



Australian Government

Office of the Registrar of Indigenous Corporations



top 500

The top 500 Aboriginal and Torres Strait Islander corporations 2015–16



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STRONG CORPORATIONS STRONG PEOPLE STRONG COMMUNITIES

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Key findings

The **combined income** of the top 500 Aboriginal and Torres Strait Islander corporations for 2015-16 was **\$1.92 billion** (compared to \$1.88 billion in 2014-15, an increase of 1.9 per cent).

Corporations in the **Northern Territory** represent 34 per cent of the top 500 and earned **47.1 per cent of the combined total national income**. The **Northern Territory had the highest total income** (\$903 million) of all the states and territories, with an average of \$5.31 million per corporation. It has maintained this lead since 2004-05.

The ten-year **average annual growth rate** of total income for corporations was **8.3 per cent**.

In comparison to 2014-15 the **average income** of the top 500 corporations in 2015-16 increased from \$3.76 million to **\$3.83 million**.

The **income of the highest ranked corporation** in 2015-16 has **grown by 7.5 per cent** from 2014-15 (from \$88,873,326 in 2014-15 to \$95,536,455 in 2015-16). The income of the 500th ranking also increased, by 28.7 per cent (from \$310,716 in 2014-15 to \$399,960 in 2015-16).

The top 500 had **12,981 FTE employees**. This is 1886 more employees than 2014-15 (a 17.0 per cent increase).

The combined value of **assets** held by the top 500 corporations was **\$2.404 billion** (compared to \$2.224 billion in 2014-15, an increase of 8.1 per cent).

Corporations in **Western Australia** generally and the **Pilbara region have experienced another fall in average income**. However their average income is still well above the national average.

The overall representation of **women on boards of directors** decreased slightly to **51.6 per cent** (a decrease of 1.2 per cent from 2014-15). However, 80 per cent of boards have more than 30 per cent female representation.

Single-sector corporations dominate the top 500, **320 operated in one sector only** (64.0 per cent).

The **health and community services sector continued to be the largest** with 202 (40.4 per cent) of the top 500 corporations operating in this sector.

Compared to last year **137 corporations improved their ranking** in the top 500 and 291 decreased their ranking.

There were **59 new entries** in the top 500 for 2015-16. Sixteen of these were transfers of existing entities from other legislation.

In 2015-16 the **greatest source of revenue** for the top 20 corporations came from **self-generated income** (46.5 per cent of total income). However, government funding to the top 20 increased by 5.0 per cent— from 39.3 per cent to 44.3 per cent.

For the top 20, income from other sources which includes **mining royalties, native title compensation and distributions from trusts** fell from a 17.4 per cent share in 2014-15 to **9.2 per cent** in 2015-16.

As at 30 June 2016 there were **159 registered native title bodies corporate** (RNTBCs), also known as prescribed bodies corporate (PBCs). Only **30 RNTBCs** (18.8 per cent of all RNTBCs) appeared **in the top 500**.

The **average income of RNTBCs** that recorded an income greater than zero (55.3 per cent of RNTBCs) was **\$887,968**. The remaining 44.7 per cent of RNTBCs had nil income or were not required to report (54 reported nil income, three were not required to report and 12 were granted exemptions).

About this report

This report provides information about Aboriginal and Torres Strait Islander corporations registered under the CATSI Act.

Data interpretation and limitations

When interpreting the data in this report readers should be aware of the following:

- The data has been supplied by Aboriginal and Torres Strait Islander corporations in audited financial statements and general reports lodged with the Registrar of Indigenous Corporations (the Registrar). It is as at 16 May 2017. The accuracy of the data relies on the quality of the information lodged.
- The geographic location of a given corporation is determined by the address of its registered office. It is important to note that a corporation may be registered in one state or territory, yet provide services to a client base spread across more than one state or territory.
- While many corporations operate in more than one sector, income in this report relates to the overall activities of the corporations and cannot be broken down by sector.
- At the time of analysis, a very small number of corporations had not provided their financial information for one or more financial years in the period covered by this report. For the 2015–16 reporting period, 96.5 per cent of all corporations were compliant with their reporting obligations under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* (CATSI Act) as at 30 June 2017. To a limited extent, gaps in the data have affected the rankings, new entries and departures, and aggregate figures presented in this report, such as growth in income and assets.
- The term 'departures' applies to corporations that were ranked in the top 500 for 2014–15 but not for 2015–16.
- All references to the previous financial year data are sourced from *The top 500 Aboriginal and Torres Strait Islander corporations 2014–15*.
- Revised information from subsequent or updated reports lodged by corporations for previous financial years is not reflected in these statistics.

The CATSI Act

The CATSI Act establishes the position of Registrar of Indigenous Corporations and allows Aboriginal and Torres Strait Islander groups to form corporations. The CATSI Act delivers modern corporate governance standards—it emphasises the importance of compliance and reporting as a mechanism to improve transparency and accountability. The CATSI Act provides a legislative mechanism to help Aboriginal and Torres Strait Islander people build strong corporations, strong people and strong communities.

Corporations registered under the CATSI Act must be owned and controlled by Aboriginal and Torres Strait Islander people: the majority of directors and the majority of members must be Aboriginal or Torres Strait Islander people (sections 29-5 and 246-5).

The Registrar is an independent statutory office holder appointed by the minister responsible for Indigenous affairs. The role of the Registrar is to administer the CATSI Act. The Office of the Registrar of Indigenous Corporations (ORIC) supports the Registrar to regulate and deliver services to corporations registered under the CATSI Act.

Profile of corporations registered under the CATSI Act

Table 1: Number of Aboriginal and Torres Strait Islander corporations registered under the CATSI Act

Year	Number of registered corporations ^a	Number of new registrations
2006-07	2552	111
2007-08	2605	84
2008-09	2723	125
2009-10	2210 ^b	163
2010-11	2286	187
2011-12	2391	173
2012-13	2488	155
2013-14	2596	163
2014-15	2688	170
2015-16	2781	177

Notes:

- a Number of registered corporations is as at 30 June at the end of the financial year.
- b A program conducted by the Registrar to deregister defunct corporations accounts for the reduction in the number of registered corporations in 2009-10.

A total of 2781 Aboriginal and Torres Strait Islander corporations were registered under the CATSI Act as at 30 June 2016.

There were 177 new registrations during 2015-16, up from 170 in 2014-15 (table 1). Of these, 25 were transfers of existing entities from other incorporation legislation.

Reporting compliance

Under the CATSI Act all corporations are required to submit one or more reports to the Registrar depending on their size (small, medium or large) and income.

Figure 1: Reporting compliance for all Aboriginal and Torres Strait Islander corporations, 2005-06 to 2015-16

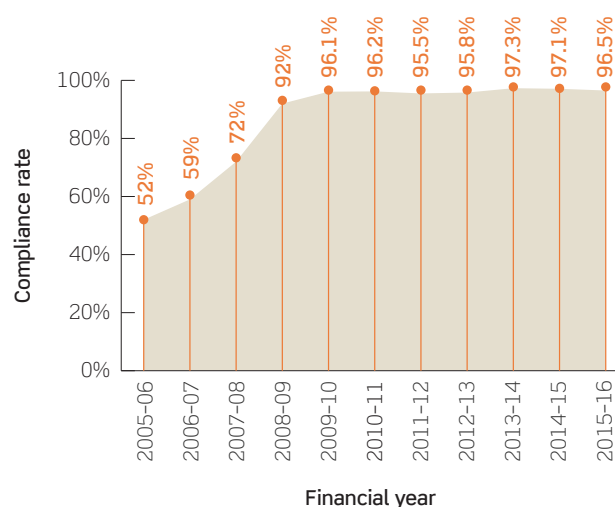
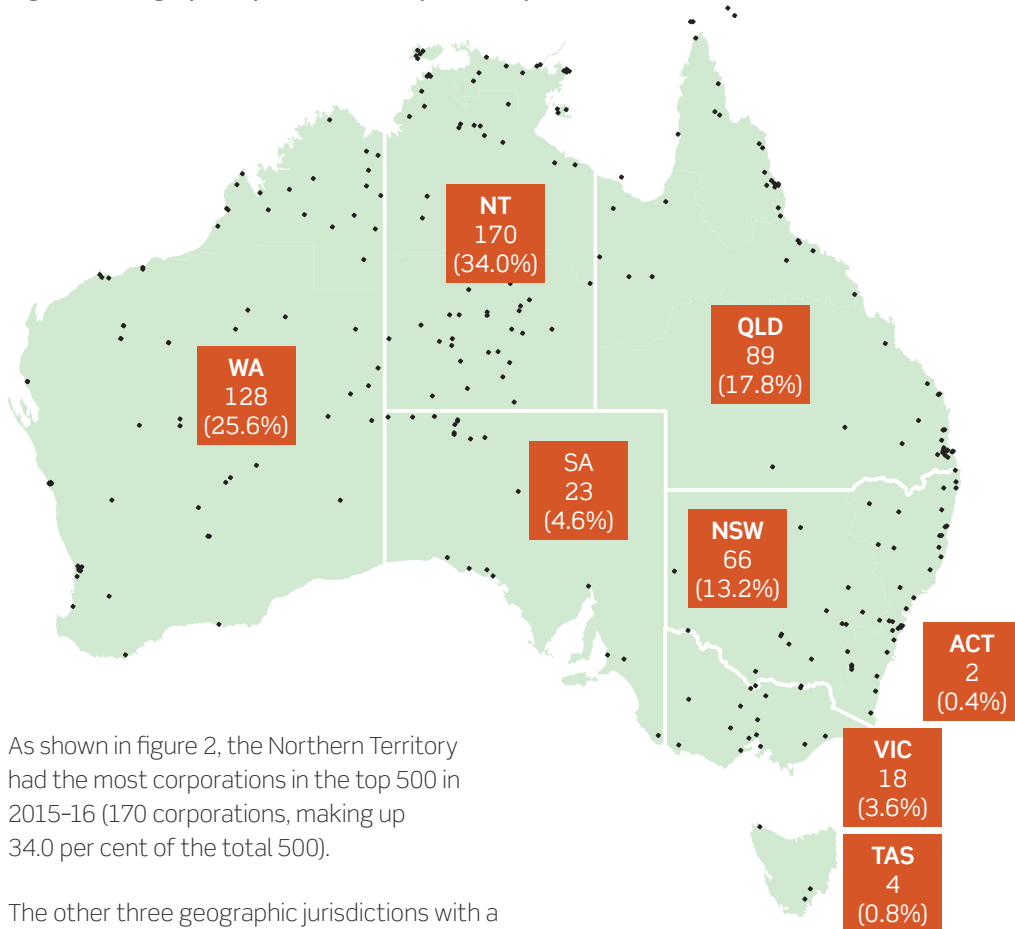


Figure 1 shows the last decade of reporting compliance rates. Corporations have sustained a rate of compliance of above 95 per cent for the past seven years.

Findings

Geographic spread of the top 500 corporations

Figure 2: Geographic spread of the top 500 corporations, 2015-16

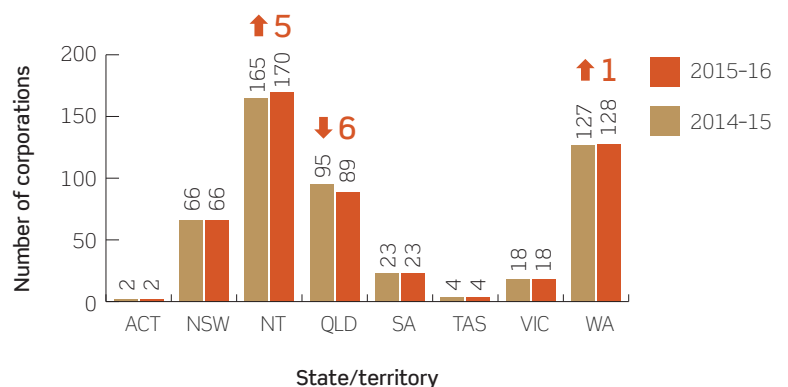


As shown in figure 2, the Northern Territory had the most corporations in the top 500 in 2015-16 (170 corporations, making up 34.0 per cent of the total 500).

The other three geographic jurisdictions with a large number of corporations in the top 500 were Western Australia (128), Queensland (89) and New South Wales (66). This order has remained unchanged since 2012-13.

Compared to the previous financial year, the number of registered corporations in the top 500 changed in only three states/territories (figure 3). Queensland continued its downward trend with the biggest decline in corporations in the top 500, with six fewer (last year's drop was eight). The Northern Territory had the biggest increase in corporation numbers, with five more moving into the top 500 rankings.

Figure 3: Changes in the number of the top 500 registered corporations by state/territory, 2014-15 to 2015-16



Overall income

In this report 'income' refers to total income as reported in corporations' audited financial statements or general reports. This may include self-generated income, government grants, distributions from trusts, philanthropic gifts and other income sources.

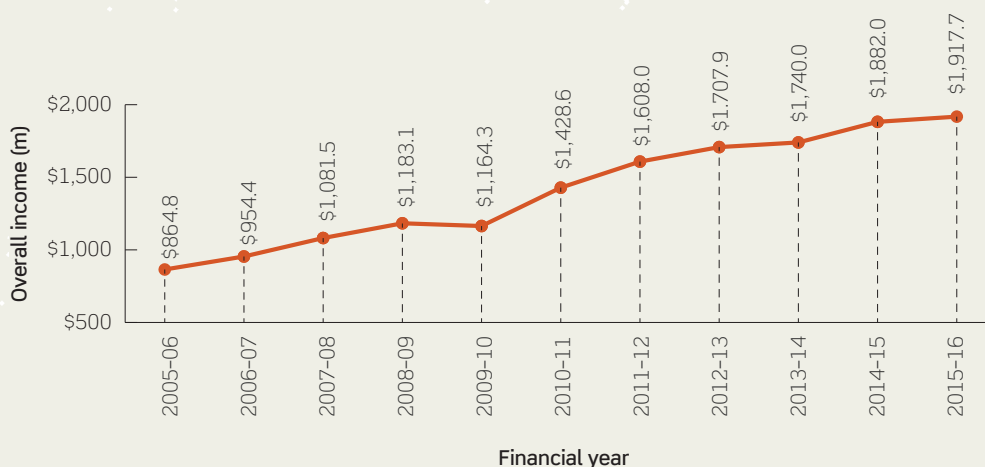
In 2015-16 the combined income of the top 500 corporations was \$1.92 billion, an increase from \$1.88 billion in 2014-15 (nominal increase was 1.9 per cent—significantly slower growth compared to 8.2 per cent in the previous year).

The overall income generated by the top 500 corporations has in the main continued an upward trend over the past decade. The only year to see a decline was 2009-10.

Overall income in 2015-16 was more than double the overall income 10 years ago—increasing from \$865 million in 2005-06 to \$1.92 billion in 2015-16 (figure 4). Over the same period the annual average growth rate was 8.3 per cent.

The average income across the top 500 corporations in 2015-16 was \$3.84 million, up from \$3.76 million in 2014-15.

