7,553	5,373	7,553	5,373
Contract liabilities	9	3,461	1,449	3,461	1,449	3,461
Borrowings	10	23	26	24	26	24
Provisions	12	1,552	2,029	1,552	2,029	1,552
Total current liabilities		10,409	11,057	10,410	11,057	10,410
Non-current liabilities						
Borrowings	11	114	88	114	88	114
Provisions	13	358	501	358	501	358
Total non-current liabilities		472	589	472	589	472
Total liabilities		10,881	11,646	10,882	11,646	10,882
Net assets		1,162	1,614	1,980	1,614	1,980
EQUITY						
Accumulated funds	14	1,162	1,614	1,980	1,614	1,980
Total equity		1,162	1,614	1,980	1,614	1,980

The accompanying notes form part of these financial statements.

Statement of changes in equity

for the year ended 30 June 2024

	Notes	Consolidated	Consolidated	Consolidated	Parent	Parent
		Budget	Actual	Actual	Actual	Actual
		2024	2024	2023	2024	2023
		\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 1 July		1,980	1,980	325	1,980	325
Net result for the year		(818)	(366)	1,655	(366)	1,655
Balance at 30 June		1,162	1,614	1,980	1,614	1,980

Multicultural NSW's only category of equity is accumulated funds.
The accompanying notes form part of these financial statements.

Statement of cash flows
for the year ended 30 June 2024

	Consolidated Budget	Consolidated Actual	Consolidated Actual	Parent Actual	Parent Actual
Notes	2024 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES					
Payments					
Employee related	(25,115)	(24,802)	(21,983)	-	-
Personnel services	-	-	-	(24,802)	(21,983)
Grants and subsidies	(45,324)	(42,701)	(31,890)	(42,701)	(31,890)
Finance costs	-	(2)	(3)	(2)	(3)
Other	(4,548)	(5,246)	(3,004)	(5,246)	(3,004)
Total payments	(74,987)	(72,751)	(56,880)	(72,751)	(56,880)
Receipts					
Sale of goods and services	6,013	6,098	5,210	6,098	5,210
Grants and other contributions	68,687	63,715	52,911	63,715	52,911
Other	30	3,557	3,465	3,557	3,465
Total receipts	74,730	73,370	61,586	73,370	61,586
NET CASH FLOWS FROM OPERATING ACTIVITIES					
18	(257)	619	4,706	619	4,706
CASH FLOWS FROM INVESTING ACTIVITIES					
Purchases of property, plant and equipment	(50)	(312)	(220)	(312)	(220)
Purchases of intangible assets	(461)	(198)	(413)	(198)	(413)
NET CASH FLOWS FROM INVESTING ACTIVITIES					
	(511)	(510)	(633)	(510)	(633)
CASH FLOWS FROM FINANCING ACTIVITIES					
Payment of principal portion of lease liabilities	-	(24)	(23)	(24)	(23)
NET CASH FLOWS FROM FINANCING ACTIVITIES					
	-	(24)	(23)	(24)	(23)
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS					
	(768)	85	4,050	85	4,050
Opening cash and cash equivalents	9,182	9,182	5,132	9,182	5,132
CLOSING CASH AND CASH EQUIVALENTS					
4	8,414	9,267	9,182	9,267	9,182

The accompanying notes form part of these financial statements.

Notes to the financial statements
for the year ended 30 June 2024

1. Statement of Material Accounting Policy Information

<p>a) Reporting entity</p> <p>Multicultural NSW is a NSW Government entity controlled by the State of New South Wales, which is the ultimate parent. Multicultural NSW is a not-for-profit entity (as profit is not its principal objective) and it has no-cash generating units.</p> <p>Multicultural NSW as a reporting entity comprises the entity under its control, namely the Multicultural New South Wales Staff Agency that supplies personnel services to Multicultural NSW.</p> <p>In the process of preparing the consolidated financial statements for the economic entity, consisting of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated, and like transactions and other events are accounted for using uniform accounting policies.</p> <p>These financial statements for the year ended 30 June 2024 have been authorised for issue by the Chief Executive Officer on 20 September 2024.</p>	<p>Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial statements.</p> <p>All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency, which is Multicultural NSW’s presentation and functional currency.</p>
<p>b) Basis of preparation</p> <p>Multicultural NSW’s financial statements are general purpose financial statements which have been prepared on an accruals basis and in accordance with:</p> <ul style="list-style-type: none">• applicable Australian Accounting Standards (AAS) (which include Australian Accounting Interpretations);• the requirements of the <i>Government Sector Finance Act 2018 (GSF Act)</i>; and• Treasurer’s Directions issued under the GSF Act. <p>Property, plant and equipment are measured at depreciated historical cost, which for these assets approximates fair value. Other financial statement items are prepared in accordance with the historical cost convention except where specified otherwise.</p>	<p>c) Statement of compliance</p> <p>The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations</p> <p>d) Accounting for the goods and services tax (GST)</p> <p>Income, expenses and assets are recognised net of the amount of GST, except that the:</p> <ul style="list-style-type: none">• amount of GST incurred by Multicultural NSW 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• receivables and payables are stated with the amount of GST included. <p>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.</p>
	<p>e) Comparative information</p> <p>Except when an AAS permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements.</p>

Notes to the financial statements
for the year ended 30 June 2024

f) Changes in Accounting Policies, including new or revised Australian Accounting Standards

- (i) Effective for the first time in the 2023-24 financial year

AASB 2021-2 Amendments to Australian Accounting Standards-Disclosure of Accounting Policies and Definition of Accounting Estimates is effective for the first time in the 2023-24 financial year. Accordingly, Multicultural NSW has revised financial statement information to disclose only material policy information.

No other new accounting standards or interpretations that applied to Multicultural NSW for the first time in 2023-24 had any material impact on the recognition and measurement of financial statement transactions and balances for the year ended 30 June 2024.
- (ii) Issued but not yet effective

New South Wales public sector entities are not permitted to early adopt new Australian Accounting Standards unless NSW Treasury determines otherwise, in accordance with NSW Treasury mandate (NSW Treasury Policy and Guidelines TPG24-06). There are no issued but not yet effective AAS that are likely to have a material impact on the financial statements in the period of their initial application.

g) Going concern

Multicultural NSW's financial statements have been prepared on a going concern basis, which contemplates the continuity of normal operating activity and the realisation of assets and the settlement of liabilities in the normal course of operations. Multicultural NSW held cash on hand and at bank as at 30 June 2024 of \$9.267m. Multicultural NSW will receive grants from the Department of Communities and Justice in 2024-25 to fund its approved budgeted operations.

h) Superannuation on annual leave loading

Multicultural NSW has determined that it is not probable a liability arises to pay superannuation on annual leave loading. This position has been formed based on current inquiries, other information currently available to management, and after considering the facts from a decision in the Federal Court of Australia: Finance Sector Union of Australia v Commonwealth Bank of Australia [2022] FedCFamC2G 409. That decision confirmed that, in relation to the industrial agreement considered in that case, annual leave loading did not form part of ordinary time earnings and therefore, did not require superannuation contributions to be made under superannuation guarantee legislation because the obligation to pay annual leave loading was not referable to ordinary hours of work or to ordinary rates of pay. Rather, it was paid by reference to the period of annual leave, and for the purpose of compensating employees for their loss of opportunity to work additional hours at higher rates during this period.

This position will be re-assessed in future reporting periods as new information comes to light on this matter.

