

Annual Report

2018–2019



AASW

Australian Association
of Social Workers



VISION:

Working together for professional excellence and social justice



PURPOSE:

To promote the profession of social work, advance social justice, uphold standards and build capacity of members

About the AASW

STRATEGIC PILLARS



1. PROMOTION AND ADVOCACY

Promoting and advocating for the profession of social work and AASW members is core business of the Association. We promote and advocate for the social work profession to the government, policy makers and the community. We also aim to inspire the profession itself by telling the stories that showcase the diversity and ingenuity of our members.



5. ADVANCE ABORIGINAL AND TORRES STRAIT ISLANDER SOCIAL WORK

Through our Reconciliation Action Plan (RAP), we aim to strengthen our core values and objectives as an association and work in partnership with Aboriginal and Torres Strait Islander social workers to address continuing injustices.



2. STRONG VOICE FOR SOCIAL JUSTICE

The AASW continued to be active and visible in promoting social work values and social justice to government, parliamentarians, in the community and on social and traditional media.



6. INTERNATIONAL COLLABORATION

International collaboration on key issues affecting social workers is becoming increasingly important, including migration and refugees, the environment and climate change and harnessing the power of global forums, such as the United Nations.



3. PROFESSIONAL CAPACITY

The AASW continued to build the professional capacity of members through CPD, including the online Empowering Excellence program, successful branch events, publications, promoting research and practice groups.



7. GOVERNANCE AND MANAGEMENT

The Association has made significant progress in modernising governance and management, including investing in new systems, strengthening our brand, diversifying our income streams and updating the Constitution.



4. REGULATE THE PROFESSION

The Association is responsible for setting standards of practice. This is achieved through accrediting and setting the standards of social work education, assessing international qualifications and the member credential applications and holding members accountable to the Code of Ethics.



The Australian Association of Social Workers respectfully acknowledges Aboriginal and Torres Strait Islander Peoples as the First Australians and pays its respects to Elders past and present.

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National President's report



It is with great pleasure as the National President of the Association that I present to the membership the Annual Report of the Australian Association of Social Workers for the year 2018–2019.

This year has seen the aims of the second year of the Strategic Plan 2018–2021 being implemented and we measure our success through sustained member growth, being the voice for social justice issues in Australia, being leaders of professional excellence in the social work sector and by being a best practice association.

Indeed, we have seen sustained membership growth this financial year, and as at 30 June 2019, were able to boast a more than 12,000-strong membership base. The social work profession increasingly sees the AASW as their influential voice to promote their interests and the importance of their work to key decision-makers. Our endeavours to increase our media presence, public profile and improve member communications is playing a significant role in ensuring the AASW is engaging with members and the public effectively.

It was a proud moment to represent Australian social work internationally at the International Federation of Social Workers General Meeting in Dublin, Ireland in July 2018. So many of the issues facing social work and social justice are global, which is something we will be discussing at the AASW Conference 2019.

This last year in Australia there was a federal election, NSW election and Victorian election. The Association pulled out all the stops to advocate for the issues that our members are passionate about at national and state levels – public protection and professional registration, family violence, Reconciliation, mental health, homelessness, among many others. I am very proud of the staff and volunteers who advanced the social work cause and made sure our voices were heard on these important issues.

Members will note that after extensive consultation, we succeeded in making changes to the Association's

Constitution, which now modernises our governance and aligns it with better practice and social work values. These changes were passed with members participating in our democratic processes, and I thank all members who took part.

Financially, the AASW is, and will continue to be, in a sound financial position. There is an obvious need to make sure that this remains the case by investing in our systems and improving the level of services to our members. This will be enhanced by initiatives to attract our past members back to the fold. The Association achieves a lot through efficient use of resources, but more could be done with increased membership numbers and a diversification of income sources. We are investing in developing other income streams such as our CPD program, sponsorship and advertising, especially with the conference and in our publications.

Without a doubt, the efficiency and delivery of sustainable AASW membership products and services is due to our dedicated and professional staff and I thank them on your behalf. They are highly valued within the Association and make our profession proud. I also acknowledge the work of the member social workers who volunteer significant time and effort to the Association, such as the Branch Management Committees and practice group convenors; your contributions make the AASW the benchmark and voice of social work.

A handwritten signature in black ink, appearing to read 'Christine Craik'.

Christine Craik
National President

Chief Executive Officer's report

It's been another frenetic year at the AASW and while it feels like just yesterday I was writing my CEO's Report for last year's Annual Report, here I am once again.



I have had the opportunity to review the work undertaken this last year, which provides me with a reminder of how much we have achieved as a team.

Some of the major pieces of work include:

- advocating for social work registration in South Australia
- increased promotion of Accredited Mental Health Social Workers
- launching the Your Distinction credentialing program
- launching a nationwide mentoring program, which was piloted in Victoria
- implementing our Reconciliation Action Plan.

Knowing how important public protection and professional registration is to members was foremost in my mind as we embarked on advancing the legislation being considered by the South Australian Parliament. In September 2018, members of the South Australian Branch Committee and I attended the Legislative Assembly as Tammy Franks MLC introduced the legislation to the upper house. It was a history-defining moment for the profession in Australia.

Accredited Mental Health Social Workers (AMHSW) will remember being asked to participate in a survey in 2018, which resulted in the *Accredited mental health social workers qualifications, skills and experience* report and infographic. This is being used to promote AMHSWs' standing as providers of mental health services to government, GPs and the public. More is being planned in the next year to take promotion of your services to the next level.

The Your Distinction credentialing program was launched in July 2018, with the introduction of the Accredited

Family Violence Social Worker credential, and then in March of this year the Accredited Clinical Social Worker credential. These credentials, and the upcoming ones we have planned, highlight to the Australian community how diverse and specialised social work practice is – they are a symbol of professionalism and quality to the sector and the public.

To demonstrate our commitment to members at all stages of their career, we employed a Student and New Graduate Coordinator, which also coincided with the development of a nationwide mentoring program, piloted by our Victorian Branch. We also saw a 28 per cent increase in student membership, which is remarkable. To the students who joined this last year, we look forward to working with you in a long and rewarding career journey as a social worker, as you go from student to graduate, to seasoned professional, and then as you go on to nurture the next generation of social workers yourself.

Much work has been done to implement our Reconciliation Action Plan 2017–2019, including a coordinated effort nationally to promote Reconciliation and raise the voices of Indigenous social workers by using podcasts and videos. This is a tribute to our team across the country, as we make a concerted effort to embed Indigenous ways of knowing into what we do at AASW.

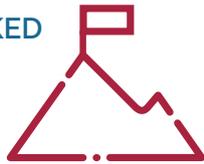
This has been a year of interesting and exciting challenges for management and staff. We are proud of what we have achieved as a team, including embracing the challenges, and remain committed to continuing our journey of improving the Association for members and stakeholders.

Cindy Smith
Chief Executive Officer

Our members

MEMBERSHIP PEAKED

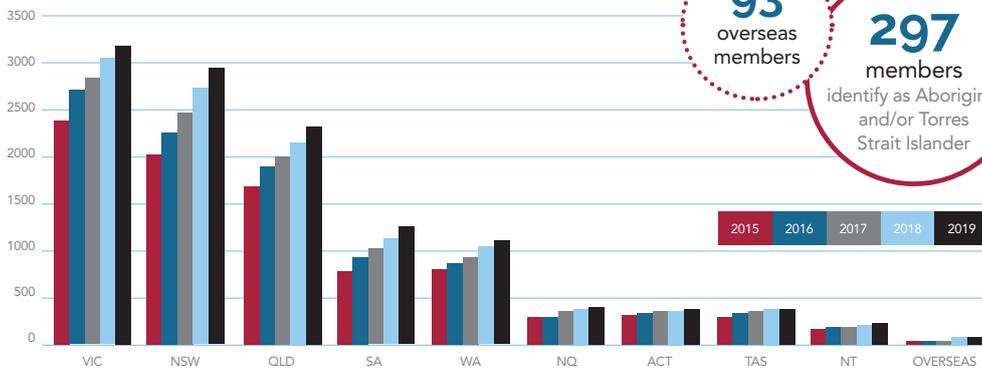
12,307
members



This was an increase of **6.5%** members on the previous year

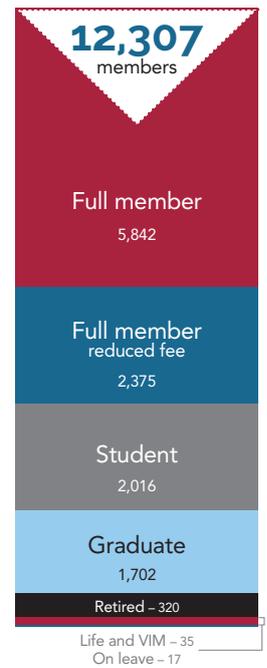
There was a **28%** increase in student memberships as at 30 June, 2019 compared to the previous year

Membership growth over five years

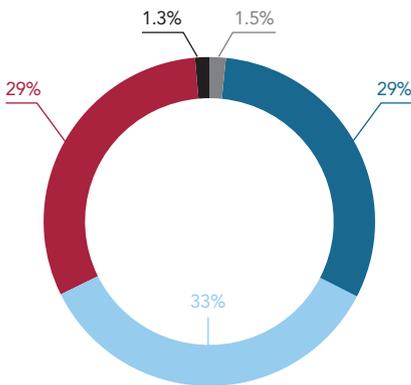


93 overseas members
297 members identify as Aboriginal and/or Torres Strait Islander

MEMBERS BY TYPE



MEMBERS BY AGE



Born <1945 | Born 1946-1964 | Born 1965-1979 | Born 1980-1995 | Born >1996

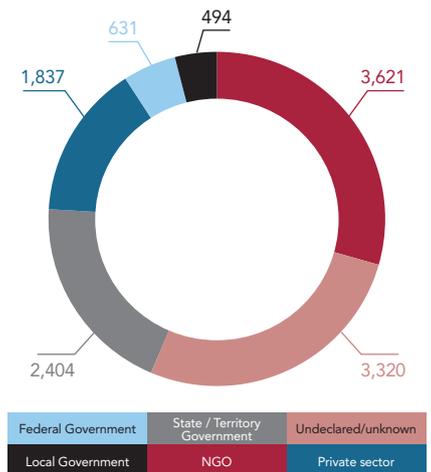


The average age of AASW members is **47** years

WHAT MEMBERS VALUE MOST

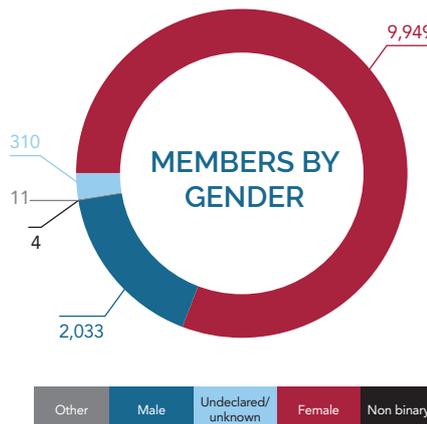
- Access to CPD
- Being informed of issues impacting the profession
- Access to information that supports their work
- Accreditation status
- Demonstrating commitment to professional standards and ethics

EMPLOYMENT SECTOR



Federal Government | State / Territory Government | Undeclared/unknown | Local Government | NGO | Private sector

MEMBERS BY GENDER



Other | Male | Undeclared/unknown | Female | Non binary

More than **80%** of all members are engaged in professional practice – from graduates starting their careers through to experienced specialists working at different levels of government, in the community sector and in private practice.