Figure 4: Changes in overall income of the top 500 corporations, 2005-06 to 2015-16



Geographic share of the overall income

Figure 5: Geographic share of overall income generated compared to corporations in the top 500, 2015-16

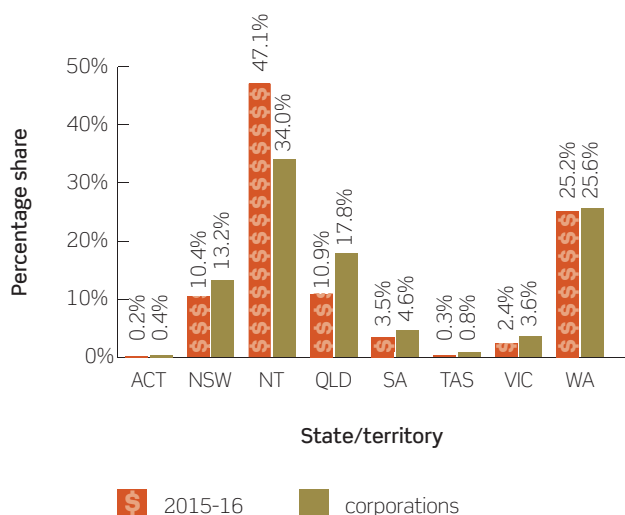


Figure 5 shows that in 2015-16 the Northern Territory alone accounted for just under half (47.1 per cent) of the overall income of the top 500 corporations. It increased its share by 2.9 per cent from 2014-15 when it represented 44.2 per cent. When combined, the Northern Territory and Western Australia accounted for 72.3 per cent of overall income in 2015-16.

The percentage share of income for each jurisdiction remained fairly consistent with 2014-15. Queensland, although with six fewer corporations, did not change its percentage share of income at all. Northern Territory experienced the greatest increase in its share of the overall income (2.9 per cent) and Western Australia the greatest decrease (3.5 per cent). All other states/territories changed each of their shares by less than 0.5 per cent.

Variations in income

Table 2: Income and assets of the top 500 corporations ranked highest and lowest, 2015–16

Ranking of corporation	Income	Assets*
Number 1	\$95,536,455	\$63,270,544
Number 500	\$399,960	\$190,817

* The values shown for assets are for the actual corporations ranked highest and lowest by their income. The values do not represent the highest and lowest asset values overall.

There was a significant difference between the income and assets of the corporation ranked number 1 and the corporation ranked number 500 (table 2). The top ranked corporation generated \$95,536,455 during 2015–16, which is 238 times more than the \$399,960 earned by the corporation ranked at number 500.

The income of the highest ranked corporation in 2015–16 has grown by 7.5 per cent from 2014–15 (its 2014–15 income was \$88,873,326). The income of the 500th ranking also increased, by 28.7 per cent (from \$310,716 in 2014–15 to \$399,960 in 2015–16).

In this year's report the highest ranked corporation has maintained the top position from last year. The income history of this corporation is:

- 2011–12 \$44,759,708
- 2012–13 \$47,081,917
- 2013–14 \$59,648,789
- 2014–15 \$88,873,326
- 2015–16 \$95,536,455.

A total of 137 of the 500 corporations improved their ranking this year and 291 decreased their ranking. Thirteen corporations maintained the same ranking. There were 59 new entries, which means there were also 59 departures—see the appendix for further details.

Of the 59 new entries:

- 24 increased their income, bringing them into the top 500 range
- 12 were omitted from last year's ranking because they lodged their reports after the report was prepared
- 23 were new registrations, including 16 transfers of existing entities from other incorporation regimes.

Of the 59 departures, 15 corporations (25.4 per cent) dropped out because by the time this report was prepared they had either not lodged their 2015–16 financial statements or the reports they lodged did not include financial data—either the corporations sought an extension of time to report, or they were simply late.

Seven of the top 10 corporations for 2014–15 remained in the top 10 for 2015–16. The top five remained unchanged in their positions since last year.

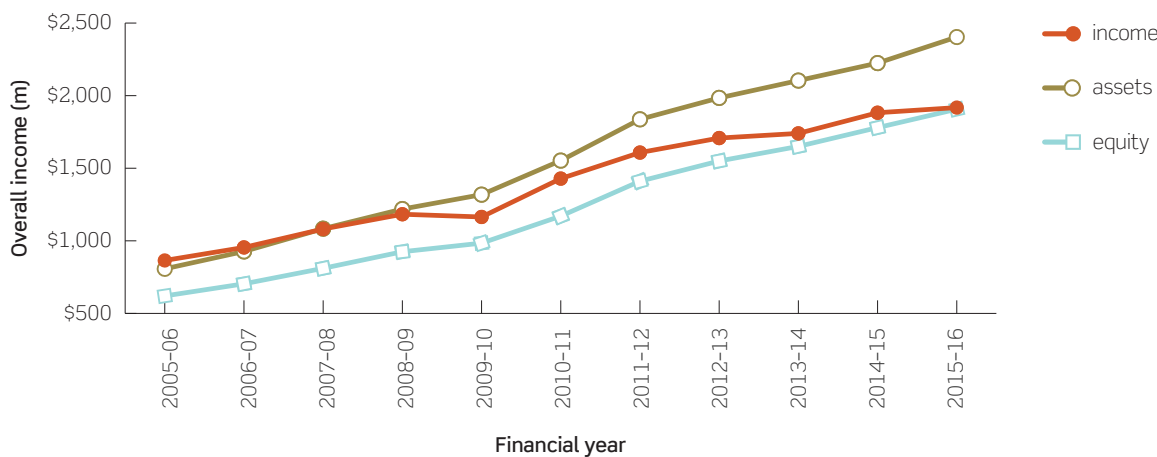


Income, assets and equity

In this section 'total assets' refers to current and non-current assets combined, as reported by the corporations. Also, 'total equity' is calculated as follows:

total equity = total assets - total liabilities.

Figure 6: Combined total income, total assets and total equity, 2005-06 to 2015-16



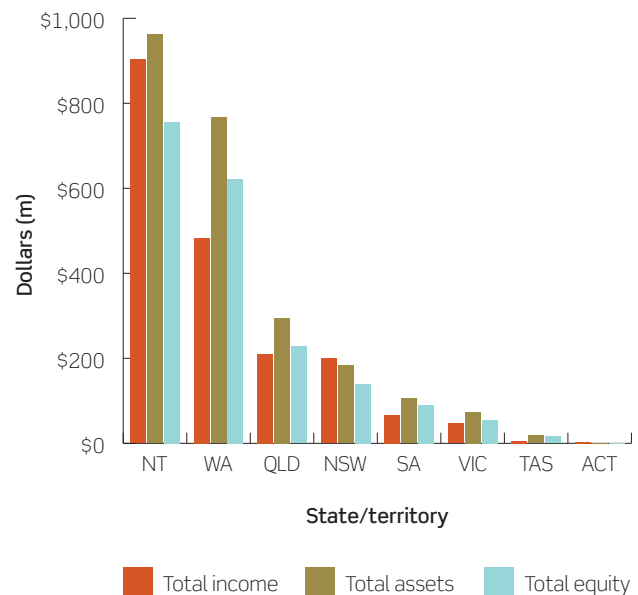
The total income, assets and equity of the top 500 corporations have consistently increased since 2005-06, except for a slight drop in income in 2009-10 (figure 6).

Although total income has risen significantly over the decade, from \$865 million to \$1,917 million, it grew at a slower average annual rate (8.3 per cent) than total assets and total equity (these average growth rates were 11.5 per cent and 11.9 per cent respectively).

Table 3: Total income, total assets and total equity for the top 500 corporations by state/territory, 2015-16

State/territory	Total income	Total assets	Total equity
NT	\$902,768,095	\$961,681,036	\$755,430,927
WA	\$483,142,333	\$766,648,663	\$621,837,051
QLD	\$210,357,803	\$294,197,745	\$228,086,651
NSW	\$199,927,565	\$183,070,975	\$139,081,412
SA	\$66,401,868	\$105,724,771	\$90,915,407
VIC	\$46,558,712	\$73,285,882	\$54,617,748
TAS	\$5,905,871	\$18,451,601	\$16,393,810
ACT	\$2,671,601	\$593,632	\$271,582
Total	\$1,917,733,848	\$2,403,654,305	\$1,906,634,588

Figure 7: Total income, total assets and total equity for the top 500 corporations by state/territory, 2015-16



The bulk of the income, assets and equity are shared by two jurisdictions: Northern Territory and Western Australia (figure 7).

Table 3 shows the total income, total assets and total equity of the top 500 corporations in each state and territory for 2015-16.

Figure 8: Movements in average income of the top 500 corporations by state/territory, 2005-06 to 2015-16

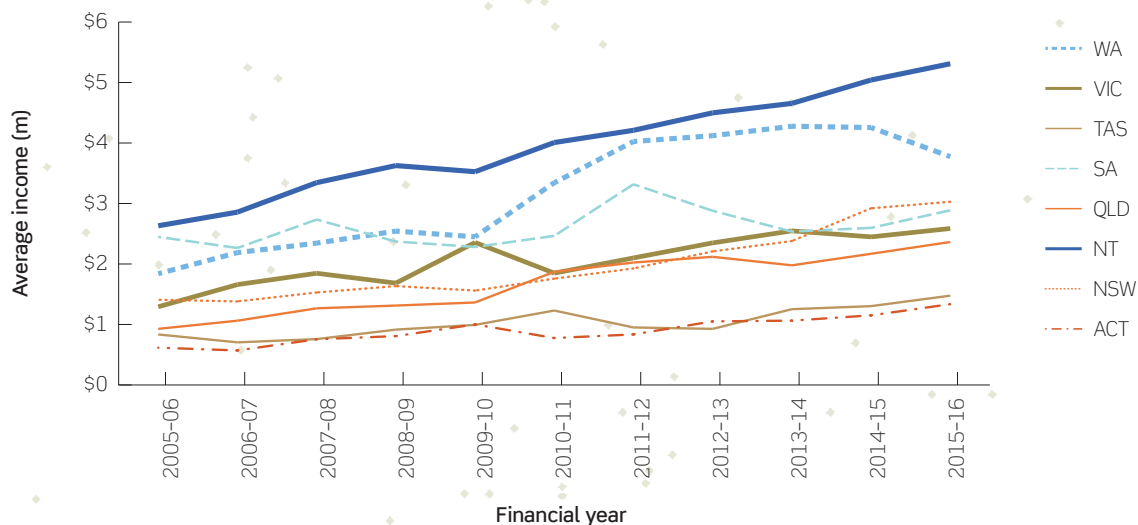
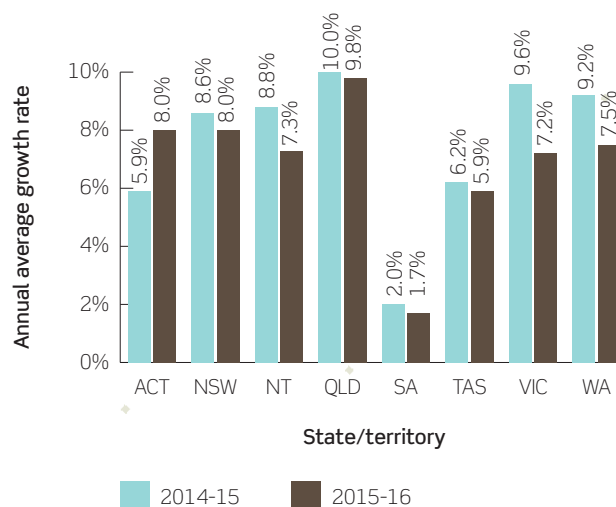


Figure 8 shows annual changes in the average income of corporations in each state and territory over 11 financial years. While all jurisdictions experienced an overall increase in income over the period, other patterns also emerged. For example:

- The Northern Territory consistently maintained the highest average income earned by the top 500 corporations over the past 11 financial years. Last year, (2014-15) it broke the \$5 million average mark and is the only jurisdiction to ever do so.
- The Northern Territory and New South Wales have followed similar trajectories of growth although at different income levels.
- After four consecutive years above an average of \$4 million, the average income in Western Australia fell below \$4 million in 2015-16. Over the 11 years Western Australia had a strong two-year period of growth followed by a clear downturn in average income.
- Although Queensland has been third highest in terms of total corporation numbers over the past four years (2012-13 to 2015-16), it has averaged sixth position in terms of average income.
- The Australian Capital Territory and Tasmania had the lowest average income over the past 11 years.
- Not one jurisdiction sustained an increase in average income every year over the 11 year period.
- In 2015-16 the average income from the highest to lowest jurisdiction differs by almost \$4 million. The Australian Capital Territory was the lowest at \$1,335,801 while the Northern Territory was the highest at \$5,311,046.

Figure 9: Ten-year annual average growth rates for income of the top 500 corporations by state/territory, 2014-15 to 2015-16



Compared to last year the 10-year annual average growth rates have begun to even out across all jurisdictions—with exceptions of South Australia being notably lower and Queensland higher (figure 9).

South Australia's 10-year annual average growth rate slowed even further from 2.0 per cent last year to 1.7 per cent. This average growth rate was much lower than all other jurisdictions. While Queensland's rate dipped slightly from 10.0 per cent to 9.8 per cent, on average it grew faster than any other jurisdiction.

Although all jurisdictions except Western Australia experienced an upward movement in average income compared to last year (figure 8), the Australian Capital Territory was the only jurisdiction to have an upward movement in its 10-year annual average growth rate (increasing from 5.9 per cent to 8.0 per cent). The 10-year annual average growth rate declined in all other jurisdictions. The largest declines were in:

- Victoria—the average growth rate slowed from 9.6 per cent to 7.2 per cent
- Western Australia—the rate slowed from 9.2 per cent to 7.5 per cent
- Northern Territory—the rate slowed from 8.8 per cent to 7.3 per cent.

Average income by region

The Department of the Prime Minister and Cabinet aligns its network of staff supporting Indigenous affairs using a model of 12 regional areas to provide support closer to the communities it serves. The top 500 corporations are aligned with the network in the following table.

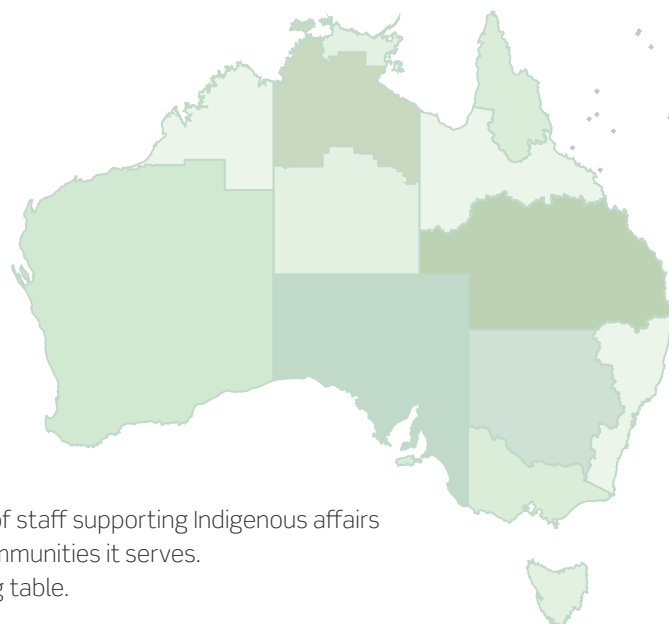


Table 4: Average income of the top 500 corporations by region, 2015–16

Region	No. of corporations	Average 2015–16 income per corporation	Percentage increase/decrease in average income from 2014–15 to 2015–16
Arnhem Land and Groote Eylandt	29	\$6,331,055	-14.9%
Central Australia	80	\$4,965,793	10.3%
Eastern New South Wales	55	\$2,967,987	7.6%
Far North Queensland	42	\$2,305,973	3.6%
Greater Western Australia	59	\$4,313,441	-6.9%
Gulf and North Queensland	16	\$2,296,833	40.0%
Kimberley	68	\$3,300,716	-18.2%
South Australia	34	\$2,437,311	4.4%
South Queensland	30	\$2,393,139	3.9%
Top End and Tiwi Islands	51	\$5,921,485	13.8%
Victoria and Tasmania	21	\$2,467,169	10.1%
Western New South Wales	15	\$3,507,975	2.8%

Table 4 shows the average income earned by the top 500 corporations by region. Arnhem Land and Groote Eylandt remained the region with the highest average income in 2015–16 (in 2014–15 its average income was \$7,437,806).

