



Gold Coast Hospital Foundation

Annual Report 2025-2026

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:

Gold Coast Hospital Foundation
ABN: 95387912125

Street address

Gold Coast Hospital Foundation
Retail Tenancy 3, Gold Coast University Hospital
1 Hospital Boulevard
Southport QLD 4215

Postal address

Gold Coast Hospital Foundation
PO Box 23
Griffith University QLD 4222

Phone: +61 7 5594 6986

Email: admin@gchfoundation.org.au

Website: www.gchfoundation.org.au

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.

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.

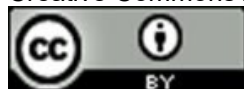


Copyright notice

© Gold Coast Hospital Foundation 2026

Information licensing

This annual report is licensed by the State of Queensland (Gold Coast Hospital Foundation) under a Creative Commons Attribution (CC BY) 4.0 International licence.



CC BY licence summary statement

In essence, you are free to copy, communicate and adapt this annual report, as long as you attribute the work to the State of Queensland (Gold Coast Hospital Foundation). To view a copy of this licence, visit <http://creativecommons.org/licenses/by/4.0/>

Attribution

Content from this annual report should be attributed as: The State of Queensland (Gold Coast Hospital Foundation) Annual Report 2025-2026.

ISSN: 2200-1808 (print); 2200-1816 (online)

Contents

Letter of compliance	4
Chair's report.....	5
Chief Executive Officer's report	6
Highlights.....	7
About the Foundation.....	8
Vision, purpose and values	8
Support programs and services	10
Queensland Government objectives for the community	10
Strategic direction.....	11
Strategic objectives and performance indicators	11
Opportunities and challenges.....	13
Governance.....	14
Our Board	14
Executive management.....	17
Strategic workforce planning and performance.....	20
Public sector ethics and values	22
Risk management and accountability	24
Information systems and records management	25
Financial performance summary.....	26
Treasurer's report.....	27
Financial statements and Independent Auditor's Report.....	28
Appendices	
Appendix 1 – glossary and compliance checklist	47

Letter of compliance

3 September 2026

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 2025-2026 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 47-48 of this annual report.

Yours sincerely



Mr Jeffrey Frazer
Chairperson
Gold Coast Hospital Foundation

Chair's report

This is my fourth and final year as Chair of Gold Coast Hospital Foundation (Foundation) and I feel extremely privileged to be associated with such an amazing organisation. I have stepped down as Chair but will remain as a Director of the Board.

As I reflect on my time as Chair over the past four years, I am filled with pride with what the organisation has achieved. From tours of the various hospitals and witnessing the vital equipment and other services we provide to the Gold Coast Hospital and Health Service (GCHHS), to the scholarships we provide to nurses and other health staff, the transport service we provide to oncology patients and finally to the emergency accommodation we provide families during a difficult time.

I would like to thank my fellow Board Directors for their support and investment of their time in the Foundation. I would also like to welcome Geoff Missen into the Chair role on an interim basis until a new Chair is appointed.

I extend my appreciation to Russell Ousley for his role as Chief Executive Officer (CEO), this being his third 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.

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 of Gold Coast Health, 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

The 2025/6 Annual Report documents our continued efforts in delivering on the Foundation's vision of ensuring our community has access to the best possible health care when it is needed most. Coming off a year that saw an extraordinary grant to support equipment purchases, this was a year for the Foundation to bring new skills into the team as well as focus on reinforcing recurrent income streams to help sustain and grow the impact created for the Gold Coast Community.

Over the last twelve months the Foundation invested more than \$2 million in local health programs, second only to the 2024/5 record. These funds strengthened the health workforce by supporting conferences, courses and scholarships; provided Gold Coast clinicians with more than half a million dollars of vital medical equipment; ensured more than fifty families with loved ones in intensive care or the Lavender Unit were provided access to accommodation when no other option was available; and enabled more than 3000 Cancer Patient Transport trips, safely and reliably transporting patients between their homes and treatment during one of the most challenging health journeys anyone could face.

Our fundraising program, which is always generously supported by the local community, was reshaped to re-introduce Give Me 5 with Austereo's Triple M Gold breakfast team. This secured \$190,000 as well as multiyear pledges to increase the capacity of the Cancer Patient Transport Service. Growth was also achieved in the Scrub Up September token appeal and Giving Day thanks to the support of new and long-term partners. Our commercial activity continues to build in profitability, adding to the sustainability of the Foundation.

This work has placed the Foundation in a very solid position to continue to scope and deliver high impact projects for many years to come. One such project is the upgrade to the Gold Coast University Hospital (GCUH) Cardiac Theatre for which the funds have been secured and planning is underway. This is expected to roll out in 2026/7.

All the achievements contained within this report are only made possible thanks to the skills and passion of our team. This includes our dedicated board who voluntarily provide their knowledge to chart the way forward and assess our plans and resources to see that they are correctly balanced to achieve our goals; our twelve staff who create strategies and execute plans that ultimately deliver meaningful impact for public health throughout the Gold Coast; and our inspiring volunteers, who steadfastly answer our call, trusting us with their time and talent so that we can convert it into positive outcomes for their community.