2. Expenses excluding losses

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
(a) Employee related expenses				
Salaries and wages (including annual leave)	-	22,114	-	19,292
Superannuation -defined benefit plans	-	2	-	-
Superannuation -defined contribution plans	-	2,264	-	1,813
Long service leave	-	793	-	285
Workers' compensation insurance	-	75	-	85
Payroll tax and fringe benefits tax	-	1,251	-	1,077
Personnel services	26,499	-	22,552	-
	26,499	26,499	22,552	22,552

	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
(b) Other operating expenses include the following:				
Rental expenses excluded from lease liability measurement	743	743	699	699
Fees to contractors	629	629	692	692
Auditor's remuneration -audit of the financial statements	83	83	79	79
Advertising and promotion	48	48	73	73
Postage, freight and couriers	139	139	92	92
Electricity	15	15	16	16
Insurance	53	53	50	50
Training and development	273	273	262	262
Telephone and telecommunication services	373	373	254	254
Travel and accommodation	477	477	264	264
Maintenance	27	27	13	13
Fees for services/general expenses	2,074	2,074	1,582	1,582
Fees for outsourced translating/interpreting booking services	558	558	535	535
Computer software maintenance	973	973	705	705
Internal audit fees	108	108	58	58
Legal	36	36	-	-
Other expenses	239	239	225	225
	6,848	6,848	5,599	5,599
Reconciliation - Total maintenance expense				
Maintenance expense -contracted labour and other (non-employee related), as above	27	27	13	13
Employee related maintenance expense included in Note 2(a)	-	-	-	-
Total maintenance expense included in Notes 2(a) and 2(b)	27	27	13	13
Reconciliation - Total maintenance expense	27	27	13	13

Notes to the financial statements
for the year ended 30 June 2024

Recognition and measurement

Maintenance expense

Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement or an enhancement of a part or component of an asset, in which case the costs are capitalised and depreciated.

Insurance

Multicultural NSW’s insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self-insurance for Government entities. The expense (premium) is determined by the Fund Manager based on past claims experience.

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
(c) Depreciation and amortisation expense				
Depreciation of land and buildings (leasehold improvements)	71	71	49	49
Depreciation of plant and equipment	146	146	103	103
Depreciation of right-of-use assets	26	26	26	26
Amortisation of intangible assets	81	81	140	140
	324	324	318	318

Refer to Notes 6 and 7 for recognition and measurement policies on depreciation and amortisation.

	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
(d) Grants and subsidies				
Multicultural NSW Grants Program	34,705	34,705	25,812	25,812
Countering Violent Extremism/COMPACT Grants	4,114	4,114	3,179	3,179
	38,819	38,819	28,991	28,991

Grant expenses are recognised as an expense in the reporting period in which they are paid or payable. Where the terms of grants have been satisfied within funding agreements during the reporting period, but the full amount relevant to the period has not yet been disbursed, Multicultural NSW recognises an expense and a liability (payable) in respect of the present obligation at reporting date.

3. Revenue

Recognition and measurement

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15 *Revenue from Contracts with Customers*. Comments regarding the accounting policies for the recognition of income are discussed below.

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
(a) Sale of goods and services from contracts with customers				
Rendering of services				
Interpreting	2,963	2,963	2,614	2,614
Translating	1,938	1,938	2,164	2,164
Other services	219	219	327	327
	5,120	5,120	5,105	5,105

Recognition and measurement

Rendering of services

Revenue from rendering of services is recognised when Multicultural NSW satisfies the performance obligations by transferring the promised services. Multicultural NSW’s services rendered primarily relate to the provision of quality interpreting and translation services of community languages.

Multicultural NSW typically satisfies its performance obligations when control of the services are transferred to the customers, usually when the service is provided.

The revenue is measured at the transaction price agreed under the contract and the transaction price is allocated to distinct performance obligations where practical. No element of financing is deemed present as payments are due when service is provided.

Refer to Note 9 for the disclosure of the aggregate amount of the transaction price allocated to performance obligations that are unsatisfied (or partially unsatisfied) at the end of the reporting period, and when Multicultural NSW expects to recognise the unsatisfied portion as revenue.

Notes to the financial statements
for the year ended 30 June 2024

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
(b) Grants and other contributions				
Grants with sufficiently specific performance obligations	7,952	7,952	4,888	4,888
Grants without sufficiently specific performance obligations:				
Recurrent grants from Department of Communities and Justice	57,477	57,477	48,530	48,530
Capital grants from Department of Communities and Justice	300	300	35	35
	65,729	65,729	53,453	53,453

Recognition and measurement

Revenue from grants with sufficiently specific performance obligations are recognised as and when Multicultural NSW satisfies a performance obligation by transferring the promised goods or services, which mainly relate to countering violent extremism programs. Multicultural NSW typically satisfies its performance obligations when the associated funding is disbursed. The method Multicultural NSW uses to measure its progress towards satisfaction of the performance obligations over time is the input method (i.e. revenue is recognised as costs are incurred).

Refer to Note 9 for the disclosure of the transaction price allocated to the performance obligations that have not been satisfied at the end of the year and when it is expected to be recognised as revenue.

Income from grants without sufficiently specific performance obligations is recognised when Multicultural NSW obtains control over the granted assets (e.g. cash).

c) Summary of compliance

The *Appropriation Act 2023 (Appropriations Act)* appropriates the sum of \$57.777m to the Minister for Multiculturalism out of the Consolidated Fund for the services of the Department of Communities and Justice for the year 2023–24. The spending authority of the Minister from the *Appropriations Act* has been delegated or subdelegated to officers of the Department of Communities and Justice and entities that it is administratively responsible for, including Multicultural NSW.

The lead Minister for Multicultural NSW, being the Minister for Multiculturalism, is taken to have been given an appropriation out of the Consolidated Fund under the authority section 4.7 of the GSF Act, at the time Multicultural NSW receives or recovers any deemed appropriation money, for an amount equivalent to the money that is received or recovered by Multicultural NSW. These deemed appropriations are taken to have been given for the services of the Department of Communities and Justice.

A summary of compliance is disclosed in the financial statements of the Annual Report of the Department of Communities and Justice.

It has been prepared by aggregating the spending authorities of the Minister for Multiculturalism for the services of the Department of Communities and Justice. It reflects the status at the point in time this disclosure statement is being made. Multicultural NSW’s spending authority and expenditure is included in the summary of compliance.

The delegation/sub-delegations for FY23-24 and FY22-23, authorising officers of Multicultural NSW to spend Consolidated Fund money, impose limits to the amounts of individual transactions, but not the overall expenditure of Multicultural NSW. However, as they relate to expenditure in reliance on a sum appropriated by legislation, the delegation/sub-delegations are subject to the overall authority of the Department of Communities and Justice to spend monies under the relevant legislation. The individual transaction limits have been properly observed. The information in relation to the aggregate expenditure limit from the Appropriations Act and other sources is disclosed in the summary of compliance table included in the financial statements of the Annual Report of the Department of Communities and Justice.

4. Current assets - cash and cash equivalents

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Cash at bank and on hand	9,267	9,267	9,182	9,182

For the purposes of the statement of cash flows, cash and cash equivalents include cash at bank and cash on hand.

Refer to Note 19 for details regarding credit risk and market risk arising from financial instruments.

	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Restricted assets				
Grants received - unspent at year-end	1,552	1,552	3,325	3,325

These funds are included in cash at bank and on hand and represent contributions for the co-ordination of specific purpose community projects.

Notes to the financial statements
for the year ended 30 June 2024

5. Current assets – Receivables

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Trade receivables from contracts with customers	580	580	936	936
Accrued income	52	52	109	109
Prepayments	233	233	284	284
GST receivable	1,549	1,549	958	958
	2,414	2,414	2,287	2,287

Recognition and measurement

Multicultural NSW recognises a financial asset or a financial liability when, and only when, it becomes a party to the contractual provisions of the instrument. To determine when the agency becomes a party to the contractual provisions, Multicultural NSW considers:

- Whether Multicultural NSW has a legal right to receive cash (financial asset) or a legal obligation to pay cash (financial liability); or
- Whether at least one of the parties has performed under the agreement

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Subsequent measurement

Multicultural NSW holds receivables with the objective to collect the contractual cash flows and therefore measures them at amortised cost using the effective interest method, less any impairment. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Impairment

Multicultural NSW recognises an allowance for expected credit losses (ECLs) for all debt financial assets not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows and the cash flows that Multicultural NSW expects to receive, discounted at the original effective interest rate.