Celebrating our members

National and State and Territory Awards

AASW thanks all our members who volunteer their time, skills and expertise to progress and support the goals of the AASW and the profession with the many of the tasks they do, including participating in committees, working groups, professional development, mentoring, writing articles for our publications and hosting events.

During the year, the Association recognised the following members for their contribution to the profession and the people with whom they work.

Emeritus Professor Maev O'Collins, Life Membership for services to social work and the AASW

Northern Territory Branch: **Josephine Lee**, Mary Moylan Award for 2018; **Caitlin Carne**, Northern Territory Student of the Year

New South Wales Branch: **Lauren Foy**, Annual Social Justice Award for being instrumental in the marriage equality campaign

North Queensland Branch: **Natalie Maclean**, AASW Student Award at James Cook University, Townsville; **Brooke White**, AASW Student Award at James Cook University, Cairns

South Australian Branch (Social Worker of the Year Awards 2019. Six sponsored categories): **Verity Paterson**, Agent of Change Award (South Australian Department of Child Protection); **Cassandra Dunn**, Head Heart & Hands Award (HESTA), and **Cassandra Dunn**, Leading the Way in the Workplace (ARC); **Emma Drummond**, Rising Star Award (Flinders University); **Tara Blaikie**, Rural & Remote Impact Award (Uniting Communities); **Sioban Prideaux**, Student of the Year Award (University of SA)

Tasmanian Branch: **David Wilson**, University of Tasmania Social Work Student of the Year

Victorian Branch: **Kate Incerti**, Social Worker of the Year Award, for services to homelessness

Western Australian Branch: **Julie Jones**, The Barbara Kinna Award – Dux, Bachelor of Social Work 2018, Curtin University; **Anneleis Fuller**, AASW WA Student of the Year 2018, Edith Cowan University.

Australian Social Work Journal Awards

The Association's journal, *Australian Social Work*, recognises the authors of the best articles that it publishes each year. In 2018, these were:

Norma Parker Award (awarded to a student or new graduate, funded by publishers Taylor & Francis)
Samantha Mignone for 'Family experiences of caring for relatives who have received electroconvulsive therapy (ECT)'. *Australian Social Work*, 71(1), 86–97.

Norm Smith Publication in Social Work Research Award (funded by the AASW)

Rebekah Grace, Kim Miller, Sue Blacklock, Gillian Bonser, & Paula Hayden, 'The Kids Say Project: Supporting children to talk about their experiences and to engage in decision-making'. *Australian Social Work*, 71(3), 292–305.

The Bruce Lord Award for Excellence in Research Methodology (inaugural prize, and funded by the AASW)

Marianne Wyder, Robert Bland, Karen McCann and David Crompton for their article, 'The family experience of the crisis of involuntary treatment in mental health'. *Australian Social Work*, 71(3), 319–331.

Practitioner research grant

The 2018–2019 Practitioner Research Grant of \$5,000 was awarded to Ray Araullo, Deputy Director of the Social Work Department, Royal North Shore Hospital, for the research project 'Social work interventions in cancer care'.

The project aims to improve understanding of the scope of oncology social work practice in hospital settings. Kim Hobbs (Clinical Specialist Social Worker, Westmead Hospital) was an associate investigator on the project and Rosalie Pockett (University of Sydney) provided research mentoring.

The annual competitive award is available to AASW members to provide financial support to conduct a practitioner research project.

Key activities in 2018-2019



Representing our members

► Social work registration campaign

The AASW has campaigned for the registration of the social work profession, since at least 1968. The Marshall Liberal Government took the registration of social workers into the South Australian state election as part of their policy platform in 2018. In response to significant failures in their child protection system, South Australia is now the first jurisdiction in the country to begin legislating to make registration a reality in that state. The Association worked with the government and across the South Australian Parliament to ensure the best social work registration scheme possible.

► Accredited Mental Health Social Workers Report

The AASW undertook significant work to research and publish the *Accredited mental health social workers qualifications, skills and experience* report. The report provides an overview of the skills, knowledge and services provided by AMHSWs, and is based on extensive analysis of AASW data, including 2013 and 2018 member surveys. The report was widely promoted and distributed to key stakeholders.

► Advocacy for the profession

The Association promoted members and the social work profession through social policy and advocacy activities, including:

- submissions to the SA Joint Parliamentary Committee, and in election platforms for federal and state elections, on the statutory regulation of social workers
- submissions to the Mental Health Reference Group of the MBS Review taskforce promoting the skills and expertise of AMHSWs in providing services under Better Access and other items
- participating in the reference group for planning the 'At Ease' series of Department of Veteran's Affairs webinars for professionals who work with veterans
- submitting to the review of the Temporary Skilled Visa System to argue for the continuation of mandatory skill assessments as part of the visa requirements to ensure professional standards are maintained
- participating in the Mental Health Professionals in Schools initiative to ensure qualified social workers are key providers of these services
- advocating for an increase in the rate for AMHSW services with WorkSafe Victoria.



► AASW represented at the UN

In July 2018, AASW Senior Policy and Advocacy Adviser, Dr Sebastian Cordoba, represented the social work profession as an International Federation of Social Workers delegate at the United Nations' High Level Political Forum on Sustainable Development (HLPF) in New York. Dr Cordoba strongly advocated for greater government action and highlighted the pivotal role that social workers have if we are to achieve the UN Sustainable Development Goals (SDGs). The HLPF is an annual event where member states and non-government organisations meet to review the 2030 Agenda for Sustainable Development and the SDGs.

► International Federation of Social Workers (IFSW)

The AASW is a member of the IFSW, representing millions of social workers across the globe. Our involvement as a member of the IFSW provides the opportunity for our international strategic objectives to be met, while broadening the profile of the AASW at an international level. At the IFSW General Meeting in Dublin, Ireland, in July 2018, the AASW was represented by AASW President Christine Craik, AASW CEO Cindy Smith and *Australian Social Work* journal Editorial Board Chair Rosalie Pockett.

At the 2018 General Meeting, associations representing 70 countries were in attendance. As part of the Asia-Pacific, Australia plays a role in shaping the social work profession within the region. Each region presented a report outlining the many ways we are collectively advancing the global social work agenda. Social workers from all regions reported facing similar issues: environmental challenges, unprecedented regressive migration and asylum seeker policies, and excessive levels of poverty and violence against the most vulnerable in communities.

Five awards were presented at the General Assembly Meeting. Western Australian social worker Dr Angela Fielding was presented with an award acknowledging her community work with immigrants and refugees in Australia. The General Assembly also commended the AASW for the work we continue to undertake on our Reconciliation Action Plan.

Social policy and advocacy



23

submissions to senate, parliamentary and departmental inquiries

42

letters to key federal and state parliamentarians

PARTICIPATION IN SOCIAL JUSTICE CAMPAIGNS

**RAISE
THE RATE**

#RaisetheRate –
increasing Newstart



Everybody's Home –
addressing homelessness



#KidsoffNauru –
removed all children from
Nauru by 20 November 2018



MEMBERS IDENTIFIED TOP FIVE ADVOCACY ISSUES

- 1** Mental health
- 2** Child protection and wellbeing
- 3** Family violence
- 4** Housing and homelessness
- 5** Indigenous issues



Strong voice for social justice

We developed submissions, appeared at hearings and used the media to advocate on the key issues that affect social work practice throughout the year. We consulted and engaged with AASW members across the country to ensure their expertise, experience and insights were represented in our policy work. The AASW submissions, policy documents and advocacy materials are available on the AASW website and are promoted to members through the Association's e-newsletters.

► Mental health

During the year, we participated in a number of inquiries into mental health:

- Inquiry into **High rates of mental health conditions of first responders**, to which we were invited to present in person
- the **Productivity Commission's inquiry into social and economic benefits of improving mental health** and the **Medicare Benefits Scheme Review**. Many of our recommendations are reflected in the Report from the Reference Group
- AASW Northern Territory Branch made a submission to the **Northern Territory Mental Health Strategy**
- AASW Western Australia Branch wrote a letter in response to the **Coroner's Report into suicides in the Kimberley** in 2018.

► Child protection and wellbeing

- We submitted to the **Redress Implementation Bill**, concerning the National Redress Scheme for Survivors of Institutional Child Sexual Abuse, proposing greater transparency and accountability in the operations of the scheme.

► Family violence

- Two submissions were made to the Australian Law Reform Commission's **Review of the Family Law System**, describing how the current operations of the system fail to protect people from family violence and the harm it causes. We included dowry abuse as a form of family violence and proposed indicators for it be included in screening tools. This has been taken up in stories about the family law reform in mainstream media.
- We contributed to strengthening the privacy measures of **My Health Record** to the effect that it did not adequately protect the privacy of people escaping from violence, and this was quoted in resulting reforms to this legislation.
- We gave evidence to a proposed bill on **Family Violence Leave** about financial inequality. We were pleased to see this issue reflected in the inquiry report, and AASW directly quoted.



► Housing and homelessness

- The Association was an active supporter of the **Everybody's Home** campaign and made reform on housing and homelessness a feature of our submission to the 2019–2020 Budget and the federal election campaign.
- The Winter edition of *Social Work Focus* had the practice theme of Housing and Homelessness.

► Indigenous issues

- We continued to support the **Closing the Gap** and the **Uluru Statement** from the Heart. These were strong features of our Budget submission and federal election campaign.
- AASW Queensland Branch made a submission to the Education, Employment and Small Business Committee on the **Working with Children Legislation (Indigenous Communities) Amendment Bill 2018 (Qld)** in January 2019.

► Asylum seekers and refugees

- The Association was proud to participate in the **#KidsOffNauru** campaign led by World Vision, which was successful in removing all children from Nauru late in 2018.
- Our advocacy in human rights for people seeking asylum was part of our federal election campaign. We also supported the **MedeVac legislation** in late 2018, which was successful in bringing sick asylum seekers to the mainland for treatment.

- The Spring edition of *Social Work Focus*'s practice theme was Refugees and Asylum Seekers. It was one of our most-contributed to editions with 10-related practice articles.

► Aged care

- The Association contributed to the **Aged Care Workforce Strategy** and participated in the working group for the taskforce.
- We made submissions to the **Elder Abuse Prevention Strategy** and **Quality and Safety Commission**.
- AASW Queensland Branch made a submission on the **Inquiry into Aged Care, End-of-life and Palliative Care, and Voluntary Assisted Dying** in April 2019.

► Income support and welfare

- The AASW played an active role in ACOSS's income support and employment policy network, and its campaigns such as **Raise the Rate**.
- We made submissions to federal parliament against the proposed expansion of the compulsory **Cashless Debit Card** and an **Inquiry into Intergenerational Welfare Dependence**, at which we were invited to appear to give more evidence. We described our rejection of the terminology and challenged the assumptions under the inquiry's Terms of Reference, gathering support from the opposition and crossbench members of the committee.



