



FITZGERALD
AGED CARE

Annual Report

2024 - 2025



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Vision

To be the choice for Hawkesbury families for aged care in an independent, not for profit environment where the importance of dedicated professional care for residents is a priority.

Philosophy

To provide quality residential aged care and services to older people in a safe, comfortable, homelike and welcoming environment where each resident feels that they belong.

Culture

Appreciation and acceptance of the wisdom and life experiences of our residents

Respect and fair treatment of all within Fitzgerald

Pride and enthusiasm in our service

Strong communication with residents and their families

Investment in learning, training and employee knowledge

Any profit is returned to the facility for the benefit of the resident and their families

Appreciation of the identity, culture and diversity of all our residents, family members and staff.

Values

Compassion » Kindness » Respect » Dignity » Honesty » Integrity

Board of Directors

Rhonda Hawkins, AM – Chairperson

Geoffrey Cottle – Treasurer

Patricia Maguire

Jeanette Baldry

Gillian Fea

Shelley Whalan – Company Secretary

Christine Paine, OAM – Vice Chairperson

Maree McDermott, OAM

Natalie Smith

Lawrence Rose, AM

Alan Prudames

Solomon Kebede, RN – Public Officer

The Board Members of Fitzgerald Aged Care are committed and dedicated members of the community, for the care and well-being of the elderly within the Hawkesbury.

Management

Solomon Kebede (RN) - **Facility Manager**

Shelley Whalan - **Business Manager**



Rhonda Hawkins, AM
Chairperson



Christine Paine, OAM
Vice Chairperson



Geoffrey Cottle
Treasurer



Maree McDermott, OAM
Director



Patricia Maguire
Director
(Resigned 4/08/2025)



Natalie Smith
Director
(Resigned 4/08/2025)



Lawrence Rose
Director



Jeannette Baldry, RN
Director



Alan Prudames
Director



Gillian Fea
Director



Solomon Kebede, RN
Executive Director
Public Officer



Shelley Whalan
Executive Director
Company Secretary

CHAIRPERSON'S REPORT

Aged Care continues to be a focal point for Government and the community as the regulatory and funding reforms of the past year sought to ensure the care provided in residential aged care was of the highest quality. There is no doubt that the enhanced expectations for the aged care sector have had a positive impact on the nature of services provided and on the mechanisms which have been designed to ensure providers meet the newly legislated standards. At the heart of these reforms has been an unwavering commitment to ensure residents in aged care experience a welcoming, safe and caring environment in which they are able to enjoy their lives and are confident in the care they receive.

At Fitzgerald Aged Care we are rightly proud of the care we provide and of the environment we have created for our residents. The Executive team have worked very hard with all of our staff to ensure residents feel safe, happy and have fun. Importantly also, the team seek to give families and the community the confidence they need to entrust their loved ones to our care. The word 'family' is often used to describe a collective effort of a group of people working towards a common goal. In the case of Fitzgerald Aged Care, the staff consider our residents to be part of the Fitzgerald 'family' – they share happy moments, have fun with them, understand and are with them in their difficult times and feel sad when they are no longer here. This sense of community and family is the true essence of Fitzgerald.

The continuing operations at Fitzgerald remain very strong. Our resident and family responses to sector satisfaction surveys are extremely positive. The formal Government assessment of the care provided by Fitzgerald has consistently been a four-star rating (out of a possible five stars). This is an outstanding achievement and is an accurate reflection of our commitment to the highest quality care for our residents. As a small and not-for-profit provider, this is a very welcome result and is a testament to dedication and hard work of our staff, Catercare, who provide the meals for residents, and to our wonderful team of volunteers.

Over the past year, the Board and Executive team have worked steadily to progress the plans for the addition of 24 new beds at Fitzgerald. With an approved Development Application and Construction Certificate, the first early steps were taken in the project this year. This was important to keep the momentum building and to seek to bring the project to fruition. Unfortunately, given the limitations of the Federal Government's capital funding program, we have been deemed ineligible to apply for a grant, even though the merit of our claim for funding is very strong. At the same time lending institutions have tightened their policies and we have been unable to secure a loan. We have and will continue to advocate to Government for a capital grant and we are hopeful this might be achieved in the next financial year.

The collective impact of these issues and the time period over which Fitzgerald has been working on the new development project has led to a significant deficit for the 2024/2025 financial year. This deficit is a very disappointing result and is not reflective of the quality and effectiveness of the management of the annual operations and budget. Nonetheless, this is an outcome which will require careful management, including advice to the regulator on the stability of our financial position. I would like to reassure residents, families and the community that this reported deficit is a result of needing to take financial account of the costs to date of the capital works and is not a demonstration of a failure to manage our finances or of the viability of Fitzgerald at this time.

In the last year two dedicated and long serving directors, Trish Maguire and Natalie Smith retired from the Board. While we will miss their presence and outstanding contributions to Fitzgerald, we thank them for their service and wish them all the best for the future.

I would also like to thank the Board Directors for their exceptional work this year and for the positive, constructive and highly professional contributions they have made and continue to make to Fitzgerald. Additionally, I extend my thanks and appreciation to Solomon Kebede, the Facility Manager and Shelley Whalan, the Business Manager as well as the hard working and dedicated staff team.

I look forward to another great year and to realising our goal to bring the new development to life to assure an ongoing successful future for Fitzgerald Aged Care.

Rhonda Hawkins, AM

Chairperson

Facility Manager Report

2025 has been a transformative and purpose-driven year for Fitzgerald. With the implementation of the Strengthened Aged Care Quality Standards and rising expectations across the sector, our service responded with diligence, clarity, and innovation — consistently guided by the core values of respect, transparency, and resident-led care.

Our clinical indicators remained stable and responsive, with strong performance in medication safety, wound care, and infection control. Resident feedback continued to inform our quality improvement activities. Monthly Resident Focus Group meetings provided a reliable platform for shaping dining experiences, activity programs, and environmental improvements. We extend our thanks to the Board for actively supporting open dialogue with residents.

We received multiple compliments from families acknowledging the warmth and professionalism of our staff, particularly in relation to compassionate end-of-life care. Complaints received during the year were minimal and were resolved promptly through open disclosure and evidence-based responses. Our Aged Care Star Rating profile reflects this performance, with strong outcomes across compliance, resident experience, quality measures, and staffing.

To prepare for the new regulatory landscape, all internal procedures were reviewed and aligned with the updated Quality Standards (Standards 1–7). Staff engagement in ongoing education remained high through AusMed modules and Toolbox Talks, with targeted emphasis on WHS, clinical governance, and infection prevention.