For trade receivables, Multicultural NSW applies a simplified approach in calculating ECLs. Multicultural NSW recognises a loss allowance based on lifetime ECLs at each reporting date. Multicultural NSW has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

6. Property, plant and equipment

	Land and Buildings (leasehold improvements) \$'000	Plant and equipment \$'000	Total \$'000
At 1 July 2022			
Gross carrying amount	243	713	956
Accumulated depreciation and impairment	(36)	(336)	(372)
Net carrying amount	207	377	584
Year ended 30 June 2023			
Net carrying amount at beginning of year	207	377	584
Additions	73	147	220
Disposals - Cost (gross carrying amount)	-	(129)	(129)
Disposals - Accumulated depreciation	-	119	119
Depreciation expense	(49)	(103)	(152)
Net carrying amount at end of year	231	411	642
At 1 July 2023			
Gross carrying amount	316	731	1,047
Accumulated depreciation and impairment	(85)	(320)	(405)
Net carrying amount	231	411	642
Year ended 30 June 2024			
Net carrying amount at beginning of year	231	411	642
Additions	126	186	312
Depreciation expense	(71)	(146)	(217)
Net carrying amount at end of year	286	451	737
At 30 June 2024			
Gross carrying amount	442	917	1,359
Accumulated depreciation and impairment	(156)	(466)	(622)
Net carrying amount	286	451	737

Notes to the financial statements
for the year ended 30 June 2024

Recognition and measurement

Acquisition of property,
plant and equipment

Property, plant and equipment are initially measured at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the requirements of other Australian Accounting Standards.

Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent, i.e. deferred payment amount is effectively discounted over the period of credit.

Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition.

Multicultural NSW has only non-specialised assets with short useful lives, hence normal revaluations are not required. Non-specialised assets with short useful lives are measured at depreciated historical cost, which for these assets approximates fair value. Multicultural NSW has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

The residual values, useful lives and methods of depreciation of property, plant and equipment are reviewed at each financial year end.

Capitalisation thresholds

Property, plant and equipment and intangible assets costing \$1,000 and above individually (or forming part of a network costing more than \$1,000) are capitalised.

Restoration costs

The present value of the expected cost for the restoration or cost of dismantling of an asset after its use is included in the cost of the respective asset if the recognition criteria for a provision are met.

Depreciation of property,
plant and equipment

Depreciation is provided for on a straight-line basis so as to write off the depreciable amount of each asset as it is consumed over its useful life to Multicultural NSW.

Description	Estimated useful life
Property, plant & equipment	5 years
Computer hardware	4 years
Furniture & fittings	5 years
Land & buildings (leasehold improvements)	5 years Term of lease

Right-of-use assets acquired by lessees

Multicultural NSW has elected to present right-of-use assets separately in the statement of financial position.

Impairment of property,
plant and equipment

As a not-for-profit entity with no cash-generating units, impairment under AASB 136 Impairment of Assets is unlikely to arise. Since property, plant and equipment are carried at fair value or an amount that approximates fair value, impairment can arise only in rare circumstances such as where the costs of disposal are material.

Multicultural NSW assesses, at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, Multicultural NSW estimates the recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

7. Intangible assets

	Software \$'000
At 1 July 2022	
Cost (gross carrying amount)	1,672
Accumulated amortisation and impairment	(1,321)
Net carrying amount	351
Year ended 30 June 2023	
Net carrying amount at beginning of year	351
Additions	413
Disposals - Cost (gross carrying amount)	(22)
Disposals - Accumulated amortisation	17
Amortisation (recognised in 'depreciation and amortisation')	(140)
Net carrying amount at end of year	619
At 1 July 2023	
Cost (gross carrying amount)	2,063
Accumulated amortisation and impairment	(1,444)
Net carrying amount	619
Year ended 30 June 2024	
Net carrying amount at beginning of year	619
Additions	198
Amortisation (recognised in 'depreciation and amortisation')	(81)
Net carrying amount at end of year	736
At 30 June 2024	
Cost (gross carrying amount)	2,261
Accumulated amortisation and impairment	(1,525)
Net carrying amount	736

Notes to the financial statements
for the year ended 30 June 2024

Recognition and measurement

Multicultural NSW recognises intangible assets only if it is probable that future economic benefits will flow to Multicultural NSW and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value as at the date of acquisition. Following initial recognition, intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for Multicultural NSW’s intangible assets, the assets are carried at cost less any accumulated amortisation and impairment losses.

All research costs are expensed. Development costs are capitalised only when certain criteria are met.

The useful lives of intangible assets are assessed to be finite.

Multicultural NSW’s intangible software assets are amortised using the straight-line method over a period of 3 years.

The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period.

Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than its carrying amount, the carrying amount is reduced to recoverable amount and the reduction is recognised as an impairment loss.

8. Current liabilities – Payables

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Personnel services	117	-	98	-
Creditors - Payroll	918	918	529	529
FBT payable	-	9	-	1
Creditors - Accounts payable	2,244	2,244	-	-
Other accruals	1,143	1,143	901	901
Accrued payroll tax	-	108	-	97
Accrued grants	3,131	3,131	3,845	3,845
Total current liabilities - payables	7,553	7,553	5,373	5,373

Details regarding liquidity risk, including a maturity analysis of the above payables are disclosed in Note 18.

Recognition and measurement

Payables represent liabilities for goods and services provided to Multicultural NSW and other amounts. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

Payables are financial liabilities at amortised cost, initially measured at fair value, net of directly attributable transaction costs.

These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in the net result when the liabilities are derecognised as well as through the amortisation process.

Grant expenses are recognised as an expense in the reporting period in which they are paid or payable. Where the terms of grants have been satisfied within funding agreements during the reporting period, but the full amount relevant to the period has not yet been disbursed, Multicultural NSW recognises an expense and a liability (payable) in respect of the present obligation at reporting date.

9. Current contract liabilities

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Contract liabilities	1,449	1,449	3,461	3,461
Total current contract liabilities	1,449	1,449	3,461	3,461

Recognition and measurement

Multicultural NSW’s contract liabilities mainly relate to consideration received in advance from customers in respect of countering violent extremism programs. The balance of contract liabilities was mainly impacted by the satisfaction of specific performance obligations which lead to a decrease in the balance of its contract liabilities. Multicultural NSW typically satisfies its performance obligations when the associated funding is disbursed.

The method Multicultural NSW typically uses to measure its progress towards satisfaction of the performance obligations over time is the input method (i.e. revenue is recognised as costs are incurred). The contract liability balance has decreased during the year mainly due to the satisfaction of performance obligations relating to countering violent extremism programs.

	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Revenue recognised that was included in the contract liability balance at the beginning of the year	2,150	2,150	1,370	1,370
Transaction price allocated to the remaining performance obligations from contracts with customers	1,449	1,449	3,461	3,461

The transaction price allocated to the remaining performance obligations is expected to be recognised as revenue by the end of the 2024–25 financial year.

10. Current liabilities – Borrowings

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Lease liabilities	26	26	24	24
Total current liabilities - borrowings	26	26	24	24

Notes to the financial statements
for the year ended 30 June 2024

11. Non-current liabilities – Borrowings

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Lease liabilities	88	88	114	114
Total non-current liabilities - borrowings	88	88	114	114

Details regarding liquidity risk, including a maturity analysis of the above payables are disclosed in Note 19.

Recognition and measurement

Financial liabilities at amortised cost

Borrowings classified as financial liabilities at amortised cost are initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in net result when the liabilities are derecognised as well as through the amortisation process.

Changes in liabilities arising from financing activities

	Leases	Total liabilities from financing activities
	\$'000	\$'000
Carrying amount at 1 July 2022	161	161
Cash flows	(26)	(26)
Interest expense	3	3
Carrying amount at 30 June 2023	138	138
Carrying amount at 1 July 2023	138	138
Cash flows	(26)	(26)
Interest expense	2	2
Carrying amount at 30 June 2024	114	114

12. Current liabilities – Provisions

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Employee benefits and related on-costs				
Annual leave	-	1,207	-	975
Annual leave on-costs - payroll tax	-	56	-	46
Annual leave on-costs - other	-	120	-	109
Long service leave on-costs - payroll tax	-	181	-	147
Long service leave on-costs - other	-	350	-	275
Parental leave	-	115	-	-
Other - Personnel services	2,029	-	1,552	-
Total provisions	2,029	2,029	1,552	1,552

The following table shows a breakdown of the provisions disclosed above, split into the period of time the benefits are expected to be settled:

	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Within 12 months	1,183	1,183	1,031	1,031
Later than 12 months	846	846	521	521
Total	2,029	2,029	1,552	1,552

Notes to the financial statements
for the year ended 30 June 2024

13. Non-current liabilities – Provisions

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Employee benefits and related on-costs				
Long service leave on-costs-payroll tax	-	20	-	15
Long service leave on-costs-other	-	39	-	27
Personnel services	59	-	42	-
	59	59	42	42
Other provisions				
Restoration costs	442	442	316	316
Total provisions	501	501	358	358
Aggregate employee benefits and related on-costs				
Provisions-current	-	2,029	-	1,552
Provisions-non-current	-	59	-	42
	-	2,088	-	1,594

The provision for restoration costs arises from Multicultural NSW's property lease agreement.