► Disability

- The rights of people living with a disability, and the operations of the **National Disability Insurance Scheme (NDIS)** were included in our submissions to the 2019–2020 Budget and the 2019 federal election campaign.
- We submitted to the **NDIS's 'Thin Markets' inquiry**, stressing the role of social workers in ensuring that vulnerable people gain access to the services they need.

► Human rights

- We expressed our support for the ban on so-called 'conversion therapy', which was adopted by the Victorian government and adopted as the Australian Labor Party's policy at the federal election.
- AASW Queensland Branch made submissions to the **Human Rights Bill 2018** and **Queensland Inquiry into the Anti-Discrimination (Right to Use Gender-Specific Language) Amendment Bill 2018** in November 2018.
- We supported Queensland's decriminalisation of abortion with a media release.

► Environment and climate change

- We promoted the United Nations' Sustainable Development Goals in our federal election platform, as part of Australia's obligations.

► Working in Partnership

The Association adopted a national approach to ensure that AASW is connected to the peak bodies and lobby groups on issues that are important to the social work profession. Key organisations we worked with included:

- **Indigenous Allied Health Australia:** a memorandum of understanding is being explored with IAHA
- **SNAICC (National Voice for Our Children):** AASW has worked with SNAICC to identify and advocate on issues of mutual concern
- **ACOSS:** AASW contributed to ACOSS campaigns such as Raise the Rate and its successful week of action
- **Climate and Health Alliance:** with the concern about climate change and the impacts on vulnerable people, our membership of CAHA has resulted in the AASW having a stronger voice in this area
- **National Aged Care Alliance:** our membership of NACA has enabled us to contribute to positions on the aged care workforce, accessibility of services, and funding models, as well as to keep abreast of key developments in aged care policy and service developments
- **Allied Health Professionals Australia:** our contribution allowed us to advocate for social workers in the NDIS and DVA.

Communications



WEBSITE



3,211,291
pageviews

379,145
visitors

SOCIAL MEDIA



15,748

▲ up from 13,137 last year



2,604

▲ up from 2,179 last year



6,357

▲ up from 3,112 last year

MEMBER COMMUNICATIONS SURVEY



1,231

responses (10%)

Surveys provide important data to support Association activities

MEDIA COVERAGE



30 media releases



17 media mentions



14 media enquiries

PUBLICATIONS



144

editions of e-newsletters

10 produced monthly;
1 twice per month



4 issues of the membership magazine published

print and digital



4 issues the academic journal published

print and digital

PODCAST



1,517
listens

1.220
Journal impact factor

Communications and publications

► Media activity

The Association uses the media to increase our voice for social justice and to promote social work practice. Given the diverse nature of the social work profession, the Association was able to comment publicly on a wide range of social justice and practice issues.

The Association appeared in the media commenting on:

- LGBTIQ rights, including the Victorian government's decision to ban 'conversion therapy' and to commend the boycotts of Brunei due to the country's stance on homosexuality
- Violence against women and family violence in *The Age* newspaper and *Pro Bono Australia*
- Christine Craik appeared on SBS radio, commenting on World Elder Abuse Awareness Day, and ABC radio and online discussing social work in intensive care units
- Board director Anita Phillips appeared on ABC radio to discuss the need for public protection of vulnerable people from poor social work practice and the need for a registered profession.

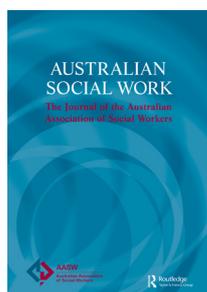
► Social media

AASW uses its social media presence to promote social policy and advocacy positions.

The Association also has a presence on Twitter and LinkedIn. AASW's LinkedIn platform has more than doubled its followers in the last 12 months.

In August 2018, AASW started a podcast. The first episode featured Josephine Lee, the winner of the Mary Moylan Award who spoke about International Day of the World's Indigenous People in 2018 and its theme, migration and movement. During the year, we published an interview with Linda Ford on NAIDOC in May 2019.

We used Facebook Live and two webinars to promote and explain the Association's proposed governance changes in August 2018, March 2019 and May 2019 respectively.



► Publications

The AASW continued to produce the National e-Bulletin, the Mental Health e-News and nine Branch e-News bulletins. The purpose of these is to promote CPD and provide information to the profession.

The Association also produced two quarterly periodicals, *Australian Social Work* and *Social Work Focus*.

► Australian Social Work

Australian Social Work is an international, peer-reviewed journal reflecting current thinking and trends in social work. In January and April 2019, two issues with the theme of social work education were published. In January 2019, the Book Reviews became part of the 'i first' collection online ensuring early access to the latest books and reviews for journal readers.

In July 2018, the Twitter account for *Australian Social Work* @AusSocialWorkJ was established and this year the planned social media strategy has taken shape. The social media audience is contributing to the wider reach and profile of the journal nationally and internationally.

The Journal Impact Factors for 2018 were announced by Clarivate Analytics recently for all journals in their bibliographic index Web of Science. *Australian Social Work* achieved a Journal Impact Factor of 1.220, 17 out of 43 global social work journals, placing it in the Q1 and Q2 rankings for the categories in which it is classified. This is an outstanding result.

► Social Work Focus

The magazine was published quarterly and each edition was published around a practice area theme. This year's themes were:

- homelessness
- refugees and asylum seekers
- social work futures
- family support and family violence.

The purpose of the magazine is to provide an opportunity for members to share their practice experience and reflections with fellow social workers, to provide more in-depth coverage of the issues affecting the profession and to promote the work of the Association. Practice articles are reviewed by an editorial panel comprised of social workers and all articles were contributed by members or experts in the practice area. We also covered stories of members who were honoured with awards and recognised for innovative practice, and member obituaries.

Professional development



MEMBER CREDENTIALS



2 new credentials

Accredited Clinical Social Worker
Accredited Family Violence Social Worker

Accredited Mental Health Social Worker

15 Assessors

2,300 AMHSWs across Australia

40% in rural and remote areas

60% have postgraduate qualifications

75% have more than 10 years of practice experience

214 Australian College of Social Work

HORIZON CAREERS CENTRE WEBSITE



More than
63,000
pageviews

RESEARCH



21
research applications
approved

CPD

85 providers applied for CPD endorsement

950 events gained CPD endorsement

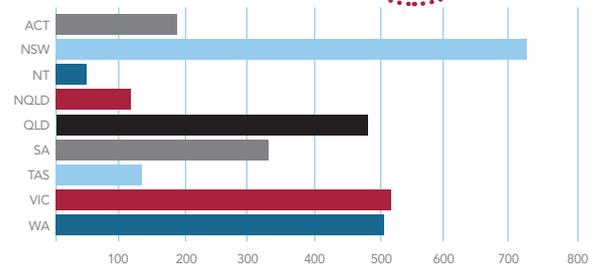
Countering Violent Extremism –
31 workshops, **770** registrations

Empowering Excellence –
16 workshops, **707** registrations

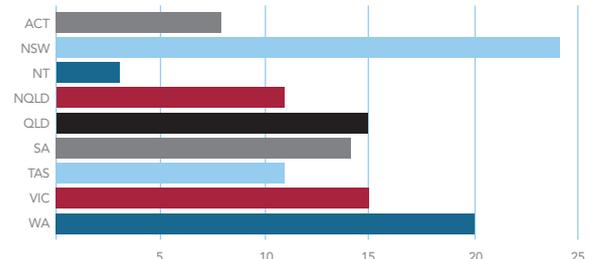
3,073
registrations

121
workshops

CPD registrations



CPD workshops





Building professional capacity

► Your Distinction: Our credentialing program

The Your Distinction credentialing program was launched in 2018. Expanding the current credentialing program with new credentials recognises specialisation in social work practice in a range of areas. Credentials assure the people social workers work with, their families, the community, employers and funding bodies that accredited social workers have acquired a distinguished level of expertise in their field of practice. In July 2018, the Accredited Family Violence Social Worker credential was launched; the Accredited Clinical Social Worker credential was announced in March 2019.

► Empowering Excellence

This year saw the rolling out of the Empowering Excellence program and three other webinars. The top five most popular Empowering Excellence workshops were:

1. Motivational interviewing and Cognitive Behaviour Therapy to reduce substance use problems and improve mental health and wellbeing
2. Introduction to Cognitive Behaviour Therapy
3. Introduction to Mindfulness Integrated Cognitive Behaviour Therapy
4. Introduction to Acceptance and Commitment Therapy
5. Using Acceptance and Commitment Therapy flexibly – Beyond metaphors and formal exercises.

► Employment

In February 2019, the Horizon website was relaunched with a fresh design. Horizon is the AASW's career portal where social workers can seek job opportunities and those seeking to employ them can advertise jobs. The relaunched design is phone and tablet friendly and AASW members are able to create locum profiles for potential employers to view. This is yet another valuable service available to members, and a way for employers to reach our skilled membership base.

► Mentoring

After a successful pilot program in the previous year, the Victorian Branch rolled out the Early Career Social Work Mentoring Program in 2018–2019. Twenty-six members were involved in the yearlong program that involved an initial Orientation to Mentoring workshop, a minimum of seven independently arranged mentoring sessions over a nine-month period followed by a Final Gathering to network, and to share experiences and insights.

Our thirteen mentors, all experienced social workers, dedicated themselves to supporting thirteen social workers who were in their first social work role, and who were seeking to strengthen their social work identity, to connect with the profession, and to build both their resilience and their social work career.



► Countering Violent Extremism workshops

Following a successful pilot last year, the Commonwealth Government provided AASW funding to deliver a training program for social workers and other mental health workers to assist in preventing and responding to violent extremism. They were held in capital and regional cities across the country.

► Contributing to workforce development

The Association participated in working parties and reference groups to create professional development materials and other resources to support members implement changes in programs including:

- the Workforce Transition project assisting members who wish to offer services on behalf of PHNs
- the Complex Trauma register and supporting professional development materials for members who work with people who experienced childhood abuse and trauma
- the At Ease webinar series for professionals working with veterans and their families.

► Student member recruitment

Aspire Your True Potential, a campaign to recruit students to become AASW student members saw a 28 per cent growth in the first year of the campaign. Australian Capital Territory, Queensland and Western Australia had the greatest student membership growth.

► New membership category

The Association acknowledges the different stages in members' careers, and the balance between career and life experiences. As such, we introduced an On-Leave membership category to encourage members to retain their AASW membership and benefits at a time when they may be taking a career break, for example on parental leave. Members in this new category will have access to all their membership benefits, and importantly career information to support them in their return to the workplace.

► Research

The Association's National Research Committee (NRC) promotes and encourages social workers' involvement in research and assesses applications from researchers seeking to promote their projects to AASW members to recruit participants. The NRC approved 21 applications during the year.

The NRC surveyed researchers who had promoted their projects through the AASW about their experience of the process. Feedback was positive, and respondents found this was an effective way to spread awareness of their projects and to support social work research. Respondents reported that the application and review process was straightforward, timely and helpful.