In closing, Fitzgerald Aged Care has remained a place of excellence, belonging, and integrity. I am immensely proud of the collaborative spirit that defines our team — from frontline staff to clinical leaders, kitchen to maintenance, and across to our Board of Directors. My heartfelt appreciation goes to our residents, their families, our incredible staff, and our committed Board for making 2025 a year of meaningful progress and shared achievement.

Solomon Kebede, RN

Facility Manager

Business Manager Report

The 2024–2025 financial year has been a year of preparation for the commencement of the New Aged Care Act, originally scheduled for implementation on 1 July 2025 and subsequently postponed to 1 November 2025. The new Act introduces significant reforms, including the Strengthened Aged Care Quality Standards and amendments to the Financial and Prudential Standards.

Under the new framework:

- New residents will be required to contribute to a non-clinical care contribution covering personal care, mobility, and lifestyle services, of up to \$100 per day.
- A hotelling contribution, based on the resident's income and assets, will apply up to a maximum of \$22.15 per day.
- For residents entering care after 1 November 2025, a small portion of any lump sum accommodation payment will now be retained by the facility. This retention will be calculated at 2% per annum, deducted daily, and capped at five years.

These financial and operational changes have required detailed preparation and policy adjustments to ensure compliance and continuity of high-quality care.

To meet the new Strengthened Quality Standards, with a particular focus on medication management, Fitzgerald made the decision to transition all medication distribution responsibilities to Registered Nurses. Consequently, the Team Leader (Certificate IV) role became redundant. Most affected staff were offered and accepted redeployment to care staff positions, while two valued employees opted for voluntary redundancy.

We acknowledge and thank Jenny Patten and Catherine Stevens for their outstanding contribution and long-term commitment to Fitzgerald.

Jenny Patten commenced employment in 2006 as a kitchen assistant before transitioning into care. With organisational support, she completed the required qualifications to become a Team Leader (Certificate IV) and later achieved a Certificate IV in Leisure and Lifestyle. Jenny's dedication and flexibility have been greatly valued over her many years of service. She is currently undertaking agency work and preparing for her retirement in Bathurst.

Catherine Stevens has been part of Fitzgerald since 2004, though her service predates this period from the time when the organisation operated under Hawkesbury Council. Beginning her career at age 20, Catherine progressed to the position of Senior Team Leader. She played an instrumental role in numerous subcommittees, particularly the COVID Management Committee, where she contributed to the development of systems, procedures, and operational responses during the pandemic. Catherine has recently continued to support Fitzgerald through volunteer work in the administration office, demonstrating her enduring commitment to the organisation.

In addition to those already mentioned, we acknowledge and thank the following staff members for their ongoing dedication and significant milestones achieved this year:

- Merryl McConnel – *15 years of service*, Care Staff and Team Leader
- Beatriz Zardo – *10 years of service*, Care Staff

The number of long-serving team members celebrated this year is a strong reflection of Fitzgerald's positive workplace culture, commitment to staff development, and the sense of belonging fostered within the organisation. Our ability to retain experienced and compassionate employees continues to underpin the delivery of consistent, high-quality care to our residents.

On 6 December 2024, the Fair Work Commission handed down its decision under the Aged Care Work Value Case. This decision introduced significant changes to wages and classification structures within the aged care sector, including:

- increases in award wages to be phased-in across three, largely equal, tranches from the first full pay period on or after 1 March 2025, 1 October 2025 and 1 August 2026;
- Introduction of new classification structures, aligning roles more closely with work value and responsibilities.

These changes have resulted in increased pay rates that more accurately reflect the skills, responsibilities, and value of aged care employees.

The Department of Health, Disability and Ageing has committed to supporting providers with the implementation of these wage increases through additional funding.

Special accolades go to Mary and her amazing team in the kitchen for being named finalists in the Health and Aged Care Caterer category at the 2025 NSW Restaurant & Catering Hostplus Awards for Excellence.

While they didn't take home the top award this time, being recognised as a finalist at such a prestigious event is a true testament to their dedication, skill, and passion for delivering high-quality meals and exceptional care to our residents every single day.

Congratulations to Mary and the entire team on this well-deserved recognition!

In October 2024, we welcomed Josh to the Fitzgerald team as our Social Wellness Officer. Since commencing in the role, Josh has successfully achieved all intended outcomes, developing and implementing a program that ensures each resident's emotional and mental health needs, values, and spiritual and cultural preferences are a central focus of care within Fitzgerald.

Under Josh's leadership, the Activities Team has delivered a varied and engaging calendar of events, including outings to the Zoo and the Hawkesbury Show, theme days, and a range of live entertainment experiences. Beyond these group activities, Josh places strong emphasis on individualised wellbeing, conducting regular one-on-one visits to assess residents' emotional health, strengthen relationships of trust, and ensure their voices are heard in program development.

Josh also plays a vital role in evaluating the efficacy and impact of wellness programs and is frequently called upon by care staff to provide pastoral support to residents. His contribution has significantly enhanced Fitzgerald's holistic approach to resident wellbeing and community connection.

We extend our sincere appreciation to all the volunteers who dedicate their time and energy to enriching the lives of our residents. Their ongoing support and engagement contribute greatly to creating a vibrant and connected community, helping residents to live their best life every day. We continue to welcome new volunteers to join our group and share in the rewarding experience of supporting our residents.

This year, we also acknowledge the conclusion of service for Reverend Chris Jones, who held his final service with Fitzgerald after many years of dedicated ministry. Reverend Chris has been a kind and steady presence within our community, offering spiritual guidance, comfort, and companionship to countless residents over the years. His compassionate service has left a lasting impact, and he will be greatly missed by residents and staff alike.

Fitzgerald remains committed to maintaining a safe, functional, and supportive environment for all residents, staff, and visitors.

During the year, a new electric lift was installed to enhance accessibility and reliability within the facility. We commend both staff and residents for their patience and cooperation throughout the installation process, which was completed with minimal disruption to daily operations.

In recognition of the increasing frequency of community emergencies and the potential impact of power outages, Fitzgerald has also prioritised the installation of a backup generator. This investment aims to ensure the continuity of essential services and the safety and comfort of residents during external emergencies or utility disruptions.

Our commitment to resident wellbeing, staff development, and continuous improvement has been evident through new initiatives, operational enhancements, and the strong sense of community that defines Fitzgerald. The successful renewal of our accreditation through to February 2028 reinforces the quality of our systems, our people, and our care environment.