Movements in provisions
(other than employee benefits)

Movements in each class of provision during the financial year, other than employee benefits, are set out below:

	2024
	\$'000
Carrying amount at 1 July 2023	316
Additional provisions recognised	126
Carrying amount at 30 June 2024	442

Recognition and measurement

Employee benefits and related on-costs

Salaries and wages, annual leave and sick leave

Salaries and wages (including non-monetary benefits) and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

Annual leave is not expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 Employee Benefits (although short-cut methods are permitted).

Actuarial advice obtained by Treasury has confirmed that using the nominal annual leave balance plus the annual leave entitlements accrued while taking annual leave (calculated using 8.4% of the nominal value of annual leave) can be used to approximate the present value of the annual leave liability. Multicultural NSW has assessed the actuarial advice based on Multicultural NSW's circumstances and has determined that the effect of discounting is immaterial to annual leave. All annual leave is classified as a current liability even where Multicultural NSW does not expect to settle the liability within 12 months as Multicultural NSW does not have an unconditional right to defer settlement.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

Paid parental leave

AASB 119 Employee Benefits, requires a provision to be recognised for accumulating paid absences, when the employees render service. This will include accumulated paid parental leave entitlement.

When an employee has rendered service to Multicultural NSW during an accounting period, Multicultural NSW shall recognise the undiscounted amount of short-term benefits expected to be paid in exchange for that service:

- (a) as a liability (accrued expense), after deducting any amount already paid; and
- (b) as an expense unless another AAS requires or permits the inclusion of the benefits in the cost of an asset.

Long service leave and superannuation

Multicultural NSW's liabilities for long service leave and defined benefit superannuation are assumed by the Crown Entity. Multicultural NSW accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown Entity of employee benefits and other liabilities'.

Long service leave is measured at the present value of expected future payments to be made in respect of services provided up to the reporting date. Consideration is given to certain factors based on actuarial review, including expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using Commonwealth government bond rate at the reporting date.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax.

Other provisions

Provisions are recognised when: Multicultural NSW has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. The expense relating to a provision is presented net of any reimbursement in the statement of comprehensive Income.

Notes to the financial statements
for the year ended 30 June 2024

14. Equity

Accumulated funds

The category ‘Accumulated funds’ includes all current and prior period retained funds.

15. Commitments

Capital commitments

Multicultural NSW had no capital commitments as at the end of the reporting period (2023: Nil).

16. Contingent liabilities and
contingent assets

Contingent liabilities

Multicultural NSW had no contingent liabilities as at the end of the reporting period (2023: Nil).

Contingent assets

Multicultural NSW had no contingent assets as at the end of the reporting period (2023: Nil).

17. Budget review

The budgeted amounts are drawn from the original budgeted financial statements presented to Parliament in respect of the reporting period. Subsequent amendments to the original budget (e.g. adjustment for transfer of functions between entities as a result of Administrative Arrangements Orders) are not reflected in the budgeted amounts. Major variances between the original budgeted amounts and the actual amounts disclosed in the financial statements are explained below.

Net result

Multicultural NSW’s actual net result is a deficit of \$366,000, a favourable variance of \$452k to the budgeted deficit position of \$818k. This result is a product of total expenses of \$72.492m being lower than the budget of \$76.355m by \$3.863m and revenue of \$72.126m being lower than the budget of \$75.537m by \$3.411m.

The main driver for the total expenses position relates to grants and subsidies expenses being lower than the budget by \$6.505m. This position is primarily attributable to expenditure associated with multicultural aged-care facilities being delayed as a result of contractual milestones not being completed.

The main driver for the total revenue position relates to grants and other contributions revenue being lower than the budget by \$2.958m. This position is primarily attributable to the lower level of funding required to be incurred on grants and subsidies related expenditure.

Assets and liabilities

The net assets position of Multicultural NSW stands at \$1.614m, a favourable variance of \$452,000 to the budgeted surplus position of \$1.162m.

The net asset result is driven by:

- total liabilities being \$765k higher than the budget of \$10.881m which is mainly attributable to a higher than anticipated level of grants related expenditure accruals being recognised as at the end of the reporting period; and
- total assets being \$1.217m higher than the budget of \$12.043m which is mainly attributable to excess cash being held to pay for anticipated grants related expenditure, which were recognised as accruals as at the end of the reporting period.

Cash flows

Net cash inflows from operating activities are higher than budget by \$876k mainly due to:

- Grants and subsidies payments being lower than the budget primarily due to expenditure associated with multicultural aged-care facilities being delayed as a result of contractual milestones not being completed;
- Other receipts being higher than anticipated; and is partially offset by:
- Grants and other contributions receipts being lower than the budget due to the lower level of funding required to be incurred on grants and subsidies expenditure.

Net cash outflows from investing activities are \$510k which is lower than the budget of \$511k by \$1k.

Unbudgeted net cash outflows from financing activities are \$24k.

Closing cash and cash equivalents of \$9.267m are \$853k higher than the budget of \$8.414m.

Notes to the financial statements
for the year ended 30 June 2024

18. Reconciliation of net cash
flows from operating
activities to net result

Reconciliation of net cash flows from operating activities to the net result as reported in the statement of comprehensive income is as follows:

	Parent	Consolidated	Parent	Consolidated
	2024	2024	2023	2023
	\$'000	\$'000	\$'000	\$'000
Net cash used on operating activities	619	619	4,706	4,706
Depreciation and amortisation expense	(324)	(324)	(318)	(318)
Net gain/(loss) on disposal of assets	-	-	(15)	(15)
(Increase)/decrease in provisions	(620)	(620)	(296)	(296)
Increase/(decrease) in prepayments and other assets	127	127	422	422
(Increase)/decrease in payables	(2,180)	(2,180)	(3,342)	(3,342)
(Increase)/decrease in contract liabilities	2,012	2,012	498	498
Net result	(366)	(366)	1,655	1,655

19. Financial instruments

Multicultural NSW’s principal financial instruments are outlined below. These financial instruments arise directly from Multicultural NSW’s operations or are required to finance Multicultural NSW’s operations. Multicultural NSW does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

Multicultural NSW’s main risks arising from financial instruments are outlined below. Further quantitative and qualitative disclosures are included throughout these financial statements. The disclosures relate to both the consolidated entity and the parent entity.

The Chief Executive Officer has overall responsibility for the establishment and oversight of risk management. Multicultural NSW’s financial risks are managed in accordance with NSW Treasury policy requirements.

Financial instruments categories

Class	Note	Category	Carrying Amount	Carrying Amount
			2024	2023
			\$'000	\$'000
Financial assets				
Cash and cash equivalents	4	Amortised cost	9,267	9,182
Receivables ¹	5	Amortised cost	632	1,045
Financial liabilities				
Payables ²	8	Financial liabilities measured at amortised cost	7,436	5,275
Borrowings	10 & 11	Financial liabilities measured at amortised cost	114	138

Notes

- Excludes statutory receivables and prepayments (i.e. not within the scope of AASB 7).
 - Excludes statutory payables and unearned revenue (i.e. not within the scope of AASB 7).
- Multicultural NSW determines the classification of its financial assets and liabilities after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

Notes to the financial statements
for the year ended 30 June 2024

Financial risks

(i) Credit risk

Credit risk arises when there is the possibility of Multicultural NSW's debtors defaulting on their contractual obligations, resulting in a financial loss to Multicultural NSW. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for credit losses or allowance for impairment).

Credit risk arises from the financial assets of Multicultural NSW, including cash and receivables. No collateral is held by Multicultural NSW. Multicultural NSW has not granted any financial guarantees.

Credit risk associated with Multicultural NSW's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

Multicultural NSW generally considers a financial asset to be in default when contractual payments are 90 days past due. However, in certain cases, Multicultural NSW may also consider a financial asset to be in default when internal or external information indicates that Multicultural NSW is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by Multicultural NSW.

Cash and cash equivalents

Cash comprises cash on hand and bank balances within the NSW Treasury banking system.

