



Gold Coast Hospital Foundation

Annual Report 2024-2025

Acknowledgement to Traditional Owners

Gold Coast Hospital Foundation would like to acknowledge the traditional custodians of the Gold Coast, the Yugambeh speaking people, whose land, winds and waters we all now share; and pay tribute to their unique values, and their ancient and enduring cultures, which deepen and enrich the life of our community.

We pay our respects to Elders past, present and emerging, and recognise those whose ongoing effort to protect and promote Aboriginal and Torres Strait Islander cultures will leave a lasting legacy for future Elders and leaders.

Public availability

Feedback is important for improving the value of our future annual reports. We welcome your comments, which can be made by contacting us at:

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Public availability statement

An electronic copy of this report at www.gchfoundation.org.au/publications. Hard copies of the annual report are available by phoning +61 7 5594 6986. Alternatively, you can request a copy by emailing admin@gchfoundation.org.au.

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Interpreter Service Statement

The Gold Coast Hospital Foundation is committed to providing accessible services to Queenslanders from all culturally and linguistically diverse backgrounds. To talk to someone about this annual report in your preferred language call +61 7 5594 6986 and we will arrange an interpreter to effectively communicate the report to you.



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Letter of compliance

2 September 2025

The Honourable Tim Nicholls MP
Minister for Health and Ambulance Services
GPO Box 48
Brisbane Qld 4001

Dear Minister,

I am pleased to submit for presentation to the Parliament the Annual Report 2024-2025 and financial statements for Gold Coast Hospital Foundation.

I certify that this Annual Report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*, and
- the detailed requirements set out in the *Annual report requirements for Queensland Government agencies*.

A checklist outlining the annual reporting requirements is provided at pages 26-27 of this annual report.

Yours sincerely



Mr Jeffrey Frazer
Chairperson
Gold Coast Hospital Foundation

Chair's report

This is my third year as Chair of the Gold Coast Hospital Foundation (Foundation) and I feel extremely privileged to be associated with such an amazing organisation.

I would firstly like to take this opportunity to thank my fellow Directors for their support and investment of their time in the Foundation. I extend my appreciation to Russell Ousley for his role as Chief Executive Officer (CEO) this being his second year in that important role and has played a key role in managing the team and works closely with the Board on our strategic plan and goals.

Our annual Giving Day continues to be a significant fundraiser for us and shows the unwavering support that we receive from our donors and sponsors who continue to donate each and every year. This provides valuable funds that enable the Foundation to continue to deliver its mission effectively.

The Foundation's well known and reliable services continue to make a meaningful impact in the communities we serve including:

- The Emergency Accommodation Service offers family members of patients in intensive care peace of mind that they'll have a safe place to sleep and rest close to the hospital in times of need.
- Purchasing up-to-date specialist equipment that enables health care teams to provide world class care.
- Scholarships for health staff to further their education and training.
- Cancer and Renal Patient Transport Service plays a vital role transporting patients to appointments and treatments and is the Foundation's largest single financial commitment of over \$200,000 per year.

I would like to extend my heartfelt appreciation to Professor Cindy Shannon AM and the Directors of the Gold Coast Hospital and Health Board (GCHHB) for their continued support of the Foundation.

I would also like to thank Ron Calvert, Chief Executive Officer, and his dedicated Executive team for their unwavering support and guidance.

Finally, I want to thank the Foundation team for their continued commitment and motivation in their actions and efforts in their personal drive to meet our purpose and vision. I regularly see the outputs attributable to such a small team and am always humbled by the results achieved. Well done all.



Mr Jeffrey Frazer
Chair

Chief Executive Officer's report

Over the last twelve months, Gold Coast Hospital Foundation has embraced our refreshed vision, striving to ensure that our community has access to the best possible health care when it is needed most. Our strategic focus was refined to focus on four key pillars: Impact, Sustainability, Awareness and Culture. I am pleased to share that this focus helped the Foundation secure its largest income on record, spent more money on equipment than in any other year, and delivered its highest ever spend on all mission activities.

These achievements were only made possible due to the team of dedicated professionals who work tirelessly with our community to secure vital funds, communicate our mission and impact, deliver essential services, procure critical equipment and ensure our organisation operates with seamless efficiency. At a time of increased employee mobility, I am acutely aware and extremely thankful for their dedication and commitment, regularly taking on out of hours responsibilities to ensure we are delivering better outcomes, every day. This extends from the development of a new fundraising idea all the way through to the delivery of our equipment and services where it truly counts.

For a Foundation like ours, there are so many stakeholders who contribute their time and resources to enable us to do our work. Without them we simply could not deliver our impact and support the community when an unexpected health crisis strikes. Our Board consistently go above and beyond. Not only are they deeply engaged in their governance responsibilities, they also serve as passionate ambassadors, amplifying our key messages, connecting us with their networks and actively supporting our fundraising efforts. And at the heart of so many of our successes are the selfless volunteers who demonstrate all of our values, but none more so than "care beyond self". I see their smiling faces each time I enter the hospital and never take for granted that so many of our fundraising successes rely upon the generous donation of their time.

Of course, we would not be able to achieve what we do without our wonderful donors. Every one of them, dedicated to making a meaningful difference and helping patients and families in critical need. The trust they place in us to deliver improved health outcomes is something we deeply value. We measure our success by the growing and sustained support we receive from individuals, their businesses, and the community organisations they lead. A standout moment was reaching a milestone on Giving Day, when, for the first time, more than 1,000 passionate donors dug deep and made a donation.

With heartfelt gratitude, I would also like to acknowledge the patients who, having recognised the impact the Foundation had during their health crisis, offer to share their stories to help inspire others to support our mission. Their courage in revisiting difficult experiences is a powerful act of both giving back and paying it forward.

I cannot conclude this report without recognising the exceptional staff at Gold Coast Hospital and Health Service (GCHHS). Their expertise, dedication, and commitment to our community are gifts that should not be taken for granted. It is our privilege to support them by placing new tools in their hands, ensuring they are equipped and ready when our community needs them most. Across every level of the organisation, we enjoy strong, collaborative relationships, and as a team, the Foundation continues to be inspired by each and every one of these extraordinary individuals.



Mr Russell Ousley
Chief Executive Officer

Highlights of our impact in 2024-2025 include:

Equipment and facility upgrades

- Providing a record \$1.4M to fund 126 pieces of vital medical equipment for Gold Coast University Hospital (GCUH), Robina Hospital and Varsity Lakes Day Hospital.
- Enabling an Australian public hospital first with the introduction of Incisionless Surgery at GCUH in collaboration with Gold Coast Hospital and Health Service and the Queensland Government. The Foundation was proud to fund the essential cranium halos for this treatment that changes the lives of those suffering with essential tremors.
- Enhancing the Robina Emergency Department to create a visually engaging environment that helps distract and comfort over 10,000 children in care.

Services

- Providing 281 nights of Emergency Accommodation for 90 regional and rural families, enabling them to stay close to loved ones in critical care.
- Providing 56 nights of accommodation to 27 partners, allowing them to remain near their partners and babies during treatment at the GCUH Lavender Mother and Baby Unit.
- Supporting cancer patients with 3,707 trips to Gold Coast Health facilities for life-saving treatments and appointments through the Cancer Patient Transport service.
- Facilitating trips for 148 renal patients through a dedicated transport service.
- Transporting 2,324 patients to their homes after treatment at Robina Hospital, by operating a patient shuttle service in collaboration with Gold Coast Health.

Education

- Facilitating speciality medical workshops and symposiums, supporting 510 delegates and Gold Coast Health Staff with upskilling and education.
- Awarding 11 midwifery and nursing scholarships to Gold Coast Health staff, thanks to Community Bank, Paradise Point and Pimpama-Ormeau, Bendigo Bank.
- Providing 12 SurePark Scholarships to Gold Coast Health staff thanks to Palisade Integrated Management Services Pty Ltd.
- Coordinating 14 medical tours for doctors, nurses, and healthcare executives from Philippines medical facilities including the CEO of Manila's largest public hospital.

Grants

- The Sheila and Bernard Joel Life-Saving Medical Equipment Foundation contributed more than \$1.6M to enable three major equipment purchases for dialysis, anaesthetics and hysteroscopy.
- James Frizelle Charitable Foundation provided grants to support the delivery of the Cancer Patient Transport Service and to fund three brand new Cancer Patient Transport vehicles.
- Commonwealth Bank Staff Foundation supported the Cancer Patient Transport Service.
- Novartis Pharmaceuticals and Sanofi Aventis provided grants for a Neurology Fellowship.
- The Julie Maas Foundation and the Grafer Foundation continued to provide grants in support of the Foundations work.
- The Brightwell Trust, in association with young Rotarians from the Mermaid Beach Satellite Club, became a major donor to our equipment program.

Fundraising and philanthropy

- Securing a record income of more than \$4.5M to support GCHF vital health programs.
- Being supported by 1,688 GCHHS staff through the workplace giving program.
- Raising over \$228,000 in our fifth Giving Day with the support of 120 volunteers.
- Working with local businesses and community groups to generate over \$725,000 in donations.
- Growing income from our Christmas appeal, raffle, markets, gift wrapping and community activities by 36%, raising more than \$100,000 and \$30,000 in toys.