Looking ahead, Fitzgerald will continue to focus on implementing the strengthened Aged Care Standards, embedding the principles of person-centred care, and ensuring our organisation remains a safe, supportive, and engaging home for all residents.

Shelley Whalan

Business Manager

Governance and Risk Sub Committee Report

The New Aged Care Act 2024 has finally arrived with significant changes for providers to support enhanced care for all residents. This has taken many staff and Board hours to ensure we are ready for the new world of aged care.

Under the new Aged Care Act to come into effect in November 2025 the 8 previous standards have been developed into 7 new standards. Much of the standards are the same but there is a stronger emphasis on individualised care (both clinical and social) and a brand-new standard specifically for food and nutrition. All the new 7 standards have been fully reviewed, updated and developed when needed. We are ready.

In preparation for high-risk weather and climate Change, the most vulnerable citizens to weather impact are our older folk and we have spent considerable time and resources into ensuring that our facility is ready for any eventuation. A new generator will ensure that we never lose power and we are now up to date in training for any event. The Nepean Blue Mountains Local Health District has been essential in providing local resources.

Risk Register and Risk Management Plan are up to date and reviewed six monthly (or earlier if needed). Strategic and Business Planning has been undertaken.

All policies have been reviewed on their due date.

I would very much like to thank past Board member, Trish Maguire, who has stepped from our board member. Trish was a valuable member of our small subcommittee. Thanks also to Gillian Fea for her work on the development of the new standards and her capacity for all things IT. Solomon Kebede has been a pleasure to collaborate as we made our way through the necessary adjustments.

Maree McDermott

Convenor -Governance & Risk

Quality Care Advisory Committee

Every three months I am fortunate to meet and be part of the "Fitzgerald Quality Care Committee". The committee consists of, the Facility Manager, the Clinical Supervisor, a Board member and a resident's family member.

The committee discusses the happenings within the facility. All issues are discussed openly and honestly.

The committee has very open lines of communication and I have seen firsthand, what a high level of care Fitzgerald offers and how quickly management is to respond to any issues that arise-big or small.

The Quality Care Committee has a positive approach to our resident's care and is an asset to our facility.

Bernadette Gagan

Family Member

Clinical Governance Subcommittee

It is my privilege, on behalf of the Board's Clinical Governance Committee, to present this year's report.

The 2024–2025 period has been one of steady progress and ongoing collaboration, with a particular focus on the continuing work of the Quality Care Advisory Committee, which includes representation from residents' families and community members and plays an essential role in guiding the quality and direction of care, under the capable leadership of our facility manager Solomon and clinical lead Heidi, whose dedicated team continues to uphold the highest standards of clinical excellence and compassion in every aspect of resident care.

The Clinical Governance Committee remains focused on ensuring that all care practices meet rigorous standards of safety, quality, and accountability. Throughout the year, our priorities have centred on resident well-being, continuous staff education, and implementing strategies that promote innovation and improvement across all areas of care.

This year, our facility experienced several cases of Influenza A. Thanks to the quick and effective response of our staff, infection control measures were implemented immediately, reducing the spread and allowing residents to continue their daily activities with minimal interruption.

The ongoing work of the Quality Care Advisory Committee has strengthened collaboration and transparency, giving resident families and community members a meaningful role in shaping the quality of care. These quarterly meetings help ensure that the voices of residents and their loved ones remain central to our decision-making processes.

We also wish to acknowledge the dedication and leadership of Solomon, whose thorough review and preparation have ensured the facility's readiness for the commencement of the Strengthened Standards of the Aged Care Commission on November 1, 2025. His commitment, alongside the entire team, reflects our proactive approach to meeting future quality and safety expectations.

We take great pride in the progress made throughout the year and are sincerely grateful for the ongoing trust and partnership of our residents and their families. With strong clinical governance at the foundation of our work and a shared commitment to compassionate care, we continue to focus on creating a safe, nurturing, and supportive environment where every resident can thrive.

Jenny Baldry, RN

Director

IT Report

At Fitzgerald the safety and wellbeing of our residents is our highest priority—not only in the physical environment, but also in how we manage and protect their personal and sensitive information.

In today's increasingly digital world, the risk of cyber threats is growing, and aged care organisations are not immune. That's why we've taken proactive steps to ensure our systems and practices are as secure as possible.

Earlier this year we went to market to find a suitable IT Support Partner to assist us with the transformation to ensure we met the cyber security standards required today. We are pleased to share that over the past few months, we have implemented several important cyber security upgrades, including:

- **Enhanced data protection systems** to safeguard resident and family information.
- **Multi-factor authentication (MFA)** for staff access to critical systems.
- **Regular staff training** on cyber safety awareness and phishing prevention.
- **System-wide software updates and monitoring tools** to detect and respond to threats quickly.
- **Improved backup and recovery systems**, ensuring data is protected even in the event of an incident.
- **Strict access controls** to ensure only authorised personnel can view or handle sensitive information.

These measures are part of our ongoing digital safety strategy, aligned with industry best practices and government recommendations for cyber security in aged care.

We understand the importance of trust when it comes to the handling of personal information. Please rest assured that we are doing everything possible to protect the privacy and security of our residents, families, and staff.

If you have any questions about our cyber safety measures or would like more detailed information, please don't hesitate to contact our team.

Thank you for your continued support and trust.

Gillian Fea

Director



Financial Statements

Fitzgerald Memorial Aged Care Facility Limited

ABN 14 135 898 421

For the year ended 30 June 2025

Director's Report

Fitzgerald Memorial Aged Care Facility Limited For the year ended 30 June 2025

The directors present their report, together with the financial statements, on the company for the year ended 30 June 2025.

Directors

The following persons were directors of the company during the whole of the financial year and up to the date of this report, unless otherwise stated:

Rhonda Hawkins AM

Christine Paine OAM

Geoffrey Cottle

Maree McDermott OAM

Patricia Maguire [Resigned August 2025]

Natalie Smith [Resigned August 2025]

Jeannette Baldry

Lawrence Rose AM

Alan Prudames

Gillian Fea

Shelley Whalan [Appointed August 2025]

Solomon Kebede [Appointed August 2025]

Principal Activities

During the financial year the principal continuing activities of the company were to provide for the care, comfort, maintenance, advancement, welfare and benefit of frail aged people.