Accounting policy for impairment of trade debtors and other financial assets

Receivables - trade receivables

Collectability of trade receivables is reviewed on an ongoing basis. Procedures as established in the Treasurer's directions are followed to recover outstanding amounts.

Multicultural NSW applies the AASB 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables.

Trade receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, a failure to make contractual payments for a period of greater than 90 days past due.

(ii) Liquidity risk

Liquidity risk is the risk that Multicultural NSW will be unable to meet its payment obligations when they fall due. Multicultural NSW continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high-quality liquid assets. The objective is to maintain a balance between continuity of funding and flexibility through the use of overdrafts, loans and other advances.

Multicultural NSW has no credit standby arrangements at balance date or at any time during the year.

During the current and prior year, there were no defaults of borrowings. No assets have been pledged as collateral.

Multicultural NSW will receive grants from the Department of Communities and Justice in 2024-25 to fund its approved budgeted operations.

Liabilities are recognised for amounts due to be paid in the future for goods or services received, whether invoiced or not. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW TC 11/12.

The table below summarises the maturity profile of Multicultural NSW's financial liabilities, together with the interest rate exposure.

Maturity analysis and interest rate exposure of financial liabilities

	Interest rate exposure			Maturity dates		
	Nominal amount¹ \$'000	Fixed interest rate \$'000	Non-interest bearing \$'000	< 1 yr \$'000	1-5 yrs \$'000	> 5 yrs \$'000
2024						
Payables²	7,436	-	7,436	7,436	--	--
Borrowings -lease liabilities	118	118	--	28	90	--
2023						
Payables²	5,275	-	5,275	5,275	--	--
Borrowings -lease liabilities	145	145	--	27	115	3

Notes:

1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities based on the earliest date on which Multicultural NSW can be required to pay. These amounts include both interest and principal cashflows and therefore will not reconcile to the amounts disclosed in the statement of financial position.
2. The amounts disclosed here exclude statutory payables and unearned revenue (not within scope of AASB 7).

Notes to the financial statements
for the year ended 30 June 2024

(iii) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Multicultural NSW does not hold any interest-bearing liabilities. Multicultural NSW has no exposure to foreign currency risk and does not enter into commodity contracts.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Exposure to interest rate risk arises primarily through an entity's interest-bearing liabilities and assets. Multicultural NSW does not hold any variable interest-bearing liabilities or assets. In addition, any associated interest on Treasury Banking System cash balances is withheld from Multicultural NSW and accounted for by NSW Treasury. Therefore, Multicultural NSW has no exposure to interest rate risk.

20. Related party disclosures

A related party is a person or entity that is related to the entity that is preparing financial statements. As a general government agency 100% controlled by the NSW Government, Multicultural NSW is a related party of all NSW Government-controlled agencies and state-owned corporations.

a) Key management personnel

In accordance with AASB 124 Related party disclosures, Key management personnel are those having authority and responsibility for planning, directing and controlling the activities of the entity including whether executive or otherwise.

The Minister for Multiculturalism, the Secretary of the Department of Communities and Justice and the Chief Executive Officer of Multicultural NSW have been identified as the key management personnel of Multicultural NSW for the year ended 30 June 2024.

Key management personnel compensation

Ministers are compensated by NSW Legislature and Multicultural NSW is not obligated to reimburse the legislature. Ministerial compensation has been centrally compiled by Treasury and the Department of Premier and Cabinet and will be disclosed in the total state sector financial statements only and therefore excluded from the table below.

The Secretary is remunerated by the Department of Communities and Justice as the principal department of the cluster and therefore compensation for the Secretary is excluded from the table below.

Multicultural NSW's key management personnel compensation is as follows:

	2024 \$'000	2023 \$'000
Short-term employee benefits	323	324
Post employment benefits	26	25
Total remuneration	349	349

The above compensation disclosures are based on actual payments made to key management personnel during the year.

Key management personnel-related party information

There were no other related party transactions that occurred during the year with key management personnel or close family members of key management personnel.

b) Other related party transactions

Multicultural NSW receives grants from the Department of Communities and Justice to fund its operational and capital related activities.

Other government agencies

Multicultural NSW transacts with other government agencies on an arms-length basis. The transactions primarily relate to the provision of language services such as professional interpreting and translating services.

21. Events after the reporting period

Since the reporting date, no events have come to light that require the financial statements to be amended.

Appendix

Grants awarded

Appendix – Grants awarded

Stronger Together Grants Program Projects

Applicant	Total Amount
CatholicCare Social Services Hunter - Manning	\$30,000.00
Refugee Council of Australia Incorporated	\$21,220.00
Odyssey House NSW	\$30,000.00
Mahboba's Promise Incorporated	\$30,000.00
Hunter Community Legal Centre Incorporated	\$20,000.00
Sydney Children's Hospitals Foundation Limited	\$38,000.00
Canterbury Bankstown Chamber of Commerce Incorporated	\$40,000.00
Autism Community Network Limited	\$40,000.00
Sydney Community Forum Limited	\$40,000.00
Afghan Women Support Association Incorporated	\$35,000.00
Outloud Incorporated	\$40,000.00
Hunter Parents and Teachers Assoc of Community Languages Schools Incorporated	\$35,780.00

Stronger Together Grants Program Festival & Event

Organisation	Amount \$
Aangik Theatre Sydney Incorporated	\$5,000.00
Aasha Australia Foundation Limited	\$5,000.00
Aasha Australia Foundation Limited	\$5,000.00
Abrahams Tent Limited	\$5,000.00
Afghan Association of Hunter Incorporated	\$5,000.00
Afghan Australian Noor Association Incorporated	\$10,000.00
Afghan Fajar Association Incorporated	\$5,000.00
Afghan Fajar Association Incorporated	\$5,000.00
African Australian Football Association Incorporated	\$13,700.00
African Australian Football Association Incorporated	\$5,000.00
Australian International Multicultural Association Incorporated	\$5,000.00
Albury Wodonga Ethnic Communities Council Incorporated	\$10,500.00
Ample Abilities Incorporated	\$5,000.00
Armenian Community Welfare Centre Limited	\$10,000.00
Armenian Film Festival Australia Incorporated	\$10,000.00
Arts & Cultural Exchange Incorporated	\$15,000.00
AusPak Women Association Incorporated	\$10,000.00
AusPak Women Association Incorporated	\$5,000.00
Australia Chinese Heritage Paper Arts Club Incorporated	\$5,000.00

Organisation	Amount \$
Australia Indonesia Arts Alliance Incorporated	\$10,000.00
Australia International Elite Cultural and Arts Center Incorporated	\$10,000.00
Australia Long River Art Group Incorporated	\$5,000.00
Australian Anatolian Community Services Co-Op Limited	\$5,000.00
Australian Arab Cultural Forum Incorporated	\$5,000.00
Australian Egyptian Forum Council Incorporated	\$5,000.00
Australian Irish Dancing Association	\$5,000.00
Australian Lebanese Football Association (ALFA) Limited	\$5,000.00
Australian National Imams Council Limited	\$5,000.00
Australian South Asia Forum Inc t/a SAFAL Festival	\$10,000.00
Australian Yau Kung Mun Chinese Martial Arts Association Incorporated	\$15,000.00
Australian Yau Kung Mun Chinese Martial Arts Association Incorporated	\$5,000.00
Aweil Community Association In NSW Incorporated	\$5,000.00
Bangabandhu Council Australia Incorporated	\$15,000.00
Bankstown City FC Incorporated	\$5,000.00
Bathurst Information and Neighbourhood Centre Incorporated	\$5,000.00
Bengali Association of New South Wales Incorporated	\$5,000.00
Blackheath Area Neighbourhood Centre Incorporated	\$5,000.00
Brothers in Need Limited	\$5,000.00
Buddha's Light International Association of Australia Incorporated	\$10,000.00
Buddha's Light International Association of Australia Incorporated	\$15,000.00
Burwood Council	\$5,000.00
Byron Multicultural Association Incorporated	\$8,500.00
Campbelltown City Council	\$5,000.00
Canterbury Bankstown Bulldogs Rugby League Football Club Limited	\$5,000.00
Canterbury Bankstown Chamber of Commerce Incorporated	\$5,000.00
Canterbury Bankstown Chamber of Commerce Incorporated	\$5,000.00
Canterbury Bankstown Council	\$10,000.00
CareWays Community Limited	\$5,000.00
CASS Care Limited	\$10,000.00
Celebration of African Australians Incorporated	\$5,000.00
Central Coast Music and Arts Incorporated	\$5,000.00
Central Coast Music and Arts Incorporated	\$5,000.00
Chabad Byron Shire Limited	\$5,000.00
Chabad House of the North Shore Limited	\$5,000.00
Chabad House of the North Shore Limited	\$5,000.00
Community Migrant Resource Centre Incorporated	\$5,000.00
Connective Indigenous Corporation	\$10,000.00
CORE Community Services Limited	\$5,000.00