Practice standards and ethics



STUDYING SOCIAL WORK IN AUSTRALIA



10

social work university degrees re-accredited during the year

30

AASW-accredited university degrees

including 6 Master of Social Work (Qualifying) only and 18 offering both Bachelor of Social Work and Master of Social Work (Qualifying)



Applications received from **31** countries

701

IQA applications completed

ETHICS & PRACTICE STANDARDS CONSULTATION SERVICE

476

consultations



64

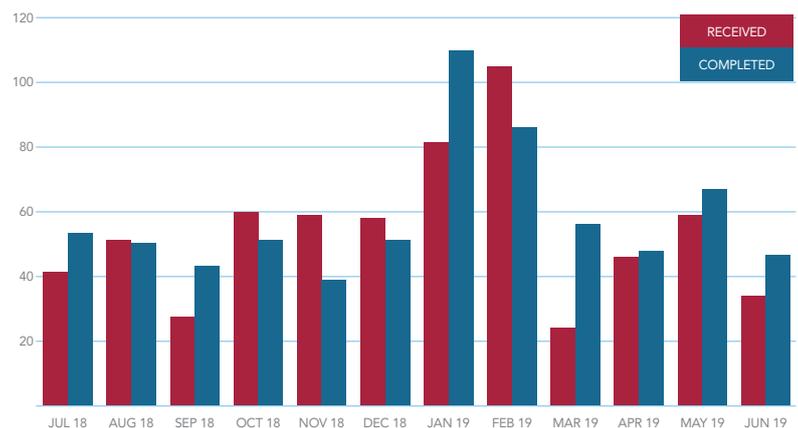
were from non-members

Common themes arising from the consultations included:

1. insurance
2. information management, confidentiality, access to clients' records and responding to a subpoena
3. supervision
4. scope of social work practice
5. private practice, Medicare and NDIS related queries
6. industrial and workplace-related queries.

INTERNATIONAL QUALIFICATIONS ASSESSMENTS

IQA applications received and completed





Regulation and ethics

► Our regulatory role

Social work is not a registered profession in Australia. Therefore, the Association has the role of self-regulating the profession. Eligibility for membership of the Association provides employers, the public and government funding bodies a level of assurance that qualified social workers have received a recognised level of education and training, and that they have made undertakings relating to professional conduct upon application of membership and annually when they renew membership.

The Commonwealth Government recognises the Association's role in the maintenance of standards with the social work profession in several ways: It is recognised as an assessing authority for international social work qualifications, with the Association having responsibility for ensuring that overseas-trained social workers and international students studying in Australia have met the requirements for the purposes of skilled migration; the Government recognises the standards the Association develops in collaboration with the sector, for social work education in Australia under the Australian Social Work and Education Accreditation Standards (ASWEAS). The Association assesses applications for social workers who wish to attain the Accredited Mental Health Social Worker credential. Accredited social workers may apply to Medicare for a Medicare Provider Number.

Given the Association's role in setting and enforcing professional standards for its members, it has a strong role to play in advocating for registration both nationally and in South Australia, where progress has been made in the last year.

► Ethics and Practice Standards Consultation Service

The Ethics and Practice Standards Consultation Service (ECS) is a service for members and relevant others (such as employers of AASW members) to consider, discuss and process ethical dilemmas and ethical practice issues. The ECS provides both verbal and written information in relation to ethics and practice issues and assists in linking ethical and best practice decision making to the *Code of Ethics, Practice Standards* and broader ethical and practice theories.

The ECS aims to ensure that social workers are equipped with the skills, knowledge and reflective practices to ensure high standards of practice and prevent ethical misconduct and harm to the public.

► International Qualifications Assessments

Social workers who have international qualifications and who wish to migrate to Australia under the skilled migration program can apply to the Association for an assessment of their qualifications. As the assessing authority for social workers in Australia, AASW assessments are relied upon by the Commonwealth Government's Department of Home Affairs for visa and migration purposes. The program recognises the international and cultural diversity of social workers, celebrating social work as it is delivered globally, while also maintaining high standards for social work within Australia.

The Mutual Recognition Agreement with the New Zealand Social Work Registration Board was revised during the year.



In response to the number of enquiries we receive from Australian social workers who wish to practise overseas, the Association published guidance for those wishing to work in the UK, Canada and USA.

During the year, the Association completed 701 international qualifications assessments, receiving applications from 31 countries.

Your Association

► Reconciliation Action Plan 2017–2019

In the final year of the current Reconciliation Action Plan (2017–2019), the AASW continued to progress its aims of building meaningful relationships and working together for a more just Australia.

As the Association concludes the current RAP and plans for the future, we are reflecting on our successes and areas for continued improvement. During the year, we built on previous actions and consolidated the achievements to date. This included greater collaboration with branches and continued focus on engagement with key stakeholder groups.

Australian Social Work journal published three papers, an Invited Commentary and a Guest Editorial by Indigenous authors. All papers submitted by Indigenous authors or that address Indigenous social work issues are reviewed by at least one Indigenous reviewer. Three Indigenous national advisers have been appointed to the journal this year, Linda Ford, Bindi Bennett and Deb Duthie.

An edition of *Social Work Focus* dedicated to Aboriginal and Torres Strait Islander social workers, issues and practice was released. We committed to producing this edition under our RAP and this initial step has resulted in a commitment to an edition being produced each year.

► Practice groups

Practice groups provide forums for social workers operating in different areas of practice or in specific regions to meet, network and share knowledge and expertise. Several new practice groups formed during the year, bringing the total to 56 across Australia.

► Revising the Constitution

The Association was successful in updating the Constitution in May 2019, holding two webinars and a General Meeting. The summarised resolutions passed by the members were:

1. reducing the National Vice-Presidents from two to one
2. aligning the terms of office for directors with the Annual General Meeting
3. transitional provisions to allow for the first two resolutions
4. flexibility with regards to creating and retiring committees of the Board
5. removing references to alternate directors
6. removing the casting vote of the National President.

Directors' report

Your Directors present this report on the Company for the financial year ended 30 June 2019.

Principal activities, objectives and strategies

The Australian Association of Social Workers Limited ("AASW", the "Association" or the "Company") is the lead national association for Australian professional social workers. The Association sets the benchmark for professional education and practice in social work. AASW has a strong voice on matters of social inclusion, social justice, human rights and issues that impact upon the quality of life of all Australians. The Association seeks a close and collaborative relationship with educational institutions, industry, government, client associations and the community. AASW acknowledges the critical importance of the contribution made by Aboriginal and Torres Strait Islander members.

AASW has corporate responsibility for promoting and regulating the social work profession in Australia. AASW represents social workers by ensuring the sustainable development of the profession, the maintenance of accountability and compliance with benchmark standards, and the promotion of professional identity. Membership offers social workers the opportunity to work collectively to contribute to Australian society, its communities and institutions in a way that is dedicated to improving social inclusion and social wellbeing.

The Association has adopted seven, long-term key objectives to deliver on its purpose:

- Promote and advocate for the profession of social work and AASW members
- Be a strong voice for social justice
- Build the professional capacity of members
- Uphold responsibilities for regulation of the profession
- Advance Aboriginal and Torres Strait Islander social work
- Collaborate with international colleagues
- Provide responsible governance and management.

Strategies pursued by the Association during the financial year to deliver on the objectives include:

- Undertaking reviews of undergraduate and post-graduate courses in social work provided by tertiary institutions, where such courses are accredited by the Association.
- Delivering the Association's continuing professional development ("CPD") programs, encompassing member and employer consultation, policy and curriculum development and partnerships with other professional organisations and private providers.
- Initiating and developing social work practice papers, which promote contemporary and advanced practice based on theory and research.
- Providing independent, articulate, highly visible advocacy on social policy issues to all levels of government.
- Promoting the Association's credentialing program to employers, as a measure of quality assurance.
- Undertaking a periodic review of the Association's governance policies and practices, encompassing Board and Management layers.
- Developing and maintaining a risk register that identifies risks to the Association and strategies to minimise those risks.
- Developing and maintaining financial reporting systems that enable regular review of performance against plan.
- Regular marketing of the Association's value proposition, in order to build a strong and sustainable membership base.

Management and oversight of the Company, including performance measurement

Management of the Association's operations and implementation of the Association's Strategic Plan are the responsibility of the Chief Executive Officer and management. The Directors monitor progress towards the achievement of goals outlined in the Association's Strategic Plan on a regular basis. The Association measures its financial performance through comprehensive reporting to the Board via the Finance, Audit, Compliance and Risk Committee.

Key performance indicators monitored by the Board include (but are not limited to):

- Membership numbers, including membership mix and trends
- Membership engagement
- International qualification assessment requests received and completion times
- Numbers of ethics complaints received and closed
- Staff turnover

- Number and quality of submissions to government, industry and other stakeholders on social policy matters
- Promotion of the social work profession and advocacy for the registration and regulation of social workers with state and federal governments
- Numbers of CPD workshops, forums and seminars held across the branch network and/or Social Work Online Training platform, including member attendance data or online course enrolments.

Operational performance is similarly reported to the Board by the CEO at each scheduled meeting of the Board.

The CEO attends Board and Board Committee meetings however, the CEO is not a Director and is not entitled to vote.

Risks to the Company are similarly closely monitored through periodic review of risks and mitigating strategies to reduce and/or eliminate identified risks.

Further details on the Association's activities during the financial year can be found on pages 2 to 19 respectively in the Annual Report to Members.

Directors and Company Secretary in office

The names of the Directors and Company Secretary in office at the date of this report and during the financial year are:

Current Directors and Company Secretary				
Name	Position held	From	To	Director since
Christine Craik	National President ¹	1 July 2018	Current	1 November 2011
Vittorio Cintio	National Vice-President	1 November 2018	Current ²	
Marie-Claire Cheron-Sauer	National Vice-President ³	1 July 2018	31 October 2018	1 November 2016
Lynne Harrold	National Vice-President ⁴	1 July 2018	22 May 2019	1 November 2017
Dr Brenda Clare	Director	1 July 2018	Current	17 April 2012
Linda Ford	Director ⁵	1 July 2018	Current	11 May 2017
Brooke Kooymans	Director	1 November 2018	Current	
Barbara Moerd	Director	1 July 2018	31 October 2018	1 November 2012
Dr Peter Munn OAM	Director	1 July 2018	Current	1 November 2017
Anita Phillips	Director	1 July 2018	Current	17 April 2012
Jenny Rose	Director	1 July 2018	Current	1 November 2017
Geoffrey Bennett	Company Secretary ⁶	1 July 2018	Current	

1. Ms. Craik has held the position of National President since 1 November 2017.

2. Excludes role as a Director of the Company in prior years.

3. Ms. Cheron-Sauer held the position of National Vice-President of the Company from 1 November 2017 until her retirement on 31 October 2018.

4. Ms. Harrold held the position of National Vice-President of the Company from 1 November 2017 until her resignation as a Director on 22 May 2019.

5. Pursuant to the Association's Constitution, one Director's position is reserved for a member of Aboriginal and/or Torres Strait Islander descent. Ms. Ford is the Association's Aboriginal and Torres Strait Islander Director representative on the Board.