Review of Operations

The deficit recorded by the company for the year amounted to \$1,344,773.62 (2024 surplus of \$141,033.11)

Short-term and long-term objective and strategies

The objectives are achieved through the operation and maintenance of an aged care facility with the Hawkesbury Local Government Area under the guidelines of the Department of Health and Australian Aged Care Quality and Safety Commission.

The company works on the principal of "Ageing in Place" where it endeavours to continue to provide care and accommodation for the residents at the facility where possible. Residents are assessed and monitored on an ongoing basis to ensure that changes in their needs and level of care are identified and measures put in place to address these needs.

Company Performance

The company monitors its performance through a number of measures. These include monthly financial reports and analysis, feedback from key stakeholders (residents, their family, staff and external providers), internal audits on infection control, workplace health and safety, personal / clinical care and benchmarking these results with like organisations through Quality Performance System.

Rhonda Hawkins AM	Chairperson
Qualifications	Bachelor of Science (University of Sydney) Master of Public Policy (University of Sydney) Diploma & Associate Diploma in Directorship (Australian Institute of Company Directors) Justice of the Peace
Experience	Member since 2017 Director, Wentworth Institute of Higher Education Salvation Army Greater Western Sydney Advisory Board Previously: Director and Deputy Chair: Evolve Housing (not for profit community housing) Member Victoria University Council; Member VU Council Finance and Investment Committee and Chair, VU Council Infrastructure Planning Committee Director and Chair, VU Online Member and Chair, Riverside Theatres Advisory Board
Special Responsibility	Finance Committee Future Development Advisory Group Outbreak Management Team

Christine Paine OAM	Deputy Chairperson
Qualifications	Registered Nurse (Retired)
Experience	Member since 2017 Hawkesbury City Councilor 1991 to 2016 Founding Fitzgerald Board member 1993 to 1997 Member of the Community Board of Advice (Hawkesbury Hospital) 8 years Member of Community Board of Advice University of Western Sydney (Medical School) 3 years Trustee of Rotary Windsor Youth Trust and Paul Harris Fellow
Special Responsibility	Future Development Advisory Group Outbreak Management Team Vacant Land Advisory Group
Geoffrey Cottle	Treasurer
Qualifications	Chartered Accountant in Public Practice Registered Tax Agent Registered Company Auditor Registered Self-managed Superannuation Fund Auditor
Experience	Associated since June 2013 Member since 2016
Special Responsibility	Finance Committee Future Development Advisory Group Vacant Land Advisory Group
Maree McDermott OAM	Director
Qualifications	Associate Diploma in Community Orgs – Governance Graduate Diploma in Family Health Certificate in Counselling and Small group work Certificate in Individual Support TAFE NSW Certificate in Mentoring in the Community TAFE NSW Statement of Attainment in First Aid Certificate in Community Care and Dementia – Dementia Training Australia
Experience	Member since 2014 30 years community experience
Special Responsibility	Governance and Risk Committee

Patricia Maguire	Director
Qualifications	Company Secretary, St John of God Hospital Limited 1998 – 2002 Board Secretary, Aged Care Quality Standards and Accreditation Agency Limited 2002 – 2016
Experience	Member since 2017
Special Responsibility	Governance and Risk Committee
Natalie Smith	Director
Qualifications	Bachelor Social Science (Hons) Diploma in Occupational Therapy Registered Psychologist (non practising)
Experience	Member since 2017 Senior Executive team St John of God Hospital Richmond and Burwood, responsible for development of mental health programs in inpatient and community settings. 1992 - 2004 Director of various small businesses 2004 - current
Special Responsibility	Governance and Risk Committee
Jeannette Baldry	Director
Qualifications	Bachelor of Nursing (WSU) Registered Nurse Immunisation Nurse Nursing Mothers Association (NMAA) board member 1986-1988 NMAA Counsellor 1983 - 1990
Experience	Member since 2019
Special Responsibility	Finance Committee Vacant Land Advisory Group Clinical Governance Subcommittee

Lawrence Rose AM	Director
Qualifications	Master of Engineering Science (honours) Fellow of the Institution of Engineers Australia AM: Services to Town Planning and Water Quality Graduate of Institute of Company Directors
Special Responsibility	Vacant Land Advisory Group Future Development Advisory Group

Alan Prudames	Director
Qualifications	Bachelor of Surveying NSW Harvard Business School
Experience	<p>Member since 17th July 2023</p> <p>Over 40 years' experience in the survey and development industry in both Private and Government sectors.</p> <p>Regional Manager NSW, Veris Australia</p> <p>Business Development Manager, RPS Australia Asia Pacific</p> <p>Managing Director, Whelans InSites</p> <p>Business Development Manager, WBCM Limited</p> <p>Director, Whelans Land Information Consultants</p>
Special Responsibility	<p>Governance and Risk Committee</p> <p>Future Development Advisory Group</p>
Gillian Fea	Director
Qualifications	<p>Bachelor of Nutrition</p> <p>IT project manager</p> <p>Pharmaceutical Industry</p>
Experience	<p>Member since June 2024</p> <p>Senior Project Manager for ACQSC, Bupa and Opal</p> <p>Higher level work experience in pharmaceutical and health, retail, logistics, property and finance</p>
Special Responsibility	Governance and Risk Committee

	Full Board		Finance Committee		CGM Subcommittee		Quality Advisory Committee		IT Committee	
Directors	Attend	Held	Attend	Held	Attend	Held	Attend	Held	Attend	Held
Rhonda Hawkins	7	7	8	8	-	-	-	-	2	2
Christine Paine	5	7	-	-	-	-	-	-	-	-
Geoff Cottle	6	7	8	8	-	-	-	-	-	-
Maree McDermott	4	7	-	-	-	-	-	-	-	-
Patricia Maguire	5	7	-	-	-	-	-	-	-	-
Natalie Smith	3	7	-	-	-	-	-	-	-	-
Jenny Baldry	7	7	5	8	9	9	3	3	-	-
Laurie Rose	7	7	-	-	-	-	-	-	-	-
Gillian Fea	7	7	-	-	-	-	-	-	2	3
Alan Prudames	6	7	-	-	-	-	-	-	2	3

Held: represents the number of meetings held during the time the director held office or was a member for the relevant committee.

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute to a maximum of \$10 each towards meeting any outstanding obligations of the company. At 30 June 2025 the number of members was 10. The combined total amount that members of the company are liable to contribute if the company is wound up is \$100.


Indemnification of directors

During or since the end of the year, the company has given an indemnity or entered an agreement to indemnify, or paid or agreed to pay insurance premiums in order to indemnify the directors of the company against the insured persons where a wrongful act is alleged. Further disclosure required under section 300(9) of the corporations law is prohibited under the terms of the contract.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under paragraph 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit for the financial year is provided with this report.

