

Creating individual and social change

Annual Report
2016-2017



AASW

Australian Association
of Social Workers

Contents

President's Report	2
Chief Executive Officer's Report	4
Branch Reports	7
Australian Capital Territory	7
New South Wales	10
North Queensland	14
Northern Territory	18
Queensland	22
South Australian	26
Tasmanian	30
Victorian	34
Western Australian	38
National Program and Committee Reports	42
Australian College of Social Work	42
Australian Social Work Editorial Board	43
National Ethics Panel	45
National Registration Taskforce	46
Reconciliation Action Plan	47
National Research Committee	48
Membership	49
Social Policy and Advocacy	51
Education and Knowledge Development	53
Professional Standards	54
The Directors' and Financial Report	58
Contact Details	92



Karen Healy
President

President's Report

It is my pleasure to provide my sixth and final President's Report as National President of the Australian Association of Social Workers. At the end of October 2017, I will be moving on to other challenges with great confidence in the ability of members and staff to take the Association into the future. We have achieved so much together. I am looking forward to participating in and supporting the AASW in different ways, as it goes from strength to strength.

I am delighted to report a surplus of \$278,000 for the year 2016–17 and that the AASW is in a solid financial position. We have now achieved a financial surplus for five consecutive years. Our financial equity stands at just over \$2,000,000 and we are in a good position to invest in government-backed ethical investments that members have expressed interest in. This means that the AASW continues to invest in initiatives for members that promote the social work profession and achieve greater social justice for the people we serve. In the past year, our solid financial position has allowed us to support state and regional initiatives including the highly successful Queensland and North Queensland conference in November 2016, the Northern Territory Dust, Diversity and Dedication Conference in March 2017 and the Social Work Futures Symposium held in South Australia in June.

Our membership base remains strong and is growing. This year there were 10,822 actual and pending members at 30 June 2017 and 5,433 members renewed during the early bird period, the highest number ever recorded. We believe this reflects members' recognition of our membership benefits and social workers' shared commitment to the profession, and the AASW's values.

I acknowledge the excellent work of Maria Merle who is leaving the Board after three terms in office. Since 2012 Maria has chaired the Membership Committee during a period of significant membership growth for the Association.

The Association continues to be a strong and effective voice for the social work profession and social justice. In 2016–17, we produced 36 media releases and appeared in print, television and radio on more than 20 occasions. We were involved in 17 major policy submissions for

inquiries into human rights and reconciliation, social justice for asylum seekers, family violence and trauma, child protection, adoption, disability services, health and mental health. We were called to give evidence at some of these inquiries, where we presented the expertise of the social work profession and put forward ways to achieve a more just society.

The AASW continued its advocacy for the registration of social workers. Following the tragic death in 2012 of Chloe Valentine, the South Australian Coroner and Parliament called for the registration of social workers in 2015. This led to some AASW Board Directors and South Australian Branch staff to meet with government ministers, politicians and policymakers to promote the case for the formal regulation of social workers. In the absence of Australian Government regulation, we also pursued self-regulation through the National Alliance of Self Regulating Health Practitioners and by increasing our visibility through the AASW's three trademarks.

The trademarks continue to be a major part of our strategy for promoting recognition and self-regulation of social workers; we currently have approximately 1,900 members registered for these and will be working to increase this, so it better reflects our membership during the next financial year.

An important role of the AASW is to support the continuing development of social work practitioners to achieve practice excellence and recognition. In 2016–17, the branches offered a wide range of continuing professional development programs and the national office continued to develop the Social Work Online Training program (SWOT). We also worked on developing a range of nationally recognised credentials in key areas

of social work practice, such as child protection, aged care and family violence. The Australian College of Social Work, which supports the development and recognition of advanced practice, grew substantially during the year, reaching more than 300 members. This is a credit to the work of the steering committee, led by its Chair, Dr Sharon McCallum. Thank you also to Convenor of the Clinical Division, Carolyn Cousins, for your leadership.

Developing new Australian Social Work Education and Accreditation Standards (ASWEAS) has been a major endeavour of the AASW Board over the past year. The reference group, led by Dr Brenda Clare, reviewed international educational policies and standards and research evidence on best practice in social work education. It also conducted extensive engagement with educators, students, practitioners, policymakers and the people who receive social work services. The new ASWEAS 2017 was approved at the June Board meeting and launched at the AASW office in Melbourne in August. Dr Brenda Clare was supported on the reference group by Board Directors Christine Craik and Anita Phillips. We thank them all for their contribution, which has ensured that the education of members of the social work profession remains rigorous and continues to strive for professional excellence during the years to come.

This financial year, the AASW also launched its new Reconciliation Action Plan (RAP) for 2017–19. The RAP will guide the Association with the forging of meaningful relationships based on trust and respect. Board Director, Linda Ford is the Chair of the RAP Committee.

Early in 2017, the Board and management of the AASW began working on a new strategic plan. The previous one guided us to build the financial and governance foundations of the organisation. With these foundations consolidated, a new plan will help navigate the AASW during its next stage of growth and innovation. The seven pillars of the new strategic plan will help us achieve the vision of 'Working together for professional excellence and social justice'.

This year has also been a time of transition. In June, Josephine Lee, the Aboriginal and Torres Strait Islander Board Director, announced her resignation after more than

four years. Her contribution as a leader both within the AASW and beyond was valued by us all. In 2017, Linda Ford was appointed to the Board as an alternate director to fill the Aboriginal and Torres Strait Islander position. Linda is an Aboriginal woman from north-western Queensland with 22 years' experience as a social worker in rural, remote and urban areas, and in frontline and managerial child protection and health services roles. I would like to thank Linda for her willingness to step into this role. The Board also decided to transition the Company Secretary role to a paid position to meet the demand resulting from the substantial growth of the AASW, and the complexity of the new operating environment. I would like to thank Helen Hopper who has served as Company Secretary for almost a decade. She will continue to provide her valuable services until the handover to the next Company Secretary in the new financial year.

Among the transitions at the AASW, was the appointment of Cindy Smith to the position of Acting Chief Executive Officer. Cindy has a well-established leadership track record with health services and the AASW. It is anticipated that an appointment to the role of Chief Executive Officer will be made early in the next financial year. In November 2016, the AASW also welcomed Nathan Watts as Chief Financial Officer. He brings a wealth of experience in financial services and has continued to assist in the steering of the AASW as it consolidates its financial resources and invests them in activities that engage members and promote the profession and social justice.

Finally, thank you to my fellow Board Directors, the staff of the AASW and the many office holders and members for your varied and significant contribution to our Association. Together we are making the AASW stronger and a vital voice for the social work profession, its values and the people we serve.