About the Foundation

Our vision

To ensure our community has access to the best possible health care when it is needed most.

Our purpose

To engage and inspire the local community to contribute vital funds that will assist in delivering life-saving services and enhanced patient experiences, helping to ease the heartache and stress when children, adults and families face critical health challenges.

We coordinate and deliver vital support programs including:

- Cancer Patient Transport Service
- Renal Patient Transport Service
- Emergency Accommodation Service
- Purchasing medical equipment and aids
- Funding health research initiatives
- Enhancing hospital facilities and patient spaces
- Providing scholarships for GCHHS staff.

An aligned approach and close partnership with GCHHS helps ensure the sickest and most vulnerable in the community receive the best care possible at local public hospitals and community health facilities.

Our values

Community always

When a health crisis strikes, we stand united, ensuring no one faces it alone. At the heart of everything we do is a commitment to improving health outcomes and saving lives across our community.

Care beyond self

We show compassion and support to everyone we meet. Our people are dedicated to the well-being and needs of others, inspiring our community to help those in critical need. We go above and beyond.

Better outcomes, everyday

Every day, we strive for positive change. Our focus is on making tangible progress in all we do, ensuring we leave things better than they were before.

Honour our promises

When we say we will, we do. We hold ourselves to high standards and follow through on our commitments to our partners and the community. Our actions demonstrate our dedication to delivering on our word.

Positive impact that counts

We deliver impact where government funding can't stretch. We ensure every dollar stays right here on the Gold Coast, providing critical healthcare solutions where it truly matters.

Stronger together

Collaboration fuels our impact. By focusing on lasting relationships, we enhance our ability to support those in need, providing a life-saving hand to children, adults and families who are suffering.

Funding

The Foundation relies on the generosity of its valued supporters, sponsors, corporate partners, community groups, trusts and foundation and individuals who raise or contribute essential funds through donations, events, appeals, bequests, grants, regular giving and other fundraising activities.

History

The Foundation was established in 1994 and has raised more than \$20 million for Gold Coast public hospitals and healthcare during this time.

Legislation

The Foundation operates according to:

- *Hospital Foundations Act 2018*
- *Hospital Foundations Regulation 2018*
- *Financial Accountability Act 2009*
- *Charities Act 2013 (Cth)*
- *Australian Charities and Not-For-Profit Commission Act 2012 (Cth)*
- Public Ancillary Fund Guidelines 2011
- An independent annual financial and operational audit.

Tax status

On 29 May 1995, the Australian Taxation Office approved the Foundation's status as a Public Ancillary Fund. In December 2015, our status changed to being endorsed as a Deductible Gift Recipient Type 1 as a Public Benevolent Institution.

The Foundation is:

- GST Concession effective from 1 July 2005
- Income Tax Exempt effective from 1 July 2000
- Endorsed as a Deductible Gift Recipient effective from 1 July 2000

Support Programs and Services

The Foundation creates life-changing impact for patients, families and clinical staff across GCHHS through its commitment to funding and delivering vital support programs and services.

Equipment

The Foundation places significant emphasis on collaborating with the GCHHS and our supporters to identify medical equipment and projects which will enhance the capabilities of our staff and provide positive outcomes for patients and their families.

Facility improvements

In addition to equipment funding, the Foundation supports the enhancement of hospital spaces that provides a greater level of comfort for patients and families visiting our health facilities. This work is crucial to the working environment for doctors, nurses, and allied health professionals, and contributes to a positive patient experience for families and loved ones.

Education and Scholarships

The Foundation currently run two Scholarship programs. The first are Nursing and Midwifery Scholarships, funded by Community Bank Paradise Point and Pimpama-Ormeau, Bendigo Bank. The second is the SurePark Scholarships, funded by Palisade Integrated Management Services Pty Ltd and open to all Gold Coast Health staff. The scholarships are awarded through an independent evaluation process focusing on the current skills of health staff and how further education will deliver the most significant benefits to their departments, as well as patient and family care.

Emergency Accommodation Service

The Emergency Accommodation Service has continued strong support for financially challenged families who have loved ones being cared for in trauma, intensive care, neonatal intensive care, mental health care and children's critical care units. The support keeps families together during those critical early days of uncertainty and removes the added burden from clinicians so they can focus on treatment of the family's loved ones.

The Foundation works with GCHHS social workers through a referral network where identified families in need are connected with the Foundation. Accommodation is provided in collaboration with local suppliers and funded by a combination of donations and accommodation subsidy grants.

Patient Transport Services

The patient transport service consists of a dedicated cancer patient and renal patient transport service. The Foundation funds both services through donations, sponsorships and contributions from those patients travelling on the services. An external contractor is responsible to deliver the services that includes management of the driver network. The success of these services is evaluated through various measures, with a primary focus on the extent of service coverage.

Queensland Government Objectives for the Community

The Gold Coast Hospital Foundation, as outlined within the *Hospital Foundations Act 2018*, exists to support and promote public health within the Gold Coast region. As such, our strategies align with and support the Queensland Government's objective for the community related to **health services when you need them**.

Strategic Direction

Our 2024-2028 Strategic Plan is the guiding document that captures our strategic path to continue our critical purpose of ensuring our community has access to the best possible health care when they need it most.

Our strategic plan is focussed on:

- **Impact** To identify, fund and deliver significant advancements to Gold Coast public health services.
- **Sustainability** Conduct all business activities in a diligent and efficient manner.
- **Awareness** To position the Foundation as a critical contributor to health services within the region.
- **Culture** Ensure our people are supported to deliver high quality outcomes for our stakeholders.

Strategic Objectives and Performance

Our performance against our Strategic Plan 2024-2028 is outlined below:

Strategic Themes	Goal	Performance Measure	Result
Impact	To identify, fund and deliver significant advancements to Gold Coast public health services.	<ol style="list-style-type: none"> Growth in impact outcomes for targeted mission areas. Growth in expenditure for targeted mission areas. 	<ol style="list-style-type: none"> <ol style="list-style-type: none"> Foundation fundraising for incisionless surgery enabled GCHHS to be the first public hospital to provide this life changing procedure for those suffering with essential tremors. Cancer patient transport trips rose by 88 (2%). Robina patient shuttle completed its first full year, transporting 2,324 patients. Total spend on mission rose by 57% and spend on medical equipment rose by 81%.
Sustainability	Conduct all business activities in a diligent and efficient manner.	<ol style="list-style-type: none"> Growth in undesignated income. Increase in surplus from commercial activities. Efficiencies in key business activities. 	<ol style="list-style-type: none"> Undesignated income rose by 16%. Undesignated funds generated through commercial activities rose by 27%. Cancer Patient Transport net cost per trip improved by 3%.
Awareness	To position the GCHF as a critical contributor to health services within the region.	<ol style="list-style-type: none"> Increased brand awareness in target markets. 	<ol style="list-style-type: none"> The Foundation's Brand DNA was redeveloped, and messaging was refreshed across key owned platforms, including the website and social media channels. Seven mainstream media opportunities were generated, significantly boosting visibility and reinforcing our impact messaging within the broader community. A suite of new branded event assets

			(marquee, umbrellas, and flags) was developed to enhance visibility and create a consistent brand presence across community and fundraising events. Formal brand awareness assessment will be conducted in the next financial year.
Culture	Ensure our people are supported to deliver high quality outcomes for our stakeholders.	1. High level of staff satisfaction.	1. The Foundation have engaged externally to assess staff engagement along with a structure for measuring staff satisfaction. This will be rolled out in the next financial year.

Opportunities and Challenges

The Foundation summarised its strategic plan risks as:

- Cost of living increases erodes donor ability to provide support.
- Increased charitable competition impacts our cut through and income.
- Cost of attracting/retaining specialist staff restrains the quality of our work.
- Negative health service media reduces donor likelihood to support.
- Commercial income growth is hampered by economic conditions, stifling overall Foundation growth.

The team expanded fundraising and commercial activities to mitigate cost of living pressures, economic conditions and charitable competition, successfully reducing these challenges.

Increased and proactive media engagement also allowed the Foundation to present positive health related stories and ultimately attract support.

It remained a challenge throughout the year to attract and retain staff in key fundraising roles, hampering growth in certain fundraising programs.

The Foundation continued to seek ways to turn opportunities to advantage, fully embracing our unique role in working with the local community to improve the delivery of public health services. The inspiring work of GCHHS and the close working relationships between our two organisations resulted in an array of stories about our collaboration, demonstrating how the donations from the community to the Foundation make a positive impact in people's lives.

As GCHHS continues to grow its services and research activity and the nearby Health and Knowledge Precinct continues to attract world class health businesses, additional opportunities will be created for the Foundation to channel support towards key projects and create more positive community impact. This was clearly demonstrated with the launch of Incisionless Surgery at Gold Coast University Hospital, an Australian public hospital first that changes the lives of those suffering with essential tremors.

Governance

Our Board

The following persons have been approved as current members of the Board by the Governor in Council, acting by and with the advice of the Executive Council, and under the provisions of the *Hospital Foundations Act 2018*.