Figure 10: Change in average income of the top 500 corporations by region, 2014–15 to 2015–16

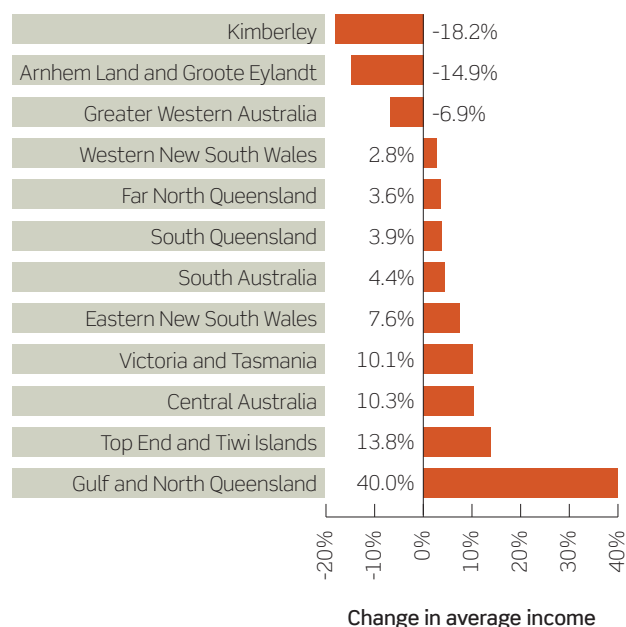


Figure 10 shows nine regions increased their average income from 2014–15 to 2015–16 while three regions decreased.

In 2015–16 the Kimberley region had the largest decrease in average income of 18.2 per cent. The Gulf and North Queensland region (16 corporations) had the largest increase in average income for 2015–16 (40 per cent), whereas in 2014–15 that region (20 corporations) had a 13.5 per cent decrease.

Pilbara

Over the past decade the Australian resources and energy sectors have experienced significant change, starting with the resources boom in the mid-2000s and continuing more recently with deteriorating export markets. In September 2011, Australia's trade reached its highest level in 140 years.¹ The investment phase peaked in 2011. Since then the number of new exploration and capital expenditure projects has fallen substantially.²

Although iron ore resources can be found in all Australian states and territories, almost 90 per cent of identified and accessible resources occur in Western Australia, including almost 80 per cent in the Hamersley region in the Pilbara. It is one of the world's major iron ore provinces.³ In 2014-15 Western Australia contributed 98.6 per cent of the total production of iron ore in Australia.⁴

In this year's top 500 there are 21 corporations that are based in the Pilbara, which is part of the Greater Western Australia region.

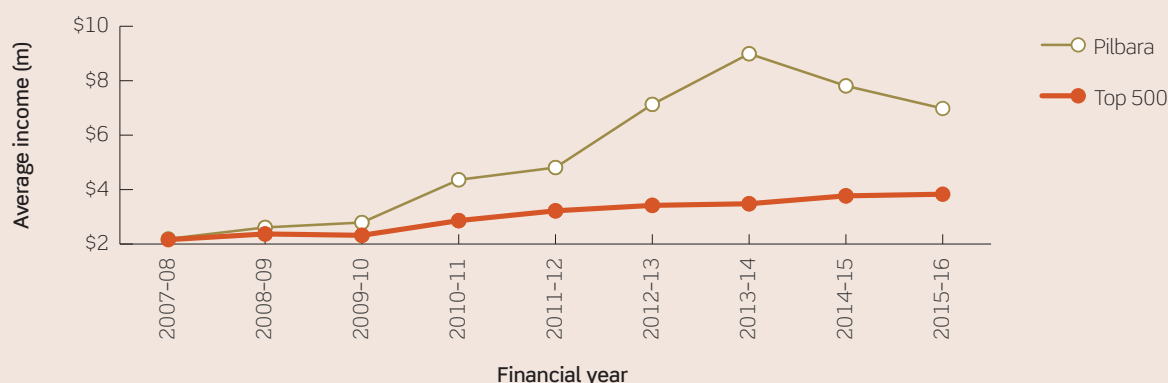
Figure 11 suggests corporations located in the Pilbara area appear to have significantly benefited from the mining boom. In 2007-08 the average income of Pilbara-based corporations was virtually identical to the average national income of the top 500 corporations. However, from 2008-09 to 2013-14, Pilbara-based corporations consistently increased their income relative to the national average. The peak occurred in 2013-14 and the decline has been steady but less steep than the rise.

In 2015 many iron ore producers announced cuts to employee numbers and service contracts. As expected, these cuts have affected Aboriginal corporations in the Pilbara. In 2015-16 the average income of Pilbara-based corporations decreased by \$0.83 million from 2014-15 (from \$7.81 million to \$6.98 million), whereas the average income of the top 500 corporations increased by \$0.06 million (from \$3.77 million to \$3.83 million).

Although there was a noticeable decline in average income for the last year, on average, corporations in the Pilbara still had a higher income compared to other corporations across the whole of Australia. The average income in 2015-16 of the Pilbara-based top 500 corporations has dropped to just under double (1.8 times) the average income of all the top 500 corporations (\$6.98 million compared to \$3.83 million). This average income is still above the best performing region, Arnhem Land and Groote Eylandt, which had an average income of \$6.33 million.

The combined total income for top 500 corporations in the Pilbara region declined by 18.3 per cent—from \$179.6 million in 2014-15 (23 corporations) to \$146.7 million in 2015-16 (21 corporations).

Figure 11: Average income of the top 500 corporations based in the Pilbara compared with average income of all the top 500 corporations, 2007-08 to 2015-16



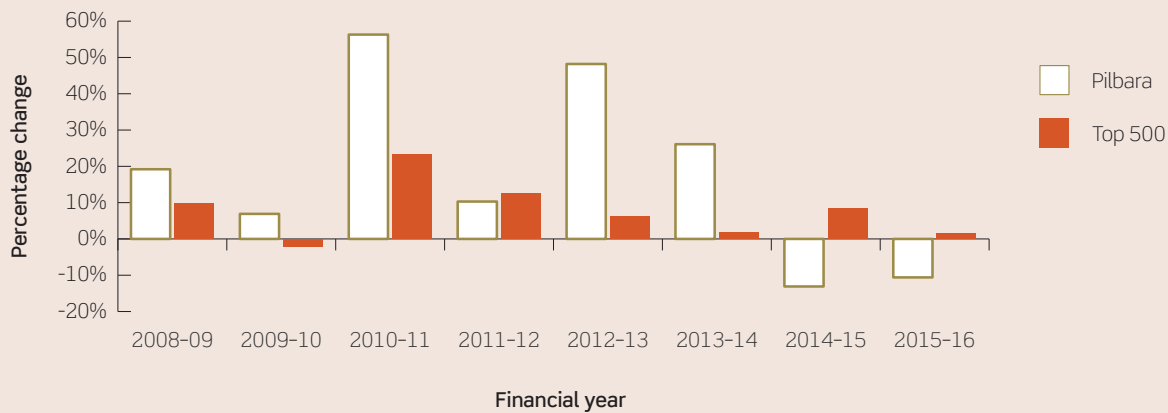
1 Department of Industry, Innovation and Science, Office of the Chief Economist, *Resources and Energy Quarterly*, March 2016, figure 2.11, p. 25.

2 *ibid*, figures 2.13 and 2.14, p. 26.

3 Geoscience Australia, *Australian Atlas of mineral resources, mines and processing centres, Iron Fact Sheet*, viewed 6 July 2016; Britt, A., Summerfield, D., Whitaker, A., Kay, P., Champion, D., Huston, D., Senior, A., Sexton, M., Roberts, D., Wright, S. and Schofield, A. 2015. *Australia's Identified Mineral Resources 2015*. Geoscience Australia, Canberra; Jaireth, S., Summerfield, D. *Australian In Situ Iron Ore Resources (Sheet 1: Hematite; Sheet 2: Magnetite)*, Geoscience Australia, Canberra, 2012.

4 Department of Industry, Innovation and Science, Office of the Chief Economist, *Resources and Energy Quarterly*, June 2017, Statistical data.xlsx, sheet 28.

Figure 12: Percentage change in average income of the top 500 corporations based in the Pilbara compared with all the top 500 corporations, 2008-09 to 2015-16



The annual percentage changes for corporations in the Pilbara have been far more erratic and dramatic when compared to other corporations in the top 500 (figure 12).

While the average income for Pilbara-based corporations segment has declined over the past year, the rate of decline has slowed—and the average value of their asset holdings has increased slightly by 1.4 per cent—from \$7,692,251 in 2014-15 to \$7,801,365 in 2015-16.

Profitability

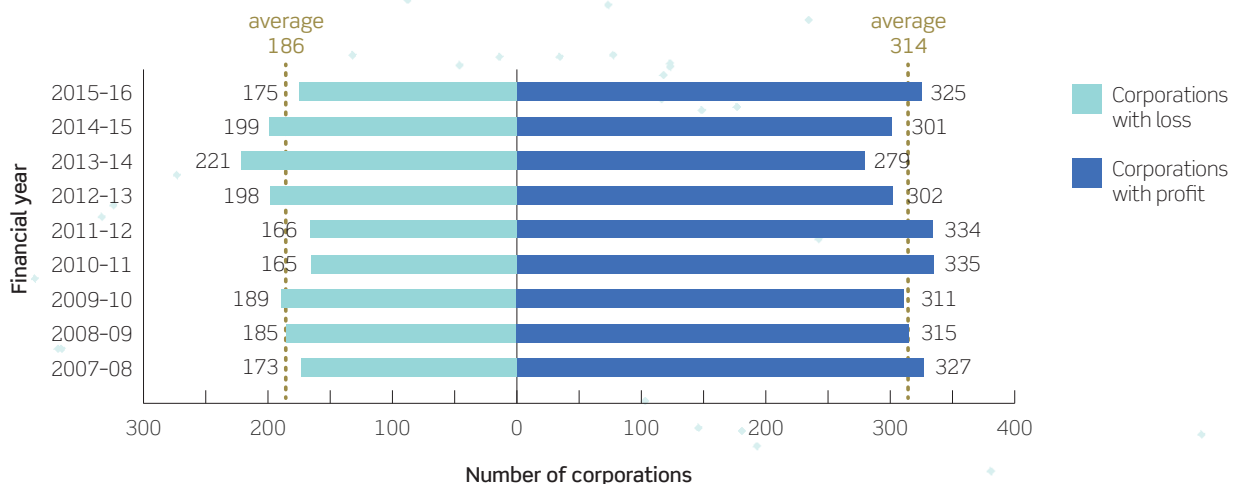
Inclusion in the top 500 is determined by income. Not all corporations in the top 500 make a profit.

Some caution should be exercised when referencing profitability. The vast majority of the top 500 corporations are not-for-profit corporations so this report focuses largely on income. Profit or surplus cannot be taken as an accurate measure of the performance of a not-for-profit because the objective of such corporations is quite different. Their aim is

not to generate profit or wealth but to use their resources to the maximum to further their non-profit purposes. The more income that a not-for-profit generates, the more resources it can devote to its non-profit purposes.

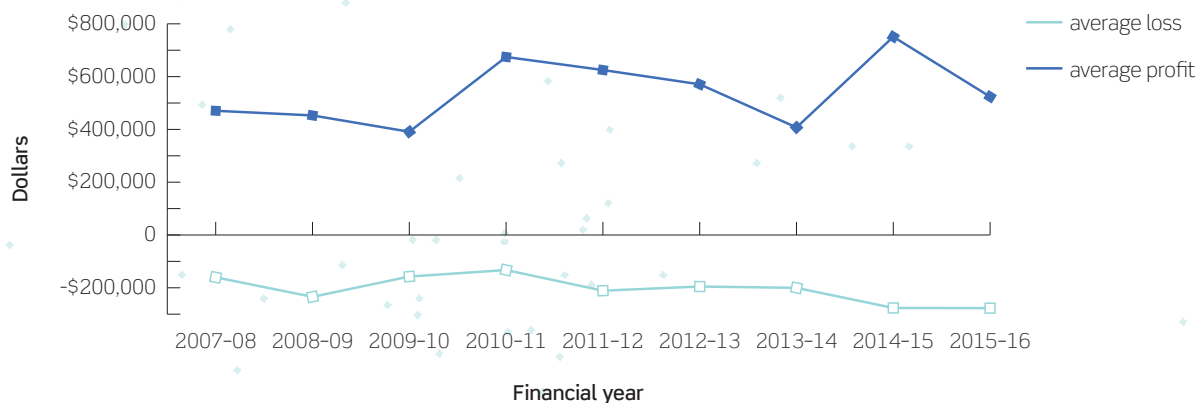
In this part of the report the terms 'profit and loss' include 'surplus and deficit' respectively for not-for-profit corporations.

Figure 13: Number of profit-making and loss-making corporations in the top 500, 2007-08 to 2015-16



In 2015-16 the percentage of corporations reporting a profit was 65 per cent. This is up from 60 per cent in 2014-15 (figure 13).

Figure 14: Average profit for profit-making corporations and average loss for loss-making corporations in the top 500, 2007-08 to 2015-16



For 2015-16 the value of the average loss and the value of the average profit made by the respective categories have both declined. That is, the average loss and the average profit moved closer to break-even (figure 14).

Figure 15: Total combined profit and loss for the top 500 corporations, 2007-08 to 2015-16

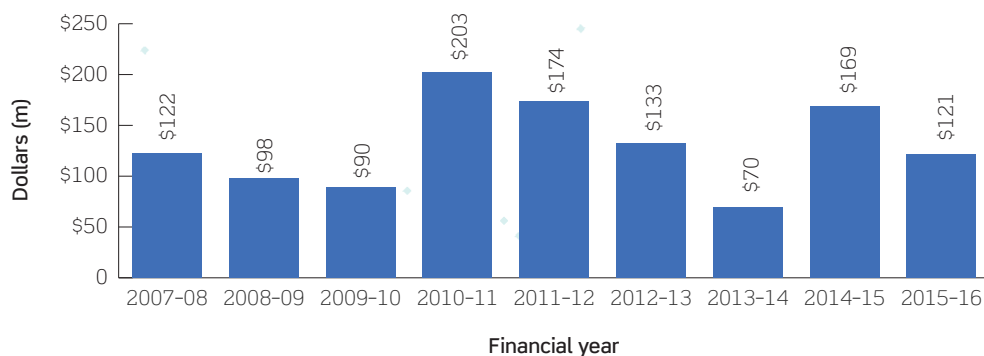
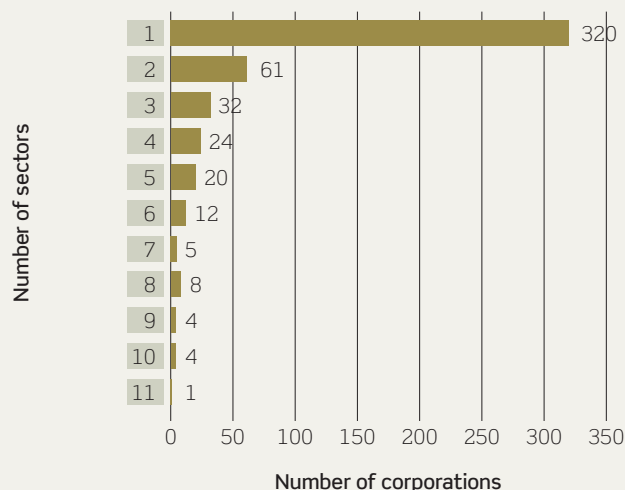


Figure 15 shows that the overall profitability of the top 500 corporations has fluctuated widely since 2007-08. It is not reflective of the steady growth pattern in total income over the same period (figure 4).