Professor Karen Healy AM
President

Chief Executive Officer's Report

The Annual Report provides an excellent opportunity for the AASW to articulate to members and the Australian community, the breadth and depth of our activities and achievements in 2016–17. I am pleased to present this as my first report as Acting Chief Executive Officer.

One of our core functions is to raise and maintain the professional standards of our members. We do this by ensuring that the universities delivering courses in the social work field are accredited to a high standard; by conducting regular training courses aimed at the social work profession, and by offering Continuing Professional Development (CPD) activities for members that further build their capabilities.

During the year, the Association undertook a major review of the 2012 Australian Social Work Education and Accreditation Standards (ASWEAS), to address ambiguities, confusion in the language and the structure of the framework and any inconsistencies in the reporting and accreditation process. The review will see the new standards, presented as a single document.

University students are an important pipeline to future membership of the Association and we consistently support our student members in their endeavours to become professional social workers.

The AASW's advocacy credentials are well-respected and we continue to be asked to make submissions or provide evidence on social policy and social justice matters. During the year, we made submissions to federal and state government on proposed changes to the *Racial Discrimination Act*, Parliamentary Inquiries into Family Violence, the Senate Standing Committee on Community Affairs (encompassing proposed changes to Pensioner and Child Care allowances and entitlements), reviews of *Adoption Acts* in Queensland, Victoria and the ACT, submissions to the Department of Defence covering suicide rates by veterans and ex-service personnel, Centrelink's automated debt recovery scheme, Parliamentary Inquiries into Youth Justice centres or Youth Detention centres, to name just a few. We made two submissions to the Australian Government in relation to

senate inquiries into the visa ban for asylum seekers that arrive by boat and the allegations of abuse, self-harm and neglect of asylum seekers at the Nauru and Manus Island Regional Processing centres. We wanted to seek assurances that social workers would not be subject to the secrecy provisions of the asylum seeker legislation. Our members were also active in the #bringthemhere rally in November 2016, with significant media coverage affirming the AASW's position on this important issue.

Our well-respected social policy and research credentials led the Queensland Government to invite the AASW to participate in a national Countering Violent Extremism project. The project involved development of training materials to train social workers in the early identification of young people at risk of extreme violence. The AASW established a focus group who had significant input into the development of the training program. The next phase of the project will take place in the second half of 2017 and will recruit trainers in Victoria, New South Wales and Queensland for 2018.

We were also pleased to be asked by the Victorian Government to ensure that student social workers receive training in family violence, following Recommendations 208 and 209 of the Victorian Royal Commission into Family Violence. To increase social workers' skills and knowledge of family violence, the AASW formed a new steering committee to develop capability frameworks to build the skills and knowledge of our social workers, that will lead to a new family violence credential.

In March, we hosted our Dust, Diversity and Dedication Conference in Alice Springs. Social workers and other allied health professionals from all over the country participated in workshops and robust conversations about grassroots programs and social work practice in remote and regional Australia. Participants explored a



Cindy Smith
Chief Executive Officer

range of innovative approaches to remote and regional social work, Aboriginal social work, student placements and multidisciplinary approaches to work with survivors of sexual assault in remote and regional environments. We were also pleased to announce Denise Grieshaber as the winner of the Mary Moylan NT Social Worker of the Year Award 2017.

This year, we revised our Reconciliation Action Plan (RAP). The updated RAP will be launched during NAIDOC Week 2017, and will see us working with Aboriginal and Torres Strait Islander peoples to test and trial approaches that build relationships, show respect and improve opportunities. The RAP will enable us to continue to build the right foundations for long-term outcomes. As members know, the AASW Constitution reserves a position on the Board for an Aboriginal and/or Torres Strait Islander Director. I am grateful for the support of our Aboriginal and Torres Strait Island Board Director, Linda Ford, for her guidance and counsel in updating the plan and for agreeing to head the RAP Working Group, that will monitor the activities in the plan. I would like to also acknowledge the input, guidance and tireless efforts of former Aboriginal and Torres Strait Islander Director, Josephine Lee, who retired in June, during the development of the AASW's first RAP in 2013–16.

It has been a substantial year, so I would like to express my thanks to the staff of AASW and the many volunteers who consistently support us in delivering the aims and objectives of the Association. We would not enjoy the success and reputation that we do without their hard work and dedication.

I am also grateful for the support of the AASW Board of Directors, particularly, National President, Karen Healy AM. Karen has been a tireless advocate for social workers and an outspoken advocate on social issues.

Karen assumed the Presidency in 2011, when the Association's financial position was precarious and membership in decline. Under Karen's guidance, the Association is in a stable financial position, has a membership base in excess of 10,000 and is trusted and respected by members, health professionals and other key stakeholders.

We thank Karen for her guidance and direction over the last six years and the lasting legacy of her commitment and contribution to our profession.



Cindy Smith
Chief Executive Officer

The AASW's advocacy credentials are well-respected and we continue to be asked to make submissions or provide evidence on social policy and social justice matters.

Every AASW branch has an Annual Members' Meeting once a year. This event allows members to discuss the proceedings of the year and attend to governance matters. This year the Victorian Branch had a guest speaker, Muriel Bamblett AM, Chief Executive Officer of VACCA.



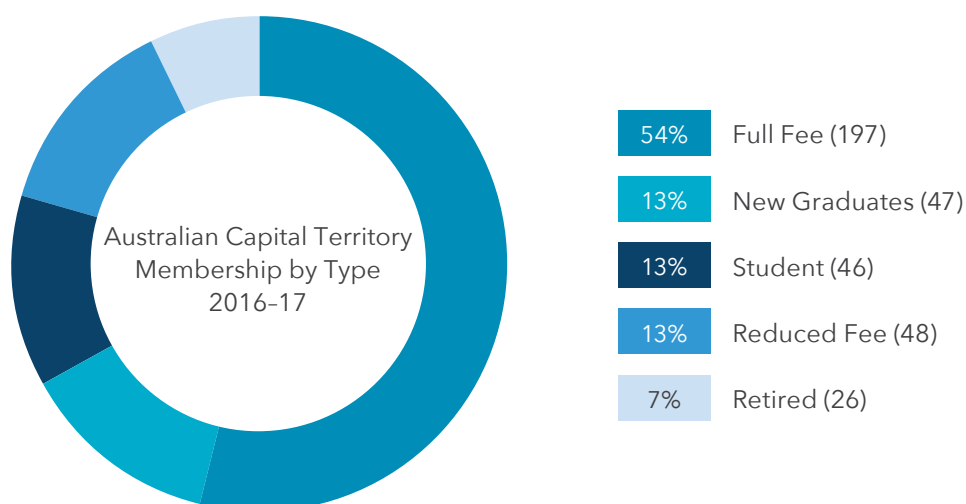
Australian Capital Territory Branch

The Australian Capital Territory (ACT) Branch provided services and support for members including facilitating practice groups and increasing the range of topics covered by the Continuing Professional Development (CPD) program. A highlight of the year was guest speaker, Dr Helen Watchirs OAM, President and Human Rights Commissioner of the ACT, who addressed the Annual Social Work Dinner.