Jeffrey (Jeff) Frazer – Board Chair

Originally appointed: 12 December 2019. Current term: 8 December 2022 to 30 September 2026
Jeff runs an audit and corporate advisory business and was a Partner at KPMG, one of the big four consulting firms in Australia. He is a Chartered Accountant, Registered Company Auditor, Certified Internal Auditor and member of the Australian Institute of Company Directors.

Specialising in working with not-for-profit organisations, Jeff has more than 25 years' experience working with private and public companies in Australia. Jeff works to provide solutions to accounting and financial problems that organisations encounter. He also has a broader skill set in project management, information technology solution analysis and general business advisory services.

Geoffrey (Geoff) Missen – Deputy Board Chair

Originally appointed: 09 December 2021. Current term: 09 December 2023 to 30 September 2026
Geoff, Foundation Treasurer, has been a Gold Coast business owner for 20 years. He is a Fellow of the Institute of the Chartered Accountants Australia and New Zealand, a Graduate of the Australian Institute of Company Directors (AICD), a CAANZ Business Valuation Specialist and a CAANZ Forensic Accounting Specialist, with three decades in public practice.

Specialising in business advisory, Geoff is an active board member, serving on several boards in the public, private and not-for-profit sectors. Having moved to the Gold Coast from Melbourne in 1997, Geoff has actively embedded himself and his business in our community and is passionate about supporting initiatives that promote positive change within our city.

Timothy (Tim) Elliott

Originally appointed: 12 December 2019. Current term: 8 December 2022 to 30 September 2026
Tim was admitted as a solicitor in Queensland in 2008 and is now an owner of Bell Legal Group. Tim is a Gold Coast local having been born here and completed schooling at All Saints Anglican School.

Tim is a partner in Bell Legal Group's Litigation and Dispute Resolution Department. His expertise covers a wide range of matters including shareholder, director and other company disputes as well as property and contractual disputes. He has a particular interest in insolvency law and is a respected practitioner in all aspects of corporate and personal insolvency.

Megan Clark

Originally appointed: 09 December 2021. Current term: 09 December 2023 to 30 September 2026
Megan is the General Manager of Revenue and Service Relationships at ICON Cancer Care, with experience in health service senior executive, clinical, consultant and governance roles. Megan has a Bachelor of Nursing, Bachelor of Law and a Masters in Business Administration.

Specialising in health care strategy, service redesign, financial modelling, commissioning and contracts, she maintains a passion in ensuring health services are consumer centred and co-designed. Megan's unique working experience as both a clinician and manager across health sectors - Primary Care, Public Health and Private Health Insurance, allows for a greater understanding and perspective of the health system in its entirety.

Lucy Ardern

Originally appointed: 08 December 2022. Current term: 8 December 2022 to 30 September 2025
Lucy is a strategic communicator whose career was in media spanning 15 years (with News Corp and APN), before spending time best positioning organisations, projects and individuals – working in house and as a consultant. Lucy currently leads strategic communication, media relations and stakeholder engagement for GoldlinQ.

Previously, Lucy worked as Queensland Airports Limited Corporate Relations General Manager and as Gold Coast Director with strategic communications consultancy Rowland, as well as a Regional Development Australia Gold Coast Committee Member and part of the Gold Coast Light Rail Business Advisory Group. Lucy is highly skilled in issues and crisis communication, media relations, government relations, corporate communication, stakeholder engagement and internal communication.

Susan Millar-East

Originally appointed: 8 December 2022. Current term: 8 December 2022 to 30 September 2025

Susan Millar-East has over 30 years of experience in tourism marketing, event management and shopping centre marketing having led greenfield and redevelopment projects for Stockland, Centro Melbourne and Westfield Sydney. A childhood in the remote Gulf of Carpentaria has ensured an appreciation for the public health system and a passion to assist the Foundation to achieve its goals. Susan is actively involved in the not-for-profit Lady Gowrie Broadbeach and community organisations such as All Saints Parents and Friends and the Gold Coast Suns.

Annette Fale

Originally appointed: 28 September 2023. Current term: 28 September 2023 to 30 September 2026

Annette has over 20 years' experience in the not-for-profit and charitable sector. She has strong leadership, project management, strategic and governance skills which are focused on promoting a culture of growth and continuous improvement. Experienced in bringing teams of people together from diverse backgrounds and valuing that people are the greatest asset when it comes to ensuring the common goal is achieved.

Prior to moving to Australia from New Zealand in 2018, Annette was CEO for a unique education trust fund assisting young New Zealander's through tertiary education. Her background is in event management, education, working with young people and with Indigenous youth. In May 2019, she was awarded by Her Majesty The Queen as a Member of the New Zealand Order of Merit (MNZM) for her work with youth and Indigenous people.

Currently Annette has several project management consulting roles. Along with being the current Acting Director of Operations for Climate Action Network Australia, she is a Board Director for Third Sector Australia Limited, Pacific Rugby Players Association (Global organisation), Abundant Storehouse Limited, Pasifika Rugby Hall of Fame and an independent Director of Rugby League Gold Coast.

Damon Jalili

Originally appointed: 28 September 2023. Current term: 28 September 2023 to 30 September 2026

Damon is a government relations and strategic communications specialist with over 20 years' experience in designing and delivering government relations, strategic communications and social research programs for high profile clients in Australia and internationally.

He specialises in the strategic analysis of complex issues, designing innovative and insightful stakeholder engagement programs and identifying not just what people think, but exploring what is driving the situation and developing the most effective strategy to change knowledge, attitudes and behaviours.

Damon holds a Bachelor of Science – Psychology from Macquarie University where he was awarded the Macquarie University Psychology Department Prize for Design and Statistics. He has a Master of Peace and Conflict Studies from the University of Sydney. He has also studied at the United Nations University in Amman, Jordan, University of Geneva and University of Lausanne. Damon is a graduate of the AICD Company Directors course.

Gold Coast Hospital and Health Service Board Chair nominated representative (Commenced 30 April 2024)

Lucas Patchett is the nominated representative of the GCHHB Chair. Lucas is the Co-Founder and CEO of Orange Sky, a not-for-profit with a mission of positively connecting communities through a free mobile laundry and shower service for people experiencing homelessness. Started in 2014, Orange Sky has expanded to more than 60 services across Australia and New Zealand with a team of

3,000+ volunteers providing a range of services across a variety of different communities. Lucas is passionate about serving the community, innovation and how to create and build organisational culture. Lucas was awarded the Young Australian of the Year award in 2016 and an Order of Australia Medal in 2020.

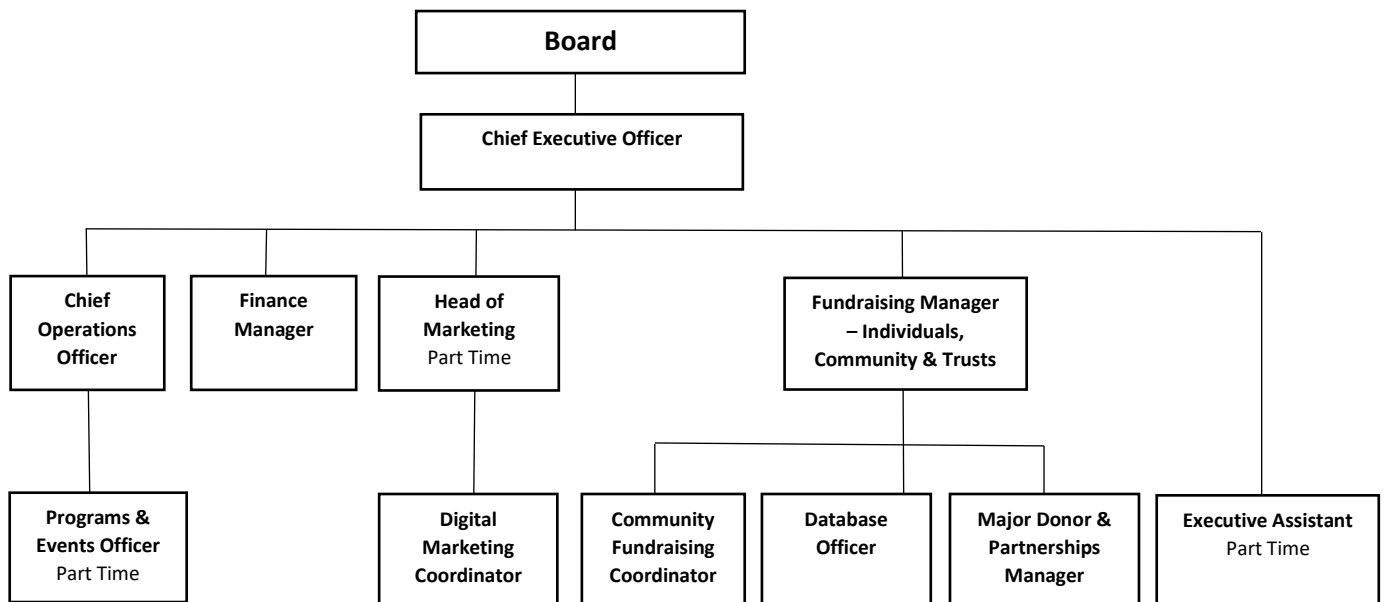
Name of Government body Gold Coast Hospital Foundation Board					
Act or instrument	Hospital Foundations Act 2018				
Functions	Our Board is responsible for the overall corporate governance of the Foundation, including determining its strategic direction and financial wellbeing, as well as guiding and monitoring business and activities on behalf of the stakeholders to whom it is accountable. Importantly, it is our Board’s role to ensure the sanctity of the mission, vision and values of the Foundation, as well as ensuring its financial viability.				
Achievements	<p>The Board and senior management have worked together to review and refine the Foundation’s approach to risk. This included undertaking an Applied Risk Governance Workshop facilitated by the Australian Institute of Company Directors, enabling the development of a new risk management framework, plan and assessment of the approach to risk appetite. This work will continue in 2025/6.</p> <p>Following a review of the Media and Communications Policy, the Board took the proactive step to ensure that the Foundation Board Chair and Chief Executive Officer completed media training.</p>				
Financial reporting	The Foundation’s financial statements are prepared in accordance with Australian Accounting Standards (as issued by AASB), the Financial and Performance Management Standard 2019 of the Financial Accountability Act 2009 and the Australian Charities and Not-for profits Commission Act 2012. A designate of Queensland Audit Office are commissioned to provide independent checks and assurance.				
Remuneration Board members play a voluntary role and therefore do not receive any remuneration.					
Position	Name	Meetings/sessions attendance	Approved annual, sessional or daily fee	Approved sub-committee fees if applicable	Actual fees received
Chair	Jeffrey Frazer	6	Nil	Nil	Nil
Deputy Chair	Geoffrey Missen	5	Nil	Nil	Nil
Member	Timothy Elliott	4	Nil	Nil	Nil
Member	Lucy Ardern	6	Nil	Nil	Nil
Member	Megan Clark	5	Nil	Nil	Nil
Member	Susan Millar-East	5	Nil	Nil	Nil
Member	Annette Fale	5	Nil	Nil	Nil
Member	Damon Jalili	4	Nil	Nil	Nil
GCHHB Chair nominated representative	Lucas Patchett	4	Nil	Nil	Nil
No. scheduled meetings/sessions	6				