Sectoral information

As part of annual reporting under the CATSI Act, Aboriginal and Torres Strait Islander corporations provide information on the sectors in which they operate.

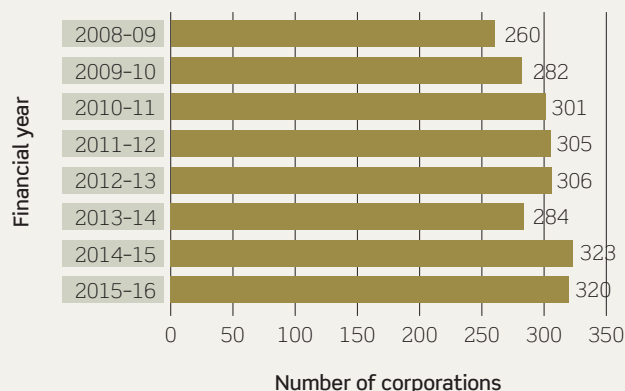
Figure 16: Number of sectors in which the top 500 corporations operated, 2015-16



During 2015-16, 320 (64.0 per cent) of the top 500 corporations reported that they were active in one sector only (figure 16). This is three corporations fewer than 2014-15 (figure 17).

A total of 171 corporations operated in more than one sector. Of these, 149 corporations operated in two to six sectors—a decrease of two corporations from the previous financial year. The highest number of operating sectors reported by a single corporation was 11. Nine corporations did not report any sector at all.

Figure 17: Number of top 500 corporations operating in one sector only, 2008-09 to 2015-16



Since 2008-09 the number of corporations in the top 500 that are operating in one sector only has consistently been over half.

Figure 18: Number of the top 500 corporations per sector, 2015-16

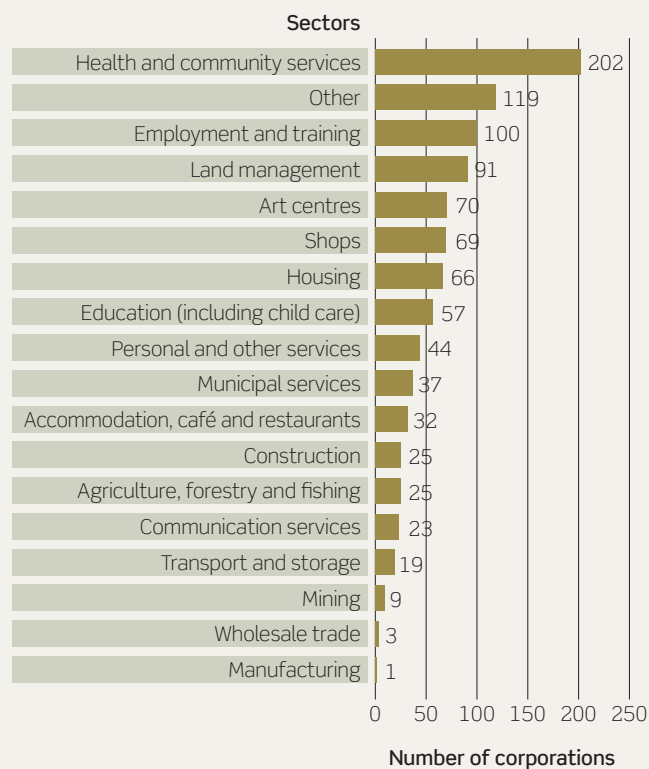


Figure 18 shows the 'health and community services' sector remained the most common sector of corporation activity with 202 corporations (40.4 per cent). This is up 2.0 per cent from 2014-15 when there were 197 corporations in the sector.

The three sectors that showed the highest percentage growth within the top 500 corporations since the previous financial year were:

- transport and storage—72.7 per cent increase (from 11 to 19 corporations)
- construction—19 per cent increase (from 21 to 25 corporations)
- mining—12.5 per cent increase (from 8 to 9 corporations).

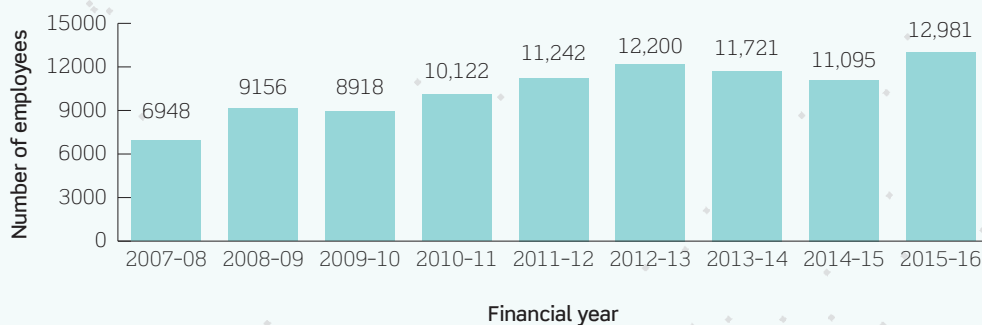
The sectors with the largest declines were:

- wholesale trade—57.1 per cent decrease (from 7 to 3 corporations)
- manufacturing—50 per cent decrease (from 2 corporations to 1)
- communication services—25.8 per cent decrease (from 31 to 23 corporations).

Employees

General reports submitted to the Registrar since 2007-08 contain information on the number of full-time equivalent (FTE) employees of each corporation.

Figure 19: Total number of employees at the top 500 corporations, 2007-08 to 2015-16



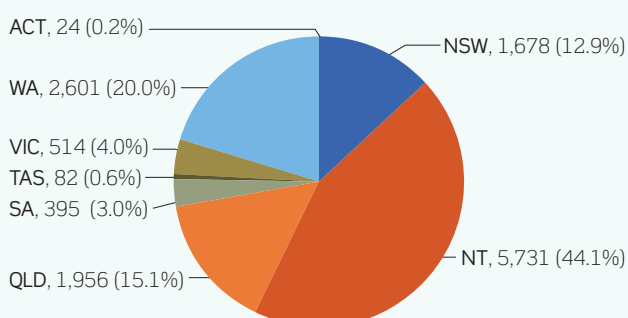
Together, at the end of 2015-16 the top 500 corporations had 12,981 employees. This represents an increase of 1,886 employees (17.0 per cent) from the previous financial year (figure 19).

The number of employees is susceptible to fluctuations from:

- changes in how corporations have counted and reported their employees, such as corporations with subsidiaries changing their number to present a consolidated figure in line with consolidated financial reporting
- corporations failing to lodge data.

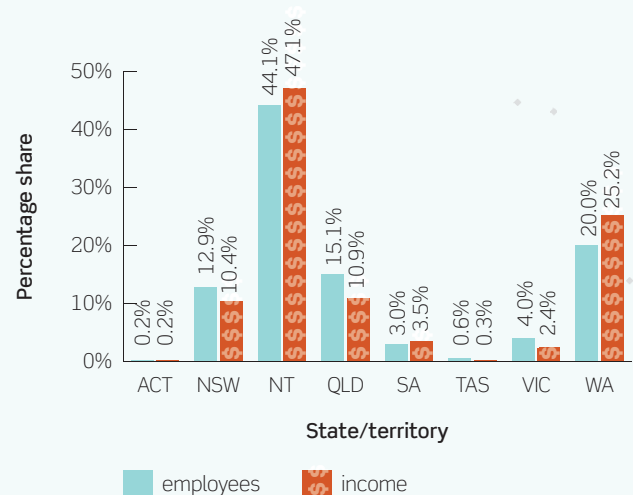
Nineteen corporations in the top 500 reported zero employees for 2015-16. Some of these were corporations whose sole purpose is to receive and distribute royalties related to land use agreements—these often engage a peak body or land council to provide administrative services for a fee. Another example is corporations providing a housing service where a property manager has been contracted to carry out the daily business activity.

Figure 20: Total number of employees and percentage share for the top 500 corporations by state/territory, 2015-16



The Northern Territory continued to hold a clear lead over all other jurisdictions for the highest total number of FTE employees, with a total of 5,731 FTE employees in 2015-16 (4,449 FTE employees in 2014-15)—representing a share of 44.1 per cent.

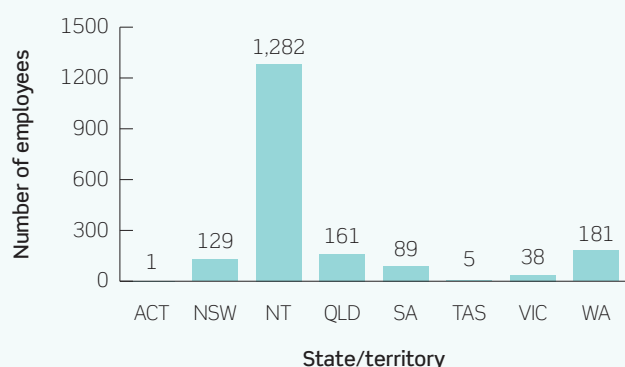
Figure 21: Comparison of percentage shares of total income and total employees for the top 500 corporations by state/territory, 2015-16



The two jurisdictions that generated the largest share of total income (Northern Territory and Western Australia) both had a smaller share of total employees (figure 21). However, compared to last year, the Northern Territory has moved to narrow the difference between percentage shares of total income and total employees.

South Australia also held a smaller share of total employees in relation to its share of total income.

Figure 22: Change in the number of employees at the top 500 corporations by state/territory, 2014-15 to 2015-16



In 2015-16 employee numbers increased in all jurisdictions. Northern Territory growth was the largest by far. Employment there grew by 1282 FTE employees, from 4449 to 5731. This was a turnaround from 2014-15 when the number of FTE employees in Northern Territory corporations dropped by 274. Note that a large portion of the increase is attributable to just one corporation that changed its reporting methodology. Western Australia also recovered from last year's decline (of 339 FTE employees) to grow by 181.

Directors

Each year, corporations registered under the CATSI Act are required to provide details of directors in their general reports, including their age, name and title—for instance Dr, Mr, Mrs or Ms. This report has relied on directors' titles and first names, as reported in general reports, to identify gender.

Table 5: Average number of directors per board, in the top 500 corporations, 2011-12 to 2015-16

Financial year	2011-12	2012-13	2013-14	2014-15	2015-16
Average number of directors	8.0	7.8	7.9	8.1	8.2

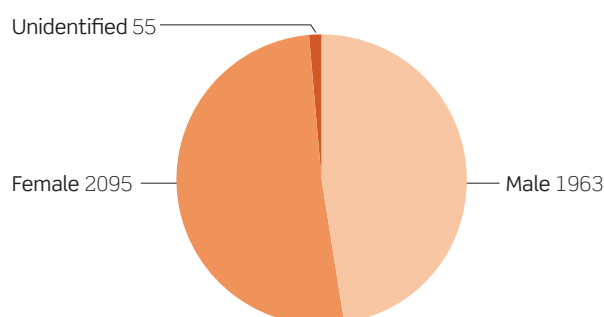
At the time of reporting, one corporation in the top 500 was under special administration. In most cases when a special administrator is appointed, all director positions are vacated and the special administrator performs the role of the board. One corporation was therefore excluded from the data to determine the average number of directors per board.

In 2015-16 a total of 4114 people filled directors' roles in the top 500 Aboriginal and Torres Strait Islander corporations. This represents an average of 8.2 directors per corporation. Over the last five years, the average number of directors per corporation has ranged from 7.8 to 8.2 (table 5).

The smallest individual board had three directors and the largest had 48 directors. A greater number of corporations (318) had fewer directors than the average while 182 had a number above the average.

Gender diversity of directors

Figure 23: Gender of directors for the top 500 corporations, 2015-16



The gender of 55 directors (1.3 per cent) could not be identified as some corporations did not indicate gender-specific titles (Mr, Mrs, Ms) and the first names of their directors were also gender-neutral (figure 23).

Excluding directors whose gender was not specified, the breakdown of male and female directorships was 48.4 per cent male to 51.6 per cent female. This is a small shift from the previous financial year when there were 47.2 per cent male directors to 52.8 per cent female directors. There were 19 all-male boards and 38 all-female boards.

Strong female representation on Aboriginal and Torres Strait Islander corporation boards is not new. Since the Registrar began to document the gender split through the top 500 reports, women have always been in the majority on boards. However, the representation of females has declined slightly over the years (54.4 per cent in 2012-13; 53.8 per cent in 2013-14; 52.8 per cent in 2014-15; and 51.6 per cent in 2015-16).

Figure 24: Representation of women on boards—some comparisons⁵

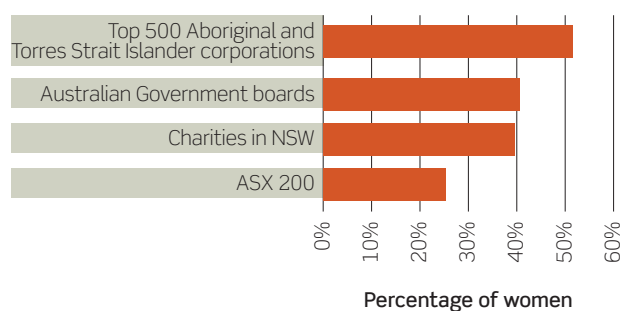


Figure 24 shows that female representation on boards of the top 500 Aboriginal and Torres Strait Islander corporations (52.8 per cent) remains considerably higher than for companies listed on the Australian Securities Exchange (25.4 per cent).

The '30% Club' was launched as a campaign in the UK in 2010 with a goal of achieving a minimum of 30 per cent women on FTSE-100 boards. The 30% Club Australia chapter launched in May 2015 with the primary objective of campaigning for 30 per cent women on ASX 200 boards by the end 2018.⁶ The current number of ASX 200 companies with at least 30 per cent female directors is 66 (33 per cent of the ASX 200).⁷ The current number of top 500 Aboriginal and Torres Strait Islander corporations with at least 30 per cent female directors is 400 (80 per cent of the top 500).

5 Sources:

- Australian Institute of Company Directors 2017, *Appointments to ASX 200 Boards*, Statistics (31 August 2017), Australian Institute of Company Directors, viewed 18 October 2017.
- Commonwealth of Australia, Department of the Prime Minister and Cabinet, *Gender Balance on Australian Government Boards Report 2015-16*, September 2016, p. 2
- Women on Boards, *Boardroom diversity index*, viewed 18 October 2017. <<https://www.womenonboards.net/Resources/Boardroom-Diversity-Index>> The data shown 'Charities in NSW' is taken from the index for 2015. The index describes it as data detailing a random sample of 600 NSW-based charities.