We have exceptional health staff in the Gold Coast, and we never take that for granted. To place new tools in their hands and to help them to be ready when our community needs them most is what motivates all of us at the Foundation to excel. We can only do that by being the beneficiary of the generous support of our donors, sponsors and partners. We sincerely thank them for recognising the importance of public health and the role the Foundation plays in helping it to be the best it can be for the children, adults and families in our community.



Mr Russell Ousley
Chief Executive Officer

Highlights of our impact in 2025-2026 include:

In the 2025-26 financial year, the Foundation was proud to expand its fundraising efforts, generating more than \$3,370,000 to enhance the delivery of critical support services including cancer patient transport service, emergency accommodation, vital medical equipment, scholarships for Gold Coast Health staff and enhancing hospital facilities and patient spaces.

Equipment and facility upgrades

- Providing \$527,360 to fund 49 pieces of vital medical equipment for Gold Coast University Hospital, Robina Hospital and Varsity Lakes Day Hospital.
- Replacing and increasing the number of dialysis units which are used for treating patients with end-stage renal disease and other chronic kidney diseases.
- Refurbishing the Sanctuary Room in the Cancer and Blood Disorders Ambulatory Care Unit. This upgrade supports cancer patients and families during long waiting periods, offering a warm and welcoming space to rest and relax.
- Completed the preparatory work for an upgrade of the GCUH Cardiac Theatre.

Services

- Providing 280 nights of Emergency Accommodation for 42 regional and rural families, enabling them to stay close to loved ones in critical care, this includes 62 nights of accommodation to 14 partners who had family receiving treatment at the GCUH Lavender Mother and Baby Unit.
- Supporting oncology patients with 3,099 trips to Gold Coast Health facilities for life-saving treatments and appointments through the Foundation's Cancer Patient Transport service.
- Transporting 1,964 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 721 delegates and Gold Coast Health staff with upskilling and education.
- Awarding 13 Midwifery and Nursing Scholarships to Gold Coast Health nursing staff.
- Providing 20 SurePark Scholarships to Gold Coast Health staff thanks to The Foundation's partnership with Palisade Integrated Management Services Pty Ltd (SurePark).

Grants

- The Sheila and Bernard Joel Life-Saving Medical Equipment Foundation contributed more than \$455,000 to support a future cardiac theatre upgrade.
- Roche Products Pty Limited, Alexion Pharmaceuticals, Argenx Australia and Sanofi Aventis Australia provided grants for a Neurology Fellowship.
- James Frizelle Charitable Foundation, Julie Maas Charitable Trust and Grafer Foundation continued to provide grants in support of the Foundation's work.

Fundraising and philanthropy

- Securing more than \$2.1M to support the Foundation's vital impact programs.
- Being supported by 1,700 GCHHS staff through the workplace giving program.
- Working with local businesses and community groups to generate over \$653,000 in donations.
- The Foundation's Giving Day achieved a record-breaking result, raising \$254,701.
- Partnering with Southern Cross Austereo Triple M Gold to run Give Me 5 and raise \$190,000 in donations and pledges for the Cancer Patient Transport Service.
- Raising a total of \$93,000 during our 2025 Christmas campaign.

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
- 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 children, adults and families in our community receive the best care possible at our local public hospitals and health precincts.

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 offers two scholarship programs. The first is the Health Staff Scholarships, proudly funded by Palisade Integrated Management Services Pty (SurePark) and open to all Gold Coast Health staff. The second is the Nursing and Midwifery Scholarships. Both scholarship programs are awarded through an independent evaluation process, which considers applicants' current skills and how further education will provide the greatest benefit to their departments, as well as improve patient and family care. The Foundation also supports the delivery of courses and conferences that build skills in the local workforce and bring experts to the Gold Coast region to increase awareness of clinical advancements and world leading approaches to health care.

Emergency Accommodation Service

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

The Foundation also works with GCHHS to deliver the GCHHS Patient Shuttle Service which is a transport model of care operating out of the Robina Transfer Unit. The shuttle service offers an extra transport option on discharge during peak demand periods for eligible patients, hence effectively minimising Length of Stay (LOS) and facilitates increased turnover using the existing Transfer Unit bed platform. This initiative plays a crucial role in addressing the demands of bed blocking.

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 2025-2029 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 2025-2029 is outlined below:

Strategic Themes	Goal	Performance Measure	Result
Impact	To identify, fund and deliver significant advancements to Gold Coast public health services.	1. Growth in impact outcomes for targeted mission areas. 2. Growth in expenditure for targeted mission areas.	1. a. Replacement of ageing dialysis units and the purchase of two additional units to ensure that the dialysis team can always operate at full capacity. b. Cancer patient transport trips reduced to 3099 while we ran a reduced fleet of cars to comply with transport regulations. The Foundation is undertaking a transport accreditation process to be able to operate additional vehicles. 2. Comparative mission expenditure was down on 2024/5 due to equipment spend funded by an extraordinarily large grant in that year. However, the year's total spend continued the upward trend over the last three years and was the second largest spend recorded by the Foundation.
Sustainability	Conduct all business activities in a diligent and efficient manner.	1. Growth in undesignated income. 2. Increase in surplus from commercial activities. 3. Efficiencies in key business activities.	1. Undesignated income rose by 16%. 2. Undesignated funds generated through commercial activities rose by 9%. 3. Working towards Transport Operator accreditation to expand transport activities to increase

			services for patients and gains from economies of scale.
Awareness	To position the Foundation as a critical contributor to health services within the region.	1. Increased brand awareness in target markets.	Embrace Partnership with Southern Cross Austereo secured, which added an additional radio appeal that significantly boosted reach within the Gold Coast community. Brand awareness and health assessment was conducted and is being built into future donor engagement and acquisition activities.
Culture	Ensure our people are supported to deliver high-quality outcomes for our stakeholders.	1. High level of staff satisfaction.	The Foundation undertook a culture audit and as a result rolled out workshops to develop a values charter, connect roles and tasks to strategy, build better connections between the Board and staff, and develop a deeper understanding of collaboration and communication styles. Staff development budgets have been increased. Satisfaction will be measured annually.

Opportunities and Challenges

The Foundation summarised its strategic plan risks as:

- Cost of living increases continuing to reduce donor ability to provide support.
- Increased charitable competition in the region hampers partnership and fundraising efforts.
- Retention of specialist staff interrupts fundraising growth.
- Negative health service media reduces donor likelihood to support.
- Commercial income growth is hampered by economic conditions, stifling overall Foundation growth.

The Foundation continued to develop fundraising and commercial activities to mitigate the negative impacts of cost-of-living pressures, economic conditions and charitable competition. A new June appeal was introduced, and a radio partner was engaged to extend its reach. Work was undertaken on new donor acquisition activities which will be rolled out towards the end of 2026.

Our two radio appeals also provided us with a platform to present positive health related stories and explain the work of the Foundation, ultimately building awareness and creating a stream of new funds.

Recruitment occurred in fundraising, marketing and programs, necessitating a significant amount of orientation and onboarding. A culture audit was conducted and provided focus areas to help build a more robust culture. This included workshops to develop a values charter, connect roles and tasks to strategy, build better connections between the Board and staff, and develop a deeper understanding of collaboration and communication styles. Staff development budgets have been increased in the next financial year to help our team develop within their roles.

The Foundation continued to enjoy a close working relationship with GCHHS, and this connection helps ensure that we are working together on projects that will deliver significant advancements in health services that greatly benefit our local community. We work to share these positive stories through our communication channels to create a constant understanding of how philanthropy can make a positive contribution to public health services and our community.

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 Executive Manager – Pharmacy and Compounding (ANZ), Slade Pharmacy and Slade Health, 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 in media spanned 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 Zealanders 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 a Board Member for Pasifika Rugby Hall of Fame, she is a Board Director of Pacific Rugby Players Association (Global organisation) and a Director of Abundant Storehouse Limited.

Damon Jalili

Originally appointed: 28 September 2023. Term ended 31 October 2025

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 Lucas Patchett

Originally appointed 30 April 2024. Term ended 2 February 2026.

Lucas Patchett was 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.

Gold Coast Hospital and Health Board Chair

Professor Cindy Shannon

Commenced 5 May 2026

Professor Cindy Shannon is descendant of the Ngugi people from Moreton Bay. Professor Shannon has most recently been the Deputy Vice Chancellor (Indigenous, Diversity and Inclusion) at Griffith University and is an Emeritus Professor with both University of Queensland and Griffith University. She led the development and implementation of Australia's first degree-level program for Aboriginal and Torres Strait Islander health workers, has led major reforms in Indigenous health and played a key role in supporting the establishment of the Institute for Urban Indigenous Health in South-East Queensland.

Professor Shannon served on the National Health and Medical Research Council (NHMRC) from 2005-2012, former Chair of the Queensland Ministerial Advisory Committee on Sexual Health 2017-2025; former Chair and current Patron of the Queensland Aboriginal and Torres Strait Islander Foundation; and a current member of the Australian Research Council (ARC) Board. She has sat on a number of not-for-profit boards, including as Chair of the Brisbane South Primary Health Network. In 2017, Professor Shannon was recognised as a Queensland Great for contributions to Indigenous Health and Education and, in 2020, was made a Member of the Order of Australia (in general division) for contributions to Medical Education and Indigenous Health. In 2022, Professor Shannon won the AMA Queensland Excellence in Health Care Medical.

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	• Strategic plan reviewed and confirmed. • Implemented a new risk management framework plan, creating a new risk register and risk appetite statement. • Undertook a culture audit.				
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 <i>Financial Accountability Act 2009</i> and the <i>Australian Charities and Not-for profits Commission Act 2012</i> . 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	4	Nil	Nil	Nil
Deputy Chair	Geoffrey Missen	5	Nil	Nil	Nil
Member	Timothy Elliott	2	Nil	Nil	Nil
Member	Lucy Arden	5	Nil	Nil	Nil
Member	Megan Clark	3	Nil	Nil	Nil
Member	Susan Millar-East	4	Nil	Nil	Nil
Member	Annette Fale	4	Nil	Nil	Nil
Member	Damon Jalili	1	Nil	Nil	Nil
GCHHB Chair nominated representative	Lucas Patchett	3	Nil	Nil	Nil
GCHHB Chair	Cindy Shannon	1	Nil	Nil	Nil
No. scheduled meetings/sessions	5				

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.