Appendix – Grants awarded

Stronger Together Grants Program
Festival & Event (continued)

Organisation	Amount \$
Country Women's Association Incorporated	\$10,150.00
Cultural Diversity Network Incorporated	\$5,000.00
Cyprus Community NSW Limited	\$15,000.00
Cyprus Community NSW Limited	\$5,000.00
Deaf Services Limited	\$10,000.00
Delta TV Australia Incorporated	\$5,000.00
Dover Heights Shule Incorporated	\$10,000.00
Dover Heights Shule Incorporated	\$5,000.00
Dubbo Neighbourhood Centre Limited	\$5,000.00
Education Without Borders (Australia) Incorporated	\$5,000.00
Emerald Beach Fair Incorporated	\$10,000.00
Exodus Youth Worx	\$5,000.00
FABS Creative Media Incorporated	\$5,000.00
Father Atanasio Gonelli Charitable Fund Incorporated	\$5,000.00
Fishers Ghost Youth Orchestra Incorporated	\$5,000.00
Fitness for Purpose Incorporated	\$5,000.00
Friends of India Australia Incorporated	\$5,000.00
Gallipoli Turkish Cultural Foundation Limited	\$15,000.00
Gaza Association Australia Incorporated	\$5,000.00
Georges River Association Incorporated	\$5,000.00
Good Friends Incorporated	\$5,000.00
Greek Orthodox Community of NSW	\$5,000.00
Gunnedah Family Support Incorporated	\$13,050.00
Harman Foundation Limited	\$10,000.00
Harman Foundation Limited	\$5,000.00
Heartdancers Incorporated	\$5,000.00
Hindu Council of Australia Limited	\$5,000.00
Hindu Heritage Society (HHS) Incorporated	\$5,000.00
Horizon Theatre Company Limited	\$5,000.00
Horn of Africa Relief and Development Agency of Australia Incorporated	\$5,000.00
Hornsby Chamber of Commerce Incorporated	\$5,000.00
Hornsby Shire Council	\$10,000.00
Hung Fook Tong Society	\$5,000.00
Hunter Multicultural Communities Incorporated	\$15,000.00
Huyen-Quang Buddhist Temple Association Incorporated	\$10,000.00
Illawarra Kerala Samajam Incorporated	\$5,000.00

Organisation	Amount \$
Illawarra Kerala Samajam Incorporated	\$5,000.00
Indian Community Forum Incorporated	\$5,000.00
Indian Ocean Society of Australia Incorporated	\$5,000.00
Indian Support Center Incorporated	\$5,000.00
Indonesian Community Council (ICC) New South Wales Incorporated	\$5,000.00
Irish Language School Sydney - Scoil Na Gaeilge Sydney Incorporated	\$5,000.00
Irish Screen Projects Incorporated	\$5,000.00
Islamic Centre of Newcastle Incorporated	\$10,000.00
Islamic Women's Association of Australia Incorporated	\$5,000.00
Jewish House Limited	\$8,500.00
Joining Families Support Services Incorporated	\$5,000.00
Joining Families Support Services Incorporated	\$5,000.00
Kincumber and District Neighbourhood Centre Incorporated	\$10,000.00
Korean Australian Traditional Art and Culture Association Incorporated	\$5,000.00
Kozziecom Incorporated	\$5,000.00
Ku-ring-gai Council	\$10,000.00
Language Festival Association Incorporated	\$5,000.00
Leeton Shire Council	\$15,000.00
Little Wings Limited	\$5,000.00
Little Wings Limited	\$5,000.00
Lubavitch Jewish Centre Incorporated	\$5,000.00
Lubavitch Jewish Centre Incorporated	\$5,000.00
Lubavitch Russian Centre Incorporated	\$10,000.00
Lubavitch Russian Centre Incorporated	\$5,000.00
Maltese Community Council of NSW Incorporated	\$6,000.00
Mandaeen Media Network Incorporated	\$5,000.00
MTC Australia Limited	\$5,000.00
Multicultural Care Limited	\$5,000.00
Muslim Collective Incorporated	\$5,000.00
Nautanki Theatre Incorporated	\$7,500.00
Nautanki Theatre Incorporated	\$5,000.00
Nest Incorporated	\$10,000.00
Newcastle Muslim Association Incorporated	\$5,000.00
Newcastle Muslim Association Incorporated	\$5,000.00
Newcastle Tamil Sangam Incorporated	\$5,000.00
NSW - Central West Muslims Association Incorporated	\$5,000.00
NSW Council for Pacific Communities Incorporated	\$5,000.00
NSW Council for Pacific Communities Incorporated	\$5,000.00

Appendix – Grants awarded

Stronger Together Grants Program
Festival & Event (continued)

Organisation	Amount \$
NSW Federation of Community Language Schools Incorporated	\$5,000.00
Odyssey House NSW	\$5,000.00
Orange City Council	\$5,000.00
ORISCON Incorporated	\$10,000.00
ORISCON Incorporated	\$5,000.00
Our Community Project Incorporated	\$5,000.00
Outloud Incorporated	\$5,000.00
Pacific Communities Centre Incorporated	\$5,000.00
Penrith City Council	\$15,000.00
Port Kembla Chamber of Commerce and Industry Incorporated	\$5,000.00
Poth Productions Australia Incorporated	\$10,000.00
Poth Productions Australia Incorporated	\$15,000.00
Queanbeyan Multilingual Centre Incorporated	\$5,000.00
Queanbeyan Multilingual Centre Incorporated	\$6,000.00
Rainbow Crossing Incorporated	\$12,000.00
Refugee Council of Australia Incorporated	\$15,000.00
Rise Coffs Harbour Incorporated	\$5,000.00
Riverwood Community Centre Limited	\$5,000.00
RusTalk Incorporated	\$5,000.00
Saint Mary's Ethiopian Women's Association in Sydney Incorporated	\$10,000.00
Serbian Centre Club Limited	\$5,000.00
Serbian Orthodox Youth Association Incorporated	\$5,000.00
SHARE Southern Metropolitan Region Incorporated	\$5,000.00
Shree Swaminarayan Mandir Vadtaldham Sydney Incorporated	\$5,000.00
Shrimad Rajchandra Mission Dharampur (Australia) Limited	\$5,000.00
South Asian Australian Association Incorporated	\$10,000.00
South Asian Australian Association Incorporated	\$5,000.00
South Sudanese Community and Youth Association of NSW Incorporated	\$5,000.00
Spanish Community Care Association Incorporated	\$5,000.00
Special Children Services Centre Incorporated	\$5,000.00
Sri Durgadevi Devasthanam Sydney Incorporated	\$5,000.00
Sri Durgadevi Devasthanam Sydney Incorporated	\$5,000.00
Sri Lanka Association of NSW Incorporated	\$5,000.00
St Francis Social Services Limited	\$5,000.00
St Mary's Assumption Chaldean Catholic Church	\$5,000.00
St Vincent de Paul Society NSW	\$12,100.00