6 <https://30percentclub.org/about/chapters/australia>

7 Australian Institute of Company Directors 2017, *30% by 2018: Gender diversity progress report*, June – August 2017 quarterly report volume 9, p. 4. <<https://aicd.companydirectors.com.au/~media/cd2/resources/advocacy/board-diversity/pdf/06048-1-pol-gender-diversity-quarterly-report-aug-17-a4-web.ashx>>

Sources of income for the top 20

This section examines the various sources of income for the top 20 corporations registered under the CATSI Act. Information gathered from audited financial statements submitted by the top 20 corporations is provided in table 6 and figure 25. The total income of individual corporations in the top 20 in 2015-16 ranged from \$16.8 million to \$95.5 million. As a combined group their income amounted to \$550,501,491.

Table 6: Sources of income of the top 20 Aboriginal and Torres Strait Islander corporations, 2011-12 to 2015-16

Financial year	Government funding ⁸	Self-generated income	Other income sources ⁹	Philanthropic gifts
2011-12	\$210,945,564 (39.9%)	\$210,627,891 (39.8%)	\$107,417,202 (20.3%)	\$0 (0.0%)
2012-13	\$215,438,385 (36.9%)	\$233,573,905 (40.1%)	\$133,925,459 (23.0%)	\$350 (<0.1%)
2013-14	\$233,974,306 (39.5%)	\$265,904,656 (44.8%)	\$93,026,778 (15.7%)	\$0 (0.0%)
2014-15	\$230,537,009 (39.3%)	\$252,172,318 (43.0%)	\$102,279,303 (17.4%)	\$1,500,000 (0.3%)
2015-16	\$243,621,893 (44.3%)	\$255,840,815 (46.5%)	\$50,858,783 (9.2%)	\$180,000 (<0.1%)

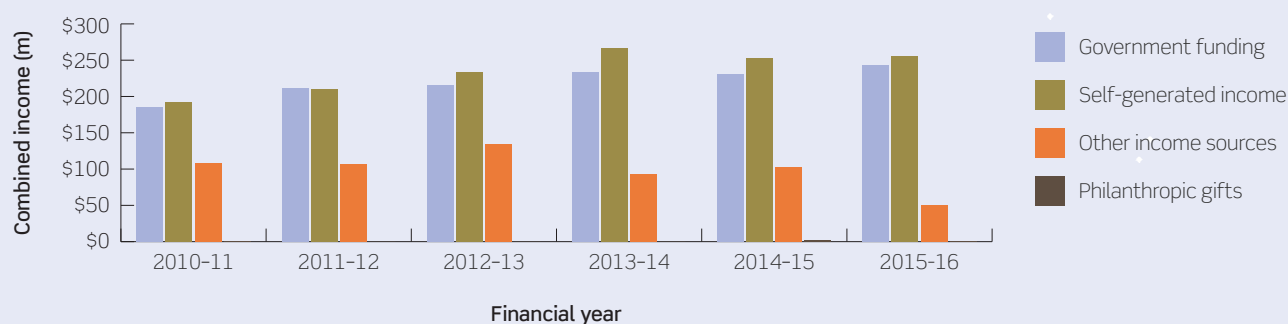
Note: Percentages are of income sources against the combined income for the top 20 corporations for each financial year.

Government funding to the top 20 corporations has risen by 5.0 per cent since 2014-15 (from 39.3 per cent to 44.3 per cent)—see table 6. The share of self-generated income also increased from 43.0 per cent to 46.5 per cent.

In table 6 'other income sources' includes mining royalties, compensation payments made under Indigenous land use agreements, trust distributions as well as sundry or other income. This is a difficult income category to sustain over time as the flow of these types of payments can be irregular. Table 6 shows this income category had the largest decrease, falling from a 17.4 per cent share in 2014-15 to 9.2 per cent in 2015-16.

In 2015-16 reports all top 20 corporations reported some income received as sundry or other. Only four of these corporations reported income in this category that was from royalties, mining or land use compensation. The value of this subset of income represented 52.5 per cent of the whole 'other income sources' category.

Figure 25: Funding sources of the top 20 Aboriginal and Torres Strait Islander corporations, 2010-11 to 2015-16



⁸ Government funding includes grants as well as other sources of government funding such as fuel tax credits.

⁹ Other sources of revenue include, but are not limited to, mining royalties, native title compensation packages and distributions from trusts.

Several trends in income sources were apparent when reviewing the sources of combined corporation income for the top 20 over the past five years (figure 25):

- There was a general upward trend in government funding and self-generated income; and a general decline in the category of other income sources.
- The proportions of self-generated income and government-derived income have stayed almost equal with self-generated income slightly ahead.
- Income received from ‘other income sources’ has declined over time, possibly because this funding source may contain mining royalties and compensation payments made under Indigenous land use agreements, which may be large and one-off. The peak appears in 2012–13 at a time of significant investment activity related to the mining boom. There was a drop of 50.3 per cent in the last financial year.
- Income generated from philanthropic gifts represents less than 0.1 per cent of total income for all years except 2014–15 when a single corporation received gift income representing 0.3 per cent of total income for the top 20.

More on government funding

The top 20 corporations cover a spectrum of income models. They include corporations that almost exclusively deliver government services and programs, and those that derive their income from other operating activities.

The most dominant operating sector reported by the top 20 corporations was health and community services (14 corporations) followed by employment and training (nine corporations) and construction (seven corporations).¹⁰

Government funding for five corporations in the top 20 was in excess of 90 per cent of their total income. This suggests their business activities focused heavily on delivering services or programs on behalf of government. Four of these corporations operate in the health and community services sector. Each of these corporations employed in excess of 100 people, with the highest number reported by a single corporation being 265 employees.

In 2015–16 two corporations in the top 20 received nil government funding (these were located in the Pilbara and Alice Springs regions) and one other received funding of 0.1 per cent of their total income (also located in the Alice Springs region).

Other observations on the top 20 corporations

The registered locations for main place of business for the top 20 was 13 in the Northern Territory, six in Western Australia (both in the Pilbara) and one in Queensland.

Ten corporations in the top 20 reported that they operated in one sector only.

The ‘health and community services’ sector was the most common sector in the top 20 with 14 corporations reporting that they operated in this sector. Nine corporations reported they operated in the ‘employment and training’ sector and six corporations reported they operated in the ‘construction’ sector.

The average board size of the top 20 corporations was 13.7 directors—higher than the average for the top 500 at 8.2 directors per board. The size of boards in the top 20 ranged from five to 27 directors. All boards had a mix of male and female directors.



¹⁰ The total exceeds 20 as some corporations operate in more than one sector.

Registered native title bodies corporate

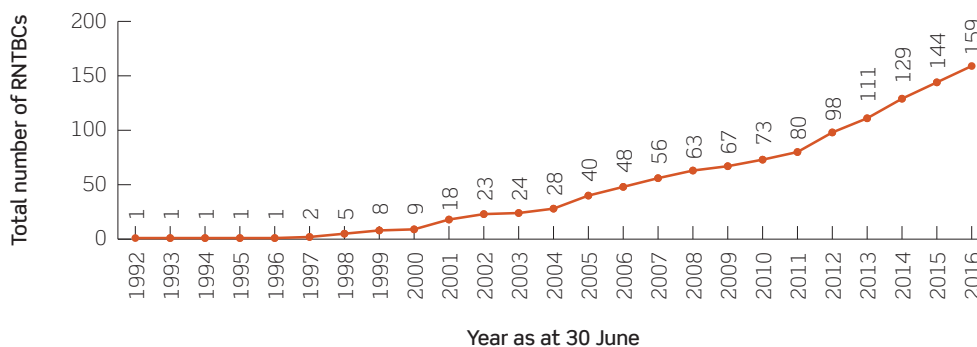
When a determination recognising native title is made by the Federal Court, the *Native Title Act 1993* requires traditional owners to establish a corporation to represent them and their interests. These organisations are known as registered native title bodies corporate (RNTBCs). They are most commonly known as prescribed bodies corporate (PBCs). An RNTBC has prescribed functions under the *Native Title Act 1993* to:

- hold, protect and manage determined native title in accordance with the objectives of the native title holding group
- ensure certainty for governments and other parties interested in accessing or regulating native title land and waters by providing a legal entity to manage and conduct the affairs of the native title holders.¹¹

All RNTBCs must be incorporated under the CATSI Act.

In recent years there has been a rapid increase in the number of native title determinations and RNTBCs incorporated under the CATSI Act (figure 26).

Figure 26: RNTBC registrations



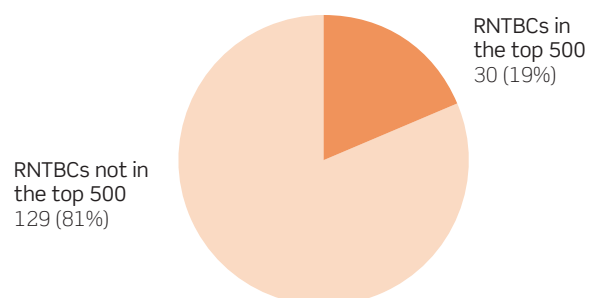
Note: Some corporations are determined as PBCs for multiple native title determinations. The date of registration as an RNTBC is taken as the date the native title determination took effect and the corporation was first determined to be a PBC. This information is registered on the National Native Title Register.

RNTBCs in the top 500 corporations

This section of the report compares the 159 RNTBCs registered as at 30 June 2016 (including those outside the top 500) with the top 500 corporations for the 2015-16 reporting period.

Thirty RNTBCs appear in the top 500 for 2015-16 (figure 27); one more than in the 2014-15 report.

Figure 27: RNTBCs in the top 500 corporations, 2015-16



Note: Based on RNTBCs registered as at 30 June 2016.

11 Background information on RNTBCs sourced from Australian Institute of Aboriginal and Torres Strait Islander Studies' (AIATSIS) website <<http://www.nativetitle.org.au/about.html>>.

Income of RNTBCs

In 2015-16 the combined income of all 159 RNTBCs was \$78.1 million, which is a drop of 30.2 per cent from 2014-15 (\$112.0 million). In 2014-15 several RNTBCs received large sums reported as payments for native title compensation or Indigenous land use agreements.

Of the 159 RNTBCs, 55.3 per cent (88 RNTBCs) reported an income greater than zero for 2015-16. This is a small increase from 2014-15 when 54.2 per cent (78 of 144 RNTBCs) reported an income greater than zero.

The remaining 44.7 per cent of RNTBCs reported nil income, were exempted from reporting, or failed to report in 2015-16 (54 reported nil income, three were not required to report, 12 were granted exemptions and two failed to report). The Registrar has granted many exemptions from reporting requirements in an effort to reduce the reporting burden for small corporations whose sole purpose is land holding—that is, they have no other activity or income. These corporations are required to report on a three-year cycle rather than every year. For many RNTBCs with this type of exemption their most recent reporting year was 2014-15. Of the corporations that lodged a report that year, all reported an income of zero.

Table 7: Comparison of total and average income for the top 500 corporations vs all RNTBCs by state/territory, 2015-16

State / territory	No. of top 500 corps	Total combined income	Average income	No. of RNTBCs with income greater than zero	Total combined income	Average income
ACT	2	\$2,671,601	\$1,335,801	0	\$0	\$0
NSW	66	\$199,927,565	\$3,029,206	4	\$248,936	\$62,234
NT	170	\$902,768,095	\$5,310,401	4	\$1,338,998	\$334,749
QLD	89	\$210,357,803	\$2,363,571	44	\$11,767,900	\$267,452
SA	23	\$66,401,868	\$2,887,038	11	\$11,960,357	\$1,087,305
TAS	4	\$5,905,871	\$1,476,468	0	\$0	\$0
VIC	18	\$46,558,712	\$2,586,595	4	\$5,694,910	\$1,423,728
WA	128	\$483,142,333	\$3,774,549	21	\$47,130,092	\$2,244,290
Total	500	\$1,917,733,848	\$3,835,468	78	\$78,141,193	\$887,968

Note: Average income excludes the 71 RNTBCs that either have nil income, were not required to report or failed to report for 2015-16.

The average income for RNTBCs that did report an income in 2015-16 was \$887,968 (table 7). This is a significant decrease on the average in 2014-15, which was \$1,436,136. As mentioned earlier, in 2014-15 there were a range of significant one-off payments in the sector.

Table 8: Income and assets of RNTBCs ranked highest and lowest, 2015-16

Ranking of RNTBC in the top 500	Income	Assets*
Highest (ranked 52)	\$8,123,303	\$12,768,983
Lowest (not ranked)	\$295	\$0

* The values shown for assets are for the actual corporations ranked highest and lowest by their income. The values do not represent the highest and lowest asset values overall.

Table 8 shows the 2015-16 income and assets of RNTBCs with the highest income and lowest income greater than zero.

The rank and income of the highest ranking RNTBC has decreased significantly since last year, and returned to a ranking and income more closely aligned to the year prior (2013-14).

- In 2014-15 the highest ranked RNTBC appeared at position 8, with an income of \$26,334,775 and assets of \$108,143,299.
- In 2013-14 the highest ranked RNTBC appeared at position 44, with an income of \$8,453,248 and assets of \$13,943,193.

Figure 28: Total combined income for the top 500 corporations and all RNTBCs by state/territory, 2015-16



Figure 29: Total combined assets for the top 500 and RNTBCs by state/territory, 2015-16



There does not appear to be any direct relationship between the number of RNTBCs, their combined income by state/territory or the combined income of top 500 corporations by state/territory (figure 28). This was the same for assets (table 9 and figure 29).

As was the case for combined income (figure 28), there does not appear to be any direct relationship by state/territory between total combined assets of corporations in the top 500 compared with RNTBCs (figure 29).

Table 9: Total assets for the top 500 corporations and all RNTBCs by state/territory, 2015-16

State/territory	No. of top 500 corps with assets greater than zero	Total combined assets of top 500	Average assets of top 500	No. of RNTBCs with assets greater than zero	Total combined assets of RNTBCs	Average assets of RNTBCs
ACT	2	\$593,632	\$296,816	0	\$0	\$0
NSW	66	\$183,070,975	\$2,773,803	4	\$3,863,242	\$965,810
NT	170	\$961,681,036	\$5,656,947	4	\$1,911,256	\$477,814
QLD	88	\$294,197,745	\$3,343,156	42	\$25,294,140	\$602,241
SA	23	\$105,724,771	\$4,596,729	11	\$47,747,674	\$4,340,698
TAS	4	\$18,451,601	\$4,612,900	0	\$0	\$0
VIC	18	\$73,285,882	\$4,071,438	4	\$13,462,094	\$3,365,524
WA	128	\$766,648,663	\$5,989,443	21	\$159,642,039	\$7,602,002
Total	499	\$2,403,654,305	\$4,816,942	86	\$251,920,445	\$2,929,308

Note: Average assets excludes the 73 RNTBCs that either have nil assets, were not required to report or failed to report for 2015-16.

Employees of RNTBCs

Table 10: Total employees for the top 500 corporations and all RNTBCs by state/territory, 2015-16

State/territory	No. of top 500 corporations with employees	No. of FTE employees in top 500 corporations	No. of RNTBCs with employees	No. of FTE employees in RNTBCs
ACT	2	24	0	0
NSW	65	1678	3	5
NT	152	5731	2	10
QLD	86	1956	23	76
SA	21	395	4	16
TAS	4	82	0	0
VIC	17	514	4	49
WA	119	2601	13	135
TOTAL	466	12981	49	291

Table 10 shows that in 2015-16, 46 RNTBCs had a total of 291 FTE employees. This is nine more employer-RNTBCs with 18 more FTE employees than in 2014-15. There were 113 RNTBCs with no employees (or not required to report).