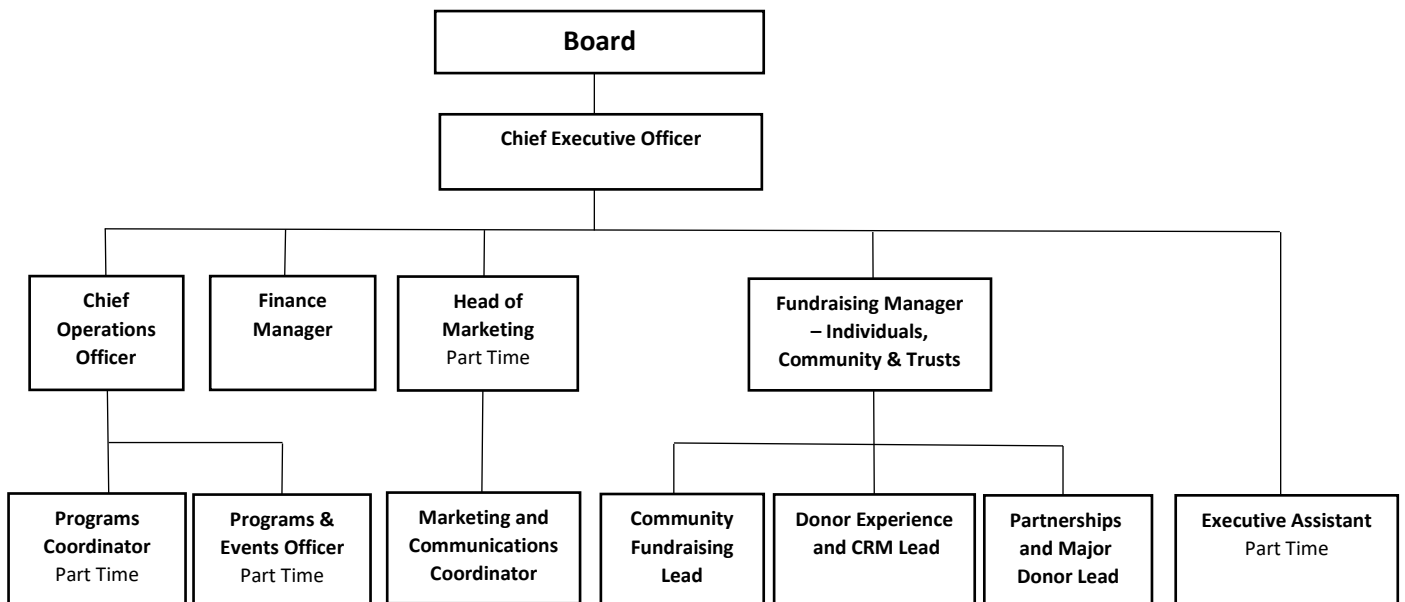
Head of Marketing – Chantele Solomons

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 – Brigid Pokarier

Brigid has 7 years of experience in fundraising and communications with a background in health, education, and the cultural sector.

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 – A passionate fundraising professional with a donor-centred approach, building meaningful relationships that connect supporters to the real-world impact of their generosity and advance equitable healthcare. Responsible for planning, developing and implementing the fundraising strategy to grow income in line with the Foundation's strategic plan. Manages individual giving, trust and foundation portfolios, leads fundraising campaigns and partnerships, and collaborates with GCHHS staff and community stakeholders to achieve sustainable fundraising growth and maximise philanthropic impact.

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 and fundraising appeals.

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	10.55

Gender

Gender	Number (Headcount)	Percentage of total workforce (Calculated on headcount)
Woman	8	67%
Man	3	25%
Non-binary	1	8%
Another term		
Not disclosed		

Diversity target group data

Diversity Groups	Number (Headcount)	Percentage of total workforce (Calculated on headcount)
Woman	8	67%
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

During the reporting period, the Foundation appointed a number of new team members and maintained a full complement of staff in the second half of the year. With a substantial number of new appointments in place, a strong focus has been placed on culture.

The calendar year commenced with a team strategy session, providing an opportunity to reflect on achievements over the previous two years and reaffirm the rationale behind the strategic priorities. The team participated in collaborative group discussions to explore different elements of the strategy and understand how their work contributes to shared objectives. A culture workshop followed, focusing on team values, behaviours, and ways of working together. A key outcome of the workshop was the development of a Team Charter, which expands on the Foundation's values by defining the 'above the line' and 'below the line' behaviours. This enabled the incorporation of Values Shout Outs as a regular feature of the monthly team meetings. These acknowledgements celebrate team members who have been recognised by their peers for demonstrating one or more of our core values, reinforcing a culture of appreciation and recognition.