Signed on behalf of the board of directors



Director: Rhonda Hawkins AM



Director: Geoffrey Cottle

Dated: 31 October 2025



130 Francis Street
Richmond NSW 2753
Australia

PO Box 293

Chartered Accountants

Richmond NSW 2753

ABN: 38 649 975 046

Phone (02) 4578 3044

Email: admin@lamblowe.com.au

**AUDITORS' INDEPENDENCE DECLARATION
UNDER SECTION 60-40 OF THE AUSTRALIAN CHARITIES AND
NOT-FOR-PROFITS COMMISSION ACT 2012
TO THE DIRECTORS OF FITZGERALD MEMORIAL AGED CARE FACILITY LIMITED**

We declare that, to the best of our knowledge and belief, during the year ended 30 June 2025 there have been:

- (i) no contraventions of the auditors' independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Name of Firm:

LAMB LOWE & PARTNERS
Chartered Accountants

Name of Director:

MR S W GONCALVES

Address:

130 FRANCIS STREET, RICHMOND NSW 2753

Date:

30th October 2025

Statement of Profit or Loss and Other Comprehensive Income

Fitzgerald Memorial Aged Care Facility Limited For the year ended 30 June 2025

	NOTES	2025	2024
Income			
Revenue	3	6,643,153.83	6,317,985.04
Expenses			
Direct resident expenses		(174,456.10)	(157,621.86)
Auditor's remuneration	4	(34,385.00)	(27,000.00)
Depreciation		(301,872.43)	(225,566.72)
Impairment Loss		(984,594.50)	-
Employee benefits expense		(4,696,537.10)	(3,989,652.81)
Other expenses		(1,796,082.32)	(1,777,090.64)
Surplus (Deficit) before income tax expense		(1,344,773.62)	141,053.01
Income Tax Expense		-	-
Surplus (Deficit) for the year		(1,344,773.62)	141,053.01
Total Other Comprehensive Income		-	-
Total comprehensive income for the year			
		(1,344,773.62)	141,053.01

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached audit report.

Statement of Financial Position

Fitzgerald Memorial Aged Care Facility Limited As at 30 June 2025

	NOTES	30 JUNE 2025	30 JUNE 2024
Assets			
Current Assets			
Cash and Cash Equivalents	5	4,993,032.03	4,497,645.67
Trade and Other Receivables	6	565,537.47	15,174.74
Non-current assets classified as held for sale	7	520,000.00	520,000.00
Other Assets	8	149,077.25	126,986.45
Total Current Assets		6,227,646.75	5,159,806.86
Non-Current Assets			
Property, Plant and Equipment	9	11,711,711.03	11,894,266.36
Total Non-Current Assets		11,711,711.03	11,894,266.36
Total Assets		17,939,357.78	17,054,073.22
Liabilities			
Current Liabilities			
Trade and Other Payables	10	9,039,847.95	6,953,683.75
Employee Benefits	11	597,435.14	418,750.96
Other Liabilities	12	-	9,392.77
Total Current Liabilities		9,637,283.09	7,381,827.48
Non-Current Liabilities			
Employee Benefits	11	51,159.61	76,557.04
Total Non-Current Liabilities		51,159.61	76,557.04
Total Liabilities		9,688,442.70	7,458,384.52
Net Assets		8,250,915.08	9,595,688.70
Equity			
Retained Earnings	13	1,155,893.63	2,500,667.25
Reserves	14	7,095,021.45	7,095,021.45
Total Equity		8,250,915.0	9,595,688.70

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached

Fitzgerald Memorial Aged Care Facility Limited

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached audit report.

Statement of Changes in Equity

Fitzgerald Memorial Aged Care Facility Limited For the year ended 30 June 2025

	RETAINED EARNINGS	RESERVES	TOTAL
Statement of Changes in Equity			
Prior Year			
Opening Balance	2,359,614.24	7,095,021.45	9,454,635.69
Surplus / (Deficit)	141,053.01	-	141,053.01
Other Comprehensive Income	-	-	-
Reserves Accounted For	-	-	-
Total Prior Year	2,500,667.25	7,095,021.45	9,595,688.70
Current Year			
Opening Balance	2,500,667.25	7,095,021.45	9,595,688.70
Surplus / (Deficit)	(1,344,773.62)	-	(1,344,773.62)
Other Comprehensive Income	-	-	-
Reserves Accounted For	-	-	-
Total Current Year	1,155,893.63	7,095,021.45	8,250,915.0

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached audit report.

Statement of Cash Flows

Fitzgerald Memorial Aged Care Facility Limited For the year ended 30 June 2025

	NOTES	2025	2024
Statement of Cash Flows			
Cash Flows from Operating Activities			
Receipts from residents		1,382,310.66	1,794,397.56
Payments to Suppliers & Employees		(6,411,371.39)	(6,023,864.06)
Interest Received		187,960.53	178,619.10
Operating grant receipts		5,014,553.14	4,371,350.27
Net Cash Flows from Operating Activities		173,452.94	320,502.87
Cash Flows from Investing Activities			
Proceeds from Sales of Property, Plant & Equipment		-	-
Payment for Property, Plant & Equipment		(888,066.58)	(677,928.64)
Net Cash Flows from Investing Activities		(888,066.58)	(677,928.64)
Cash Flows from Financing Activities			
Collection of bonds & deposits		2,960,000.00	2,015,000.00
Refund of bonds & deposits		(1,750,000.00)	(2,286,795.00)
Net Cash Flows from Financing Activities		1,210,000.00	(271,795.00)
Cash & Cash Equivalents			
Net Change In Cash For The Period		495,386.36	(629,220.77)
Cash and cash equivalents at beginning of period		4,497,645.67	5,126,866.44
Cash and cash equivalents at end of period		4,993,032.03	4,497,645.67

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached audit report.

Notes to the Financial Statements

Fitzgerald Memorial Aged Care Facility Limited For the year ended 30 June 2025

1. Material accounting policy information

The accounting policies that are material to the company are set out below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis of preparation

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards Simplified Disclosures issued by the Australian Accounting Standards Board ('AASB') and the Australian Charities and Not-for-profits Commission Act 2012, as appropriate for not-for-profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

General information

The financial statements cover Fitzgerald Memorial Aged Care Facility Limited as an individual entity. The financial statements are presented in Australian dollars, which is Fitzgerald Memorial Aged Care Facility Limited's functional and presentation currency.