Executive management

The executive management team consists of:

- **Chief Executive Officer – Russell Ousley**
Russell is an external engagement leader with not-for-profit, marketing and fundraising experience of more than 25 years, most of which have been in senior and executive leadership positions. His experience spans sectors including education, health, performing arts, environment, disability services and overseas aid.
- **Chief Operating Officer – Joe Hanlon**
Joe brings a wealth of experience in operations and marketing to his role, having worked in the corporate and commercial business sector for more than 25 years working with some of Australia's most recognised brands.
- **Finance Manager – Kerrie Hynes**
Kerrie has accumulated 25 years of experience in various accounting roles including company accountant and tax manager.
- **Fundraising Manager – Vicki James (resigned 2 August 2024)**
Vicki has been a professional fundraiser for more than 15 years. With a background in nursing, Fundraising Institute of Australia (FIA) and not-for-profits, Vicki was granted a FIA Fellow in 2019 in recognition of her work in the not-for-profit sector.
- **Head of Marketing – Chantele Solomons**
Chantele has more than 15 years of experience in marketing and campaign management roles with well-known global and local brands. Chantele holds extensive knowledge and experience in marketing strategy and brand management.
- **Fundraising Manager – Helen van Nooten (appointed 21 October 2024)**
Helen has 10 years' experience in fundraising, predominantly in the healthcare sector. Helen brings a strong background in leadership, data analysis, and strategic planning.

Organisational structure



Roles and responsibilities

Chief Executive Officer – A seasoned leader with a proven track record and qualifications to efficiently manage the daily operations of the Foundation, its teams, and resources. Adeptly achieves and fulfills the Foundation's budget needs and key performance indicators, while providing valuable human resources leadership to the team members. Demonstrates utmost diligence in ensuring the Foundation's adherence to regulatory obligations, encompassing relevant bodies and legislation such as the Australian Charities and Not-for-profits Commission, the *Hospital Foundations Act 2018*, *Fair Work Act 2009*, and Australian Taxation Office requirements.

Chief Operating Officer – Possesses a wealth of experience, expertise and qualifications to spearhead the identification and development of the Foundation's business and commercial fundraising income base. Skilfully leads the daily operations of technology systems and service delivery for the Foundation's programs, ensuring the seamless functioning of patient transport services and effective achievement of the Foundation's targets and budgets.

Fundraising Manager – Brings extensive expertise, qualifications and a proven track record in the fundraising realm to lead the fundraising team in various activities. Adeptly engages with individual giving donors and manages trust and foundation portfolios to achieve fundraising targets. Effectively collaborates with GCHHS staff, fostering workplace giving contributions and cultivating positive relationships crucial to supporting successful fundraising endeavours.

Finance Manager – With a strong background in financial management, this role oversees the Foundation's diverse financial responsibilities. Ensures the efficient and prompt delivery of income reconciliation, accounts payable, accounts receivable, and monthly financial reporting, while coordinating the annual financial audit. Provides essential support for income requirements related to events and maintains strict adherence to the Financial Management Practice Manual standards, ensuring the Foundation's financial compliance remains robust.

Head of Marketing – With a wealth of experience in marketing and communications, this role develops and executes comprehensive strategies to grow the Foundation's awareness and engagement. Skilfully oversees the brand, digital marketing, media and public relations, marketing collateral, and the seamless coordination of suppliers and partners, ensuring a cohesive and impactful approach in promoting the Foundation's mission.

Strategic workforce planning and performance

The Foundation is dedicated to fostering a diverse, healthy, and safe workplace that values and retains a highly skilled workforce. Our recruitment, retention, flexible work arrangements and performance management systems have contributed to establishing robust gender diversity, making us an employer of choice for women in our community. This commitment to diversity is also evident in our volunteer base and Board composition, reflecting our inclusive approach across all levels.

Workforce profile data

	FTE (full-time equivalent)
Total FTE for Gold Coast Hospital Foundation	9.91

Gender

Gender	Number (Headcount)	Percentage of total workforce (Calculated on headcount)
Woman	8	73%
Man	3	27%
Non-binary		
Another term		
Not disclosed		

Diversity target group data

Diversity Groups	Number (Headcount)	Percentage of total workforce (Calculated on headcount)
Woman	8	73%
Aboriginal Peoples and Torres Strait Islander Peoples		
People with disability		
Culturally and Linguistically Diverse – Speak a language other than English at home		

Target group data for Women in Leadership Roles*

Diversity Groups	Number (Headcount)	Women as percentage of total leadership cohort (Calculated on headcount)
Senior Officers (Classified, s122 and s155 combined)	3	60%
Senior Executive Service, High-level senior executives and Chief Executives (Classified, s122 and s155 combined)	3	60%

**Women in leadership are defined as those in classified roles or on s122 or s155 contracts. This data must not include salary equivalency.*

Performance planning and development

Over this reporting period, seven months of fundraising staff time was lost compared to the previous year, despite needing to increase the team by 1FTE to deliver strategic growth. In August, the Fundraising Manager resigned and the role was vacant for over two months. In October, the Corporate Partnerships Coordinator resigned and that role was vacant for over four months. It was not until March 2025 that the fundraising team returned to the 3FTE that it started the year with.

Professional development

The Foundation is committed to providing ongoing development opportunities for all employees to ensure a skilled and engaged workforce. Opportunities and needs are discussed through regular meetings and a formal performance planning process. In 2025, fundraising staff continued to attend FIA fundraising training programs to keep upskilled in their respective roles. The Database Officer undertook Artificial Intelligence training and the marketing team engaged in cross-organisational activities to improve knowledge around social media content. Two staff members successfully completed Cardiopulmonary Resuscitation training to maintain their First Aid certification.

Flexible work arrangements

By embracing flexible work from home arrangements, the Foundation aims to provide its employees with increased autonomy and the ability to better manage commitments. This approach fosters a positive work environment, enhances job satisfaction, and supports a healthy work-life balance. All staff are made aware during induction that all reasonable requests for flexible work requirements will be considered. Staff are supported to work one day a week work from home with additional days arranged on an as needed basis.

Industrial and employment relations framework

The Foundation employs staff to support and deliver our purpose as outlined in the *Hospital Foundations Act 2018*. Employee relations issues are managed promptly and in accordance with the legislation and internal policies and procedures. The Foundation regularly reviews its Human Resource policies and procedures to ensure organisational best practice and legal compliance. Any updated or new policies are implemented with employees through team meetings.

Early retirement, redundancy and retrenchment

No redundancy, early retirement or retrenchment packages paid during this period.

Human Rights

The Foundation actively supports the *Human Rights Act 2019* by ensuring that all policies and procedures are in accordance with relevant rights, including workplace health and safety, discrimination, harassment and bullying.