6. Mr. Bennett has held the position of Company Secretary since 18 September 2017.

Directors meetings

The number of Directors' meetings and number of meetings attended by each of the Directors of the Company during the financial year are:

Directors meetings		
Name	Number of Meetings Eligible to Attend	Number of Meetings Attended
Christine Craik	11	11
Vittorio Cintio	6	6
Marie-Claire Cheron-Sauer	5	4
Lynne Harrold	10	9
Dr Brenda Clare	11	11
Linda Ford	11	10
Brooke Kooymans	6	6
Barbara Moerd	5	5
Dr Peter Munn OAM	11	6
Anita Phillips	11	10
Jenny Rose	11	11

Finance, Audit, Compliance and Risk Committee

The Association has established a Finance, Audit, Compliance and Risk Committee of the Board ("FACR"). FACR assists the Board in monitoring organisational activity within the scope of its remit and making recommendations to the Board for resolution. Among other responsibilities, FACR:

- oversees financial management and reporting matters, including the financial processes and procedures to the Committee
- reviews the proposed annual budget, assessing alignment to strategic and business plans and the appropriateness of underlying assumptions
- ensuring that the investment of surplus capital is made in accordance with the Association's Investments Policy
- reviews and monitors the process for identifying significant risks facing the Association and the Board
- reviews the level and type of insurance cover for the Association and makes recommendations to the Board, as required
- monitors compliance with applicable laws, regulations, standards
- oversees the appointment of the external auditor, including the compensation and terms of the external audit engagement.

Directors who are members of FACR at the date of this report (or who were Committee members during the financial year), including the number of meetings of the Committee and number of meetings attended by each of the Directors, are set out in the table below:

Directors attending FACR meetings				
Name	From	To	Number of Meetings Eligible to Attend	Number of Meetings Eligible to Attend
Marie-Claire Cheron-Sauer (Chairperson to 31/10/2018)	1 July 2018	31 October 2018	4	4
Barbara Moerd	1 July 2018	31 October 2018	4	3
Dr Peter Munn OAM (Chairperson from 8/11/2018)	1 July 2018	Current	9	6
Lynne Harrold	8 November 2018	22 May 2019	4	4
Brenda Clare	8 November 2018	Current	5	5
Christine Craik (ex-officio)	1 July 2018	Current	9	9
Vittorio Cintio	24 May 2019	Current	N/A	N/A [#]

[#] There were no meetings of FACR between 23 May 2019 and 30 June 2019.

The Chief Executive Officer, Chief Financial Officer and Company Secretary attend meetings of FACR by invitation and may take part in the business and discussions of the Committee but have no voting rights.

National Ethics Committee

The Association has established a National Ethics Committee of the Board (“NEC”). The NEC assists the Board in monitoring the process for oversight and resolution of ethics complaints against Members.

Among other responsibilities, the NEC:

- Reviews the Association’s Code of Ethics in accordance with timelines set out in the Constitution;
- Provides strategic advice to the Board on matters in relation to ethics;
- Oversees the Association’s Ethical Complaints Management Process (“ECMP”), ensuring that the overall management of the ECMP is efficient and effective in responding to allegations of professional misconduct;

- Makes recommendations to the Board where improvements to the ECMP are deemed necessary;
- Informs the Board the numbers of, and trends in, ethics misconduct cases.

Directors who are members of the NEC at the date of this report (or who were Committee members during the financial year), including the number of meetings of the Committee and number of meetings attended by each of the Directors, are set out in the table below:

Directors attending NEC meetings				
Name	From	To	Number of Meetings Eligible to Attend	Number of Meetings Eligible to Attend
Anita Phillips <i>Chairperson</i>	1 July 2018	Current	6	5
Linda Ford	1 July 2018	Current	6	5
Brooke Kooymans	8 November 2018	Current	4	4
Jenny Rose	1 July 2018	Current	6	6
Christine Craik <i>(ex-officio)</i>	1 July 2018	Current	6	4

The Chief Executive Officer, Manager, Professional Standards and Assessments and Company Secretary attend meetings of the NEC by invitation and may take part in the discussions of the Committee but have no voting rights.

Information on current Directors, Chief Executive Officer, Chief Financial Officer and Company Secretary

Christine Craik

National President and Chair of the Board of Directors

Christine has more than 30 years' experience as a social worker, working in family support, housing, community health and hospitals with a focus on domestic violence, sexual abuse and refugees. Christine is a social work Lecturer at RMIT University in the BSW (Hons), the BSW (Hons)/BSS (Psychology) and the MSW (Qualifying). Christine is currently completing her PhD and exploring routine domestic violence screening for women in emergency departments of Australian public hospitals. Christine was elected National President in November 2017 after serving as National Vice President for six years. Christine is an ex-officio member of the Finance, Audit, Compliance and Risk Committee, the National Ethics Committee and the Reconciliation Action Plan Working Group.

Vittorio Cintio

National Vice-President

Vittorio Cintio is the Association's National Vice-President, elected in October 2018. Vittorio is based in the Blue Mountains in New South Wales and has over 40 years' experience in the health sector and in private practice, counselling individuals and families. Vittorio is currently a social work leader in NSW Health, with management, teaching and research responsibilities. Vittorio was previously on the Board of AASW, having served as a Director between 2010 and 2012.

Dr Brenda Clare

Director

Brenda has more than 40 years' experience as a social worker, specialising in child protection and out-of-home care, in England and Western Australia. Brenda taught on the University of Western Australia Social Work Course for ten years and until recently, was an Honorary Research Fellow at the University of Western Australia. Brenda is a private consultant in training, research and supervision services. Brenda has been a Director of AASW since April 2012.

Linda Ford

Director

Linda Ford is an Aboriginal woman from north west Queensland with 25 years' experience as a social worker in rural, remote and urban areas. Linda is particularly passionate about child protection after working for seventeen years in this field and, more recently, for seven years in health. She has been a guest lecturer and adjunct lecturer for James Cook University in North Queensland in the areas of social work theory and ethical practice. Linda is presently employed as a Team Leader at the Charters Towers Community Mental Health Service. She is a past president of the Association's North Queensland Branch, Chair of the Association's Reconciliation Action Plan Working Group and a member of the National Ethics Committee.

Brooke Kooymans**Director**

Brooke was elected as a Director of the Association in October 2018. Brooke is a current practising social worker with almost 20 years' experience working with Australia's leading government and non-government agencies, both in the public and private sectors. Brooke is currently undertaking a PhD with a research focus on 'Social Work in Practice in the Community Sector'. Brooke resides in Brisbane, Queensland and is a member of the National Ethics Committee.

Dr Peter Munn OAM**Director**

Peter worked as an accountant for five years before undertaking social work. His social work practice includes six years as a front-line social worker and then teaching social work for over 20 years at the University of South Australia, Whyalla Campus. He completed his University career as Dean, Teaching and Learning and Associate Professor in Rural Health. From 2005 to December 2016, Peter led Centacare Catholic Country SA during a period of growth in rural South Australia. In 2018 Peter took up the position of Professor in Social Work at Central Queensland University, which he still holds. Peter has had a long-term commitment to rural communities having lived in Whyalla for several decades. Peter has been awarded a knighthood by the Catholic Church in 2017 and an OAM for services to rural education and social services in 2018. Peter is Chair of the Finance, Audit, Compliance and Risk Committee.

Anita Phillips**Director**

Since graduating from the University of Melbourne many years ago, Anita has utilised her social work knowledge and skills in regional and metropolitan areas from North Queensland right down the eastern seaboard to Melbourne, with federal, state, local and non-government agencies. She has a Master of Public Administration, holds a postgraduate Diploma in Legal Studies, is a graduate member of the Australian Institute of Company Directors and is currently a PhD candidate with the University of Canberra studying the policy development of the NDIS. Anita is currently engaged as sessional university lecturer in the ACT and is a Board Director on a large regional Health/Hospital Services organisation and a not-for-profit Aged Care facility. She has been a Director of AASW since April 2012 and is Chair of the Association's National Ethics Committee.

Jenny Rose**Director**

Jenny came to social work 20 years ago, having first completed a welfare degree. She has completed several post graduate qualifications including a Master of Mental Health (Child and Adolescent), Diploma of Business (Frontline Management) and a Certificate IV in training and assessment. Prior to joining the Board, she was a member of the NSW Branch Management Committee for six years, the last three as the Branch President and has been a member of the Education Standards Committee. Jenny works as a senior social worker/student educator at the Children's Hospital at Westmead, part of the Sydney Children's Hospital Network. Jenny is a member of the National Ethics Committee.

Cindy Smith**Chief Executive Officer**

Cindy has led AASW as CEO since 2016. Cindy is a qualified social worker with almost 20 years' experience in a range of positions including leadership in community health and out-of-home care, managing a counselling team, senior management of a Child, Youth and Family Directorate in community health, and Executive Director of a not-for-profit organisation.

Cindy is a graduate of the Australian Institute of Company Directors, a Fellow of the Australasian College of Health Services Management, holds a Bachelor of Social Work, a Masters degree in Health Administration and a Graduate Certificate in Health Service Management. Cindy served as a Board Director of the AASW from November 2011 to June 2016.

Nathan Watts**Chief Financial Officer**

Nathan has more than 20 years' experience working within both private and publicly listed organisations in both the Australian and overseas markets. Nathan has held a range of senior accounting positions which have enabled him to achieve a blend of senior, strategic and operational financial experience with a depth of exposure to various change/transition management activities of varying size and complexity. Nathan holds a degree in business from Deakin University and is a qualified Chartered Accountant.

Geoff Bennett**Company Secretary**

Geoff is a risk and governance professional, his experience derived from career with National Australia Bank (NAB) spanning more than 30 years. Prior to joining the Association, Geoff was Director, Special Projects in the Enterprise Risk division of NAB. Other roles within NAB included Principal Advisor, Wholesale Banking; Head of Process Improvement in NAB Capital; Group Manager, Financial Governance and Head of Strategy & Planning in Group Treasury. Geoff holds a degree in business from the University of Southern Queensland and an MBA from the University of Melbourne. He is a Certified Practising Accountant (Fellow), a Fellow of the Governance Institute of Australia and a Graduate of the Australian Institute of Company Directors.

Members' liability

On winding up of the Company, each member undertakes to contribute to the Company's assets an amount not exceeding the sum of \$50. This amount applies for all classes of membership. The member's obligations extend as follows:

- a) for payment of the debts and liabilities of the Company contracted while that person was a member
- b) for payment of the debts and liabilities of the Company contracted for a period of one year after that person was a member
- c) for the costs, charges and expenses of winding up the Company
- d) for the adjustment of the rights of the contributories among themselves.

At 30 June 2019, the total amount of members' guarantee was \$615,350 from 12,307 members (2018: 11,557 members).

Other matters

Honorariums

Honorarium payments are made in recognition of volunteer contributions made to the Company. Such payments are intended to meet incurred or anticipated expenses resulting from participation in board-related and/or board-approved company activities. Positions eligible for honorarium payments include the National President, National Vice-Presidents (one National Vice-President from 24 May 2019), Directors, Journal Board Chair, Journal Editor, Journal Review Editor, Journal Associate Editor, Ethics Panel Chair and Branch Presidents.

At the Annual General Meeting of Members held on 30 November 2017, Members resolved that the total annual figure for the remuneration of the Directors, such remuneration to be paid in the form of honorariums, should not exceed \$84,000 in the aggregate.

Honorariums paid to Directors and Branch Presidents as compensation for time spent in their roles at AASW totaled \$134,107 (2018: \$131,980).

Directors' benefits

No Director has received, or become entitled to receive, during or since the financial year, a benefit because of a contract made by the Company, controlled entity or related body corporate with a Director, a firm of which a Director is a member or an entity in which a Director has a substantial financial interest other than the benefits as disclosed in Note 19 of the Notes to and forming part of the Accounts (including honorariums referred to above).