Membership

The ACT Branch increased its membership by 3.41 per cent from 352 to 364. This is attributed to the quality of the branch's continuing professional development opportunities and to employers' increased recognition of the importance of membership to the Association. The 6.82 per cent increase in new graduate members, reflects the number of student members who upgraded their membership status after completing their social work course.

364 Members
↑ up 3.41%
from previous year



New graduate memberships increased by 6.82 per cent.

Branch Management Committee (BMC)

Branch Management Committee as at 30 June 2017

- Michel Hansen, President
- Cassandra Hanbridge, Vice President
- Kate Soulsby
- Malika Moke
- Janet Berger
- Felicia Melillo.

The branch would like to thank the following former BMC members for their contribution in 2016-17

- Alison McDonald, Acting President
- Wendy Rollins, Acting Vice President
- Noonee Doronilla
- Patricia Mackey
- Kate Haughey
- Nurgul Sawut
- Cephas Griswold
- Jennifer Stein
- Kate Cummings
- Adrijana Pavic, student representative (Australian Catholic University)
- Joel Caskie, student representative (Australian Catholic University).

Practice groups

The ACT Branch's practice group meets bi-monthly, alternating with CPD events. The two practice group meetings held in 2016 were part of a series that explored shame by presenter, David Davis. The 2017 meetings explored sexual assault, children and trauma-informed care.

Celebrations

The branch hosted a stall in Canberra's city centre for World Social Work Day, and provided members of the community with information about the AASW and the role of social workers.

The 2016 ACT Branch Christmas celebration was held outdoors at Diversity ACT Community Services and provided members with an opportunity to network.

The Annual Social Work Dinner with guest speaker, Dr Helen Watchirs OAM, President and Human Rights Commissioner of the ACT, was a highlight of the branch's

year. Dr Watchirs spoke about human rights within the territory and the commission's recent achievements. Thirty members attended this event, which was held in May.



President and Human Rights Commissioner of the ACT, Dr Helen Watchirs OAM, spoke about human rights at the ACT Branch's annual dinner in May.

Continuing Professional Development (CPD)

A priority of the ACT Branch was providing higher quality CPD opportunities that attracted increased participation from members. The content of the Rose Garden seminars held at the Australian Catholic University and the seminars delivered at the AASW office this year reflected members' feedback on topics relevant to social workers and the social work profession.

The ACT Branch delivered five bi-monthly CPD face-to-face seminars and one workshop. The topics included public advocates, the changing roles of NGOs, social work and modern slavery and ethics and the professional social worker. The workshop explored CPD, AASW membership and social work practice.

An average of 15 people attended CPD events, consistent with participation rates of previous years.

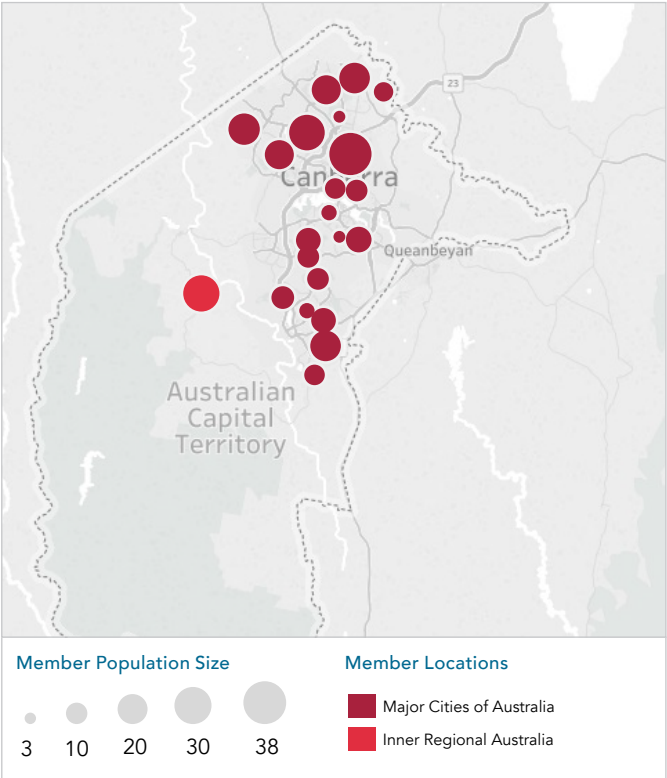
CPD event	No. events
Face-to-face seminars	5
Workshop	1
TOTAL	6

ACT Branch CPD events by type 2016-17

Future directions

The ACT Branch will continue to focus on providing relevant, quality training and networking opportunities for members in 2017-18 and explore new ways to encourage participation in practice groups. Student member engagement is a key strategic focus, to provide support required to enter the profession. It will also review the mentoring program to ensure it continues to be effective.

Member locations by remoteness and size



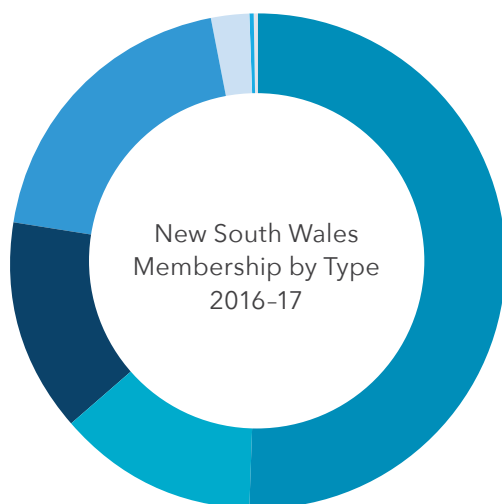
New South Wales Branch

Reaching social workers in regional areas and being able to meet their needs was a priority for the New South Wales (NSW) Branch this year. It successfully recruited two regional members from Shoalhaven City and Mudgee to its Branch Management Committee and purchased video conferencing equipment that will enable members to participate in activities and access professional development. Engaging students on campus and graduates with targeted professional development training during the early stages of their social work career was also a focus, along with expanding the range of practice groups.

Membership

The NSW Branch increased its membership by 7.94 per cent, from 2,291 to 2,473.