We undertook several actions to ensure compliance with the objects of the Act including;

- Review of all relevant policies and procedures
- Monthly review of our workplace health and safety systems
- Quarterly review of all relevant risk and mitigation strategies
- Delivery of Employee Assistance Program
- Adherence to *Human Rights Act 2019* in all recruitment and contractor engagements

We are committed to ensuring that all people of all ages, genders and cultural backgrounds have equal opportunity for recruitment, promotion, remuneration and responsibilities.

No recorded *Human Rights Act 2019* complaints were received during the 2024-2025 period.

No recorded Charter of Victims' Rights complaints were received during the 2024-2025 period.

Public sector ethics and values

The Foundation is committed to, and puts in practice, the Code of Conduct outlined for Queensland public service agencies. The Foundation aligns with, and supports, the values and principles of this code, and all Foundation staff members are obligated to comply with the Code. The Foundation's own Code of Conduct delivers trust, accountability, and commitment to the community.

All employees are required to complete the FIA Code of Conduct training as part of their induction and it is an expectation that they comply with the code during their employment.

The Foundation aligns with the Queensland Public Service Values, being:

Customers first

- Know your customers
- Deliver what matters
- Make decisions with empathy

Ideas into action

- Challenge the norm and suggest solutions
- Encourage and embrace new ideas
- Work across boundaries

Unleash potential

- Expect greatness
- Lead and set clear expectations
- Seek, provide and act on feedback

Be courageous

- Own your actions, successes and mistakes
- Take calculated risks
- Act with transparency

Empower people

- Lead, empower and trust
- Play to everyone's strengths
- Develop yourself and those around you

Risk management and accountability

The Board, through the Finance, Audit and Risk Committee, monitors and addresses the key risks for the Foundation. Operationally, the committee discusses financial budgeting; performance and controls; as well as reviewing and identifying actions required to manage risks in areas including reputation, investment, security and information technology.

Our Risk Philosophy

The Foundation's risk management philosophy is to identify, assess and control or mitigate those risks that may prevent the Foundation from achieving its strategic objectives. The Foundation's risk management system incorporates regular reviews, compliance reporting and risk register reviews.

The Board and management participated in a Risk workshop facilitated by the AICD and continue to review and enhance frameworks to guide decision-making, ensure consistent risk-taking is aligned with organisational values, and support effective governance and accountability.

Finance, Audit and Risk Committee

The Finance, Audit and Risk Committee is Chaired by the Deputy Chair of the Board who has appropriate financial skills. The Committee is made up of a subset of Board Directors.

The Committee provides assurance and assistance to the Board and Chief Executive Officer on:

- Risk, control and compliance frameworks.
- Effectiveness of audit and compliance with laws, regulations and internal policies.
- External accountability responsibilities as prescribed in the *Financial Accountability Act 2009*, *Auditor-General Act 2009*, *Financial Accountability Regulation 2019* and *Financial and Performance Management Standard 2019*.

During the reporting period, the Committee conducted regular review of policies, reviewed risks and mitigation plans and commenced the process of implementing consistent risk management practices throughout the Foundation. This was primarily carried out by enhancing the approach to risk management through the development of a framework appropriate to the size of the Foundation.

Members

Geoffrey Missen (Committee Chair), Timothy Elliott, Damon Jalili, Megan Clark, Lucy Ardern (from 19 February), Russell Ousley (Chief Executive Officer)

The Finance, Audit and Risk Committee, met on the following dates in the reporting period:

- 23 July 2024
- 24 September 2024
- 26 November 2024
- 19 February 2025
- 16 April 2025
- 18 June 2025

Internal audit

This has not been carried out due to the Foundation's operations and team being small, and the risks deemed too small to warrant this activity. The Finance, Audit and Risk Committee reduce and monitor the risks for the Foundation.

External audit

An external audit was conducted by a designate of the Queensland Audit Office. An unmodified audit opinion was issued on the 2024-2025 financial statements.

Information systems and recordkeeping

The Foundation utilises several models to manage information systems effectively and efficiently. We do so to effectively record data, procedures and practices, whilst also driving marketing and communications activity to support our mission. Our systems include:

- Salesforce
- Xero accounting software
- Smarty Grants
- MailChimp
- Raisely
- Ortto
- Charidy
- Funraisin
- Wordpress

These information systems help the Foundation to:

- Improve accuracy of information made accessible to all team members.
- Improve efficiencies in operations, processes, reporting, donor management and data integrity.
- Record all interactions with donors, supporters and prospects such as phone calls, emails, direct mail and more.
- Provide scope for future growth operationally and financially.

During the reporting period, the Foundation maintained its cyber maturity level 2 using the Essential 8 Framework.

Record-keeping

The Foundation is committed to improving record keeping practices to comply with the *Public Records Act 2023* and the Records Governance Policy. The Foundation ensures it complies with the *Public Records Act 2023* including record retention in accordance with general and core retention and disposal schedules.

The Foundation has a Record-keeping Policy which is consistent with the *Public Records Act 2023* and applies to all digital and paper records.

Open data

Gold Coast Hospital Foundation has Open Data to report on Consultancies and the data is available on the Queensland Government Open Data Portal.

Gold Coast Hospital Foundation has no Open Data to report on Overseas Travel, Queensland Language Services Policy and Charter of Victims' Rights for this period.

Financial performance summary

Income performance 2024-2025

The Foundation generated \$4,619,692 in total revenue for the 2024-2025 financial year. This result reflected significant growth compared with the previous financial year.

The Foundation utilised \$2,156,038 in 2024-2025 to fund projects, services and grants.

Financial year	2024-2025	2023-2024	% Change
Total revenue	\$4,619,692	\$2,561,394	80%
Mission Delivery	\$2,156,038	\$1,368,391	57%

Income channels

The Foundation manages a broad-based strategy for fundraising, with income being raised through bequests, community fundraising, corporate partnerships, grants, individual giving, workplace giving and commercial projects.

Mission delivery investment 2024-2025

The total amount disbursed to deliver the Foundation's mission through Equipment and Facility Grants, Programs, Education, Research and Services was \$2,156,038 which represents outstanding growth of 57% on the previous year.

Despite the impact of increasing inflation during the reporting period, the Foundation was able to maintain services for family and other support programs to ensure these vital activities continued.

Financial year	2024-2025	% of disbursement
Education	\$206,817	10%
Equipment/Facilities	\$1,521,059	71%
Programs and Services	\$428,162	20%
	\$2,156,038	

Appendices

Appendix 1 – glossary and compliance checklist

Glossary

AICD – Australian Institute of Company Directors
CEO – Chief Executive Officer
FIA – Fundraising Institute Australia
Foundation – Gold Coast Hospital Foundation

FTE – Full-time Equivalent
GCHHB – Gold Coast Hospital and Health Board
GCHHS – Gold Coast Hospital and Health Service
GCUH – Gold Coast University Hospital

Compliance checklist

Summary of requirement		Basis for requirement	Annual report reference
Letter of compliance	<ul style="list-style-type: none"> A letter of compliance from the accountable officer or statutory body to the relevant Minister/s 	ARRs – section 7	4
Accessibility	<ul style="list-style-type: none"> Table of contents Glossary 	ARRs – section 9.1	3 Appendix 1
	<ul style="list-style-type: none"> Public availability 	ARRs – section 9.2	2
	<ul style="list-style-type: none"> Interpreter service statement 	Queensland Government Language Services Policy ARRs – section 9.3	2
	<ul style="list-style-type: none"> Copyright notice 	Copyright Act 1968 ARRs – section 9.4	2
	<ul style="list-style-type: none"> Information Licensing 	QGEA – Information Licensing ARRs – section 9.5	2
General information	<ul style="list-style-type: none"> Introductory Information 	ARRs – section 10	8-9
Non-financial performance	<ul style="list-style-type: none"> Government's objectives for the community and whole-of-government plans/specific initiatives 	ARRs – section 11.1	10
	<ul style="list-style-type: none"> Agency objectives and performance indicators 	ARRs – section 11.2	11-12
	<ul style="list-style-type: none"> Agency service areas and service standards 	ARRs – section 11.3	10
Financial performance	<ul style="list-style-type: none"> Summary of financial performance 	ARRs – section 12.1	25
Governance – management and structure	<ul style="list-style-type: none"> Organisational structure 	ARRs – section 13.1	18
	<ul style="list-style-type: none"> Executive management 	ARRs – section 13.2	19
	<ul style="list-style-type: none"> Government bodies (statutory bodies and other entities) 	ARRs – section 13.3	14-16
	<ul style="list-style-type: none"> Public Sector Ethics 	Public Sector Ethics Act 1994 ARRs – section 13.4	21-22
	<ul style="list-style-type: none"> Human Rights 	Human Rights Act 2019 ARRs – section 13.5	21