Indemnification of Auditors, Directors and Officers

The Company has arranged indemnity insurance for its Directors and Officers. This coverage is included within the Association's Liability Insurance which also covers all members for Professional Indemnity. For the financial year ended 30 June 2019, the premium for the whole policy was \$105,392 (2018: \$95,494). No indemnity insurance has been provided for auditors.

Trading results

The net surplus for the financial year ended 30 June 2019 was \$176,358 (2018: Deficit of \$181,115).

Dividends

The Company is prohibited from paying dividends by its Constitution.

Significant events after the end of the financial year

On 30 August 2019, Directors resolved to redeploy resources currently dedicated to the "bricks and mortar" branch structure to focus on improving value for members along a community model. Accordingly, the Association is expected to take a charge in the financial year ended 30 June 2020 to reflect (1) the cost of terminating leases on contracted premises and (2) the cost of redeploying staff domiciled in the branches. The charge to profit and loss is not expected to be material.

Other than the foregoing, no matters of significance have arisen since the end of the financial year that significantly affected or may significantly affect the operations of the Company, the results of those operations, or the state of affairs of the Company in subsequent financial years.

Environmental matters

The Company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Auditors' Independence Declaration

The Auditors' Independence Declaration for the year ended 30 June 2019 has been received and can be found immediately following the Directors' Report.

Signed in accordance with a resolution of the
Board of Directors



Christine Craik
National President



Peter Munn
Chair, Finance, Audit, Compliance & Risk Committee

Dated this 10th day of October 2019

Auditor's independence declaration



AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS ACT 2001 TO THE DIRECTORS OF AUSTRALIA ASSOCIATION OF SOCIAL WORKERS LIMITED

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2019 there have been no contraventions of:

1. the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
2. any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to read "Eric Hummer".

Eric Hummer
Audit Director

ehummer@synergygroup.net.au
10 October 2019

Synergy Group Audit Pty Ltd

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PO Box 3789 Kingston ACT 2600 ABN 45 104 227 063 AUTHORISED AUDIT COMPANY NO. 301280

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Financial statements

Directors' declaration

The Directors of the Company declare that:

- (a) the Financial Statements and accompanying notes comply with Australian equivalents to International Financial Reporting Standards and the Corporations Act 2001 and are drawn up so as to give a true and fair view of the Company's financial position as at 30 June 2019 and of its performance for the year ended on that date; and
- (b) at the date of this statement there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

This declaration is made in accordance with a resolution of the Board of Directors.

Signed in accordance with a resolution of the Board of Directors



Christine Craik
National President



Peter Munn
Chair, Finance, Audit, Compliance & Risk Committee

Dated this 10th day of October 2019

Independent auditor's report



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF AUSTRALIA ASSOCIATION OF SOCIAL WORKERS LIMITED

Opinion

We have audited the financial report of the Australian Association of Social Workers Limited ('the company'), which comprises the statement of financial position as at 30 June 2019, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended 30 June 2019, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

- (i) giving a true and fair view of the company's financial position as at 30 June 2019 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

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 *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Directors' Responsibility 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 – Reduced Disclosure Requirements and the *Corporations Act 2001* 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 ability of the company 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 has no realistic alternative but to do so.

Synergy Group Audit Pty Ltd

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Independent auditor's report



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 the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at The *Auditing and Assurance Standards Board* website at: http://www.auasb.gov.au/auditors_files/ar3.pdf. This description forms part of our auditor's report.

A handwritten signature in black ink, appearing to read "Eric Hummer", is positioned above the printed name and title.

Eric Hummer
Audit Director

ehummer@synergygroup.net.au
10 October 2019

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2019

	Note	2019 \$	2018 \$
CURRENT ASSETS			
Cash and cash equivalents	4	5,773,786	4,833,367
Trade and other receivables	6	91,835	257,330
Other current assets	7	404,127	274,747
Other financial assets	10	3,000	3,000
TOTAL CURRENT ASSETS		6,272,748	5,368,444
NON-CURRENT ASSETS			
Property, plant and equipment	8	155,229	150,933
Intangibles	9	26,174	41,236
Other financial assets	10	120,244	139,771
TOTAL NON-CURRENT ASSETS		301,647	331,940
TOTAL ASSETS		6,574,395	5,700,384
CURRENT LIABILITIES			
Trade and other payables	11	1,117,530	914,689
Unearned revenue	12	2,973,255	2,539,101
Other liabilities	14	335,000	294,966
TOTAL CURRENT LIABILITIES		4,425,785	3,748,756
NON-CURRENT LIABILITIES			
Provisions	13	74,277	53,653
TOTAL NON-CURRENT LIABILITIES		74,277	53,653
TOTAL LIABILITIES		4,500,062	3,802,409
NET ASSETS		2,074,333	1,897,975
EQUITY			
Accumulated funds		2,074,333	1,897,975
TOTAL EQUITY		2,074,333	1,897,975

The accompanying notes form part of these financial statements.

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
Revenue and other income	2	6,408,333	6,356,581
Employee benefits expense		(3,420,364)	(3,724,831)
Occupancy costs		(383,322)	(301,793)
Other administrative costs		(2,340,659)	(2,446,097)
Depreciation and amortisation	3	(87,630)	(64,975)
Profit (loss) before income tax		176,358	(181,115)
Income tax expense	5	–	–
Profit (loss) for the year		176,358	(181,115)
Total comprehensive income for the year		176,358	(181,115)
Profit (Loss) attributable to members		176,358	(181,115)
Total comprehensive attributable to members		176,358	(181,115)

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
OPERATING ACTIVITIES			
Receipts from government, members and customers		7,273,576	6,837,531
Interest received		69,790	71,698
Payments to suppliers and employees		(6,345,610)	(7,216,156)
Net cash generated (used)	21	997,756	(306,927)
INVESTING ACTIVITIES			
Payments for acquisition of plant and equipment and intangibles		(76,864)	(117,808)
Proceeds from sale of marketable securities		19,527	10,383
Payments for acquisition of marketable securities		–	–
Net cash generated (used) by investing activities		(57,337)	(106,925)
FINANCING ACTIVITIES			
Payments for reduction of finance lease liability		–	(6,642)
Net cash generated (used) by financing activities		–	(6,642)
Net movement in cash and cash equivalents		940,419	(420,494)
Cash and cash equivalents at beginning of year		4,833,367	5,253,861
Cash and cash equivalents at end of year	4	5,773,786	4,833,367

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2019

	Accumulated Funds \$	Total \$
Balance at 30 June 2017	2,079,090	2,079,090
Net profit/(loss) for the year	(181,115)	(181,115)
Balance at 30 June 2018	1,897,975	1,897,975
Net profit/(loss) for the year	176,358	176,357
Balance at 30 June 2019	2,074,333	2,074,333

Notes to financial statements

The financial report covers the Australian Association of Social Workers Limited ('the Company') as an individual entity. The Company is a Public Company Limited by Guarantee incorporated in Australia under the Corporations Act 2001.

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

This general-purpose financial report has been prepared in accordance with Australian Accounting Standards – Reduced disclosure requirements of the Australian Accounting Standards Board (AASB).

Any new Accounting Standards that have been issued but are not yet effective at balance date have not been applied in the preparation of this financial report. The possible impacts of the initial implementation of these Accounting Standards have not been assessed.

The financial report of the company complies with Australian Accounting Standards, which include Australian equivalents to International Financial Reporting Standards (AIFRS). A statement of compliance with International Financial Reporting Standards cannot be made due to the company applying the not-for-profit sector specific requirements contained in the AIFRS.

The financial report, except for cash flow information, has been prepared on an accruals basis in Australian dollars and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

The following is a summary of the significant accounting policies adopted by the company in the preparation of this financial report. The accounting policies have been consistently applied, unless otherwise stated.

1 (a) Income Tax

Current Tax

Current tax is calculated by reference to the amount of income taxes payable or recoverable in respect of the taxable profit or tax loss for the period. It is calculated using tax rates and tax laws that have been enacted or substantively enacted by reporting date. Current tax for current and prior periods is recognised as a liability (or asset) to the extent that it is unpaid (or refundable).

Deferred tax is accounted for using the balance sheet liability method. Temporary differences arising are differences between the tax base of an asset or liability and its carrying amount in the statement of financial position. The tax base of an asset or liability is the amount attributed to that asset or liability for tax purposes.

In principle, deferred tax liabilities are recognised for all taxable temporary differences. Deferred tax assets are recognised to the extent that it is probable that sufficient taxable amounts will be available against which deductible temporary differences or unused tax losses and tax offsets can be utilised. However, deferred tax assets and liabilities are not recognised if the temporary differences giving rise to them arise from the initial recognition of assets and liabilities (other than as a result of a business combination) which affects neither taxable income nor accounting profit.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the period when the asset and liability giving rise to them are realised or settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by reporting date. The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the company expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax assets are offset when they relate to income taxes levied by the same taxation authority and the company intends to settle its current tax assets and liabilities on a net basis.

Current and deferred tax for the period

Current and deferred tax is recognised as an expense or income in the profit or loss, except when it relates to items credited or debited directly to equity, in which case the deferred tax is also recognised in other comprehensive income.

Non-member income of the company is only assessable for tax, as member income is excluded under the principle of mutuality.

1 (b) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand and deposits held at call with banks or financial institutions.

1 (c) Cash Flows

For the purposes of the statement of cash flows, cash includes cash on hand, cash at bank and term deposits maturing within one year.

1 (d) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment losses. Property, plant and equipment are measured on the cost basis.

The carrying amount of property, plant and equipment is reviewed annually by management to ensure it is not in excess of the remaining service potential of these assets.

All assets are depreciated on a straight-line basis over the useful lives of the assets to the company commencing from the time the asset is held ready for use. All classes of property, plant and equipment are depreciated using the straight-line method. The depreciation rates used for each class of depreciable assets are:

<i>Class of fixed assets</i>	<i>Depreciation rates</i>
Office equipment and fittings	10–33.3%

Leasehold improvements are amortised at the lesser of their economic life and lease end date.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

1 (e) Employee benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year, together with benefits arising from wages and salaries and annual leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Long service leave benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the company to employees' superannuation funds and are charged as expenses when incurred.

1 (f) Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the year in which they are incurred.

Finance leases are capitalised by recognising an asset and a liability at the lower amount equal to the fair value of the lease property or present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

1 (g) Comparative figures

Where necessary, comparative figures have been adjusted to conform to changes in presentation in this financial report.

1 (h) Revenue Recognition

Membership fees

Revenue from membership fees is recognised progressively over the period to which the membership relates. Membership fees are levied on a financial year basis. The portion of membership fees received that relates to the following financial year is brought to account at balance date as membership fees received in advance (unearned revenue liability).

Conference income and expenditure

Conference activities are recognised as income and expenditure when the event is held. Any income received and expenditure incurred prior to the holding of the event are brought to account as conference income in advance (unearned revenue liability) and conference prepayments (other current assets) respectively.

Other income

All other sources of income are brought to account as income when the related goods or services have been provided and the income earned. Interest is recognised as income as it is earned. Royalties, dividends and trust distributions are recognised as income when received.

All revenue is stated net of the amount of goods and services tax (GST).