2,473 Members
↑ up 7.94%
from previous year



51%	Full Fee (1,253)
13%	New Graduates (324)
14%	Student (346)
19%	Reduced Fee (480)
2%	Retired (60)
<1%	Life Members (9)
<1%	*VIM (1)

*VIM stands for Very Important Member.

Registration at NSW Branch CPD
events increased by 221 per cent.

Branch Management Committee (BMC)

The NSW Branch welcomed new BMC members from the central west and northern rivers regions. Recruiting members from these areas reflected the branch's aim to better meet the needs of regional members. To help achieve this, Branch President, Jenny Rose, spoke at an event in Shoalhaven City celebrating 70 years of the AASW and a dinner marking World Social Work Day in Mudgee.

In recognition of her role on the NSW BMC and as a Director on the Board of the Commonwealth Organisation for Social Work, Naomi Spencer was a guest speaker at the Joint World Conference on Social Work, Education and Social Development held in Korea in July. Her topic was 'Public and private partnerships and policy changes in the implementation of My Aged Care and the National Disability Insurance Scheme'.

Branch Management Committee as at 30 June 2017

- Jenny Rose, President
- Suzanne Noisen, Vice President
- Biljana Milosevic
- Naomi Spencer
- Deborah McEvoy-Herbert
- Pamela Seraskeris
- Mark Brown
- Anita Willey
- Natalie Hodge
- Mali Newman-Plant
- Samantha Miller
- David Keegan.

Student engagement

The NSW Branch Management Committee's active and committed student members were Mark Brown and Natalie Hodge. Mark spoke to graduating students at the Australian Catholic University and Natalie organised several branch events for students and new graduates.

Student engagement also included two BMC members presenting to students at the University of Sydney (Biljana Milosevic), the University of NSW (Biljana Milosevic) and the University of New England (Naomi Spencer).

Branch representatives continued to sit on the social work advisory committees of the Australian Catholic University (Jenny Rose), the University of Western Sydney (Jenny Rose) and the University of Wollongong/UOW Shoalhaven campuses (Naomi Spencer). Naomi Spencer also represented the AASW on the panel of a rural health careers forum organised by University of New England students to promote careers in regional areas.

Practice groups

An area of focus for the NSW BMC was supporting the development of more practice groups. The branch updated the terms of reference for practice groups in line with the AASW Bylaws and offered more support, including teleconferencing facilities for regional/rural AASW members.

During 2017, the Palliative Care Group formally adopted the revamped terms of reference so it could again become a formal practice group. Among the new groups established was the Field Education Practice Group and the Self Employed Social Worker Practice Group.



Sophie Blake presenting at the SANG event on Domestic Violence.

Celebrations

The NSW Branch hosted an inspiring talk by Kate McLean about a community development project conducted in Lakemba. In line with the World Social Work Day theme of 'Promoting Community and Environmental Sustainability', Kate focused on community working partnerships that have improved the natural environment.

There were also many other events held across the state in honour of World Social Work Day. These included dinners in the Illawarra region and Shoalhaven City, Wagga Wagga and Mudgee and a breakfast event in Bathurst.

Continuing Professional Development (CPD)

Early-career social workers, students and new graduates generally do not have access to targeted training during the early stages of their social work career. Therefore, the branch built an engaging calendar of events for this group of members using the high-quality, prolific training opportunities provided by AASW endorsed external CPD providers.

The calendar, coordinated by Mali Newman-Plan and student representatives, Natalie Hodge and Mark Brown, explored topics such as landing your first job and thriving in it (Jenny Rose, Biljana Milosevic, Mali Newman-Plant and Thomi Coustas), preparing for placement (Jenny Rose), practical skills in responding to women experiencing domestic violence (Sophie Blake) and practical skills and knowledge for working in child protection (Biljana Milosevic). The training was attended by more than 100 members during the year.

This year, registrations at NSW Branch CPD events increased by 221 per cent, from 89 to 286.

CPD event	No. events
Meetings	8
Face-to-face seminars	6
Networking events	10
Conference	1
TOTAL	25

NSW Branch CPD events by type 2016–17

Social policy and advocacy

The branch supported members in northern NSW who had expressed concern about the proposed mandatory introduction of uniforms for social workers. It also advocated on behalf of members, on the northern beaches area who were concerned about the impact of public and private partnerships on services provided to clients.

The branch was represented on the following advisory groups, which enabled the AASW to have a voice on behalf of social workers and clients.

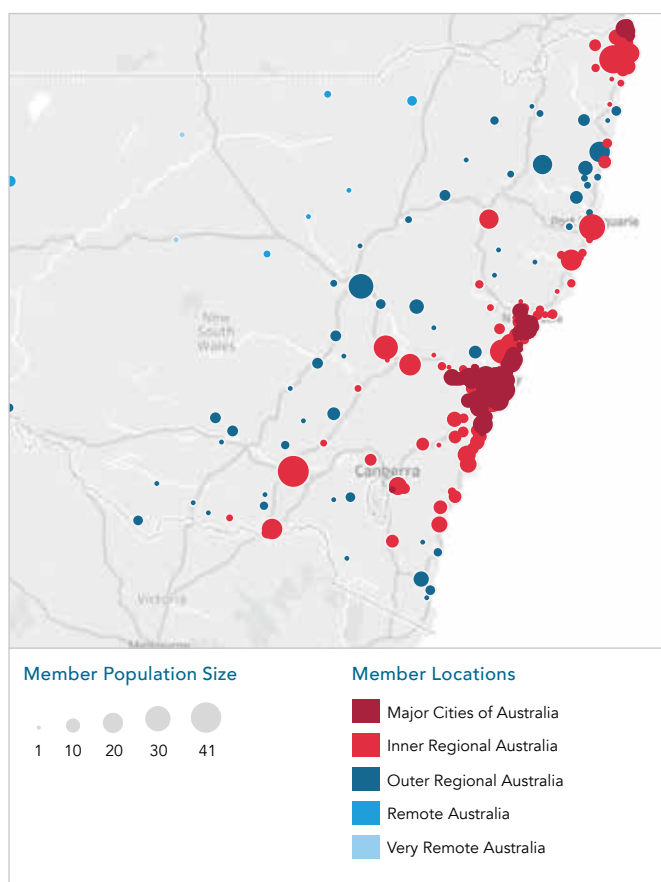
- NSW Victims of Crime, NSW Children's Court Clinic (Biljana Milosevic)
- AASW Education and Standards Committee (Jenny Rose)
- Strengthening Partnerships in Health and Allied Health, an Initiative of Early Childhood Intervention Australia (Deborah McEvoy-Herbert).