Summary of requirement		Basis for requirement	Annual report reference
	<ul style="list-style-type: none"> Queensland public service values 	ARRs – section 13.6	22
Governance – risk management and accountability	<ul style="list-style-type: none"> Risk management 	ARRs – section 14.1	23
	<ul style="list-style-type: none"> Audit committee 	ARRs – section 14.2	23
	<ul style="list-style-type: none"> Internal audit 	ARRs – section 14.3	23
	<ul style="list-style-type: none"> External scrutiny 	ARRs – section 14.4	23
	<ul style="list-style-type: none"> Information systems and recordkeeping 	ARRs – section 14.5	24
	<ul style="list-style-type: none"> Information Security attestation 	ARRs – section 14.6	NA
Governance – human resources	<ul style="list-style-type: none"> Strategic workforce planning and performance 	ARRs – section 15.1	20-21
	<ul style="list-style-type: none"> Early retirement, redundancy and retrenchment 	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	21
Open Data	<ul style="list-style-type: none"> Statement advising publication of information 	ARRs – section 16	24
	<ul style="list-style-type: none"> Consultancies 	ARRs – section 31.1	https://data.qld.gov.au
	<ul style="list-style-type: none"> Overseas travel 	ARRs – section 31.2	https://data.qld.gov.au
	<ul style="list-style-type: none"> Queensland Language Services Policy 	ARRs – section 31.3	https://data.qld.gov.au
Financial statements	<ul style="list-style-type: none"> Certification of financial statements 	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	Appendix 2
	<ul style="list-style-type: none"> Independent Auditor's Report 	FAA – section 62 FPMS – section 46 ARRs – section 17.2	Appendix 2

FAA *Financial Accountability Act 2009*

FPMS *Financial and Performance Management Standard 2019*

ARRs *Annual report requirements for Queensland Government agencies*

Appendix 2 – financial statements 2024-2025

Within this section:

Treasurer's report	29
Financial statements and independent auditor's report	30

Appendix 2 - Treasurer's report

Results from operations

Revenue

Total revenue for the year of **\$4,619,692** compared with **\$2,561,394** for the previous year, maintaining the Foundations income base.

Operating expenditure

The Foundation separates the costs of operations into four categories:

1. Cost directly associated with fundraising activities such as prizes, advertising, marketing, distribution and administration
2. Employment Expenses
3. Non-Cash Charges for Depreciation and Amortisation
4. Other General Expenses

Disbursements, grants and donations

During the year an amount of **\$2,156,038** was disbursed for the purpose of delivering patient support services such as the Cancer and Renal Patient Transport Service and Emergency Accommodation Service; medical equipment and aids; education workshops and scholarships for health staff; and health promotion activities. This compares with an amount of **\$1,368,391** in the previous year.

Balance sheet

The Foundation continues to maintain a strong Balance Sheet.

As of 30 June 2025, Cash and Cash Reserves were **\$5,045,205** increasing from **\$4,270,628** at the end of the previous year.

Trade and Other Payables amounting to **\$1,523,564** at balance date consisted primarily of Trade Payables, Grants and Disbursements approved but not disbursed.

Fiduciary duties, governance and financial management

The finance team prepares detailed financial information to present to each meeting of the Finance, Audit and Risk Committee. The Treasurer's Report presented to each meeting of the Finance, Audit and Risk Committee contains detailed information on expenditure, receipts, grants and disbursements, bank reconciliations, asset balances, liability balances and expenses tabled for approval. After approval by the Finance, Audit and Risk Committee a summary is presented to each subsequent Board meeting for approval.

Financial stability

The Foundation continues to maintain its strong Balance Sheet with the significant proportion of its assets held in lower risk term deposit investments spread across a number of highly rated Australian Banking Institutions.

The Foundation will continue to benefit significantly from association with the Gold Coast Hospital and Health Service and anticipates having the capacity to invest further into the Gold Coast Health system by way of disbursements, grants and donations in the future.



Geoffrey Missen

Treasurer - Gold Coast Hospital Foundation

Appendix 2 - Financial statements

GOLD COAST HOSPITAL FOUNDATION ABN 95 387 912 125

FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2025

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STATEMENT OF COMPREHENSIVE INCOME

GOLD COAST HOSPITAL FOUNDATION

FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025	2024
Income from Continuing Operations		\$	\$
User charges and fees	2	969,738	654,055
Grants and other contributions	3	3,385,679	1,821,604
Interest and Investment Income		154,981	53,725
Other revenue		19,091	29,666
Increase in fair value of financial assts designated at FVPL		90,203	2,344
Total Income from Continuing Operations		4,619,692	2,561,394
Expenses from Continuing Operations			
Employee expenses	4	1,150,534	1,093,551
Supplies and services	5	1,005,826	871,844
Grants and subsidies	6	1,562,928	886,543
Depreciation	10	39,238	16,464
Other expenses		6,438	3,095
Decrease in fair value of financial assets designated at FVPL		80,151	23,767
Total Expenses from Continuing Operations		3,845,115	2,895,264
Operating result from Continuous Operations		774,577	(333,870)
Other Comprehensive Income		-	-
Total Comprehensive Income		774,577	(333,870)

The accompanying notes form part of these statements

BALANCE SHEET
GOLD COAST HOSPITAL FOUNDATION
As at 30 June 2025

	Notes	30 Jun 2025 \$	30 Jun 2024 \$
Assets			
Current Assets			
Cash and cash equivalents	7	5,345,201	3,390,102
Receivables	8	333,853	135,008
Inventory		1,219	2,427
Other current assets	9	21,252	68,774
Total Current Assets		5,701,525	3,596,311
Non-Current Assets			
Plant and equipment	10	116,893	16,371
Other Financial Assets	13	882,322	897,974
Total Non-Current Assets		999,215	914,345
Total Assets		6,700,740	4,510,656
Liabilities			
Current Liabilities			
Payables	11	1,523,564	140,581
Accrued employee benefits	12	116,227	75,654
Total Current Liabilities		1,639,791	216,235
Non-Current Liabilities			
Accrued employee benefits	12	15,744	23,793
Total Non-Current Liabilities		15,744	23,793
Total Liabilities		1,655,535	240,028
Net Assets		5,045,205	4,270,628
Equity			
Accumulated Surplus		5,045,205	4,270,628
Total Equity		5,045,205	4,270,628

The accompanying notes form part of these statements

**STATEMENT OF CHANGES IN EQUITY
GOLD COAST HOSPITAL FOUNDATION
FOR THE YEAR ENDED 30 JUNE 2025**

	Accumulated Surplus
	Note \$
Balance as at 1 July 2023	4,607,498
Operating result from continuing operations	<u>(333,870)</u>
Balance as at 30 June 2024	4,270,628
 Balance as at 1 July 2024	 4,270,628
Operating result from continuing operations	<u>774,577</u>
Balance as at 30 June 2025	5,045,205

The accompanying notes form part of these statements

STATEMENT OF CASH FLOWS
GOLD COAST HOSPITAL FOUNDATION
FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Cash Flows from Operating Activities:			
Inflows:			
User charges and fees		971,364	496,976
Grants and the other contributions		3,170,426	1,776,189
GST input tax credits received		142,079	113,115
GST collected from customers		83,870	43,314
Interest received		108,193	35,063
Receipts from Other Revenue		19,091	26,787
		4,495,023	2,491,444
Outflows:			
Employee expenses		(1,082,283)	(1,056,569)
Supplier and services		(874,461)	(654,443)
GST paid to ATO		(68,616)	(39,949)
GST paid to suppliers		(245,906)	(146,960)
Grants and subsidies		(201,389)	(886,542)
		-	-
		(2,472,655)	(2,784,463)
Net Cash (Utilised)/Provided by Operating Activities		2,022,368	(293,019)
Cash Flows from Investing Activities:			
Inflows:			
Investment Income		46,788	19,662
Investments Redeemed		25,703	
		72,491	19,662
Outflows:			
Payments for Plant and Equipment		(139,760)	(5,552)
Payments for Investments			(919,397)
Net cash flows from investing activities		(67,269)	(905,287)
Net increase/decrease in cash held		1,955,099	(1,198,306)
Cash at the beginning of the financial year	7	3,390,102	4,588,408
Cash at the end of the financial year	7	5,345,201	3,390,102

The accompanying notes form part of these statements

NOTE 1: BASIS OF FINANCIAL STATEMENT PREPARATION

a) General information about the reporting entity

These financial statements cover the Gold Coast Hospital Foundation (the Foundation). The Foundation is a not-for-profit and a Statutory Body established under the Hospital Foundations Act 2018. The Foundation does not control other entities. The financial statements include the value of all income, expenses, assets, liabilities and equity for the Foundation as an individual entity. The objective of the foundation is to raise funds to support patients and their families by delivering health programs and projects within the Gold Coast region in order to relieve medical hardship caused by illness, injury or disability. The head office and principal place of business of the Hospital Foundation, is 1 Hospital Boulevard Southport QLD 4215.

b) Authorisation of financial statements for issue

The financial statements are authorised for issue by the Chief Executive Officer and Chair of the Board at the date of signing the Management Certificate.

c) Compliance with prescribed requirements

The financial statements have been prepared in compliance with the Financial Accountability Act 2009, the Financial and Performance Management Standard 2019, the Australian Charities and Not-for-Profits Commission Act 2012 and Regulations 2022. These general-purpose financial statements are prepared in accordance with the disclosure requirements of Australian Accounting Standards – Simplified Disclosures. The financial statements comply with the recognition and measurement requirements of all Australian Accounting Standards and Interpretations applicable to not-for-profit entities, and the presentation requirements in those standards as modified by AASB 1060.

d) Underlying measurement basis

The historical cost convention is used as the measurement basis.

