

ASSET MANAGEMENT

The ILC maintains registers for all assets and other portable and attractive items. Adequate insurance is maintained on all assets. A stocktake of all assets is undertaken at least annually. An independent re-valuation of all the ILC's assets to "fair value" was undertaken during the year in accordance with requirements of the Australian Accounting Standards.

HUMAN RESOURCES

The 2002-2003 financial year again was a year of continuous change in the Human Resources aspects of the ILC.

A comprehensive Certified Agreement was negotiated for a three-year term, which commenced in October 2003. A number of initiatives from the Certified Agreement were implemented or are progressing towards implementation. Some of these included a new Performance Evaluation and Management Program, Employee Assistance Program and Occupation Health and Safety Policy/Agreement.

All of the ILC's Senior Executive employees have transferred to Australian Workplace Agreements, except for the General Manager, whose position has been transferred to the Principle Executive Officer structure (salaries and conditions determined by the Remuneration Tribunal).

A review of the operations of the Strategic Development and Assessment (previously Special Projects) and Land, Policy and Capacity Building Directorates was conducted during the year. This resulted in the abolition of both Directorates with functions being incorporated into a newly created Policy and Strategy Division. These changes are reflected in the organisation structure shown in Figure 8.

During the year there was a small increase in the number of employees but the number of Indigenous employees declined marginally. The decline in the number of Indigenous employees was disappointing and efforts will be made in the coming year to increase the number of Indigenous employees by various means, including developing a new Indigenous Employment and

Career Development Strategy and the employment of Indigenous cadets.

Apart from ongoing training to meet individual training needs, the major focus for training employees was in the area of developing financial skills to assist in assessing applications under the revised NILS. Training in conjunction with the Capacity Development Unit, aimed at increasing the development of capacity of ILC employees, is envisaged for 2003-2004.

During the year the program of ergonomic assessments of staff workstations, cardiopulmonary resuscitation training, remote first aid and 4WD training continued as part of the ILC commitment to workplace safety. Other initiatives will be considered next financial year arising out of discussions with the ILC consultative committee.



FIGURE 8:
ILC STAFFING STRUCTURE AS AT 30 JUNE 2003

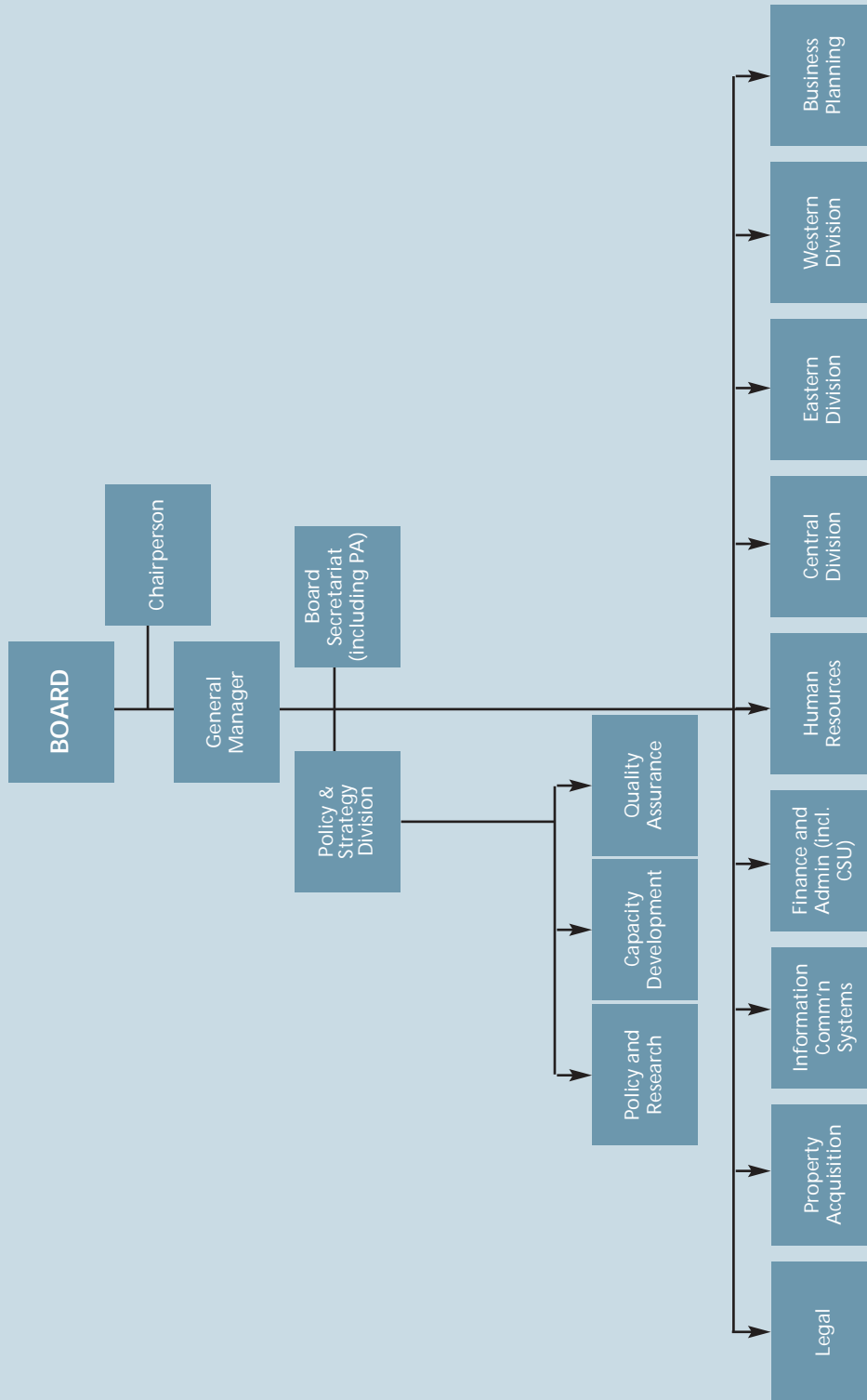


TABLE 3:
ILC SALARY BY WORKPLACE DIVERSITY GROUP

Salary Range	Female	Male	Indigenous	Non-Indigenous	Total
\$20 – 40,000	11	4	6	9	15
\$40 – 60,000	22	24	12	34	46
\$60 – 80,000	6	10	3	13	16
\$80,001 +	1	10	2	9	11
Totals	40	48	23	65	88

TABLE 4:
ILC STAFF BY WORKPLACE DIVERSITY GROUP

	Indigenous 2002/2003	Non-Indigenous 2002/2003	Totals 2002/2003
EASTERN DIVISIONAL OFFICE			
Female	2	6	8
Male	2	7	9
WESTERN DIVISIONAL OFFICE			
Female	1	6	7
Male	3	4	7
CENTRAL DIVISIONAL OFFICE			
Female	3	2	5
Male	3	8	11
HEAD OFFICE			
Female	3	10	13
Male	3	14	17
BUSINESS PLANNING			
Female	0	2	2
Male	0	1	1
POLICY AND STRATEGY			
Female	1	3	4
Male	2	2	4
TOTAL	23	65	88