Organisation	Amount \$
St. Merkorious Charity Association Incorporated	\$5,000.00
Stuart Town Action Group Incorporated	\$15,000.00
Sumer Association for Culture and Arts Incorporated	\$5,000.00
Surry Hills Neighbourhood Centre	\$10,000.00
Sydney Community Group Incorporated	\$5,000.00
Sydney Malayalee Association Incorporated	\$5,000.00
Sydney Malayalee Association Incorporated	\$5,000.00
Sydney St Patricks Day Organisation Incorporated	\$15,000.00
Taiwan Film Festival Incorporated	\$10,000.00
Taiwan Film Festival Incorporated	\$5,000.00
Tamil Arts and Culture Association Incorporated	\$5,000.00
Tamworth Regional Council	\$15,000.00
Taranta Fest Incorporated	\$5,000.00
Temora Shire Council	\$5,000.00
The Australian Sikh Association Limited	\$15,000.00
The Greek Orthodox Parish & Community of Burwood & District Saint Nectarios Limited	\$12,000.00
The Greek Orthodox Parish & Community of Burwood & District Saint Nectarios Limited	\$5,000.00
The Hills Community Aid and Information Service Incorporated	\$5,000.00
The Lebanese Moslem Association	\$5,000.00
The Manning Media Co-operative Limited	\$5,000.00
The Miral Australia Incorporated	\$5,000.00
The Sinhalese Cultural Forum of NSW Australia Incorporated	\$5,000.00
The Sinhalese Cultural Forum of NSW Australia Incorporated	\$5,000.00
The Stage Theatre Production and Education Incorporated	\$5,000.00
Turkish Association NSW Incorporated	\$5,000.00
Tzemach Tzedek Community Centre Incorporated	\$5,000.00
Vedic Festival Incorporated	\$5,000.00
We Australians Are Creative Incorporated	\$5,000.00
Western Sydney Community Forum Incorporated	\$10,000.00
Western Sydney Community Forum Incorporated	\$5,000.00
Western Sydney Football Club Limited	\$5,000.00
Wollondilly Shire Council	\$5,000.00
Zen Tea Lounge Foundation Limited	\$5,000.00

Appendix – Grants awarded

Major Festival Local Council Grants

Applicant	Total Amount
Liverpool City Council	\$400,000.00
Cumberland City Council	\$350,000.00
Willoughby City Council	\$490,000.00
Strathfield Municipal Council	\$234,000.00
Inner West Council	\$68,727.40
Canterbury Bankstown Council	\$500,000.00
Wollongong City Council	\$312,500.00
Port Stephens Council	\$50,000.00
Blacktown City Council	\$250,000.00
Newcastle City Council	\$200,000.00
Georges River Council	\$120,000.00
Maitland City Council	\$325,000.00
Campbelltown City Council	\$300,000.00
Lake Macquarie City Council	\$200,000.00

Minister's Discretionary Grants

Applicant	Total Amount
Buddhist Council of NSW Incorporated	\$5,000.00
Tamil Arts and Culture Association Incorporated	\$5,000.00
Buddhist Council of NSW Incorporated	\$10,000.00
Camp Quality Limited	\$17,947.28
Rabbinical Council Of NSW Incorporated	\$50,000.00
Liverpool Polish Saturday School Incorporated	\$2,000.00

Designated Grants Festival & Event

Applicant	Total Amount
Cumberland City Council	\$200,000.00
The Trustees for the Roman Catholic Church for the Diocese of St Maron Sydney	\$300,000.00
The Hellenic Orthodox Community of Parramatta and Districts	\$100,000.00
Greek Orthodox Community of NSW	\$120,000.00
Kogarah Bay Progress Association Incorporated	\$5,527.25
Bangabandhu Council Australia Incorporated	\$27,500.00
Life Centre International Limited	\$50,000.00
The Non-Resident Nepali Association (NRNA) Australia	\$50,000.00
Greek Orthodox Community of NSW	\$100,000.00

COMPACT Grants

Applicant	Total Amount
All Together Now	\$200,000.00
Arab Council Australia Incorporated	\$50,000.00
B'nai B'rith Courage to Care (NSW)	\$100,000.00
Catholic Mission	\$100,000.00
Curious Works	\$115,000.00
Gallipoli Turkish Cultural Foundation Limited	\$149,212.00
Gymea Community Aid and Information Service	\$161,199.00
Institute for Economics and Peace Limited	\$87,122.00
Islamophobia Register Australia	\$192,500.00
Metro Assist Limited	\$100,000.00
Mt Druitt Ethnic Communities Agency	\$100,000.00
Multicultural Communities Council of Illawarra Limited	\$197,027.00
Multicultural Youth Affairs Network NSW	\$100,000.00
National Rugby League Limited (NRL)	\$175,000.00
Mosaic Multicultural Connections (former Northern Settlement Services)	\$200,000.00
NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors	\$200,000.00
Police Citizens Youth Clubs NSW Limited	\$138,462.00
Queanbeyan Multilingual Centre Incorporated	\$84,827.00
Somali Australian Community Association of NSW (SACA)	\$45,000.00
Western Sydney Community Forum	\$167,735.00
Western Sydney Migrant Resource Centre	\$173,557.00
Western Sydney University	\$153,300.00
Youth Off The Streets	\$204,779.00

Designated Grants Community Infrastructure Program

Applicant	Total Amount
The Ancient Church of the East Incorporated	\$150,000.00
Shree Swaminarayan Mandir Vadtdldham Sydney Incorporated	\$100,000.00
Shree Sanatan Dharm Sabha of NSW Incorporated	\$200,000.00
Hindu Council of Australia Limited	\$250,000.00
Al Sadiq College Limited	\$145,000.00
The Australian Sikh Association Limited	\$280,000.00
The Trustee for Saarban Islamic Trust Marsden Park	\$150,000.00
The Sri Lankan Buddhist Vihara Association of Sydney Incorporated	\$150,000.00
International Swaminarayan Stsang Organisation (NSW) Incorporated	\$50,000.00

Appendix – Grants awarded

Safe Places for Faith Communities Program

Organisation	Amount \$
Adventist Development and Relief Agency Australia Limited	\$5,000.00
Anglican Church Property Trust Diocese of Sydney As Trustee for Lakemba Anglican Church	\$5,000.00
St Albans Frenchs Forest	\$5,000.00
Anglican Church Property Trust Diocese of Sydney As trustee for St Andrew's, Cronulla	\$5,200.00
Anglican Church Property Trust Diocese of Sydney St Marks Freshwater Anglican	\$5,247.00
St Andrews Presbyterian Church Grafton	\$5,500.00
Wagga Wagga Baptist Facilities Incorporated	\$5,750.00
St Aidan's Presbyterian Church	\$7,000.00
Catholic Parish of Holy Spirit St Clair	\$7,106.00
Anglican Church Property Trust Diocese of Sydney As trustee for Christ Church St Ives	\$8,798.00
The Uniting Church in Australia Property Trust (NSW) On Behalf of UCA -Quakers Hill	\$9,355.00
Presbyterian Church of Australia in the State of New South Wales Parish of St Ives -Pymble	\$9,495.00
Anglican Church Property Trust Diocese of Sydney As trustee for the Parish of St Luke, Dapto	\$9,630.00
Anglican Youth and Education Diocese of Sydney - Youthworks	\$10,641.00
Trustees of Church Property for the Diocese of Newcastle	\$12,000.00
Anglican Church Property Trust Diocese of Sydney As trustee for Wentworth Falls Parish	\$12,000.00
Anglican Church Property Trust Diocese of Sydney As trustee for the parish of St Marys and St Clair	\$12,190.00
Greek Orthodox Christian Society Incorporated	\$12,650.00
Christian Outreach Centre Shellharbour Community Church	\$12,930.00
Chabad of the Hunter and Central Coast Limited	\$13,000.00
Afghan Australian Noor Association Incorporated	\$13,000.00
Anglican Church Property Trust Diocese of Sydney As trustee for Parish of Lithgow	\$14,050.00
Anglican Church Property Trust Diocese of Sydney As trustee for the Parish of St Johns Park	\$14,820.00
Anglican Church Property Trust Diocese of Sydney As trustee for the Parish of Figtree	\$15,000.00
The Trustees of the Roman Catholic Church for the Diocese of Parramatta	\$16,500.00
Anglican Church Property Trust Diocese of Sydney As trustee for the Parish of St Luke, Dapto	\$16,648.00
Catholic Parish of St Bernadette Carlton	\$16,800.00
Salt Ministries Incorporated	\$18,318.00
Catholic Parish of St Kevin Eastwood	\$19,950.00
Anglican Church Property Trust Diocese of Sydney As trustee for Yagoona Parish	\$19,958.00
The Trustee for the Salvation Army (NSW) Property Trust	\$20,000.00