Fitzgerald Memorial Aged Care Facility Limited is a not-for-profit company, incorporated and domiciled in Australia. Its registered office and principal place of business are:

Registered Office	Principal place of business
1 Rum Corp Lane,	1 Rum Corp Lane,
WINDSOR NSW 2756	WINDSOR NSW 2756

A description of the nature of the company's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on the same date as the date of the Directors Declaration. The directors have the power to amend and reissue the financial statements.

Revenue Recognition

The company recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the company: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Sales revenue

Events, fundraising and raffles are recognised when received or receivable.

Sale of goods

Revenue from the sale of goods is recognised at the point in time when the customer obtains control of the goods, which is generally at the time of delivery.

Donations

Donations are recognised at the time the pledge is made.

Grants

Grant revenue is recognised in profit or loss when the company satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the company is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held on call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

Unpresented Cheques

At 30 June 2025, the company had issued a cheque totalling \$304,865.83 that had not yet been presented. This cheque was delivered in May 2025 and is reflected as paid in the financial statements. The bank reconciliation includes these cheques as unpresented items and we note that the cheque cleared in July 2025.

Property, plant and equipment

Land and building improvements are stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Buildings	40 years
Freehold improvements	15 years
Plant and equipment	3-7 years

Motor vehicles	5-7 years
Office equipment	3-5 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

Leasehold improvements are depreciated over the unexpired period of the lease or the estimated useful life of the assets, whichever is shorter.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the company. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

Income Tax

Based on the nature of its activities as a community not-for-profit organisation, the company is exempt from paying income tax.

2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Estimation of useful lives of assets

The company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

	2025	2024
3. Revenue		
Revenue from contracts with customers		
Resident and respite revenue	1,401,383.41	1,368,220.22
Government subsidies	5,014,553.14	4,371,350.27

Total Revenue from contracts with customers	6,415,936.55	5,739,570.49
Other Revenue		
Donations and grants	2,562.75	366,947.69
Interest received	187,960.53	178,619.10
Other revenue	36,694.00	32,847.76
Total Other Revenue	227,217.28	578,414.55
Total Revenue	6,643,153.83	6,317,985.04
	2025	2024

4. Auditor's Remuneration

During the financial year the following fees were paid or payable for services provided by Lamb Lowe & Partners, the auditor of the company:	-	-
Audit Services	24,050.00	21,000.00
Other Services	10,335.00	6,000.00
Total Auditor's Remuneration	34,385.00	27,000.00
	2025	2024

5. Cash and Cash Equivalents

Bank Accounts		
Term Deposits	3,000,000.00	3,500,000.00
Cash Management Account	66,338.01	62,015.75
Social Investment Deposit Account	1,721,818.42	935,129.92
ZZ Community Fee Saver	204,375.60	-
Total Bank Accounts	4,992,532.03	4,497,145.67
Other Cash Items		
Cash on Hand	500.00	500.00
Total Other Cash Items	500.00	500.00
Total Cash and Cash Equivalents	4,993,032.03	4,497,645.67
	2025	2024

6. Trade and Other Receivables

Current		
Trade Debtors	9,212.61	10,140.34
Deposits Debtor	550,000.00	-
GST Suspense	6,324.86	5,034.40
Total Current	565,537.47	15,174.74
<i>Total Trade and Other Receivables</i>	<i>565,537.47</i>	<i>15,174.74</i>
	2025	2024

7. Non-current assets classified as held for sale

Current		
Land held for resale	520,000.00	520,000.00

Total Current	520,000.00	520,000.00
<i>Total Non-current assets classified as held for sale</i>	<i>520,000.00</i>	<i>520,000.00</i>

The Directors have sought a DA for a Subdivision - Boundary Adjustment for a parcel of currently unused land which forms part of the overall site at 1 Rum Corp Lane Windsor NSW 2756. Hawkesbury City Council granted consent for this DA in May 2024. This parcel of land is currently subject to a contract of sale for \$800,000 for which a 10% deposit is now held in trust and is awaiting the completion of the DA by Hawkesbury City Council. It was initially thought this would settle within the 2025 year but it is now expected that the land sale will settle within the 2026 financial year.

	2025	2024
8. Other Assets		
Current		
Accrued Income	149,077.25	126,986.45
Total Current	149,077.25	126,986.45
Total Other Assets	149,077.25	126,986.45
	2025	2024

9. Property Plant and Equipment

Land and Buildings		
Land		
Land at Valuation	2,280,000.00	2,280,000.00
Total Land	2,280,000.00	2,280,000.00
Buildings		
Buildings at Valuation	8,442,359.37	7,890,502.00
Less accumulated depreciation	(255,424.28)	(119,203.82)
Total Buildings	8,186,935.09	7,771,298.18
Total Land and Buildings	10,466,935.09	10,051,298.18
Plant and Equipment		
Plant and Equipment at Cost	3,017,788.17	2,474,553.36
Less accumulated depreciation	(1,773,012.23)	(631,585.18)
Total Plant and Equipment	1,244,775.94	1,842,968.18
<i>Total Property Plant and Equipment</i>	<i>11,711,711.03</i>	<i>11,894,266.36</i>

Valuations of land and buildings

The basis of the valuation of land and buildings is fair value. The land and buildings were last revalued on 30 June 2023 based on independent assessments by a member of the Australian Property Institute having recent experience in the location and category of land and buildings being valued. The directors

do not believe that there has been a material movement in fair value since the revaluation date. Valuations are based on current prices for similar properties in the same location and condition.

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Freehold Land	Buildings	Plant & Equipment	WIP: Future Developments	Total
	\$	\$	\$	\$	\$
Balance as 01/07/2023	2,800,000.00	7,890,502.00	513,384.27	758,018.17	11,961,904.44
Increments/Decrements	(520,000.00)	(3,396.25)	(4,283.11)		(527,679.36)
Additions			651,701.03	33,906.97	685,608.00
Disposals					0.00
Depreciation		(115,807.57)	(109,759.15)		(225,566.72)
Balance as 30/06/2024	2,280,000.00	7,771,298.18	1,051,043.04	791,925.14	11,894,266.36
Increments/Decrements			23,175.66	(11,706.24)	11,469.42
Additions		551,857.37	336,209.21	204,375.60	1,092,442.18
Disposals					0.00
Depreciation		(136,220.46)	(165,651.97)		(301,872.43)
Impairment				(984,594.50)	(984,594.50)
Balance as 30/06/2025	2,280,000.00	8,186,935.09	1,244,775.94	0.00	11,711,711.03

Property Plant and Equipment balances include Capital Work-in-Progress (Capital WIP) of \$984,594.50, being all costs to-date associated with a project to expand the facility and include an additional 22 resident rooms. There is an existing DA in place and the Directors are continuously working to source government grant funding to enable the continuation and completion of the project. However, in the absence of guaranteed funding, the directors have agreed that there is sufficient doubt around the future economic benefits of the capital expenditure incurred on the expansion to-date and these costs have been fully impaired in the 2025 financial year. The Directors will continue to work on a source of funding to proceed with the expansion in the future.