Future directions

The branch will continue to support members in the practice and geographical areas relevant to them, by expanding the range of practice groups available next year. To meet the challenges experienced by regional and rural members, it also plans to purchase video conferencing equipment, which will enable members to participate in branch activities and access professional development sessions.

Following the success of the student and new graduate program, the branch will continue to provide opportunities for these groups to network with others and hear from experienced social workers. The new video conferencing technology will enable it to broaden the program's reach.

Member locations by remoteness and size



North Queensland Branch

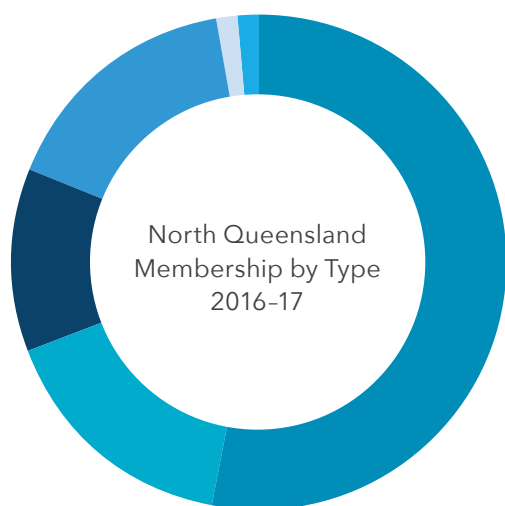
The North Queensland Branch was particularly proud of its hub visits to Mackay and Cairns. These events provided members with opportunities to meet the Branch Management Committee and learn about the strategic direction of the AASW. Collaboration with James Cook University also fostered the branch's healthy relationship with students, and this led to a significant increase in student and new graduate members. The year also saw the branch contribute to two issues of Queensland Social Worker magazine and develop its strong industry relationships.

Membership

The North Queensland Branch increased its membership by 16 per cent, from 308 to 370 this year and attributes this growth to its promotion of the Association at hub visits, university market days and other significant events throughout the year, including World Social Work Day, CPD workshops and monthly network meetings.

370 Members

↑ up 16%
from previous year



54%	Full Fee (198)
16%	New Graduates (61)
12%	Student (44)
16%	Reduced Fee (60)
1%	Retired (5)
1%	Life Members (2)

Registrations for North Queensland Branch CPD events increased by 243 per cent, from 72 to 175.

Branch Management Committee (BMC)

Branch Management Committee as at 30 June 2017

- Ross Murray, President (Townsville)
- Janet King, Vice President (Townsville)
- Paula Christian (Charters Towers)
- Sandy McCristal (Mackay)
- Oliver Wrathall (Cairns)
- Eleanor Gatto (Cairns and surrounding areas)
- Julie Prideaux (Townsville)
- Emma Small (student).

As the President for the last four years, Amanda Kruger's contribution included establishing the Action for Social Justice Practice Group and advocating for many social and community issues; for which the branch would like to thank her.

The branch also honoured the contribution of Madge Scerihha this year. Madge was a strong advocate for the AASW and was recognised as a Life Member. Sadly, Madge passed away in November 2016 but will be remembered for her instrumental role as a social worker, and her advocacy on behalf of the AASW and the community, for many social and ethical issues.

Student engagement

The main AASW accredited social work program in North Queensland is offered by James Cook University (JCU), which has campuses in Townsville and Cairns. The North Queensland Branch is represented on the university's Social Work Advisory Committee and attends JCU's Market Day twice a year in Townsville and Cairns.

The branch and JCU have a strong relationship. As well as attending Market Day, the branch regularly accepts placement students. It also provides information about the AASW to first, second and third-year Bachelor of Social Work students on campus. The presentations provide information about the benefits of membership and encourage students to join.

James Cook University's supported the AASW with bronze sponsorship at the Queensland Branches Conference in November.

The AASW sponsored the North Queensland Prize which was presented to the most outstanding JCU third-year student on each campus. Vice President, Janet King, presented the 2016 award to Lieschen Noak (Townsville) in July, and Oliver Wrathall, Cairns BMC member, presented the Cairns award to Craig Fizzell in February.

A significant milestone for student engagement this year was the appointment of a student branch member, Jennifer Hansen, to the discussion panel on the 'Suitability of Profession' at the Queensland Branches Conference. Jennifer is currently studying a Bachelor of Social Work at JCU and also received the Maurice Blackburn Regional Members Travel Grant, which enabled her to travel to Brisbane to attend the conference.

On its BMC, the branch also has a student, Emma Small, who is an important link to JCU.

Mental health engagement

The branch established a Mental Health Practice Group for Townsville and Mackay and issued an expression of interest for a new convener, to start next financial year.

Practice groups

The eight members and convener of the branch's Action for Social Justice Group advocated on behalf of the social work profession with a media release on 'Topics of Concern for the Federal Election' and was present at the 'Justice for Refugees Walk' and contributed to other state and national social policy submissions.

Celebrations

More than 15 social workers in North Queensland celebrated World Social Work Day with a breakfast at the Coffee Club in Townsville. Mackay and Cairns members held local World Social Work Day celebrations.

The AASW 70th anniversary was celebrated with a dinner in Townsville. The event attracted 36 members and AASW Board member, Anita Phillips, spoke on current national issues.

In May, the branch held a stall at the Deadly Families Fun Day. This annual North Queensland Domestic Violence Resource Service event promotes positive happy families and raises awareness of domestic violence and its prevention. The AASW stall raised awareness about the Association and the role of social workers in the community.

Continuing Professional Development (CPD)

To meet the professional development needs of members, the branch expanded its CPD events across a wider variety of topics, as well as a state conference. Topics included the National Disability Insurance Scheme (Mackay and Townsville), legal matters (Mackay and Townsville), child safety (Mackay and Townsville) and supervision.

Offered jointly with the Queensland Branch, the state conference, attracted 250 people and raised the profile of social work and the AASW in the state. It explored innovative and inspirational practice-based skills and knowledge, social justice and advocacy and research, evaluation and education. The keynote speakers were Edward Santow, the Australian Human Rights Commissioner, and refugee and orthopaedic surgeon, Dr Munjed Al Muderis.

Due to the expanded CPD program, registrations for North Queensland Branch CPD events increased by 243 per cent, from 72 to 175.

CPD event	No. events
Face-to-face workshops	7
Network meetings	8
State conference	1
Community events	3
TOTAL	19

North Queensland Branch CPD events by type 2016–17



The NQLD Branch's stall at the March 2017 Market Day held at James Cook University's (JCU) Townsville campus. JCU Market Days have been a great way to engage with social work students and promote AASW membership and upcoming branch events.