The financial statements are prepared on an accrual basis, with the exception of the statement of cash flows which is prepared on a cash basis.

e) Presentation matters

Currency and Rounding

Amounts included in the financial statements are in Australian dollars. Amounts are rounded to the nearest dollar.

Comparatives

Comparative information reflects the audited 2023-2024 financial statements.

Current/Non-Current Classification

Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the Foundation does not have an unconditional right to defer settlement to beyond 12 months after the reporting date. All other assets and liabilities are classified as non-current.

f) Taxation

The Foundation is exempted from income tax under the Income Tax Assessment Act 1936 and is exempt from other forms of Commonwealth taxation with the exception of Goods and Services Tax (GST). Receivables and payables in the Balance Sheet are shown inclusive of GST.

g) Key accounting estimates and judgments

The most significant estimates and assumptions made in the preparation of the financial statements related to employee benefits and depreciation. Refer to note 4 and 9 for further details.

NOTE 2 - USER CHARGES AND FEES

	2025	2024
	\$	\$
Vending machine	100,096	96,047
Commercial Income	1,036	12,146
Course bookings	-	6,306
Other revenue	824	1,975
Conferences Facilitated by GCHF	205,286	118,646
Sponsorship	291,182	261,250
GCHHS Staff Gala	93,612	59,586
Patient Transport Service	189,922	46,690
Clinician Tours	33,250	
Market Stall	54,530	51,409
Total	969,738	654,055

Accounting Policy

Revenue from User Fees and Charges is recognised on delivery of programs or sale of goods and services.

NOTE 3 - GRANTS AND OTHER CONTRIBUTIONS

	2025	2024
	\$	\$
Donations - cash	1,265,306	1,563,263
Grants received	2,120,373	258,341
Total	3,385,679	1,821,604

Accounting Policy

Donations, fundraising and gifts that are non-reciprocal in nature (i.e. do not require any goods or services to be provided in return) are recognised as revenue in the year in which the Foundation obtains control over them which is normally at the time of receipt.

Where the grant agreement is enforceable and contains sufficiently specific performance obligations for the foundation to transfer goods or services to a third-party on the grantor's behalf, the grant is accounted for under AASB 15 *Revenue from Contracts with Customers*. In this case, revenue is initially deferred as unearned revenue and recognised as or when the performance obligations are satisfied.

Otherwise, the grant or donation is accounted for under AASB 1058 Income of Not-for Profit Entities, whereby revenue is recognised upon receipt of the grant funding. The foundation did not receive any specific purpose capital grants in this financial year.

NOTE 4 - EMPLOYEE EXPENSES

Employee Benefits	2025 \$	2024 \$
Wages and salaries	986,923	966,849
Annual leave expense	14,786	6,731
Employer superannuation contributions	110,499	102,155
Long Service Leave Expense	3,254	6,573
	1,115,462	1,082,308
Employee Related Benefits		
Other employee related expense	26,928	5,994
Worker's compensation premium	8,144	5,249
	35,072	11,243
Total	1,150,534	1,093,551

Number of Employees 9.91 9.91
The number of employees as at 30 June, including both full-time and part-time employees, is measured on a full-time equivalent basis.

Accounting Policies*Short-term employee benefits – annual leave, wages, salaries and sick leave*

Annual leave and wages and salaries due but unpaid at the reporting date are recognised in the Balance Sheet at the current salary rate(s). As the Foundation expects such liabilities to be wholly settled within 12 months of reporting date, the liabilities are recognised at undiscounted amounts.

Prior history indicates that on average, sick leave taken each reporting period is less than the entitlement accrued. This is expected to continue in future periods. Accordingly, it is unlikely that existing accumulated entitlements will be used by employees and no liability for unused sick leave entitlements is recognised. As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

Other long-term employee benefits – Long service leave

Long service leave liabilities are classified and measured as other long term employee benefits as the Foundation does not expect to wholly settle all such liabilities within the 12 months following reporting date.

Other long-term employee benefits are presented as current liabilities where the Foundation does not have an unconditional right to defer payment for at least 12 months after the end of the reporting period.

Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments take into account anticipated future wage/salary levels, expected employee departures and periods of ineligible service. These are discounted using market yields on Australian Government bond rates at the end of the reporting period that coincide with the expected timing of estimated future payments.

All directly associated on-costs (e.g. employer superannuation contributions and workers' compensation insurance) are also recognised as liabilities, where these on-costs are material.

Superannuation

Superannuation benefits are provided through defined contribution (accumulation) plans, in accordance with employees' conditions of employment and employee instructions as to superannuation plan.

NOTE 5 - SUPPLIES AND SERVICES

	2025	2024
	\$	\$
Events and fundraising	241,167	251,115
Patient transport expenses	390,283	284,050
Emergency accommodation expenses	37,879	18,496
Conferences facilitated by the Foundation	164,948	167,469
Fees and charges	126,707	103,727
Audit fees (Queensland Audit Office)	13,500	12,300
Merchandise	1,207	5,213
Consulting expenses	28,350	29,183
Other expenses	1,785	291
Total	1,005,826	871,844

NOTE 6 – GRANTS AND SUBSIDIES

	2025	2024
	\$	\$
Donated plant and equipment	1,432,751	788,449
Facility Upgrades	88,308	66,746
Medical scholarships	41,869	31,348
Total	1,562,928	886,543

NOTE 7 – CASH AND EQUIVALENTS

	2025	2024
	\$	\$
Cash on hand	280	350
Cash at bank	2,753,775	1,274,251
Term deposit	2,427,580	2,018,292
Investments	163,566	97,209
Total	5,345,201	3,390,102

Accounting Policy

Cash and cash equivalents include all cash and cheques receipted at 30 June as well as deposits held at call with financial institutions.

NOTE 8 – RECEIVABLES

	2025	2024
	\$	\$
GST input tax credit receivable	139,735	51,161
Fundraising receivable	153,418	83,847
Sponsorship receivable	40,700	
Total	333,853	135,008

Accounting Policy

Trade debtors are recognised at the nominal amounts due at the time of sale or service delivery i.e. the agreed purchase/contract price. Settlement terms are within 30 days from invoice date.

NOTE 9 – Other Current Assets

Other Current Assets	2025 \$	2024 \$
GIK/Prizes	13,232	39,898
Clearing Account	260	-
Accrued Income	-	21,896
Prepaid Expenses	7,760	6,980
	21,252	68,774

Accounting Policy

The Foundation receives gifted and donated goods. In-line with the Grants and Other Contributions accounting policy, the Foundation estimates the value of the gifts to account for the value of the asset received and the associated revenue to recognise under AASB 1058.

NOTE 10 – PLANT AND EQUIPMENT

Plant and equipment	2025 \$	2024 \$
Gross	51,973	51,973
Less accumulated depreciation	(48,701)	(41,919)
Total Plant and Equipment	3,272	10,054

Motor Vehicles – at cost	2025 \$	2024 \$
Gross	279,089	139,329
Less accumulated depreciation	(165,468)	(133,012)
Total Motor Vehicles	113,621	6,317

Grand Total	116,893	16,371
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Reconciliation of carrying amounts

	Plant & Equipment	Motor Vehicles	Total
Carrying amount as at 1 July 2024	10,054	6,317	16,371
Acquisitions	-	139,760	139,760
Depreciation	(6,782)	(32,456)	(39,238)
Carrying amount as at 30 June 2025	3,272	113,621	116,893

Accounting Policy*Asset Acquisition*

Actual cost is used for the initial recording of all non-current physical asset acquisitions. Cost is determined as the value given as consideration plus costs incidental to the acquisition, including all other costs incurred assets acquired at no cost or for nominal consideration are recognised fair value at the date of acquisition in accordance

with AASB116, Plant and Equipment in getting the assets ready for use, however, any training costs are expensed as incurred.

Recognition of Plant and Equipment

Items of property, plant and equipment with a cost or other value equal to or in excess of the following thresholds are recognised for financial reporting purposes in the year of acquisition: Plant and Equipment and Motor Vehicles: \$500

Items with a lesser value are expensed in the year of acquisition. Expenditure is only capitalised if it increases the service potential or useful life of the existing asset. Maintenance expenditure that merely restores original service potential (arising from ordinary wear and tear etc.) are expensed.

Assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset.

Measurement of Non-Current Physical Assets Using Cost

Plant and equipment is measured at cost in accordance with the Non-Current Asset Policies. The carrying amounts for plant and equipment at cost approximate their fair value.

Impairment

All non-current physical assets (including intangible assets) are assessed for indicators of impairment on an annual basis. If an indicator of possible impairment exists, the Foundation determines the asset's recoverable amount. The asset's recoverable amount is determined as the higher of the asset's fair value less costs to sell and depreciated replacement cost. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

An impairment loss is recognised immediately in the Statement of Comprehensive Income. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised as income, unless the asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

Depreciation

Plant and equipment and Motor vehicles are depreciated on a straight-line basis so as to allocate the revalued amount or net cost of each asset (respectively), less its estimated residual value, progressively over its estimated useful life to the Foundation.