The team also participated in a Communication and Collaboration workshop facilitated by the GCHHS Learning and Development team. The session explored individual communication styles, helping team members better understand their own preferences, recognise different approaches, and develop strategies for working effectively with colleagues who have diverse communication styles.

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.

During this reporting period, the Fundraising team participated in a range of training, webinars and industry networking opportunities to strengthen their skills and stay informed of emerging trends and best practice. Team members attended Fundraising Institute Australia (FIA) seminars and webinars covering regular giving, leadership, emerging issues in fundraising, and strategies for identifying and engaging major donors. They also completed practical workshops on Salesforce, HubSpot and Payments2Us to enhance the team's digital capability and fundraising systems expertise.

The Foundation are continuing to work with the GCHHS Learning and Development team to access online learning programs and the coming years budget provides additional funds to support continuous learning, build capability, and encourage ongoing growth across the team.

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 undertake one day a week to 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 were paid during the 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 engagement

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 2025-2026 period.

No recorded Charter of Victims' Rights complaints were received during the 2025-2026 period.

Public sector ethics and values

The Foundation is committed to upholding the ethical principles and values of the *Public Sector Ethics Act 1994* and in line with this Act, has implemented a Code of Conduct relevant to its work. The Foundation's Code of Conduct promotes trust, accountability, respect, a commitment to the community, and applies to all board members, employees and volunteers. The Foundation also has several other policies that reinforce the *Public Sector Ethics Act 1994* including the Public Interest Disclosure Policy, Compliments and Complaints Policy and Complaints about Public Officials Policy.

New board, staff and volunteers are provided with a copy of the Code of Conduct as part of their onboarding, and as part of new staff induction processes all new employees receive training on the Foundation's values, Code of Conduct, integrity, accountability, conflict of interest management and the expected professional behaviour. The content and application of the Foundation's Code of Conduct are reinforced periodically at staff meetings, and this occurred most recently in February 2026. In line with Foundation policy review timetabling, the Code of Conduct will next be reviewed by the Foundation Finance, Audit and Risk (FAR) Committee and Board in October 2027.

In addition to the Foundation Code of Conduct, it commits to the Fundraising Institute of Australia's Code of Conduct and 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 Foundation's risk management approach is encapsulated within the Foundation Risk Management Framework and Plan. It contains instructions to the board, management and staff for the implementation of consistent risk management practices throughout the Foundation. Roles and responsibilities relating to risk management within the Foundation are:

- Foundation Board - Overall responsibility for risk management.
- Finance Audit & Risk Committee – Provide independent assurance to the Board on risk management.
- CEO - Compliance with the Foundation Risk Management Policy and Risk Management Plan.
- Foundation Management - Monitoring of compliance with the risk framework and process.
- All Foundation Staff - Active management of risk in accordance with the Foundation Risk Management Policy and Risk Management Plan.

Our Risk Philosophy

The Foundation recognises that whilst risk is inherent in all its activities, the management of risk is good business practice, creates value, is integral to sound corporate governance and in some instances, a mandatory legal requirement. In particular, effective risk management can lead to better decision making and planning as well as better identification of opportunities and threats.

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 helped set consistent risk management practices throughout the Foundation. This was primarily carried out by enhancing the approach to risk management through the creation of a framework appropriate to the size of the Foundation.

Members

Geoffrey Missen (Committee Chair), Timothy Elliott, Megan Clark, Damon Jalili (resigned 31 October), Lucy Arden (commenced 19 February), Russell Ousley (Chief Executive Officer)

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

- 20 August 2025
- 15 October 2025
- 26 November 2025
- 11 February 2026
- 11 April 2026
- 17 June 2026

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 2025-2026 financial statements.

Information systems and records management

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
- Hubspot
- Raisely
- 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 and business continuity operationally and financially.

During the reporting period, HubSpot was implemented, replacing the current email provider, MailChimp. HubSpot delivers significantly broader marketing capability beyond standard email newsletters, enabling the development of sophisticated donor journeys, as well as enhanced digital campaigns, advanced segmentation, automation and closed-loop reporting aligned with Salesforce.

The Foundation upgraded from Funraisin lite to the full version in order to support digital appeals and process donations. Upgrading to the full version has expanded digital fundraising capability, enabling peer-to-peer campaigns and individual giving events. The platform is now integrated with Salesforce, enhancing reporting and data management while ensuring alignment across systems, with Salesforce maintained as the central source of truth.

Record-management

The Foundation is committed to maintaining effective records management practices and meeting its obligations under the *Public Records Act 2023* and the Queensland Government Records Governance Policy.

The Foundation maintains a Records Management and Information Security Policy, which applies to all digital and physical records and supports the Foundation's records management and information governance obligations.

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 2025-2026

The Foundation generated \$3,374,868 in total income for the 2025-2026 financial year.

The Foundation utilised \$2,115,483 in 2025-2026 to deliver projects, services and grants.