Future directions

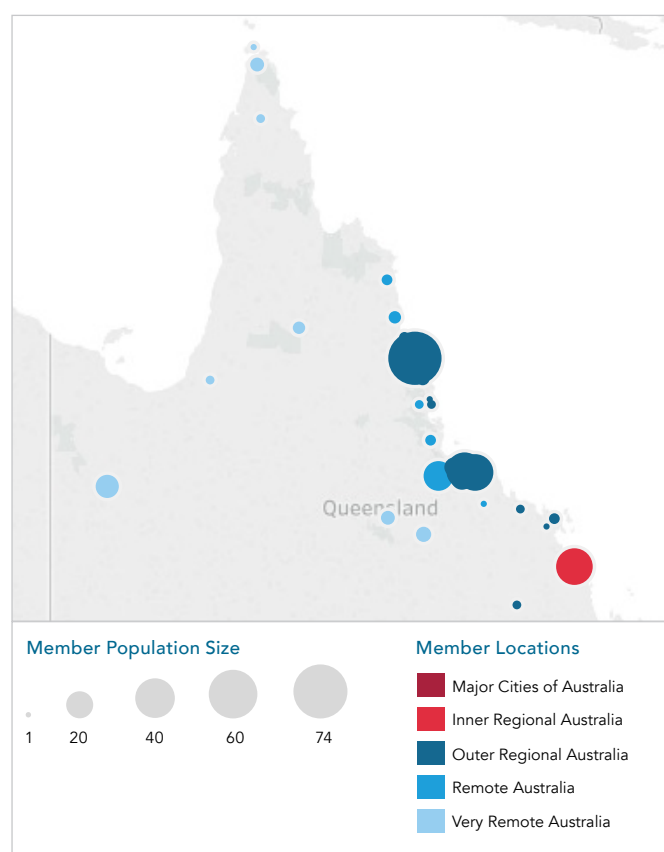
The branch will continue development of a North Queensland Social Worker of the Year Award. The pilot was postponed, to broaden the scope of the awards and include more sectors of the social work profession.

Due to their popularity, the Branch Management Committee's hub visits to regional areas will continue in 2017–18. A visit to the Mount Isa region has already been planned for later in the year. Fostering new practice groups in regional hubs is also a priority.

Other priorities include

- Developing new student-only workshops and network meetings, and a calendar of events that meets students' early career needs
- Delivering the initiatives of the AASW's Reconciliation Action Plan
- Nurturing relationships with the Domestic Family Violence Resource Centre and Queensland Health to raise awareness of, and support for, the AASW
- Providing online access to CPD events
- Subsidising further events to make them more accessible for members.

Member locations by remoteness and size



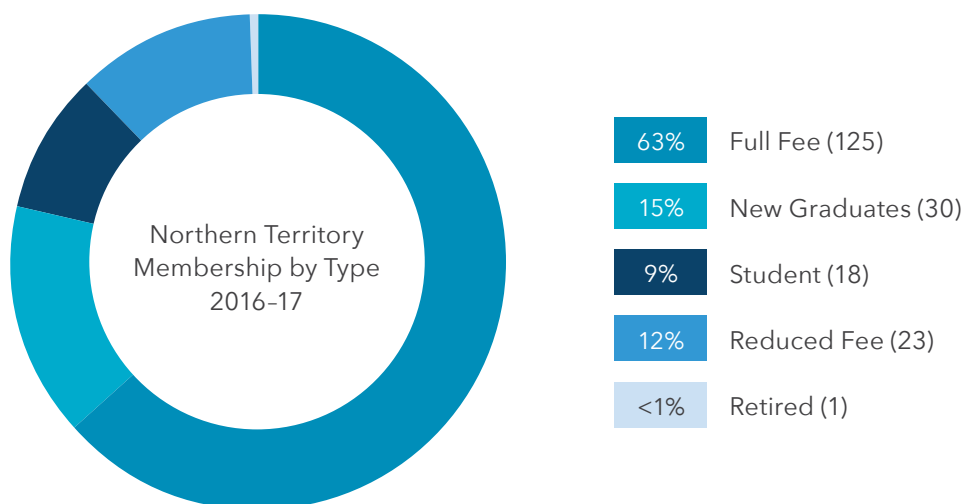
Northern Territory Branch

Understanding the needs of, and reaching social workers in regional areas were priorities of the Northern Territory Branch this year. The branch launched its first webinar and delivered a unique and successful bi-annual conference in Alice Springs. The diversity and spread of the branch's membership was also celebrated at eight concurrent World Social Work Day events in Darwin, Alice Springs, Tennant Creek and Katherine.

Membership

The Northern Territory Branch increased its membership by 30.46 per cent, from 151 in 2016 to 197 in 2017. This growth is attributed to the activities delivered to remote areas of the territory, including the successful Dust, Diversity and Dedication Conference, which was held in Alice Springs in March and its first webinar.

197 Members
↑ up 30.46%
from previous year



Northern Territory obtained the highest percentage growth of the country at 30.46 per cent.

Branch Management Committee (BMC)

Following the departure of Branch Manager, Lisa Williams, the role has been revised to include the development of localised social policy and broader events facilitation.

The branch would like to acknowledge Lisa's contribution, particularly to the success of the Dust, Diversity and Dedication Conference, and the support given to the conference planning committee members.

Branch Management Committee as at 30 June 2017

- Vicki Ann Martin-Moller, President
- Suhaila Rizqallah
- Sacha King, CPD Coordinator
- Elaine Nuske
- Louisa Merceanu
- Brett Barney (Katherine)
- Greg Mays (Tennant Creek)
- Leilani Cura
- Sophie Zografos
- Leilani Cura.

Student engagement

This year, the branch supported students by sponsoring a Charles Darwin University academic award. The successful recipient was Sue McVee, who completed her Bachelor of Social Work in 2016.

Celebrations

The branch presented the Mary Moylan Social Worker of the Year Award twice this financial year. The 2016 award was presented to Suhaila Rizqallah by the AASW's Acting Chief Executive Officer, Cindy Smith, at Parliament House in Darwin in November. Suhaila received the award in recognition of her 20 years' working in child protection in the Northern Territory. The 2017 award was presented to Denise Grieshaber at the Dust, Diversity and Dedication Conference Dinner in March. Denise works for Centrelink, and the award recognised her contribution to social work practice in the Northern Territory over many years and her role as a member of the conference planning committee.



Dust, Diversity and Dedication Conference Alice Springs Workshop Presentation.