2025 2024

10. Trade and Other Payables

Current

Trade Creditors	305,866.46	140,683.57
Accommodation Bonds	280,140.00	280,140.00
Refundable Accommodation Deposits	8,249,465.89	6,532,880.18
BEN Bank Guarantee	204,375.60	-
Refund Clearing Account	-	(20.00)
Total Current	9,039,847.95	6,953,683.75
<i>Total Trade and Other Payables</i>	<i>9,039,847.95</i>	<i>6,953,683.75</i>
	2025	2024

11. Employee Benefits

Employee Benefits - Short Term		
Provision for Long Service Leave	130,035.03	92,123.95
Provision for Annual leave	467,400.11	326,627.01
Total Employee Benefits - Short Term	597,435.14	418,750.96
Employee Benefits - Long Term		
Provision for Long Service Leave	51,159.61	76,557.04
Total Employee Benefits - Long Term	51,159.61	76,557.04
Total Employee Benefits	648,594.75	495,308.00
	2025	2024

12. Other Liabilities

Current		
Accrued Charges	-	9,392.77
Total Current	-	9,392.77
Total Other Liabilities	-	9,392.77
	2025	2024

13. Retained Surplus

Retained surplus at the beginning of the financial year	2,500,667.25	2,359,614.24
Surplus after income tax expense for the year	(1,344,773.62)	141,053.01
Total Retained Surplus	1,155,893.63	2,500,667.25
	2025	2024

14. Reserves

Asset Revaluation Reserve	7,095,021.45	7,095,021.45
Total Reserves	7,095,021.45	7,095,021.45

The reserve is used to recognise increments and decrements in the fair value of land and buildings.

	2025	2024
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15. Key Management Personnel

Short-term employee benefits	220,434.03	131,179.90
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Post-employment benefits	36,024.65	15,566.21
Total Compensation	256,458.68	146,746.11

16. Contingent Liabilities

The company had no contingent liabilities at the current and previous reporting date.

17. Contracted Commitments

The company had no contracted commitments for expenditure at the current and previous reporting date.

18. Related Party Transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 15.

Transactions with related parties

There were no transactions with related parties during the current and previous financial year.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

19. Segment Reporting

The Approved Provider operates 'solely within the Residential Aged Care Sector'

20. Events After the Reporting Period

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

Financial Declaration for Responsible Person

Fitzgerald Memorial Aged Care Facility Limited For the year ended 30 June 2025


per section 60.15 of the Australian Charities and Not-for-profits Commission

Regulation 2022 The Responsible Persons declare that in the Responsible Persons'

opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2022*.



Rhonda Hawkins AM

Responsible persons' declaration



Geoffrey Cottle

Responsible persons' declaration

Dated: 31 October 2025



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INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF FITZGERALD MEMORIAL AGED CARE FACILITY LIMITED A.B.N. 14 135 898 421

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Fitzgerald Memorial Aged Care Facility Limited ("the company"), which comprises the statement of financial position as at 30 June 2025 and the statement of profit or loss and other comprehensive income, the statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the directors' declaration.

In our opinion, the accompanying financial report of the company is in accordance with the *Australian Charities and Not-for-profit Commission 2012*, including:

- (i) giving a true and fair view of the consolidated entity's financial position as at 30 June 2025 and of its performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures and the *Australian Charities and Not-for-profit Commission 2012*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the company in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profit Commission 2012* and 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 our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Australian Charities and Not-for-profit Commission 2012*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The directors are responsible for the other information. The other information comprises the trading profit and loss statement and information included in the Group's annual report for the year ended 30 June 2025, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

TO THE MEMBERS OF FITZGERALD MEMORIAL AGED CARE FACILITY LIMITED A.B.N. 14 135 898 421

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Australian Charities and Not-for-profit Commission 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

The directors are responsible for overseeing the company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our 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 our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with 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 the financial report.

As part of an audit in accordance with the Australian Auditing Standards, the auditor exercises professional judgement and maintains professional scepticism throughout the audit. The auditor also:

- Identifies and assesses the risks of material misstatement of the financial report, whether due to fraud or error, designs and performs audit procedures responsive to those risks, and obtains audit evidence that is sufficient and appropriate to provide a basis for the auditor's opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

INDEPENDENT AUDITOR'S REPORT (CONT'D)

**TO THE MEMBERS OF FITZGERALD MEMORIAL AGED CARE FACILITY LIMITED
A.B.N. 14 135 898 421**

The auditor communicates with the director's regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that the auditor identifies during the audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

LAMB LOWE & PARTNERS
Chartered Accountants

A handwritten signature in black ink, consisting of a stylized 'S' followed by a long horizontal stroke.

SHAUN W. GONCALVES
Partner

Richmond NSW

Dated: 31st October 2025

Annual Prudential Compliance Statement (APCS)

At any stage during your financial year did you hold one or more refundable deposit, bond or entry contribution balances?	Yes
Total value of refundable deposits and bond payments received in the current financial year.	\$2,960,000 .00
Total amount deducted from all refundable deposit and bond balances in the current financial year.	\$49,765.00

Compliance With Prudential Standards

Compliance with the Liquidity Standard

Did you comply with all requirements of the Liquidity Standard for the full financial year?	Yes
What was the last date your Liquidity Management Strategy was reviewed, updated or replaced?	27/08/2025
What is the current minimum liquidity level identified in your Liquidity Management Strategy?	\$424,830.00

Compliance with the Records Standard

Did you comply with all requirements of the Records Standard for the full financial year?	Yes
---	-----

Compliance with the Governance Standard

Did you comply with all requirements of the Governance Standard for the full financial year?	Yes
--	-----

Compliance with the Disclosure Standard

Did you comply with all requirements of the Disclosure Standard for the full financial year?	Yes
--	-----