Financial year	2025-2026	2024-2025	% Change
Total revenue	\$3,374,868	\$4,619,692	-27%
Mission Delivery	\$2,115,483	\$2,156,038	-1.8%

The 2026 Mission Delivery figure includes staff expenditure related to delivering mission programs and services, providing a more complete representation of the resources required to achieve our impact.

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 2025-2026

The total amount disbursed to deliver the Foundation's mission through Equipment and Facility Grants, Programs, Education and Services was \$2,115,483.

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

Financial year	2025-2026	% of disbursement
Education	\$755,201	36%
Equipment/Facilities	\$641,154	30%
Programs and Services	\$719,128	34%
	\$2,115,483	

Treasurer's report

Results from operations

Revenue

Total revenue for the year of **\$3,374,868** compared with **\$4,619,692** 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 **\$2,115,483** was disbursed for the purpose of delivering patient support services such as the Cancer 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 **\$2,156,038** in the previous year.

Balance sheet

The Foundation continues to maintain a strong Balance Sheet.

As of 30 June 2026, Cash and Reserves were **\$5,053,869** increasing from **\$5,045,205** at the end of the previous year.

Trade and Other Payables amounting to **\$165,625** 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 the Finance, Audit and Risk Committee. The Treasurer's Report presented to 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 several 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

Financial statements

GOLD COAST HOSPITAL FOUNDATION ABN 95 387 912 125

FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2026

TABLE OF CONTENTS	Page
Statement of Comprehensive Income	2
Balance Sheet	3
Statement of Changes in Equity	4
Statement of Cash Flows	5
Notes to the Financial Statements	6-15
Management Certificate	16

STATEMENT OF COMPREHENSIVE INCOME

GOLD COAST HOSPITAL FOUNDATION

FOR THE YEAR ENDED 30 JUNE 2026

	Notes	2026	2025
Income from Continuing Operations		\$	\$
User charges and fees	2	961,121	969,738
Grants and other contributions	3	2,151,265	3,385,679
Interest and Investment Income		174,284	140,893
Other revenue		10,809	19,091
Realised gain on sale of financial investments		7,141	14,088
Increase in fair value of financial assts designated at FVPL		70,248	90,203
Total Income from Continuing Operations		3,374,868	4,619,692
Expenses from Continuing Operations			
Employee expenses	4	1,280,164	1,150,534
Supplies and services	5	1,363,105	1,005,826
Grants and subsidies	6	573,462	1,562,928
Depreciation	10	31,873	39,238
Other expenses		8,731	6,438
Decrease in fair value of financial assets designated at FVPL		108,869	80,151
Total Expenses from Continuing Operations		3,366,204	3,845,115
Operating result from Continuing Operations		8,664	774,577
Other Comprehensive Income		-	-
Total Comprehensive Income		8,664	774,577

The accompanying notes form part of these statements

BALANCE SHEET
GOLD COAST HOSPITAL FOUNDATION
As at 30 June 2026

	Notes	30 June 2026 \$	30 June 2025 \$
Assets			
Current Assets			
Cash and cash equivalents	7	4,140,329	5,345,201
Receivables	8	49,434	333,853
Inventory		831	1,219
Other current assets	9	89,664	21,252
Total Current Assets		4,280,258	5,701,525
Non-Current Assets			
Plant and equipment	10	91,838	116,893
Other Financial Assets	13	990,567	882,322
Total Non-Current Assets		1,082,405	999,215
Total Assets		5,362,663	6,700,740
Liabilities			
Current Liabilities			
Payables	11	165,625	1,523,564
Accrued employee benefits	12	128,351	116,227
Total Current Liabilities		293,976	1,639,791
Non-Current Liabilities			
Accrued employee benefits	12	14,818	15,744
Total Non-Current Liabilities		14,818	15,744
Total Liabilities		308,794	1,655,535
Net Assets		5,053,869	5,045,205
Equity			
Accumulated Surplus		5,053,869	5,045,205
Total Equity		5,053,869	5,045,205

The accompanying notes form part of these statements

**STATEMENT OF CHANGES IN EQUITY
GOLD COAST HOSPITAL FOUNDATION
FOR THE YEAR ENDED 30 JUNE 2026**

	Accumulated Surplus
	Note \$
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
Balance as at 1 July 2025	5,045,205
Operating result from continuing operations	<u>8,664</u>
Balance as at 30 June 2026	5,053,869