Cindy Smith, also attended the Branch Annual Members' Meeting during her visit to Darwin. The meeting was available to members in remote areas as a webinar, which was viewed from as far afield as Tennant Creek. The Branch Annual Members' Meeting also celebrated the AASW's 70th year anniversary including a presentation embracing stories of the history of the Northern Territory branch.

Eight morning tea events were held across the Northern Territory to celebrate World Social Work Day. Five were held in the Darwin region at Royal Darwin Hospital, Territory Families (child protection) and Centrelink, and at the Tamarind Centre (NT Mental Health) and Charles Darwin University. The remote area morning teas were held in Katherine, Tennant Creek and Alice Springs. Each event had a guest speaker and focused on the significance of World Social Work Day. At Alice Springs, a cake was shared with guests at the Dust, Diversity and Dedication Conference Dinner.

Continuing Professional Development (CPD)

The unique Dust, Diversity and Dedication Conference was the branch's first bi-annual event to be held outside the Darwin metropolitan area. Focusing on social work practices in remote areas, the conference attracted more than 100 social workers to Alice Springs. Highlights included cultural practice workshops by local Indigenous community organisations and keynote speakers, Ros Darracott and Jonathan Hermanwan Tjapaltjarri. The conference was sponsored by Territory Families (Gold Sponsor), the Northern Territory Department of Health and Anglicare NT (Silver Sponsors) and the Community and Public Sector Union.

The branch's annual Planning Day was held in May 2017 and appointed Sacha King to the role of CPD Coordinator. Sacha has a training background in mental health and plans to hold more frequent networking and liaison events in the future, which will include guest speakers.

One of the first CPD events to emerge from the planning day was Phil Pallas's workshop, 'Is Cultural Awareness Training Ever Enough?' It explored why cultural awareness workshops are almost always challenging and proposed that social workers discover their own cultural story during their journey to developing culturally safe practices.

The branch's first webinar was delivered in July and provided members in geographically dispersed areas with information about the complexity of sexual assault and how it relates to most social work practice areas. Presenter and social worker, Merryl Gee, explored definitions of sexual assault, perpetrator tactics, some of the symptoms and far-reaching impacts, as well as men and sexual trauma.

This year, registrations at Northern Territory Branch CPD events increased 218 per cent from 49 in 2015–16 to 156. The increase is attributed to the success of the Dust, Diversity and Dedication Conference.

CPD event	No. events
Planning day	1
Webinar	1
Networking and other face-to-face events	2
Bi-annual conference	1
TOTAL	5

Northern Territory Branch CPD events by type 2016–17



From left: Denise Grieshaber, Mary Moylan 2017 Social Worker of the Year Award Winner, Suhalia Rizqallah, NT Branch Management Committee (and previous Award Winner) and Cindy Smith AASW Acting Chief Executive Officer.

Social policy and advocacy

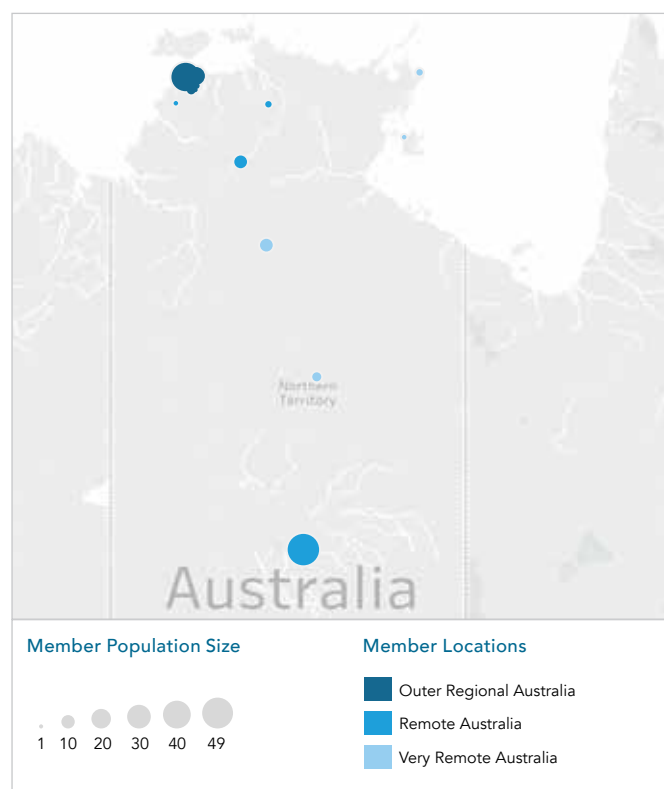
The branch contributed feedback to the Royal Commission into the Protection and Detention of Children in the Northern Territory. In its submission, the AASW expressed social workers' concerns with the territory's child protection and youth detention systems, and called for greater investment and immediate reform that would support children's wellbeing, the principles of social justice, human rights and professional integrity.

Future directions

The Northern Territory Branch will focus on increasing its membership over the next 12 months and on improving remote area social workers' participation at branch events. Branch Management Committee members representing Katherine, Tennant Creek and Alice Springs are planning to deliver CPD events to these remote areas.

In August 2017–18, the branch will host a networking dinner at the Darwin Trailer Boat Club. Guest speaker, Wendy Morton, the Executive Director of the Northern Territory Council of Social Service, will talk about her organisation's plans, including how it would like to work with the AASW to respond to the social policy issues that effect the territory.

Member locations by remoteness and size



Queensland Branch

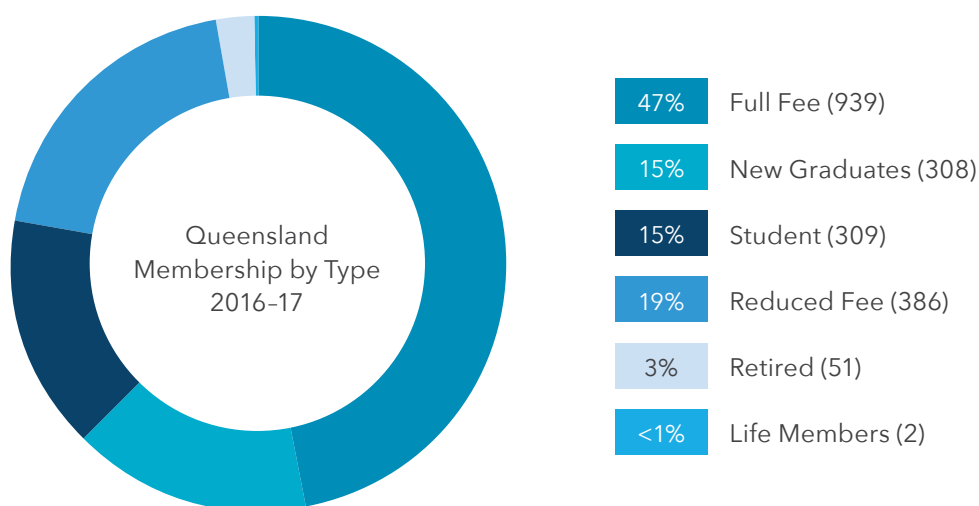
A highlight for the Queensland Branch this year was the extremely successful conference in November. Other key events included the AASW's 70th anniversary and World Social Work Day events, both of which attracted new members. Progress was also made on the history project; that will tell Queensland social work stories from the last 70 years.