A total of 19 corporations in the top 500 reported nil employees, and a further 15 corporations did not report a figure for employees.

Figure 30: Percentage share of employees at RNTBCs by state/territory, 2015-16

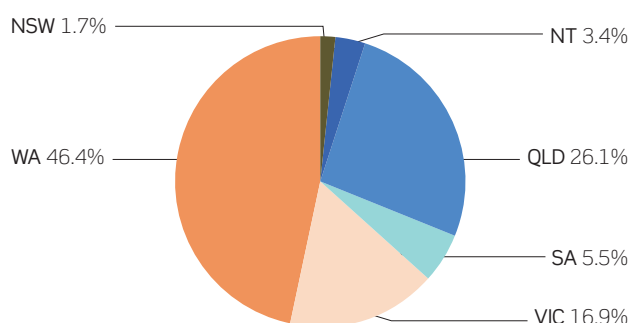


Figure 30 shows that in 2015-16 almost half (46.4 per cent) of all FTE employees of RNTBCs were employed by RNTBCs in Western Australia. The next biggest shares were in Queensland with 26.1 per cent and Victoria with 16.8 per cent.

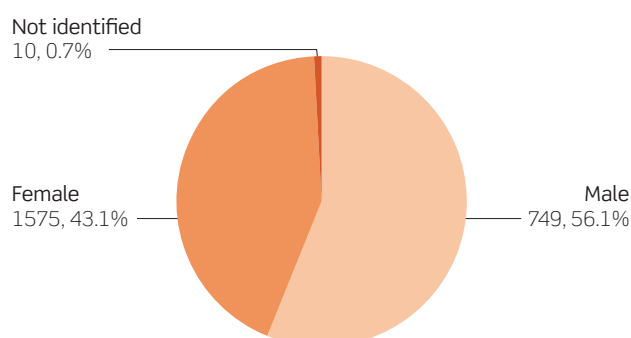
Employment in RNTBCs by state and territory is very different to employment by state for the top 500 (figure 20). For example, in the top 500 the Northern Territory employed the most (44.1 per cent), whereas RNTBCs in the Northern Territory employed only 3.4 per cent of FTE employees.

Gender of directors in RNTBCs

In 2015-16 a total of 1334 people filled directors' roles in RNTBCs. The average number of directors at RNTBCs was 8.5, which was slightly higher than all corporations in the top 500 (8.2 directors per corporation).

The smallest board comprised three directors and the largest had 25 directors.

Figure 31: Gender of directors for RNTBCs, 2015-16



Excluding directors whose gender was not specified—the gender of 10 directors (0.7 per cent) could not be ascertained due to the corporation not reporting a title and the gender ambiguity of the first name—the breakdown of male and female directorships of RNTBCs was 56.6 per cent male and 43.4 per cent female (figure 31).

This breakdown is the reverse of female representation in the top 500 corporations (figure 25)—more men than women hold director positions in RNTBCs.

This year, there was one board comprising all female directors and nine boards with all male directors. Of these, two boards (both with all male directors) were represented in the top 500.

There was one RNTBC in the top 500 with no directors, since this corporation was under special administration at the time of reporting.

Case study: Danila Dilba Health Service

For over 25 years now, **Danila Dilba Biluru Butji Binnilutlum Health Service Aboriginal Corporation** (or Danila Dilba Health Service for short) has provided culturally-appropriate health care and community services to Biluru (Aboriginal and Torres Strait Islander) people in the Yilli Reung (greater Darwin) region of the Northern Territory. Aboriginal staff are 'front and centre' of the services. Most new clients see an Aboriginal clinician before a doctor.

As well as providing medical care, Danila Dilba:

- runs community programs to promote good health
- encourages Biluru people to undertake health-related training
- advocates on behalf of Biluru on health matters, and
- works to cultivate understanding of Biluru health issues in the wider community.

The corporation was registered in 1991. The idea was to serve the health needs of Biluru people in a way that acknowledges and works to counter inequities in terms of access to education and employment, poor housing and infrastructure, racism and high rates of incarceration. It took a long time and a lot of dedication to bring it into being.

After Cyclone Tracy hit in 1974, Aboriginal people were evacuated to southern cities where local Aboriginal medical services had started. Darwin people were impressed, and wanted their own. Danila Dilba grew out of the community. People held meetings, lobbied government, lodged petitions and even held a 'sit-in' of government offices. They were very keen to have a culturally-appropriate primary health care service for Aboriginal people in Darwin.

When the Danila Dilba Health Service opened on 8 November 1991, it was a proud moment. Local Larrakia traditional custodians gave it the name Danila Dilba Biluru Butji Binnilutlum. In the Larrakia language Danila Dilba means 'dilly bag used to collect bush medicines' and Biluru Butji Binnilutlum means 'Aboriginal people getting better from sickness'.



The original Danila Dilba building, now the men's clinic.

To start with, the service had seven staff and one building. In 2015-16 two new clinics opened, in Palmerston and Malak. Now, there are six clinics, run by 160 staff, and over 13,000 clients come through the doors each year.

Danila Dilba Health Service is governed by a skilled board representing the diversity of the community and includes a dedicated Larrakia Officer. Members elect the directors from Aboriginal and/or Torres Strait Islander residents of the Yilli Rreung region and the board appoints two independent non-member directors.



Aboriginal Health Practitioners Amanda Campbell and Chiquita Bin-Saris outside the new Malak Clinic.

Dr Fiona MacDonald, a senior general practitioner who has been with the service since it began, still loves it:

'The original staffing numbers were much smaller – two doctors, two drivers, an Aboriginal health worker, a trainee Aboriginal health worker and a receptionist. We later moved to the clinic at Knuckey Street, and from there, Danila Dilba grew very rapidly. Because the need was there. Sometimes it's difficult, both medically and socially, and things often don't go well, but I love working with and for the community.'

The service succeeds in offering Aboriginal and Torres Strait Islander people a culturally safe, high-quality service. Staff are 69 per cent Aboriginal and 67 per cent female.

Client satisfaction is also high. One man said:

'I come here for my health. Whenever I'm feeling sick or there's something wrong with me, I come here. You get good care straight away here...they fix you up straight away. They treat us really good here at Danila Dilba. They're on top. I can say that over and over again.'

Danila Dilba Biluru Butji Binnilutlum Health Service Aboriginal Corporation was in the top 20 Aboriginal and Torres Strait Islander corporations for 2015-16 with an income of \$16.8 million (almost identical income to 2014-15). In 2016-17, its revenue increased to \$20.4 million. In other words it grew by 21.4 per cent.

Primarily funded by the Australian Government through the Department of Health, Danila Dilba is a highly valued—and valuable—service. In March 2016, a Deloitte review found that each dollar invested in Danila Dilba generates \$4.18 of benefit to Australian society.



Wes Carolyn, Customer Service Officer and David Adams, Men's Clinic Coordinator



Tiana McCoy, General Manager of the Palmerston clinic

Since July 2016, when ABC TV's *Four Corners* program reported the mistreatment of young people at the Don Dale Youth Detention Centre in Darwin, Danila Dilba's CEO, Olga Havnen, has been active in advocating for a better approach to youth justice. She has spoken on radio and television, and having prepared a submission for the Royal Commission into the Protection and Detention of Children in the Northern Territory, she also provided evidence as a witness.

Danila Dilba is one of three organisations appointed to provide support to people affected by the royal commission's investigation. As well as clinical services, it provides:

- trauma-conscious and culturally safe face-to-face counselling
- practitioners experienced in counselling and support before, during and after the royal commission
- therapeutic group services
- culturally-safe support and advocacy services for young people impacted by youth detention, delivered by practitioners experienced in youth support and engagement.

Two testaments to the corporation's success are that it has remained in the top 500 for the past nine years, and has a very high staff satisfaction rating. One staffer put it simply as: 'They're a great mob to work with.'

Appendix

movement in ranking	Rank 2015-16	Rank 2014-15	Income 2015-16	Change (%)	Employees 2015-16	Change (%)	State
■	1	1	\$95,536,455	7.5%	1180	220.7%	NT
■	2	2	\$57,215,854	-12.3%	112	133.3%	NT
■	3	3	\$41,281,995	5.2%	265	-13.7%	NT
■	4	4	\$29,652,178	-14.2%	241	60.7%	NT
■	5	5	\$25,174,549	-24.8%	103	-7.2%	WA
▲	6	9	\$24,160,070	-6.1%	132	-19.0%	NT
▼	7	6	\$22,865,728	-29.9%	89	8.5%	WA
N/C	8	N/R	\$21,835,424	N/C	236	N/C	NT
▲	9	21	\$20,846,421	27.4%	128	-2.3%	NT
▲	10	26	\$20,751,358	38.0%	82	0.0%	WA
▲	11	13	\$20,517,096	1.3%	6	-25.0%	WA
▼	12	11	\$20,477,840	-3.7%	96	5.5%	WA
▼	13	7	\$19,927,018	-34.3%	145	281.6%	NT
▲	14	77	\$19,872,874	210.9%	0	N/C	NT
▲	15	22	\$19,454,320	19.1%	171	0.0%	QLD
▼	16	14	\$19,000,265	-3.1%	133	6.4%	NT
▼	17	12	\$18,761,302	-8.1%	150	14.5%	NT
▼	18	16	\$18,655,769	0.7%	127	4.1%	NT
▲	19	25	\$17,817,765	15.8%	72	35.8%	WA
▼	20	19	\$16,803,793	-0.2%	113	-2.6%	NT
▼	21	10	\$16,519,186	-27.0%	54	10.2%	WA
▼	22	18	\$16,157,227	-7.6%	35	0.0%	NT
■	23	23	\$15,723,473	0.0%	94	13.3%	NT
▲	24	27	\$15,716,165	6.3%	77	13.2%	NT
▼	25	17	\$15,326,341	-13.2%	117	8.3%	NSW
▲	26	35	\$14,480,306	15.6%	0	0.0%	NT
▲	27	29	\$14,329,135	3.6%	88	-14.6%	NT
▲	28	30	\$14,007,684	1.7%	95	-22.1%	NSW
▲	29	37	\$13,577,859	12.3%	114	8.6%	NT
▲	30	31	\$13,381,000	-0.6%	99	26.9%	NT
N/C	31	N/R	\$12,862,058	N/C	58	N/C	NT
▲	32	36	\$12,834,079	4.6%	81	42.1%	NSW
▼	33	32	\$12,581,686	-6.5%	60	-26.8%	NT
▼	34	28	\$12,312,070	-13.8%	73	9.0%	WA
▲	35	97	\$12,023,482	133.9%	5	0.0%	NT
▲	36	39	\$11,748,745	-0.6%	219	18.4%	NT
▲	37	50	\$11,710,004	35.1%	48	-9.4%	WA
▲	38	42	\$11,346,775	11.8%	92	31.4%	NSW
▼	39	38	\$10,197,376	-14.6%	68	9.7%	NSW
▲	40	41	\$10,083,743	-1.7%	105	32.9%	NT
N/C	41	N/A	\$10,047,917	N/C	18	N/C	SA
▼	42	34	\$9,764,465	-25.2%	60	20.0%	WA
▲	43	74	\$9,693,336	45.1%	59	-53.2%	NT
▲	44	45	\$9,487,515	0.8%	97	-18.5%	NSW
▲	45	54	\$9,426,969	17.6%	52	4.0%	NT
▼	46	43	\$9,320,157	-7.1%	47	-14.5%	QLD
▼	47	46	\$9,167,648	-2.0%	89	-28.2%	NT
▼	48	47	\$8,985,334	-2.0%	58	0.0%	QLD

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movement in ranking	Rank 2015-16	Rank 2014-15	Income 2015-16	Change (%)	Employees 2015-16	Change (%)	State
▲	49	58	\$8,683,904	15.0%	83	-3.5%	VIC
▲	50	53	\$8,679,732	2.2%	78	4.0%	NSW
▼	51	49	\$8,593,795	-3.4%	126	4.1%	VIC
▼	52	20	\$8,123,303	-50.6%	15	15.4%	WA
▲	53	62	\$8,038,367	10.3%	57	-8.1%	QLD
▲	54	57	\$7,801,608	1.8%	67	39.6%	WA
▲	55	105	\$7,794,405	67.9%	2	0.0%	WA
N/C	56	N/R	\$7,781,117	N/C	46	N/C	NT
▼	57	52	\$7,673,253	-10.5%	45	0.0%	QLD
▲	58	61	\$7,594,925	4.0%	58	0.0%	SA
▲	59	75	\$7,592,680	15.4%	31	0.0%	WA
■	60	60	\$7,449,857	1.2%	44	15.8%	WA
▼	61	44	\$7,431,498	-23.6%	11	0.0%	WA
▲	62	69	\$7,414,587	8.0%	18	12.5%	NT
▲	63	80	\$7,395,352	20.4%	70	27.3%	NSW
▲	64	66	\$7,393,280	4.3%	37	-17.8%	WA
▲	65	71	\$7,373,226	9.6%	55	5.8%	WA
▼	66	8	\$7,336,443	-72.1%	72	4.3%	WA
▼	67	63	\$7,313,276	0.7%	31	-8.8%	QLD
▼	68	24	\$7,187,822	-54.2%	22	-59.3%	NT
▼	69	68	\$7,177,376	4.0%	69	3.0%	NT
▼	70	65	\$7,089,050	-1.7%	41	-30.5%	NT
▲	71	85	\$6,956,361	18.3%	35	34.6%	QLD
■	72	72	\$6,880,037	2.4%	50	4.2%	SA
▼	73	59	\$6,876,216	-7.9%	65	-1.5%	QLD
▲	74	76	\$6,829,612	6.6%	41	-2.4%	WA
▼	75	70	\$6,613,713	-3.2%	31	72.2%	WA
▲	76	81	\$6,529,475	6.5%	28	-3.4%	WA
▼	77	51	\$6,450,442	-25.2%	17	-5.6%	WA
▲	78	98	\$6,432,150	27.7%	35	-7.9%	WA
▼	79	78	\$6,375,009	2.9%	2	-75.0%	NT
▼	80	33	\$6,365,220	-52.4%	5	66.7%	WA
▲	81	89	\$6,296,870	16.1%	45	50.0%	WA
▲	82	84	\$6,257,377	6.4%	50	16.3%	QLD
▼	83	79	\$6,209,743	0.8%	57	29.5%	QLD
▼	84	82	\$6,145,873	1.6%	31	-6.1%	WA
▼	85	83	\$6,089,884	1.8%	82	28.1%	QLD
▲	86	121	\$6,059,841	53.1%	20	42.9%	NSW
▲	87	90	\$5,976,267	10.5%	30	20.0%	NSW
▲	88	94	\$5,917,989	14.3%	52	4.0%	NT
▲	89	108	\$5,904,154	31.6%	22	0.0%	WA
▼	90	64	\$5,877,530	-18.6%	19	0.0%	NT
▼	91	67	\$5,841,834	-17.4%	53	17.8%	QLD
■	92	92	\$5,681,881	6.5%	45	0.0%	NT
▲	93	104	\$5,571,616	17.7%	45	0.0%	NSW
▼	94	86	\$5,565,542	-1.7%	47	17.5%	NSW
▲	95	96	\$5,503,253	6.6%	ND	N/C	WA
▼	96	93	\$5,377,027	1.0%	24	4.3%	WA
▲	97	99	\$5,360,995	7.2%	44	10.0%	NSW
▼	98	56	\$5,252,885	-31.8%	29	-21.6%	WA
▲	99	112	\$5,244,786	24.4%	38	8.6%	QLD
■	100	100	\$5,136,666	2.8%	20	-4.8%	WA
N/C	101	N/R	\$5,119,521	N/C	43	N/C	NSW
▲	102	115	\$5,062,622	21.6%	32	14.3%	NT
N/C	103	N/R	\$4,979,788	N/C	24	N/C	WA
N/C	104	N/R	\$4,903,662	N/C	55	N/C	NSW