1 (i) Goods and Services Tax

All revenue and expenses are stated net of the amount of goods and services tax, except where in the amount of goods and services tax incurred is not recoverable from the Australian Taxation Office. In these circumstances the goods and services tax is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the statement of financial position is shown inclusive of goods and services tax.

1 (j) Impairment

At each reporting date, the Company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. As a not-for-profit entity, value in use for the company, according to Accounting Standard AASB 136 Impairment of Assets, is depreciated replacement cost. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

1 (k) Critical accounting estimates and judgements

The Company evaluates estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Company.

Key estimates – Impairment

The Company assesses impairment at each reporting date by evaluating conditions specific to the Company that may lead to impairment of assets. Should an impairment indicator exist, the determination of the recoverable amount of the asset may require incorporation of a number of key estimates. No impairment indicators were present at 30 June 2019.

1 (l) Financial Instruments

Initial recognition and measurement

Financial assets and liabilities are initially measured at the transaction price.

Classification and subsequent measurement

Financial liabilities:

Financial liabilities are subsequently measured at:

- amortised cost using the effective interest rate method
- fair value through profit and loss.

Trade and other payables are measured at amortised cost.

Financial assets:

Financial assets are subsequently measured at:

- amortised cost
- fair value through other comprehensive income
- fair value through profit and loss (including Lyra Taylor investments where movements in fair value of the financial asset also impact on the corresponding constructive obligation recorded in other current liabilities).

The classification of financial assets is based on the two primary criteria, being:

- the contractual cashflow characteristics of the financial asset
- the business model for managing the financial assets.

A financial asset is subsequently measured at amortised cost when it meets the following conditions:

- the financial asset is managed solely to collect contractual cash flows
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specific dates.

Impairment

The company recognises a loss allowance for expected credit losses on financial assets that re measured at amortised cost or fair value through other comprehensive income. Loss allowance is not recognised for equity measured at fair value through other comprehensive income. Expected credit losses are the probability - weighted estimate of the credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument. The Company used the general approach to impairment as applicable under AASB 9.

General approach:

Under the general approach, at each reporting period, the Company assessed whether the financial instruments are credit impaired, and if:

- the credit risk of the financial instrument increased significantly since initial recognition, the entity measured the loss allowance of the financial instrument at an amount equal to the lifetime expected credit losses
- there was no significant increase in credit risk since initial recognition, the entity measured the loss allowance for the financial instrument at an amount equal to 12-month expected credit losses.

Recognition of expected credit losses in financial statements

At each reporting date, the entity recognised the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income. The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

1 (m) Other Liabilities

Practice Group (except Lyra Taylor Fund)

The Company administers the funds received in respect of practice groups' organised activities or donations which is subject to specific use through approval by practice group committee only. The corpus of the amounts received and any earnings on those funds is required to be used solely to fund practice group meetings, conferences/seminars and scholarships. The Company receives no benefit from administration of these funds and therefore the funds are accounted for as a liability of the Company. The collections of and payments made from these funds are not recognised as revenue or expenses of the Company.

Lyra Taylor Fund

The Company administers the funds received in respect of bequest which is subject to specific use restrictions. The corpus of the amounts received and any earnings on those funds is required to be used solely to fund Lyra Taylor Fund Grant approved by Lyra Taylor Fund Committee. The Company receives no benefit from administration of these funds and therefore the funds are accounted for as a liability of the Company. The collections of and payments made from these funds are not recognised as revenue or expenses of the Company. Any gains or losses in the profit and loss of the Company resulting from movements in the fair value of financial assets held for the Fund are offset by equivalent movements in the liability recognised in the profit and loss of the Company.

**NOTE 2:
REVENUE AND OTHER INCOME**

	2019 \$	2018 \$
Revenue		
<i>Revenue from grants</i>		
Grants received	10,000	5,000
<i>Other Revenue</i>		
Interest	69,790	71,698
Total Revenue	79,790	76,698
Other Income		
<i>Sale of goods:</i>		
Advertising revenue	51,303	45,156
<i>Services rendered:</i>		
Membership fees	4,702,975	4,442,984
Conference income	69,647	125,831
Education	359,539	242,504
Royalty income	61,419	54,374
Horizon Career Centre	77,997	68,900
Accreditation and Assessment fees	713,775	743,491
Other	291,888	556,643
Total Other Income	6,328,543	6,279,883
Total Revenue and Other Income	6,408,333	6,356,581

**NOTE 3:
PROFIT FOR THE YEAR**

Net Profit (loss) has been determined after:

	2019 \$	2018 \$
a) Expenses		
<i>Depreciation and amortisation of non-current assets</i>		
Furniture and equipment, leasehold improvements	72,567	64,975
Intangibles	15,063	–
Total depreciation and amortisation	87,630	64,975
Superannuation – defined contribution plans	269,135	259,529
Legal fees paid by AASW		
<i>Summary of legal fees are detailed below:</i>		
Miscellaneous legal fees	22,923	10,112
Governance review	25,495	40,802
Property leases	7,005	16,092
Employment advice	–	5,526
Total Legal Fees	55,423	72,532

**NOTE 4:
CASH AND CASH EQUIVALENTS**

	2019 \$	2018 \$
Cash at bank	249,508	491,144
Cash at bank – Lyra Taylor Fund	102,109	68,940
Cash on deposit	5,422,169	4,273,282
	5,773,786	4,833,367

The Company has provided bank guarantees of \$86,408 to the Commonwealth Bank for its obligations under its office leases which are held under Cash on deposit above.

NOTE 5:
INCOME TAX EXPENSE

	2019 \$	2018 \$
(a) Income tax expense		
Prima facie tax payable on operating result before income tax at 27.5% (2018: 30%)	48,498	(54,334)
Add/(Subtract) tax effect of:		
Member and other non-deductible expenses	1,406,171	1,659,603
Member income not assessable and other deductible expenses	(1,517,724)	(1,676,843)
Current year tax (profit) loss not recognised	63,055	71,574
Income tax expense attributable to operating result	–	–

(b) Deferred tax assets

Deferred tax assets totalling \$558,723 (2018: \$542,579) at year end have not been brought to account in respect of tax losses as it is not reasonably probable that they will be realised in the future.

**NOTE 6:
TRADE AND OTHER RECEIVABLES**

	2019 \$	2018 \$
CURRENT		
Trade receivables	27,291	189,508
Accrued income	64,544	63,760
Other receivables	–	4,062
	91,835	257,330

AASW does not have any material credit risk exposure to any single receivable or group of receivables.

The following table details the Company's trade and other receivables exposed to credit risk with ageing analysis and impairment provided thereon. Amounts are considered as 'past due' when the debt has not been settled within the terms and conditions agreed between the Company and the debtor. Receivables that are past due are assessed for impairment by ascertaining solvency of the debtors and are provided for where there are specific circumstances indicating that the debt may not be fully recoverable.

There are no balances within trade receivables that contain assets that are not impaired and are past due. It is expected that these balances will be received when due.

2019	Gross amount \$	Past due and impaired \$	Past due but not impaired (days overdue)				Within initial trade terms \$
			<30 \$	31–60 \$	61–90 \$	>90 \$	
Trade receivables	27,291	–	–	–	–	–	27,291
	27,291	–	–	–	–	–	27,291

2018	Gross amount \$	Past due and impaired \$	Past due but not impaired (days overdue)				Within initial trade terms \$
			<30 \$	31–60 \$	61–90 \$	>90 \$	
Trade receivables	189,508	–	–	60,294	–	–	129,214
	189,508	–	–	60,294	–	–	129,214

**NOTE 7:
OTHER ASSETS**

	2019 \$	2018 \$
CURRENT		
Prepayments – Administrative	285,451	274,747
Prepayments – National Conference 2019	118,676	–
	404,127	274,747

**NOTE 8:
PLANT AND EQUIPMENT**

	2019 \$	2018 \$
Leasehold improvements		
Leasehold improvements – at cost	153,226	148,020
Accumulated depreciation	(99,413)	(78,043)
	53,813	69,977
Plant and equipment		
Plant and equipment – at cost	217,725	146,067
Accumulated depreciation	(116,309)	(65,111)
	101,416	80,956
Total plant and equipment	155,229	150,933

Movements in carrying amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

2019	Leasehold Improvements \$	Plant & Equipment \$	Total \$
Opening balance	69,977	80,955	150,932
Additions	5,206	71,658	76,864
Depreciation	(21,370)	(51,197)	(72,567)
Closing balance	53,813	101,416	155,229

2018	Leasehold Improvements \$	Plant & Equipment \$	Total \$
Opening balance	98,095	41,741	139,836
Additions	–	76,072	76,072
Depreciation	(28,118)	(36,857)	(64,975)
Closing balance	69,977	80,956	150,933

**NOTE 9:
INTANGIBLES**

	2019 \$	2018 \$
Information and Communication Technology Intangibles at cost	41,236	41,237
Accumulated depreciation and amortisation	(15,062)	–
	26,174	41,237

Movements in carrying amounts

There are no movements in carrying amounts for intangibles between the beginning and the end of the current financial year:

2019	Information and Communication Technology intangibles \$	Total \$
Opening balance	41,236	–
Additions	–	41,237
Amortisation expense	(15,062)	–
Closing balance	26,174	41,237

**NOTE 10:
OTHER FINANCIAL ASSETS**

	2019 \$	2018 \$
CURRENT		
Lyra Taylor Fund Debentures at amortised cost	3,000	3,000
	3,000	3,000
NON-CURRENT		
Lyra Taylor Fund Listed shares and subordinated notes at fair value through profit and loss	120,244	139,771
	120,244	139,771

Lyra Taylor Statement of Account as at 30/06/2019	2019 \$	
Included in consolidated balance sheet		
Cash at bank	102,109	Cash Management Account
Fixed interest	3,000	M. Crump Bequest
Subordinated notes	20,986	Westpac
Australian shares	99,258	ASX Listed Shares
Total Lyra Taylor portfolio	225,353	

**NOTE 11:
TRADE AND OTHER PAYABLES**

	2019 \$	2018 \$
CURRENT		
Trade creditors & GST liabilities	529,233	399,282
Employee benefits	283,987	276,712
Accrued expenses	262,127	238,695
Provision for onerous lease	42,183	–
	1,117,530	914,689

**NOTE 12:
UNEARNED REVENUE**

	2019 \$	2018 \$
Membership fees received in advance	2,712,737	2,418,222
Income in advance – other	209,300	120,879
Income in advance – National Conference 2019	51,218	–
	2,973,255	2,539,101

**NOTE 13:
PROVISIONS**

	2019 \$	2018 \$
NON-CURRENT		
Long service leave	28,836	33,711
Provision for make good	45,441	19,942
	74,277	53,653

A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave the probability of long service leave being taken is based on historical data.

**NOTE 14:
OTHER LIABILITIES**

	Note	2019 \$	2018 \$
Practice group funds	1(m)	114,126	83,255
Lyra Taylor funds	1(m)	220,874	211,711
Total Other Liabilities		335,000	294,966

NOTE 15: EMPLOYEE INFORMATION

The aggregate employee benefit liability recognised and included in the financial statements as follows:

	2019 \$	2018 \$
CURRENT		
Annual leave, TIL and vested long service leave	283,986	276,712
	283,986	276,712
NON-CURRENT		
Long service leave	28,836	33,711
	28,836	33,711
Aggregate employee benefits liability	312,822	310,423

NOTE 16: MEMBERS' GUARANTEE

The Company is a non-profit-making public company limited by guarantee. The total amount of members guarantee as at 30 June 2019 was \$615,350 (2018: \$577,850) based on a membership of 12,307 at a liability of \$50 per member (2018: 11,557 members).