The estimation of the useful lives of assets is based on historical experience with similar assets as well as considerations such as manufacturers' warranties, asset turnover practices and the Foundation's strategic asset plan. Reassessments of useful lives are undertaken annually by the Foundation. Any consequential adjustments to remaining useful life estimates are implemented prospectively. Any expenditure that increases the originally assessed capacity or service potential of an asset is capitalised and the new depreciable amount is depreciated over the remaining useful life of the asset to the Foundation.

For each class of depreciable asset the following depreciation rates are used:

Plant and Equipment	10 - 33%
Motor Vehicles	20%-25%

NOTE 11 – PAYABLES

Current – unsecured liabilities	2025 \$	2024 \$
Accounts payable	1,445,261	62,901
Accrued expenses	2,415	2,220
Superannuation	-	-
PAYG withholding payable	12,948	11,992
Suspense	-	-
Other Payables	60,000	60,000
Credit Cards	2,940	3,468
Total	1,523,564	140,581

Accounting Policy

Accounts payable represent trade creditors that are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase/contract price, gross of applicable trade and other discounts. Amounts owing are unsecured and are generally settled on 30 day terms.

NOTE 12 – ACCRUED EMPLOYEE BENEFITS

Current	2025 \$	2024 \$
Provision for Long Service Leave	11,304	
Provision for annual leave	62,101	47,316
Superannuation Payable	12,290	
Wages Payable	30,532	28,338
	116,227	75,654
Non-Current	2025 \$	2024 \$
Provision for Long Service Leave	15,744	23,793
	15,744	23,793
Total	131,971	99,447

Accounting Policy – Refer to Note 4**NOTE 13 – FINANCIAL INSTRUMENTS****Financial Instruments – Accounting Policy on Recognition**

Financial assets and financial liabilities are recognised in the Balance Sheet when the Foundation becomes party to the contractual provisions of the financial instrument.

Financial instruments are classified under Accounting Standard AASB9 as follows:

	Note	2025 \$	2024 \$
Financial Assets			
Cash and cash equivalents	7	5,345,201	3,390,102
Receivables at amortised cost	8	333,853	135,882

Managed Funds Investments			
Australian Equities		467,077	414,178
International Equities		65,380	48,830
Australian Property		78,250	84,400
International Property		33,600	
Australian Fixed Interests		151,815	350,566
International Fixed Interest		86,200	
Total		6,561,376	4,423,958
Financial Liabilities			
Financial liabilities at amortised cost			
Payables at amortised cost	11	1,523,564	168,919
Total		1,523,564	168,919

NOTE 14 – KEY MANAGEMENT PERSONNEL (KMP) DISCLOSURES

The following details for non-ministerial key management personnel include those Foundation positions that had authority and responsibility for planning, directing and controlling activities of the Foundation during 2024 – 2025 . Further information about these positions can be found in the body of the Foundation's Annual Report under the section relating to Executive Management.

Position	Position Responsibility
Board of Directors	The strategic leadership, guidance and effective oversight of the management of the Foundation, including its operational and financial performance.
Chief Executive Officer	Responsible for the strategic leadership and direction of the Foundation.

KMP Remuneration Policies

No Board Members received or were entitled to receive any fees or other benefits during the year. Remuneration and other terms of employment for the Foundation's other key management personnel are specified in employment contracts. Remuneration expenses for these key management personnel comprises the following components which include:

Short term employee expenses - salaries and allowances earned and expensed for the entire year, or for that part of the year during which the employee occupied the specified position;

Long term employee expenses - long service leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied the specified position;

Post-employment expenses - mainly superannuation contributions;

Termination Benefits expense – there were no termination benefits paid.

The following disclosures focus on the expenses incurred by the Foundation during the respective reporting periods that is attributable to key management positions. Therefore, the amounts disclosed reflect expenses recognised in the Statement of Comprehensive Income.

Remuneration Expenses 2023-2024

	Short Term Employee Expenses		Long Term Employee Expenses	Post-Employee Expenses	Total Expenses
Position	Monetary Expenses \$	Non-Monetary Benefits \$	\$	\$	\$
Chief Executive Officer (from 31 July 2023 to 1 June 2024)	160,986	-	-	17,695	178,681
Acting Chief Executive Officer (1 July 2023 to 31 July 2023)	10,883			1,181	12,064

Remuneration Expenses 2024-2025

	Short Term Employee Expenses		Long Term Employee Expenses	Post-Employee Expenses	Total Expenses
Position	Monetary Expenses \$	Non-Monetary Benefits \$	\$	\$	\$
Chief Executive Officer	184,571	-	-	21,073	205,644

Performance Payments

The Foundation did not incur any performance or bonus payments within remuneration packages of KMP during the financial year.

NOTE 15 – RELATED PARTY TRANSACTIONS

Gold Coast Hospital Foundation provides donated plant and equipment and funds for services and research to the Gold Coast Hospital and Health Service in accordance with the objectives identified in the Hospital Foundations Act 2018 (QLD). The net cost of the arrangement to the Foundation in 2025 was \$1,562,928 (2024 was \$886,543). The Foundation also leases space in the foyer of the Gold Coast University Hospital for \$1.

NOTE 16 – CONTINGENCIES

There are no known contingent assets or liabilities as at the reporting date.

NOTE 17 – EVENTS OCCURRING AFTER BALANCE DATE

The Board is not aware of any events that have occurred since the end of the reporting period that require adjustment or disclosure within the financial statements.

NOTE 18 – LEASES**AASB 16 Leases**

The Foundation has a peppercorn lease for accommodation which has been elected to recognise at cost, consistent with prior year accounting. The details of the lease are as below:


The Foundation is currently on a month to month lease agreement with the Gold Coast Hospital and Health Services for the premises located at Shop 3, Gold Coast University Hospital, 1 Hospital Boulevard, Southport. The rental consideration for the life of the lease is \$1.00 plus GST. A new lease agreement will be entered into, once internal office movements have been finalised with the Gold Coast Hospital and Health Service.


Management Certificate of Gold Coast Hospital Foundation

These general purpose financial statements have been prepared pursuant to s.62 (1)(a) of the Financial Accountability Act 2009 (the Act), s.39 of the Financial and Performance Management Standard 2019, the Australian Charities and Not-for-profits Commission Act 2012 and Regulation 2022 and other prescribed requirements. In accordance with s.62(1)(b) of the Act, and s.60.15 of the Australian Charities and Not-for-profits Commission Regulation 2022 we certify that in our opinion:

- a) the prescribed requirements for establishing and keeping the accounts have been compiled with in all material respects; and
- b) the financial statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, and the Australian Charities and Not-for-profits Commission Act 2012, of the transactions of the Gold Coast Hospital Foundation for the financial year ended 30 June 2025 and of the financial position of the Foundation as at the end of that year; and
- c) there are reasonable grounds to believe that the Gold Coast Hospital Foundation is able to pay all of its debts, as and when they become due and payable.

We acknowledge responsibility under s.7 and s.11 of the Financial and Performance Management Standard 2019 for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.


Jeff Frazer (Aug 29, 2025 09:43:49 GMT+10)
.....
Jeffrey Frazer
Chairperson
Dated this ____29____ day of ____August____ 2025


Russell Ousley (Aug 29, 2025 09:46:12 GMT+10)
.....
Russell Ousley
Chief Executive Officer

INDEPENDENT AUDITOR'S REPORT

To the Board of Gold Coast Hospital Foundation

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of Gold Coast Hospital Foundation.

In my opinion, the financial report:

- a) gives a true and fair view of the entity's financial position as at 30 June 2025, and its financial performance for the year then ended; and
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019, the *Australian Charities and Not-for-profits Commission Act 2012*, the Australian Charities and Not-for-profits Commission Regulations 2022 and Australian Accounting Standards – Simplified Disclosures.

The financial report comprises the balance sheet as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements including material accounting policy information, and the management certificate.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

I am independent of the entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including independence standards)* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General Auditing Standards*.

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

Responsibilities of the entity for the financial report

The Board is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019, the *Australian Charities and Not-for-profits Commission Act 2012*, the Australian Charities and Not-for-profits Commission Regulations 2022 and Australian Accounting Standards – Simplified Disclosures, and for such internal control as the Board determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The Board is also responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the entity or to otherwise cease operations.

Auditor's responsibilities for the audit of the financial report

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

A further description of my responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of my auditor's report.

Report on other legal and regulatory requirements

Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2025:

- a) I received all the information and explanations I required.
- b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

Prescribed requirements scope

The prescribed requirements for the establishment and keeping of accounts are contained in the *Financial Accountability Act 2009*, any other Act and the Financial and Performance Management Standard 2019. The applicable requirements include those for keeping financial records that correctly record and explain the entity's transactions and account balances to enable the preparation of a true and fair financial report.



Michael Claydon
as delegate of the Auditor-General

29 August 2025

Queensland Audit Office
Brisbane