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movement in ranking	Rank 2015-16	Rank 2014-15	Income 2015-16	Change (%)	Employees 2015-16	Change (%)	State
N/C	105	N/A	\$4,850,118	N/C	8	N/C	NT
▼	106	15	\$4,783,129	-74.7%	11	-50.0%	WA
▲	107	111	\$4,732,091	10.2%	45	80.0%	WA
▲	108	174	\$4,719,560	90.5%	0	0.0%	WA
▲	109	143	\$4,686,454	37.1%	40	42.9%	NT
▼	110	73	\$4,675,515	-30.3%	7	40.0%	SA
▼	111	106	\$4,566,818	-0.1%	7	0.0%	NT
N/C	112	N/R	\$4,566,741	N/C	109	N/C	QLD
▲	113	118	\$4,552,919	11.2%	42	10.5%	SA
▼	114	103	\$4,465,742	-6.2%	37	-11.9%	NT
▼	115	102	\$4,448,494	-7.2%	8	-20.0%	WA
▲	116	119	\$4,382,282	8.6%	29	-19.4%	WA
▼	117	113	\$4,370,293	3.7%	46	-22.0%	WA
▼	118	101	\$4,358,287	-11.8%	38	26.7%	NT
▲	119	148	\$4,345,557	33.6%	55	-1.8%	NSW
▼	120	116	\$4,298,423	3.6%	63	40.0%	VIC
▼	121	114	\$4,259,331	1.6%	ND	N/C	NT
▲	122	302	\$4,251,746	286.4%	3	-70.0%	NT
▲	123	133	\$4,236,994	14.9%	54	0.0%	NT
▲	124	130	\$4,234,356	12.0%	44	22.2%	NSW
▼	125	109	\$4,209,698	-4.5%	48	2.1%	WA
▼	126	95	\$4,169,493	-19.2%	11	-26.7%	WA
N/C	127	N/A	\$4,070,016	N/C	2	N/C	NT
▼	128	123	\$3,935,651	0.2%	15	87.5%	NT
▲	129	134	\$3,901,336	6.1%	45	12.5%	NSW
▼	130	120	\$3,867,443	-3.0%	44	-26.7%	QLD
N/C	131	N/R	\$3,854,641	N/C	15	N/C	SA
N/C	132	N/A	\$3,848,289	N/C	8	N/C	NT
▲	133	147	\$3,840,180	17.3%	18	38.5%	QLD
▼	134	129	\$3,807,745	-0.7%	15	-37.5%	NT
▼	135	55	\$3,803,096	-52.0%	45	95.7%	QLD
▲	136	142	\$3,713,385	6.8%	35	9.4%	VIC
▼	137	124	\$3,691,980	-5.5%	25	0.0%	WA
▼	138	110	\$3,678,976	-14.4%	28	-45.1%	WA
▲	139	149	\$3,670,114	15.6%	29	107.1%	NT
▼	140	131	\$3,639,801	-2.7%	11	0.0%	NSW
▼	141	117	\$3,587,999	-12.5%	32	23.1%	NSW
▲	142	144	\$3,579,261	6.5%	39	0.0%	QLD
▲	143	151	\$3,516,420	13.4%	26	0.0%	NT
▲	144	159	\$3,447,042	24.2%	26	0.0%	VIC
▼	145	88	\$3,434,078	-37.9%	0	#DIV/0!	WA
■	146	146	\$3,403,583	1.9%	34	-5.6%	WA
▲	147	275	\$3,318,040	147.9%	6	0.0%	NT
▼	148	137	\$3,280,633	-10.0%	9	80.0%	WA
▼	149	127	\$3,272,157	-14.8%	36	-20.0%	NT
▲	150	168	\$3,268,711	25.9%	17	-15.0%	WA
▼	151	136	\$3,252,771	-10.9%	7	16.7%	NT
▼	152	48	\$3,219,434	-64.7%	5	66.7%	SA
▼	153	138	\$3,207,243	-11.4%	25	-3.8%	SA
▼	154	150	\$3,157,811	0.9%	6	-14.3%	NT
▼	155	141	\$3,155,909	-9.7%	0	-100.0%	NT
▼	156	132	\$3,113,859	-16.3%	26	13.0%	NT
▼	157	154	\$3,112,589	8.8%	ND	N/C	NT
▼	158	152	\$3,106,230	6.1%	6	0.0%	NT
▼	159	140	\$3,066,958	-12.3%	25	19.0%	NSW
▲	160	186	\$3,063,174	37.1%	15	36.4%	NT
▲	161	243	\$3,039,779	96.0%	13	8.3%	NT

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movement in ranking	Rank 2015-16	Rank 2014-15	Income 2015-16	Change (%)	Employees 2015-16	Change (%)	State
▲	162	196	\$3,018,308	45.0%	6	20.0%	NT
N/C	163	N/R	\$3,016,576	N/C	20	N/C	SA
N/C	164	N/A	\$2,971,201	N/C	8	N/C	NT
▼	165	158	\$2,939,945	5.0%	15	15.4%	QLD
▼	166	155	\$2,935,492	3.6%	50	13.6%	WA
▼	167	87	\$2,924,724	-48.3%	10	-9.1%	QLD
▼	168	164	\$2,923,395	9.0%	20	-23.1%	QLD
▼	169	162	\$2,923,146	8.3%	29	-6.5%	QLD
▼	170	122	\$2,861,348	-27.3%	4	-63.6%	WA
▲	171	274	\$2,856,747	112.9%	31	34.8%	NT
▼	172	145	\$2,835,759	-15.6%	24	0.0%	WA
▲	173	293	\$2,806,034	135.5%	5	0.0%	NT
▼	174	166	\$2,797,472	6.7%	7	0.0%	VIC
▼	175	165	\$2,760,208	3.4%	35	0.0%	NSW
▲	176	181	\$2,744,311	18.8%	36	50.0%	SA
▲	177	349	\$2,722,122	235.1%	2	0.0%	NT
▼	178	153	\$2,706,707	-6.0%	2	100.0%	NT
▼	179	169	\$2,704,899	6.8%	12	-20.0%	NT
▼	180	170	\$2,701,500	7.4%	64	2033.3%	WA
▼	181	163	\$2,695,800	0.5%	29	-9.4%	SA
▼	182	139	\$2,695,224	-23.4%	30	150.0%	NT
▲	183	220	\$2,648,829	46.3%	10	0.0%	NT
N/C	184	N/A	\$2,622,147	809.4%	ND	N/C	NT
▼	185	182	\$2,609,562	13.2%	5	25.0%	NT
▼	186	107	\$2,602,578	-42.6%	30	25.0%	QLD
▼	187	177	\$2,599,815	8.0%	6	-50.0%	NT
▼	188	125	\$2,584,882	-33.4%	2	0.0%	NT
▲	189	240	\$2,565,788	61.1%	4	33.3%	WA
N/C	190	N/A	\$2,529,750	N/C	4	N/C	NT
▼	191	176	\$2,528,464	3.9%	18	-5.3%	NT
▲	192	236	\$2,525,367	52.4%	10	25.0%	NSW
▼	193	183	\$2,471,110	7.4%	19	-5.0%	NT
▼	194	156	\$2,450,000	-12.7%	32	3.2%	VIC
▼	195	180	\$2,447,290	5.8%	19	-13.6%	NT
▲	196	201	\$2,433,267	23.7%	17	-57.5%	NT
▲	197	309	\$2,422,460	131.4%	2	-33.3%	WA
▲	198	203	\$2,401,761	22.4%	23	-8.0%	VIC
▲	199	206	\$2,378,659	22.7%	13	8.3%	QLD
▼	200	175	\$2,373,198	-2.8%	10	-56.5%	WA
▲	201	232	\$2,363,963	38.9%	61	1.7%	QLD
▼	202	192	\$2,311,167	8.0%	8	60.0%	NT
▼	203	167	\$2,299,344	-12.0%	17	0.0%	WA
▼	204	189	\$2,271,089	5.1%	9	-35.7%	QLD
N/C	205	N/A	\$2,263,899	N/C	0	N/C	NT
▼	206	184	\$2,263,482	-0.9%	0	0.0%	NT
▼	207	160	\$2,245,327	-17.9%	11	-50.0%	WA
▼	208	202	\$2,240,979	14.0%	15	7.1%	ACT
▼	209	190	\$2,221,952	2.8%	21	-4.5%	QLD
▼	210	179	\$2,194,588	-6.0%	41	115.8%	NT
▲	211	252	\$2,187,093	49.8%	4	-42.9%	NT
▼	212	194	\$2,161,267	1.6%	ND	N/C	NT
▼	213	185	\$2,147,243	-5.9%	26	13.0%	WA
▼	214	178	\$2,138,242	-10.0%	32	-3.0%	QLD
N/C	215	N/R	\$2,130,158	N/C	19	N/C	SA
▼	216	193	\$2,127,079	-0.3%	39	0.0%	TAS
▲	217	245	\$2,126,384	37.5%	15	0.0%	NSW
▼	218	188	\$2,124,900	-3.3%	18	0.0%	NSW

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movement in ranking	Rank 2015-16	Rank 2014-15	Income 2015-16	Change (%)	Employees 2015-16	Change (%)	State
▼	219	171	\$2,122,301	-15.1%	5	-28.6%	NT
▼	220	191	\$2,120,896	-1.4%	ND	N/C	NT
▼	221	195	\$2,116,844	1.7%	26	36.8%	NSW
▼	222	208	\$2,065,318	8.3%	ND	N/C	NT
▲	223	365	\$2,044,231	172.5%	ND	N/C	SA
▼	224	187	\$2,039,960	-7.7%	25	0.0%	WA
▼	225	198	\$2,008,792	-2.6%	6	50.0%	WA
▼	226	199	\$1,976,967	-3.0%	9	50.0%	NT
▼	227	207	\$1,973,028	1.9%	13	44.4%	WA
▼	228	214	\$1,957,574	4.2%	37	8.8%	QLD
▼	229	209	\$1,927,450	1.2%	11	0.0%	NT
▼	230	135	\$1,899,786	-48.2%	15	-50.0%	NT
▲	231	305	\$1,899,650	74.5%	11	10.0%	NT
▲	232	268	\$1,889,624	37.6%	38	-22.4%	WA
▼	233	218	\$1,887,138	2.7%	8	0.0%	NT
▼	234	210	\$1,859,981	-2.0%	47	0.0%	QLD
▼	235	223	\$1,828,062	2.9%	10	100.0%	NT
▼	236	213	\$1,813,089	-3.6%	6	0.0%	NT
▼	237	224	\$1,803,199	2.5%	18	5.9%	NSW
▼	238	216	\$1,801,014	-2.7%	33	175.0%	VIC
▼	239	217	\$1,797,426	-2.6%	13	18.2%	WA
▲	240	313	\$1,787,891	75.5%	19	-13.6%	NSW
▲	241	249	\$1,771,464	18.1%	25	66.7%	WA
▲	242	262	\$1,758,025	24.6%	10	-16.7%	WA
▼	243	225	\$1,751,896	-0.3%	2	-77.8%	NT
▼	244	221	\$1,749,119	-2.2%	10	0.0%	WA
▼	245	230	\$1,744,223	1.6%	30	0.0%	QLD
▼	246	226	\$1,733,459	-0.7%	17	6.3%	QLD
▼	247	197	\$1,732,891	-16.2%	25	177.8%	QLD
▲	248	291	\$1,716,120	43.0%	18	5.9%	QLD
▼	249	211	\$1,712,182	-9.3%	3	0.0%	NT
▲	250	328	\$1,706,381	82.0%	4	100.0%	NT
▼	251	231	\$1,700,974	-0.3%	22	0.0%	QLD
▼	252	238	\$1,674,757	2.9%	15	0.0%	SA
▼	253	222	\$1,673,237	-5.9%	9	125.0%	NT
▼	254	246	\$1,642,437	6.4%	3	0.0%	NT
N/C	255	N/A	\$1,629,786	N/C	10	N/C	QLD
▼	256	242	\$1,628,413	4.4%	16	-5.9%	QLD
▼	257	205	\$1,623,926	-16.8%	6	0.0%	NT
▼	258	250	\$1,612,559	8.0%	5	25.0%	WA
N/C	259	N/A	\$1,597,111	N/C	15.81	N/C	NSW
▼	260	237	\$1,592,189	-2.2%	16	-69.2%	NT
▼	261	200	\$1,564,281	-20.9%	9	0.0%	NT
▼	262	233	\$1,562,621	-6.9%	16	-27.3%	QLD
▼	263	259	\$1,562,563	9.1%	12	0.0%	SA
▼	264	172	\$1,562,162	-37.3%	12	-29.4%	WA
▼	265	235	\$1,557,671	-6.9%	6	0.0%	WA
▲	266	389	\$1,538,777	138.3%	4	300.0%	NT
▼	267	263	\$1,528,568	9.2%	24	0.0%	TAS
▲	268	319	\$1,519,419	53.6%	9	N/C	NT
N/C	269	N/R	\$1,509,148	N/C	0	N/C	WA
▼	270	248	\$1,507,745	-0.8%	12	9.1%	NSW
▼	271	257	\$1,505,066	4.9%	3	0.0%	WA
▲	272	297	\$1,504,902	30.9%	15	50.0%	NSW
▼	273	260	\$1,504,360	5.0%	13	-40.9%	WA
N/C	274	N/A	\$1,494,146	N/C	ND	N/C	NT
N/C	275	N/R	\$1,493,717	N/C	10	N/C	NT