This guarantee would be called upon to contribute towards meeting any outstanding obligations of the Company in the event of it being wound up.

NOTE 17: COMPANY DETAILS

The registered office and principal place of business of the Company is

Level 7, 14-20 Blackwood Street,
North Melbourne
VIC 3050

**NOTE 18:
KEY MANAGEMENT PERSONNEL COMPENSATION**

	Short-term benefits \$	Other long- term benefits \$	Total benefits \$
2019 Total compensation	815,436	–	815,436
2018 Total compensation	643,349	–	643,349

- (i) The Company's Constitution prohibits the remuneration of Directors in connection with the management of the Company. There were no amounts paid to the Directors other than by way of reimbursement of expenses incurred in the conduct of the Company's business or professional costs paid in the ordinary course of business at terms no more favourable than that paid to other suppliers of similar professional services.
- (ii) Honorariums paid to employers of Directors and Branch Presidents as compensation for time spent in their roles for AASW was \$134,107 (2018: \$131,980).

**NOTE 19:
RELATED PARTIES**

(i) *Directors*

The names of Directors who have held office during the financial year are:

Christine Craik	Vittorio Cintio	Lynne Harrold
Marie-Claire Cheron-Sauer	Dr Brenda Clare	Linda Ford
Brooke Kooymans	Barbara Moerd	Dr Peter Munn OAM
Anita Phillips	Jenny Rose	

(ii) *Related party transactions*

Transactions between related parties are on normal commercial terms and conditions unless otherwise stated.

	2019 \$	2018 \$
The following transactions with related parties occurred during the year	4,227	Nil

During the year ended 30 June 2019, Brooke Kooymans provided consultancy services in relation to CPD to the Company amounting to \$3,227 on normal commercial terms and conditions.

During the year ended 30 June 2019, a related party to Dr Brenda Clare provided consultancy services in relation to University accreditation to the Company amounting to \$1,000 on normal commercial terms and conditions.

Note: This does not include honorariums paid to Board members, in main as this is paid to Board members' employers as a contribution for time spent on AASW business.

**NOTE 20:
AUDITOR'S REMUNERATION**

	2019 \$	2018 \$
Remuneration of the auditor for:		
Auditing or reviewing the financial report	30,270	29,390
Other services	3,000	–
	33,270	29,390

**NOTE 21:
CASH FLOW INFORMATION**

	2019 \$	2018 \$
(a) Reconciliation of cash		
Cash at the end of the financial year as shown in the statement of cash flows is represented by the following items:		
Cash at bank	351,617	560,085
Cash on deposit	5,422,169	4,273,282
	5,773,786	4,833,367
(b) Reconciliation of net cash relating to operating activities to net surplus		
Net profit/(loss)	176,358	(181,114)
Non-cash flows in operating surplus:		
Depreciation of plant and equipment	87,630	64,975
Changes in assets and liabilities:		
Decrease/(Increase) in receivables	162,217	(134,499)
Decrease/(Increase) in other current assets	(126,102)	(83,665)
(Decrease)/Increase in accounts payable	152,438	(184,985)
(Decrease)/Increase in provisions	80,189	8,679
(Decrease)/Increase in unearned income	465,026	203,682
Net cash relating to operating activities	997,756	(306,927)

NOTE 22: SUBSEQUENT EVENTS

No items, transactions or events of a material and unusual nature have arisen between the end of the financial year and the date of this report, which are likely, in the opinion of the Directors, to affect significantly the operations of the Company or the results of those operations. The financial report of the Company was authorised for issue on the date of signing of the Directors' report by the Directors.

NOTE 23: FINANCIAL INSTRUMENTS

(a) Financial Risk Management

The Company's principal financial instruments comprise cash at bank, receivables, investments and accounts payable. These financial instruments arise from the operations of the Company.

The Company does not have any derivative instruments at 30 June 2019.

It is, and has been throughout the period under review, the Company's policy that no trading in financial instruments shall be undertaken.

The main risks arising from the Company's financial instruments are interest rate risk, liquidity risk and credit risk. The policies for managing these risks are summarised below. The Company has no exposure to foreign exchange risk.

(i) Interest rate risk

The Company's exposure to market risk for changes in interest rates relates primarily to the Company's holdings of cash and cash equivalents.

The Company's policy is to manage its interest income through regularly reviewing the interest rate being received on cash and cash equivalents and comparing this return to the market.

(ii) Credit risk

The maximum exposure to credit risk at balance date to recognised financial assets is the carrying amount as disclosed in the statement of financial position and notes to the financial statements. With the exception of the following, the Company does not have any material credit risk exposure to any single debtor or group of debtors.

Cash at bank and fixed rate investments held with Commonwealth Bank of Australia, Bank of Melbourne, Bank Australia (formerly Bank of Mecu) and ME Bank amounted to \$5,773,786 (2018: \$4,833,367).

With respect to credit risk arising from the other financial assets of the Company, which comprise, receivables and investments, the Company's exposure to credit risk arises from default of the counter party, with a maximum exposure equal to the carrying amount of these instruments.

The Company does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the Company.

The Company manages credit risk by maintaining cash deposits with established financial institutions.

(iii) Liquidity risk

The Company has no external funding or facilities in place. The Company manages its cash balance to ensure that it has sufficient cash and cash equivalent holdings to meet all short, medium and long term requirements.

(b) Net fair values

The net fair value of financial assets and liabilities approximates the values recognised in the statement of financial position and the notes thereto.

(c) Financial instruments measured at fair value

The financial instruments recognised at fair value in the statement of financial position have been analysed and classified using a fair value hierarchy reflecting the significance of the inputs used in making the measurements. The fair value hierarchy consists of the following levels:

- quoted prices in active markets for identical assets or liabilities (Level 1)
- inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices) (Level 2)
- inputs for the asset or liability that are not based on observable market data (unobservable inputs) (Level 3).

2018	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Financial assets				
Available for sale financial assets	119,408	20,363	–	139,771
Financial assets held at fair value	119,408	20,363	–	139,771

2019	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Financial assets				
Held at fair value through profit and loss	99,257	20,986	–	120,243
Financial assets held at fair value	99,257	20,986	–	120,243

(d) Interest rate risk

Interest rate risk is the risk that the value of a financial asset or liability will change due to interest rate fluctuations.

The Company's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on those financial assets and financial liabilities, is outlined in Note 27.

The Company's policy is to manage its interest income through regularly reviewing the interest rate being renewed on cash and cash equivalents and comparing this return to the market.

**NOTE 24:
LEASING COMMITMENTS**

(a) Operating lease commitments

Non-cancellable operating leases contracted for but not capitalised in respect of office premises (including car parking) and office equipment.

Office lease terms are from 1 to 5 years.

	2019 \$	2018 \$
Payable		
Not later than one year	272,987	271,427
Later than 1 year but not later than 5 years	329,429	541,152
Minimum lease payments	602,416	812,579

**NOTE 25:
CAPITAL MANAGEMENT**

The Directors manage cash to ensure that adequate cash flows are generated to fund the operations of the Company. Management procedures include estimation of operating cash flows and future cash requirements.

**NOTE 26:
CONTINGENT LIABILITIES**

Estimates of the potential financial effect of contingent liabilities that may become payable:

	2019 \$	2018 \$
Bank guarantees	86,408	84,223

The Company has provided guarantees to the Commonwealth Bank for its obligations under its office leases.

NOTE 27:
INTEREST RATE RISK TABLE

The interest rate applicable to each class of financial asset and liability is set out below.

	Weighted average effective interest rate		Variable interest rate		Fixed interest rate maturing within 1 year		Fixed interest rate maturing 1 to 5 years		Non-interest bearing		Total	
	2019 %	2018 %	2019 \$	2018 \$	2019 \$	2018 \$	2019 \$	2018 \$	2019 \$	2018 \$	2019 \$	2018 \$
Financial Assets												
Cash at bank	1.64	2.0	2,623,786	2,683,367	3,150,000	2,150,000	–	–	–	–	5,773,786	4,833,367
Receivables	na	na	–	–	64,544	63,761	–	–	27,291	189,508	91,835	253,268
Other financial assets	4.0	4.0	–	–	3,000	3,000	–	–	120,244	139,771	124,244	142,771
Total Financial Assets			2,623,786	2,683,367	3,217,544	2,216,761	–	–	147,535	329,279	5,988,865	5,229,406
Financial Liabilities												
Borrowings	2.0	2.0	–	–	–	–	–	–	–	–	–	–
Payables	na	na	–	–	–	–	–	–	523,818	399,282	523,818	399,282
Total financial liabilities			–	–	–	–	–	–	523,818	399,282	523,818	399,282

Acknowledgements

Branch Management Committees

Australian Capital Territory

- Kate Soulsby – Branch President
- Helen Hopper – Branch Vice-President
- Janice Bartram
- Janet Berger
- Parveen Kalliath
- Felicia Melillo
- Carolyn Minchin (elected November 2018)
- Mallika Moke (July 2018 – November 2018)
- Elizabeth Moore
- Jackie Paul (elected November 2018)
- Elisia Ramsey (elected Nov 2018)
- Suzanne Smith
- Rodney Stanton
- Georgina Tozer (July 2018 – April 2019)
- Amelia Watson (elected November 2018)
- Joanna Zubrzycki

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- David Keegan – Branch President
- Naomi Spencer – Branch Vice-President
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- Diane Holmes
- Tariro Mapfumo
- Bridey Martin
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- Jill Garratt
- Maire (Molly) Hall (resigned March 2019)
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- Candice Butler
- Yasmin Dunn
- Marcela Moreno
- Bridget Power
- Birtejinder Singh Batth (started June 2019)
- Agnieszka Sobolewska (ended Feb 2019)
- Sawnu Taynaing (started June 2019)
- Caitlyn Waterton

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- Glenda Kerridge – Branch President (ended 31 October 2018)
- Johnson Mathew – Branch Vice-President
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- Christine Barca

- Chris Barrett (ended October 2018)
- Melissa Brown (started November 2018)
- Aaron Garth (started November 2018)
- Olga Gountras
- Ross Layton (ended October 2018)
- Derya Tan Koksall (ended February 2019)
- Virginia Mansel Lees
- Danielle Moss (started November 2018)
- Jaryd Stobaus (started May 2019)
- Helen Woods
- Lorraine Xavier-Ambrosius (ended October 2018)
- Andre Zonn

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- Dawn Logan – Branch Vice-President
- Andrew Allsop
- Michelle Blogna
- Jason Ellis (started November 2018)
- Hope Gilmore (started November 2018)
- Caitlin Green
- Karen McDavitt
- Katherine Parker (started November 2018)
- Rachel Parker
- Warwick Smith
- Lynelle Watts

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- Deidre Ikin – New South Wales
- Pamela Trotman – Northern Territory
- Susan Gair – Queensland
- Jennie Charlton – South Australia (to October 2018)
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- AJ Williams-Tchen – Victoria
- David Michie – Western Australia (to December 2018)
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