The accompanying notes form part of these statements

**STATEMENT OF CASH FLOWS
GOLD COAST HOSPITAL FOUNDATION
FOR THE YEAR ENDED 30 JUNE 2026**

	Note	2026 \$	2025 \$
Cash Flows from Operating Activities:			
Inflows:			
User charges and fees		975,410	971,364
Grants and the other contributions		2,148,409	3,170,426
GST input tax credits received		293,050	142,079
GST collected from customers		73,191	83,870
Interest received		120,430	108,193
Receipts from Other Revenue		10,809	19,091
		3,621,299	4,495,023
Outflows:			
Employee expenses		(1,237,000)	(1,082,283)
Supplier and services		(1,308,402)	(874,461)
GST paid to ATO		(93,377)	(68,616)
GST paid to suppliers		(165,685)	(245,906)
Grants and subsidies		(1,929,018)	(201,389)
		(4,733,482)	(2,472,655)
Net Cash (Utilised)/Provided by Operating Activities		(1,112,183)	2,022,368
Cash Flows from Investing Activities:			
Inflows:			
Investment Income		53,854	46,788
Investments Redeemed		38,927	25,703
		92,781	72,491
Outflows:			
Payments for Plant and Equipment		(6,819)	(139,760)
Payments for Investments		(178,651)	-
		(185,470)	(139,760)
Net Cash (Utilized)/Provided by Investment Activities		(92,689)	(67,269)
Net decrease in cash held		(1,204,872)	1,955,099
Cash at the beginning of the financial year	7	5,345,201	3,390,102
Cash at the end of the financial year	7	4,140,329	5,345,201

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 2024-2025 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 a 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

	2026	2025
	\$	\$
Vending machine	108,824	100,096
Commercial Income	510	1,036
Course bookings	-	-
Other revenue	602	824
Conferences Facilitated by GCHF	203,771	205,286
Sponsorship	297,724	291,182
GCHHS Staff Gala	94,169	93,612
Patient Transport Service	171,229	189,922
Clinician Tours	-	33,250
Market Stall	84,292	54,530
Total	961,121	969,738

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

	2026	2025
	\$	\$
Donations - cash	1,230,650	1,265,306
Grants received	920,615	2,120,373
Total	2,151,265	3,385,679

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	2026 \$	2025 \$
Wages and salaries	1,107,019	986,923
Annual leave expense	14,761	14,786
Employer superannuation contributions	129,665	110,499
Long Service Leave Expense	603	3,254
	1,252,048	1,115,462
Employee Related Benefits		
Other employee related expense	20,184	26,928
Worker's compensation premium	7,932	8,144
	28,116	35,072
Total	1,280,164	1,150,534

Number of Employees 10.55 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 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

	2026	2025
	\$	\$
Events and fundraising	240,545	241,167
Patient transport expenses	364,549	390,283
Emergency accommodation expenses	35,329	37,879
Conferences facilitated by the Foundation	572,546	164,948
Fees and charges	118,528	126,707
Audit fees (Queensland Audit Office)	15,500	13,500
Merchandise	2,014	1,207
Consulting expenses	10,234	28,350
Other expenses	3,860	1,785
Total	1,363,105	1,005,826

NOTE 6 – GRANTS AND SUBSIDIES

	2026	2025
	\$	\$
Donated plant and equipment	520,083	1,432,751
Facility Upgrades	7,277	88,308
Medical scholarships	46,102	41,869
Total	573,462	1,562,928

NOTE 7 – CASH AND EQUIVALENTS

	2026	2025
	\$	\$
Cash on hand	280	280
Cash at bank	1,093,784	2,753,775
Term deposit	3,042,240	2,427,580
Investments	4,025	163,566
Total	4,140,329	5,345,201

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

	2026	2025
	\$	\$
GST input tax credit receivable	32,532	139,735
Fundraising receivable	-	131,466
Sponsorship receivable	-	40,700
Other receivable	16,902	21,952
Total	49,434	333,853

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	2026 \$	2025 \$
GIK/Prizes	36,928	13,232
Clearing Account	4,297	260
Accrued Income	38,861	-
Prepaid Expenses	9,578	7,760
	89,664	21,252

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	2026 \$	2025 \$
Gross	58,791	51,973
Less accumulated depreciation	(51,480)	(48,701)
Total Plant and Equipment	7,311	3,272

Motor Vehicles – at cost	2026 \$	2025 \$
Gross	195,089	279,089
Less accumulated depreciation	(110,562)	(165,468)
Total Motor Vehicles	84,527	113,621

Grand Total	91,838	116,893
--------------------	---------------	----------------

Reconciliation of carrying amounts

	Plant & Equipment	Motor Vehicles	Total
Carrying amount as at 1 July 2025	3,272	113,621	116,893
Acquisitions	6,819	-	6,819
Depreciation	(2,780)	(29,094)	(31,874)
Carrying amount as at 30 June 2026	7,311	84,527	91,838

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	2026 \$	2025 \$
Accounts payable	81,196	1,445,261
Accrued expenses	-	2,415
PAYG withholding payable	16,498	12,948
Other Payables	60,000	60,000
Credit Cards	7,931	2,940
Total	165,625	1,523,564

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	2026 \$	2025 \$
Provision for Long Service Leave	12,832	11,304
Provision for annual leave	76,863	62,101
Superannuation Payable	(522)	12,290
Wages Payable	39,178	30,532
	128,351	116,227
Non-Current	2026 \$	2025 \$
Provision for Long Service Leave	14,818	15,744
	14,818	15,744
Total	143,169	131,971

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	2026 \$	2025 \$
Financial Assets			
Cash and cash equivalents	7	4,140,329	5,345,201
Receivables at amortised cost	8	49,434	333,853
Managed Funds Investments			
Australian Equities		512,017	467,077
International Equities		59,230	65,380
Australian Property		72,300	78,250
International Property		24,400	33,600