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movement in ranking	Rank 2015-16	Rank 2014-15	Income 2015-16	Change (%)	Employees 2015-16	Change (%)	State
N/C	276	N/R	\$1,491,882	N/C	15	N/C	NT
▲	277	379	\$1,486,320	117.6%	13	-13.3%	NSW
▼	278	261	\$1,481,799	4.8%	20	-13.0%	QLD
▼	279	269	\$1,480,786	8.7%	ND	N/C	NSW
N/C	280	N/A	\$1,480,459	N/C	2	N/C	NSW
▼	281	278	\$1,450,502	11.8%	12	-20.0%	WA
▼	282	276	\$1,446,293	9.6%	10	25.0%	NT
▼	283	251	\$1,442,816	-3.3%	18	-5.3%	NT
▼	284	215	\$1,441,014	-22.3%	13	-27.8%	NT
N/C	285	N/A	\$1,439,739	N/C	1	N/C	WA
▼	286	270	\$1,428,541	5.4%	24	50.0%	QLD
N/C	287	509	\$1,418,690	382.8%	0	0.0%	NT
▼	288	287	\$1,413,970	13.6%	9	-18.2%	QLD
▼	289	239	\$1,407,701	-12.5%	2	-66.7%	NT
▼	290	285	\$1,387,672	9.7%	12	-7.7%	NT
▼	291	288	\$1,386,776	13.1%	15	-53.1%	WA
▲	292	306	\$1,379,990	27.6%	10	-9.1%	QLD
▼	293	266	\$1,374,915	-0.4%	8	33.3%	NT
▼	294	265	\$1,374,913	-1.5%	24	4.3%	QLD
N/C	295	N/R	\$1,369,460	N/C	25	N/C	NT
▼	296	227	\$1,369,280	-21.5%	ND	N/C	WA
▲	297	417	\$1,368,055	152.9%	12	1100.0%	QLD
▼	298	277	\$1,367,323	4.2%	20	5.3%	NSW
N/C	299	N/R	\$1,359,020	N/C	21	N/C	QLD
▼	300	284	\$1,355,873	7.0%	60	25.0%	WA
▲	301	329	\$1,346,024	43.6%	14	16.7%	VIC
▼	302	286	\$1,343,940	7.7%	20	-9.1%	QLD
▼	303	244	\$1,325,096	-14.6%	10	-9.1%	NSW
▼	304	254	\$1,319,904	-8.7%	24	9.1%	WA
▲	305	346	\$1,311,205	58.3%	10	42.9%	NSW
▼	306	264	\$1,308,931	-6.4%	28	12.0%	NT
▼	307	290	\$1,308,203	8.1%	10	-16.7%	NT
▲	308	324	\$1,305,003	36.9%	3	0.0%	TAS
▼	309	283	\$1,298,337	1.7%	0	0.0%	SA
▲	310	311	\$1,295,687	26.5%	6	-45.5%	NT
▲	311	335	\$1,287,021	42.7%	8	33.3%	QLD
▲	312	325	\$1,278,984	35.2%	23	2200.0%	WA
▼	313	273	\$1,275,433	-5.2%	11	0.0%	VIC
N/C	314	N/R	\$1,263,019	N/C	6	N/C	QLD
N/C	315	N/R	\$1,261,754	N/C	14	N/C	WA
N/C	316	N/R	\$1,255,467	N/C	5	N/C	NT
▼	317	310	\$1,248,488	21.6%	2	0.0%	NT
▼	318	300	\$1,240,764	9.1%	9	0.0%	WA
▼	319	271	\$1,227,249	-9.5%	16	-27.3%	QLD
▼	320	229	\$1,202,834	-30.4%	16	-30.4%	QLD
▼	321	204	\$1,193,887	-39.0%	13	-58.1%	VIC
▲	322	377	\$1,160,807	67.3%	5	0.0%	NT
▼	323	281	\$1,157,581	-10.2%	9	0.0%	NT
▼	324	296	\$1,147,283	-0.3%	9	12.5%	NT
▼	325	298	\$1,139,777	-0.8%	0	0.0%	NT
▼	326	279	\$1,133,290	-12.3%	21	-53.3%	NSW
N/C	327	N/A	\$1,124,693	N/C	12	N/C	NT
N/C	328	N/A	\$1,116,625	N/C	16	N/C	QLD
▼	329	294	\$1,114,574	-5.2%	6	0.0%	WA
▼	330	321	\$1,108,138	12.9%	15	-25.0%	WA
▼	331	272	\$1,103,848	-18.1%	11	-15.4%	WA
▼	332	318	\$1,102,426	9.7%	14	0.0%	QLD

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movement in ranking	Rank 2015-16	Rank 2014-15	Income 2015-16	Change (%)	Employees 2015-16	Change (%)	State
▲	333	441	\$1,100,592	134.1%	5	25.0%	WA
▲	334	360	\$1,087,012	39.6%	14	0.0%	QLD
▲	335	398	\$1,083,650	73.8%	9	0.0%	WA
▼	336	316	\$1,078,094	6.3%	14	27.3%	WA
N/C	337	N/A	\$1,063,200	N/C	13	N/C	WA
N/C	338	N/R	\$1,059,267	N/C	1	N/C	WA
▼	339	289	\$1,054,147	-14.0%	23	91.7%	WA
▲	340	345	\$1,047,989	25.8%	16	0.0%	VIC
▼	341	330	\$1,039,675	11.6%	15	36.4%	WA
N/C	342	N/A	\$1,037,534	N/C	3	N/C	QLD
▼	343	308	\$1,037,270	-1.2%	12	-40.0%	NSW
▲	344	446	\$1,027,700	123.1%	5	66.7%	QLD
▲	345	347	\$1,025,337	23.9%	8	0.0%	QLD
▼	346	323	\$1,022,503	6.6%	15	36.4%	SA
▼	347	256	\$1,014,798	-29.6%	6	0.0%	NT
▼	348	292	\$1,001,184	-16.5%	4	0.0%	NT
▼	349	299	\$998,321	-12.7%	14	100.0%	QLD
▲	350	359	\$996,111	26.6%	8	33.3%	QLD
▲	351	353	\$993,977	23.3%	2	-33.3%	NSW
▼	352	295	\$988,770	-15.0%	9	-18.2%	NT
▼	353	312	\$986,288	-3.6%	11	-52.2%	WA
▲	354	366	\$985,864	32.0%	12	50.0%	WA
▼	355	157	\$981,139	-65.0%	10	25.0%	NSW
▲	356	369	\$980,467	32.8%	7	0.0%	WA
▼	357	356	\$977,122	22.8%	16	6.7%	NSW
▼	358	332	\$970,533	4.7%	10	25.0%	NSW
▲	359	450	\$962,294	116.1%	3	50.0%	NSW
▼	360	247	\$959,961	-37.3%	8	33.3%	WA
▲	361	374	\$945,221	30.3%	16	45.5%	TAS
▲	362	364	\$940,824	23.4%	5	25.0%	QLD
▼	363	303	\$924,298	-15.7%	9	-10.0%	WA
▼	364	320	\$918,872	-6.5%	10	-44.4%	WA
▲	365	394	\$916,022	45.6%	4	300.0%	WA
▼	366	344	\$907,507	8.9%	32	966.7%	WA
▲	367	442	\$861,463	83.8%	14	27.3%	NT
▼	368	314	\$861,413	-15.3%	10	0.0%	NT
▼	369	315	\$858,003	-15.5%	4	0.0%	SA
▼	370	355	\$857,995	7.7%	7	40.0%	QLD
▼	371	334	\$847,166	-6.6%	6	0.0%	NT
■	372	372	\$845,832	16.1%	9	28.6%	QLD
N/C	373	N/A	\$838,559	N/C	3	N/C	WA
▼	374	361	\$834,917	8.3%	1	0.0%	WA
▼	375	337	\$834,011	-6.3%	6	-50.0%	QLD
▼	376	342	\$816,450	-5.6%	8	-11.1%	VIC
▲	377	449	\$810,041	80.9%	2	0.0%	VIC
▼	378	358	\$803,497	1.6%	4	0.0%	NT
▲	379	382	\$792,989	17.2%	6	50.0%	NT
▲	380	383	\$784,608	16.0%	7	133.3%	NT
▼	381	322	\$777,487	-19.8%	4	-42.9%	NSW
▼	382	362	\$773,918	1.2%	3	0.0%	QLD
▼	383	339	\$769,900	-11.6%	9	-10.0%	VIC
N/C	384	N/A	\$764,339	N/C	3	N/C	WA
▼	385	367	\$759,090	1.8%	13	-7.1%	NT
▼	386	375	\$755,870	7.3%	2	0.0%	WA
▲	387	413	\$753,516	35.8%	7	75.0%	NSW
▲	388	447	\$753,221	67.2%	2	0.0%	NT
▼	389	317	\$744,093	-26.3%	2	0.0%	WA

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movement in ranking	Rank 2015-16	Rank 2014-15	Income 2015-16	Change (%)	Employees 2015-16	Change (%)	State
▼	390	373	\$739,592	1.9%	10	0.0%	NSW
▼	391	333	\$738,405	-18.9%	4	0.0%	NT
N/C	392	513	\$735,718	145.5%	1	0.0%	QLD
▼	393	234	\$734,063	-56.2%	11	0.0%	NSW
▼	394	348	\$733,343	-11.0%	2	N/C	NT
N/C	395	N/R	\$731,250	N/C	10	N/C	QLD
▲	396	498	\$730,372	133.1%	8	-11.1%	QLD
▼	397	381	\$727,866	7.2%	10	0.0%	NSW
▼	398	354	\$725,630	-9.6%	11	-21.4%	NSW
▼	399	368	\$724,242	-2.5%	14	40.0%	NSW
▼	400	338	\$717,523	-18.6%	12	71.4%	NSW
▼	401	357	\$713,840	-9.8%	5	0.0%	SA
▼	402	371	\$713,785	-2.4%	15	7.1%	NT
▼	403	161	\$704,382	-74.0%	16	45.5%	NSW
▲	404	426	\$703,069	41.1%	1	-88.9%	QLD
▼	405	391	\$692,688	9.1%	9	125.0%	QLD
▲	406	418	\$690,138	30.0%	8	14.3%	NSW
▲	407	492	\$687,804	106.7%	1	0.0%	NSW
▼	408	390	\$686,202	6.3%	10	11.1%	WA
N/C	409	N/R	\$676,755	N/C	4	N/C	NT
N/C	410	N/A	\$669,194	N/C	1	N/C	WA
▼	411	376	\$668,099	-3.7%	12	20.0%	NT
▲	412	438	\$664,301	40.1%	5	66.7%	SA
▼	413	403	\$661,078	9.4%	6	20.0%	NT
▼	414	336	\$660,931	-25.9%	9	12.5%	SA
▼	415	402	\$659,756	7.8%	3	0.0%	NT
▲	416	466	\$658,204	61.1%	4	0.0%	SA
N/C	417	502	\$657,532	115.4%	3	0.0%	WA
▲	418	422	\$655,942	25.6%	8	33.3%	NT
N/C	419	N/R	\$654,034	N/C	13	N/C	VIC
▼	420	400	\$652,501	5.8%	12	-20.0%	NT
▼	421	219	\$647,717	-64.5%	7	16.7%	NSW
▼	422	410	\$631,788	11.6%	6	0.0%	QLD
N/C	423	N/A	\$627,630	N/C	5	N/C	NSW
▼	424	341	\$626,114	-27.6%	9	0.0%	NSW
▼	425	407	\$624,841	7.2%	10	0.0%	NSW
▼	426	395	\$624,724	-0.5%	2	-33.3%	SA
▼	427	241	\$624,607	-60.7%	2	-60.0%	NSW
N/C	428	N/R	\$619,278	N/C	0	N/C	QLD
▼	429	380	\$618,568	-9.2%	ND	N/C	WA
▼	430	405	\$607,958	2.6%	6	0.0%	QLD
▼	431	416	\$605,538	10.7%	51	1600.0%	WA
▲	432	452	\$593,028	34.0%	9	-10.0%	QLD
▼	433	411	\$592,484	4.9%	11	83.3%	QLD
▼	434	396	\$589,612	-5.8%	7	0.0%	QLD
■	435	435	\$580,077	21.2%	8	33.3%	QLD
▼	436	431	\$565,326	17.2%	3	-25.0%	NT
▼	437	421	\$565,164	8.0%	10	100.0%	NT
▼	438	40	\$553,119	-95.3%	35	25.0%	NT
▼	439	352	\$552,598	-31.6%	0	N/C	QLD
▼	440	420	\$552,379	5.3%	0	N/C	NT
▼	441	415	\$552,131	0.1%	4	-20.0%	QLD
▼	442	414	\$547,767	-1.0%	6	-14.3%	NT
▲	443	455	\$546,864	24.8%	4	33.3%	NT
▼	444	384	\$543,636	-18.8%	0	N/C	NT
▼	445	301	\$541,107	-51.2%	ND	N/C	QLD
▼	446	280	\$540,734	-58.1%	1	-90.0%	NT
N/C	447	N/A	\$538,743	N/C	1	N/C	QLD

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movement in ranking	Rank 2015-16	Rank 2014-15	Income 2015-16	Change (%)	Employees 2015-16	Change (%)	State
▼	448	419	\$538,050	1.4%	9	0.0%	WA
▼	449	397	\$537,128	-13.9%	9	50.0%	WA
▼	450	412	\$533,170	-5.5%	3	50.0%	NT
▼	451	404	\$529,839	-12.0%	9	0.0%	NT
▼	452	363	\$529,709	-30.5%	8	700.0%	NT
▲	453	473	\$529,242	36.8%	2	-33.3%	NT
N/C	454	517	\$527,812	N/C	ND	N/C	NT
N/C	455	N/R	\$524,787	N/C	20	N/C	NT
N/C	456	N/A	\$521,004	N/C	9	N/C	NSW
▼	457	401	\$519,199	-15.8%	5	0.0%	WA
N/C	458	N/A	\$516,604	N/C	5	N/C	QLD
▼	459	437	\$515,649	8.7%	4	0.0%	WA
▼	460	443	\$513,465	9.7%	6	0.0%	NT
▼	461	434	\$509,933	6.2%	4	0.0%	NT
▼	462	432	\$508,969	5.8%	3	200.0%	WA
N/C	463	N/A	\$508,209	N/C	2	N/C	NSW
N/C	464	N/A	\$507,450	N/C	4	N/C	NSW
▼	465	392	\$506,306	-20.7%	12	20.0%	QLD
N/C	466	N/A	\$504,429	N/C	0	N/C	WA
▼	467	423	\$499,350	-3.0%	6	-66.7%	WA
N/C	468	N/A	\$498,873	N/C	15	N/C	WA
▼	469	393	\$495,524	-21.7%	3	0.0%	NT
▲	470	477	\$491,289	29.4%	1	0.0%	QLD
▼	471	436	\$489,617	2.9%	1	0.0%	NT
▼	472	428	\$487,808	0.0%	5	0.0%	QLD
▲	473	476	\$483,662	26.9%	5	150.0%	QLD
▼	474	448	\$482,158	7.2%	7	0.0%	NT
▼	475	470	\$481,331	19.1%	3	-40.0%	QLD
▼	476	409	\$468,183	-17.7%	5	-44.4%	NSW
▼	477	370	\$466,841	-36.3%	0	0.0%	NT
▼	478	459	\$461,693	6.4%	7	16.7%	NT
▼	479	427	\$458,299	-6.5%	6	0.0%	QLD
▼	480	468	\$458,158	12.8%	ND	N/C	VIC
▼	481	463	\$452,342	8.0%	8	0.0%	WA
▼	482	454	\$448,312	2.1%	6	20.0%	WA
▼	483	460	\$447,051	3.8%	5	25.0%	QLD
▼	484	304	\$436,413	-60.2%	2	0.0%	WA
▼	485	439	\$434,942	-8.2%	2	-80.0%	WA
▼	486	451	\$433,905	-2.5%	1	0.0%	WA
▲	487	489	\$430,622	28.0%	9	0.0%	ACT
▼	488	458	\$429,875	-1.0%	6	20.0%	QLD
▼	489	479	\$429,464	15.3%	2	0.0%	WA
▼	490	472	\$425,976	8.2%	7	0.0%	WA
▼	491	430	\$423,236	-12.3%	0	0.0%	WA
▼	492	440	\$421,252	-10.5%	5	25.0%	NT
N/C	493	504	\$419,936	39.5%	5	-16.7%	NSW
N/C	494	N/A	\$419,039	N/C	0	N/C	WA
▼	495	253	\$418,315	-71.1%	7	-81.6%	QLD
▼	496	425	\$417,372	-17.2%	4	100.0%	WA
N/C	497	N/A	\$408,557	N/C	3	N/C	WA
▼	498	456	\$408,466	-6.5%	3	0.0%	NT
▼	499	469	\$405,923	0.1%	5	0.0%	WA
▼	500	467	\$399,960	-1.6%	9	-10.0%	NSW

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