Organisation	Amount \$
Lighthouse Bethel Church Incorporated	\$20,000.00
Anglican Church Property Trust Diocese of Sydney As trustee for All Saints Anglican Church Nowra Parish	\$20,141.00
Trustees of the Roman Catholic Church for the Diocese of Broken Bay	\$21,000.00
Vien Giac Buddhist Association Incorporated	\$21,400.00
Wollongong Baptist Church	\$21,522.00
The Trustees of the Roman Catholic Church for the Diocese of Saint Maron Sydney St Rafqa's Maronite Catholic Parish	\$22,940.00
Chabad Byron Shire Limited	\$23,000.00
Together Church Incorporated	\$23,579.00
Ryde Baptist Church Incorporated	\$23,800.00
Presbyterian Church of Australia Terrigal	\$24,648.00
Catholic Parish of St Patrick Mortlake	\$25,000.00
Trustees of the Roman Catholic Church for the Diocese of Broken Bay	\$27,290.00
Anglican Church Property Trust Diocese of Sydney As trustee for The Anglican Parish of Church Hill	\$28,235.00
Anglican Church Property Trust Diocese of Sydney As trustee for Anglican Church Westmead	\$29,630.00
St's Michael and Gabriel Antiochian Orthodox Church	\$30,576.00
The Chapel Sydney	\$31,443.00
Anglican Church Property Trust Diocese of Sydney Quakers Hill	\$31,493.00
Grace Chinese Christian Church Limited	\$32,660.00
Anglican Church Property Trust Diocese of Sydney As trustee for Parish of Glenmore Park and Mulgoa	\$33,316.00
Anglican Church Property Trust Diocese of Sydney As trustee for Minto Anglican Church	\$35,334.00
Trustees of Church Property for the Diocese of Newcastle	\$38,919.00
Satsang Hindu Maha Sabha of NSW Incorporated	\$39,000.00
Trustees of the Roman Catholic Church for the Diocese of Broken Bay	\$41,605.00
The Trustees of the Roman Catholic Church for the Diocese of Parramatta	\$42,000.00
Anglican Church Property Trust Diocese of Sydney As trustee for St James Berala	\$42,000.00
Catholic Metropolitan Cemeteries Trust	\$45,012.00
Presbyterian Church of Australia NSW Parish of Waratah Mayfield	\$45,100.00
Gallipoli Turkish Cultural Foundation Limited	\$45,102.00
The Australian Federation of Islamic Councils Incorporated	\$45,750.00
The Trustees of The Roman Catholic Church for the Diocese of Saint Maron Sydney	\$45,924.00
Exodus Youth Worx	\$47,000.00
NSW - Central West Muslims Association Incorporated	\$47,500.00
Catholic Parish St Canice Elizabeth Bay as the Operator of a PBI	\$47,850.00
Australian Muslim Welfare Centre Incorporated	\$47,899.00
The trustee for The Al-Saeed Educational and Welfare Trust	\$48,000.00

Appendix – Grants awarded

Safe Places for Faith Communities Program
(continued)

Organisation	Amount \$
Mahamevnawa Buddhist Monastery of Sydney	\$48,353.00
Redfern Islamic Society Incorporated	\$48,500.00
Narraweena Baptist Church	\$48,576.00
ISKCON Krishna Farm (New Govardhan) Limited	\$48,890.00
Vietnamese Buddhist Youth Association of NSW Incorporated	\$49,000.00
The Trustee for Anglican Church Diocese of Sydney Grants Administration Fund	\$49,000.00
Chabad House of the North Shore Limited	\$49,000.00
Anglican Church Property Trust Diocese of Sydney As Trustee for Holy Trinity Anglican Church Of Australia, Liverpool South	\$49,448.00
Sydney Turkish Islamic Culture and Mosque Association Incorporated	\$49,500.00
Seena Incorporated	\$49,590.00
Punchbowl Baptist Memorial Church	\$49,600.00
The Chinmaya Mission Charitable Operating Trust	\$49,670.00
Al-Rida Community Welfare Association Incorporated	\$49,900.00
Ukrainian Autocephalic Orthodox Church in Australia and New Zealand	\$49,930.00
Ukrainian Society Co-operative Limited	\$49,950.00
The Trustee for Hillsong Church Australia	\$49,980.00
Anglican Church Property Trust Diocese of Sydney As trustee for Anglican Parish of Rooty Hill - Multicultural Bible Ministry	\$49,984.00
Anglican Church Property Trust Diocese of Sydney As trustee for All Saints Albion Park Anglican Church	\$49,987.00
North Shore Temple Emanuel	\$49,996.00
National Zakat Foundation Incorporated	\$50,000.00
Anglican Church Property Trust Diocese of Sydney As trustee for All Saints' Anglican Church Parramatta North with St Paul's Harris Park	\$50,000.00
Vedanta Centre of Sydney Incorporated	\$50,000.00
Ethnic Communities' Council of NSW Incorporated	\$50,000.00
Global Family Church	\$50,000.00
Family Individuals Teenagers And Youth Association (FITYA) Incorporated	\$50,000.00
St George and Prince Theodore Coptic Orthodox Church	\$78,353.00
Mary MacKillop Place	\$92,668.00
Sydney Jewish Museum	\$140,928.00
St Thomas Apostle Chaldean Catholic Church	\$147,800.00
The Exodus Foundation	\$165,870.00
Western Sydney Turkish Islamic Cultural Centre Incorporated	\$193,678.00
Sri Venkateswara Temple Helensburgh Limited	\$225,746.00
Islamic Malay Australian Association of NSW Incorporated	\$227,532.00
The Uniting Church in Australia Property Trust (NSW)	\$232,630.00
The Hellenic Orthodox Community of Parramatta and Districts	\$243,500.00
The Lebanese Moslem Association	\$250,000.00
International Society for Krishna Consciousness Sydney Limited	\$250,000.00

Designated Grants

Applicant	Total Amount
Children's Festival Organisation Incorporated	\$20,000.00
Australia Korea Culture & Arts	\$50,000.00
Philippine Community Council of New South Wales Incorporated	\$180,000.00
Multicultural Communities Council of Illawarra Limited	\$100,000.00
Melkite Catholic Eparchy Corporation	\$750,000.00
Greek Orthodox Community of NSW	\$400,000.00
The Great Synagogue	\$100,000.00
Somali Welfare and Cultural Centre Incorporated	\$15,000.00
The Non-Resident Nepali Association (NRNA) Australia	\$100,000.00
The Croatian Club Limited	\$120,000.00
Vien Giac Buddhist Association Incorporated	\$35,000.00
Somali Welfare and Cultural Centre Incorporated	\$100,000.00
Greek Orthodox Archdiocese of Australia, Consolidated Trust Pantanassa Monastery	\$100,000.00
Palestine Australia Relief and Action Foundation Limited	\$125,000.00
Vietnamese Community In Australia-NSW Chapter Incorporated	\$100,000.00
The Leichhardt Collective Incorporated	\$120,000.00
SydWest Multicultural Services	\$200,000.00

Designated Grants
Aged Care & Capital Partnerships

Applicant	Total Amount
The Greek Orthodox Parish & Community of Kogarah & District Resurrection of Christ Limited	\$300,000.00
UMA Centre Limited	\$1,500,000.00
Howayek Providence Limited trading as Maronite College of the Holy Family	\$200,000.00
The Lebanese Moslem Association	\$3,800,000.00
Sri Om Foundation	\$125,000.00
Philippine Australian Community Foundation Incorporated	\$40,000.00
Antiochian Orthodox Church Property Trust	\$2,500,000.00
Greek Orthodox Archdiocese of Australia Consolidated Trust and St Andrews Theological College	\$1,000,000.00
Australian Sikh Association	\$1,000,000.00
Our Lady Aged Care Centre Limited	\$5,000,000.00

Appendix – Grants awarded

Seed Funding for GROW

Organisation	Amount \$
Regional Development Australia (RDA) Riverina	\$4,592.50
Multicultural Council of Wagga Wagga Incorporated	\$1,500.00
Regional Development Australia Murray	\$4,592.50
Albury Wodonga Volunteer Resource Bureau (AWVRB)	\$3,940.00
Temora Business Enterprise Group (TBEG)	\$8,000.00

NSW Partnership with Multicultural Peaks Program (PMPP)

Organisation	Amount \$
Ethnic Communities Council of NSW Incorporated	\$150,000.00
Multicultural Council of Wagga Wagga Incorporated	\$150,000.00
Multicultural Communities Council of Illawarra	\$150,000.00
Hunter Multicultural Communities Council	\$150,000.00

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