Australian Fixed Interests	241,820	151,815
International Fixed Interest	80,800	86,200
Total	5,180,330	6,561,376

Financial Liabilities

Financial liabilities at amortised cost

Payables at amortised cost	11	165,625	1,523,564
----------------------------	----	---------	-----------

Total		165,625	1,523,564
--------------	--	----------------	------------------

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 2025 – 2026. 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 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

Remuneration Expenses 2025-2026

	Short Term Employee Expenses		Long Term Employee Expenses	Post-Employee Expenses	Total Expenses
Position	Monetary Expenses \$	Non-Monetary Benefits \$	\$	\$	\$
Chief Executive Officer	189,992	-	-	22,799	212,721

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 2026 was \$573,462 (2025 was \$1,562,928). 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 complied 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 2026 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.



.....
Geoffrey Missen
Acting Chairperson
Dated this 25 August 2026



.....
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.

The financial report comprises the balance sheet as at 30 June 2026, 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 summaries of material accounting policies, and the management certificate.

In accordance with s. 40 of the *Auditor-General Act 2009*, for the year ended 30 June 2026:

- 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.
- c) In my opinion, the financial report:
 - i. gives a true and fair view of the entity's financial position as at 30 June 2026, and its financial performance for the year then ended
 - ii. 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.

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 Board 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 such internal control as they determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error
- the establishment and keeping of accounts in accordance with prescribed requirements
- 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. My auditor's report must state whether I have received all the information and explanations required, and whether I consider the prescribed requirements in relation to the establishment and keeping of accounts have been complied with in all material respects.

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:

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

A further description of my responsibilities under the *Auditor-General Act 2009* and *Auditor-General Auditing Standards* is located at the Queensland Audit Office website at:

www.qao.qld.gov.au/audit-program/audit-standards

These descriptions form part of my auditor's report.



Bhavik Deoji
as delegate of the Auditor-General

26 August 2026
Queensland Audit Office
Brisbane

Appendix

Appendix 1 – glossary and compliance checklist

Glossary

AICD – Australian Institute of Company Directors
ARC – Australian Research Council (ARC)
CEO – Chief Executive Officer
FAR – Finance, Audit and Risk
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
LOS – Length of Stay
MNZM – New Zealand Order of Merit

Compliance checklist

Summary of requirement		Basis for requirement	Annual report reference
Letter of compliance	A letter of compliance from the accountable officer or statutory body to the relevant Minister/s	ARRs – section 7	4
Accessibility	- Table of contents - Glossary	ARRs – section 9.1	3 Appendix 1
	Public availability	ARRs – section 9.2	2
	Interpreter service statement	Queensland Government Language Services Policy ARRs – section 9.3	2
	Copyright notice	Copyright Act 1968 ARRs – section 9.4	2
	Information Licensing	QGEA – Information Licensing ARRs – section 9.5	2
General information	Introductory Information	ARRs – section 10	8-9
Non-financial performance	Government's objectives for the community and whole-of-government plans/specific initiatives	ARRs – section 11.1	10
	Agency objectives and performance indicators	ARRs – section 11.2	11-12
	Agency service areas and service standards	ARRs – section 11.3	10
Financial performance	Summary of financial performance	ARRs – section 12.1	26
Governance – management and structure	Organisational structure	ARRs – section 13.1	18
	Executive management	ARRs – section 13.2	17
	Government bodies (statutory bodies and other entities)	ARRs – section 13.3	14-16

Summary of requirement		Basis for requirement	Annual report reference
	• Public Sector Ethics	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	22
	• Human Rights	<i>Human Rights Act 2019</i> ARRs – section 13.5	22
	• Queensland public service values	ARRs – section 13.6	23
Governance – risk management and accountability	• Risk management	ARRs – section 14.1	24
	• Audit committee	ARRs – section 14.2	24
	• Internal audit	ARRs – section 14.3	24
	• External scrutiny	ARRs – section 14.4	24
	• Information systems and recordkeeping	ARRs – section 14.5	25
	• Information Security attestation	ARRs – section 14.6	NA
Governance – human resources	• Strategic workforce planning and performance	ARRs – section 15.1	20
	• Early retirement, redundancy and retrenchment	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	21
Open Data	• Statement advising publication of information	ARRs – section 16	25
	• Consultancies	ARRs – section 31.1	https://data.qld.gov.au
	• Overseas travel	ARRs – section 31.2	https://data.qld.gov.au
	• Queensland Language Services Policy	ARRs – section 31.3	https://data.qld.gov.au
	• Charter of Victims' Rights	<i>VCSVRB Act 2024</i> ARRs – section 31.4	https://data.qld.gov.au
Financial statements	• Certification of financial statements	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	28-44
	• Independent Auditor's Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2	45-46

FAA *Financial Accountability Act 2009*

FPMS *Financial and Performance Management Standard 2019*

ARRs *Annual report requirements for Queensland Government agencies*

QGEA *Queensland Government Enterprise Architecture*

VCSVRB *Victims' Commissioner and Sexual Violence Review Board Act 2024*