Compliance With Refundable Deposits and Accommodation Payments

Limits on Charging Refundable Deposits or Bonds

Was there any period during the financial year when you were not permitted to charge Refundable Deposits and/or Bonds for one or more of the services operated by you?	No
--	----

Compliance with Rules Around Charging Bonds

For each bond entered into, did you enter into a bond agreement with the care recipient before, or within 21 days after the care recipient entered the service as required under the Aged Care (Transitional Provisions) Act 1997?	N/A
--	-----

Compliance with Rules Around Charging Accommodation Payments

Compliance With the Provision of Other Care and Service Fees

During the current financial year did you enter into an agreement where you charged (or intended to charge) additional fees for activities or services that: <ul style="list-style-type: none">◦ do not or did not provide a direct benefit to the care recipient; or◦ the care recipient was not able to make use of; or◦ were part of the normal operation of an aged care home and fall within the scope of specified care and services.	No
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Compliance With Refunding Responsibilities

Refund of refundable lump sum balances

During the current financial year did you refund all refundable deposit and bond balances as, and when, they fell due as required by section 52P-1 of the Act?	Yes
For each Refundable Deposit and Bond balance that was refunded during the financial year, was the correct amount of interest paid at the time and to the care recipient required by section 52P-3 of the Act?	Yes

Refund of entry contribution balances

During the current financial year did you refund all Entry Contribution (EC) balances that became payable in accordance with each formal agreement with each care recipient?	N/A
For each entry contribution balance that was refunded after the last day for it to be refunded under the formal agreement, was the correct amount of interest paid in the time and to the person required by section 52P-3 of the Aged Care Act 1997?	N/A

For each accommodation agreement entered into, did you ensure that the accommodation price was published at the time the agreement was entered into and was not more than the amount published at the time the agreement was entered into?	Yes
For each accommodation agreement entered on or after 1 July 2020, did you comply with Division 1 of Part 4 of the Fees and Payments Principles 2014 (No. 2) - accommodation agreements?	Yes
For each accommodation agreement entered into, was the maximum amount agreed in writing before the care recipient entered the service as required under the Aged Care Act 1997?	Yes
For each Refundable Deposit agreement entered into, was it before or within 28 days after the care recipient entered the service as required under the Act? (for care recipients who first entered care on or after 1 July 2014).	Yes

INDEPENDENT AUDITOR'S REPORT

To the Directors of Fitzgerald Memorial Aged Care Facility Limited and the Secretary of the Department of Health and Aged Care.

Report on Fitzgerald Memorial Aged Care Facility Limited's compliance with the *Aged Care Act 1997* (the Act) and the *Fees and Payments Principles 2014 (No.2)* (Fees and Payments Principles).

We have audited the compliance of Fitzgerald Memorial Aged Care Facility Limited with the requirements of Part 5, Part 6 and Part 7 of the Fees and Payments Principles for the period 1 July 2024 to 30 June 2025.

Opinion

In our opinion, Fitzgerald Memorial Aged Care Facility Limited has complied, in all material respects, with the requirements of Part 5, Part 6 and Part 7 of the Fees and Payments Principles (as amended) for the period 1 July 2024 to 30 June 2025.

Report on Other Legal and Regulatory Requirements

In accordance with the requirements of the Guide to the Audit of the Approved Provider's Compliance with the Prudential Requirements ("the Guide"), we are required to report all instances of non-compliance with the requirements of the Act and the Fees and Payments Principles by Fitzgerald Memorial Aged Care Facility Limited that came to our attention during the course of our audit.

Our audit has not identified any instances of non-compliance with the requirements of the Act and the Fees and Payments Principles by Fitzgerald Memorial Aged Care Facility Limited.

Directors' Responsibility

The directors of Fitzgerald Memorial Aged Care Facility Limited are responsible for compliance with the Act and the Fees and Payments Principles and for such internal controls as the directors determine is necessary for compliance with the Act and the Fees and Payments Principles. The responsibilities of the directors include requirements under the Act and the Fees and Payments Principles for the preparation and presentation of the Annual Prudential Compliance Statement (APCS) and compliance with the Prudential Standards contained within the Fees and Payments Principles.

Auditor's Responsibility

Our responsibility is to form and express an opinion on Fitzgerald Memorial Aged Care Facility Limited's compliance, in all material respects, with the prudential requirements of the Act and the Fees and Payments Principles.

Our audit has been conducted in accordance with the applicable Standards on Assurance Engagements (ASAE 3100 *Compliance Engagements*), issued by the Auditing and Assurance Standards Board and with the requirements of the Department of Health and Aged Care as set out in the Guide. Our audit has been conducted to provide reasonable assurance that Fitzgerald Memorial Aged Care Facility Limited has complied with the requirements of the Fees and Payments Principles. ASAE 3100 requires that we comply with relevant ethical requirements.

Audit procedures selected depend on the auditor's judgement. The auditor designs procedures that are appropriate in the circumstances and incorporate the audit scope requirements set out in the Guide. The audit procedures have been undertaken to form an opinion on compliance of Fitzgerald Memorial Aged Care Facility Limited with Part 5, Part 6 and Part 7 of the Fees and Payments Principles. Audit procedures include obtaining evidence relating to refundable deposits, accommodation bonds and entry contributions held; refunds of refundable deposits, accommodation bond balances and entry contributions; limits on charging refundable deposits, accommodation bonds; compliance with the Prudential Standards relating to liquidity, records, governance and disclosure; and use of refundable deposits and accommodation bonds.

Use of Report and Restriction on Distribution

This auditor's report has been prepared for the directors of Fitzgerald Memorial Aged Care Facility Limited and the Secretary of the Department of Health and Aged Care for the purpose of fulfilling the requirements of the Disclosure Standard. We disclaim any assumption of responsibility for any reliance on this report to any persons or users other than the directors and the Secretary of the Department of Health and Aged Care, or for any purpose other than that for which it was prepared. Our report is intended for the directors of Fitzgerald Memorial Aged Care Facility Limited and the Secretary of the Department of Health and Aged Care and should not be distributed to other parties.

Inherent Limitations

Because of the inherent limitations of any compliance procedures, it is possible that fraud, error or non-compliance may occur and not be detected. An audit is not designed to detect all instances of non-compliance with the requirements of the Act and Fees and Payments Principles, as the audit procedures are not performed continuously throughout the year and are undertaken on a test basis.

The auditor's opinion expressed in this report has been formed on the above basis.



S. W. Goncalves

Partner

Auditor's Registration

Number: 525777

Lamb Lowe & Partners

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31st October 2025