Advocacy was high on the agenda, with the branch giving evidence at government inquiries into a *Human Rights Act* for Queensland and *Abortion Law Reform*. A new design for the Queensland Social Work magazine, has made it possible to publish in accessible digital format and further developments in the communications space included the launch of the branch's Facebook page.

Membership

The Queensland Branch increased its members by 5.39 per cent, from 1,893 to 1,995. The branch attributes the growth to the support of members who promoted the AASW to colleagues, employers and students, and to the networking and learning opportunities provided during the year.

1,995 Members
↑ up 5.39%
from previous year



Encouragingly high number of attendees at CPD events this year.

Branch Management Committee (BMC)

Branch Management Committee (BMC) as at 30 June 2017

- Fotina Hardy, President
- Ellen Beaumont, Vice President
- Loretta Riley
- Xiaowei Deng
- Gerard Jefferies
- Mark Cleaver
- Ben McKenzie
- Marcela Moreno
- Candice Butler
- Lena Lundell
- Caitlyn Waterton.

Tracey Harris and Jacklyn Whybrow both resigned their positions on the Branch Management Committee this year. Together they have contributed ten years' service and provided outstanding leadership and governance acumen. The branch also benefited from the contributions of Janis Parrish, Lauren Taddeo and Jatinder Kaur, who completed their terms of office in October.

Other committees

The Queensland Branch's governance structure has six sub-committees, under the BMC each providing support in the areas of the Reconciliation Action Plan, governance and leadership, continuing professional development, social policy and membership engagement. They have also supported practice groups and other stakeholders in accordance with the objectives of the AASW's national and branch strategic plans, Code of Ethics and Practice Standards and the Constitution and Bylaws.

The sub-committees, made up of BMC and AASW members, provide another space for social workers to engage and participate in the Association, and in the Queensland Branch's leadership and governance.



The Hon. Shannon Fentiman MP, Minister for Communities, Women and Youth and Child Safety and Minister for the Prevention of Domestic Violence and Branch President, Dr Fotina Hardy, address the delegates at the 2016 Queensland State Social Work Conference held in November.

Practice groups

The Queensland Branch's ten practice groups provided members with opportunities to connect and contribute to the social work profession. They are

- Bundaberg Social Work Practice Group
- Gympie Social Work Practice Group
- Gold Coast Social Work Practice Group
- Toowoomba Practice Group
- Child Protection Practice Group
- Disability Practice Group
- Private Practice Group
- Clinical and Mental Health Practice Group
- Student and New Graduate Network
- First Nations Vitality Group.

The First Nations Vitality Group was a new addition to the branch this year, and further new groups were founded that will emerge next year.

Student engagement

Students were supported and included by the Queensland Branch through the 1,500-strong Student and New Graduate Network; representation on the Branch Management and the World Social Work Day committees and the state conference planning committee. The student volunteer program incorporated in the state conference was successful, attracting ten volunteers, and was coordinated by social work student, Amanda O'Connor, who completed her placement with the Queensland Branch.

Other support for students included providing generous concessions for the conference and CPD events, and space for students to contribute content to the branch's magazine and e-newsletter.

There are seven universities offering accredited social work courses within the Queensland Branch's boundaries. Their Heads of Schools and Field Educators were invited to submit applications for student placements. The Queensland Branch hosted two students during the year. The branch made on-campus visits to raise awareness of the Association, and participated in university trade days and orientation weeks.

Celebrations

The World Social Work Day celebration in Brisbane was a joint AASW and Griffith University event and attracted 83 social workers. It explored the International Federation of Social Work theme, 'Promoting Community and Environmental Sustainability', and featured a networking session, a 'green social work' quiz and presentations by social workers who practice in this space.

Branch representatives also attended a World Social Work Day dinner hosted by lawyers, Slater and Gordon. One of the speakers was AASW President, Karen Healy.

Continuing Professional Development (CPD)

Offered jointly with the North Queensland Branch, the Queensland Branches Conference held in Brisbane attracted 250 people, raising the profile of social work and the AASW in the state. It explored innovative and inspirational practice-based skills and knowledge, social justice, advocacy and research, evaluation and education. The keynote speakers included Edward Santow, the Australian Human Rights Commissioner, and refugee and orthopaedic surgeon, Dr Munjed Al Muderis.

More than 718 members attended the Queensland Branch's 18 CPD events this year. The events included face-to-face workshops, seminars, forums and the state conference, reflecting responses from the members' survey. These responses called for CPD opportunities that increased members' and prospective members' knowledge and skills in the areas of attachment theory in practice, the legal issues of capacity in health, complex trauma and shame and assessing and treating mood disorders using Cognitive Behaviour Therapy.

This year, the branch began developing and recording an online seminar series on social work and the National Disability Insurance Scheme (NDIS); a practical resource that delivers an understanding of the insurance framework, what this means for practice and the core areas of funding, registration categories and how to register as a NDIS provider. This series will provide social workers with an understanding of the PRODA interface and working with NDIS participants. It will also increase understanding of needs and how to translate these to practice and develop the business skills that will facilitate working within NDIS.

CPD event	No. events
Face-to-face workshops	11
Forums	6
Conference	1
TOTAL	18

Queensland Branch CPD events by type 2016–17



Branch President, Dr Fotina Hardy with Shona Connor at the Australian Catholic University Awards night held in May. Shona received the AASW sponsored Queensland Branch Social Work Award.

Social policy and advocacy

The branch made submissions to national and state government inquiries about abortion law reform, a human rights act for Queensland, mental health, multicultural recognition, domestic and family violence, child protection mandatory reporting, disability and access to visitors for asylum seekers who are held at Brisbane Immigration Transit Accommodation.

It also gave evidence to two Queensland parliamentary inquiries into the *Abortion Law Reform Bill* and the *Human Rights Bill*, the latter of which was included in the government's recommendation to proceed with the introduction of a *Human Rights Act* in the state. The return of children to Nauru and Manus Island and the Queensland Government's decision to remove 17 year olds from adult prisons also led the Queensland Branch to advocate through the media.

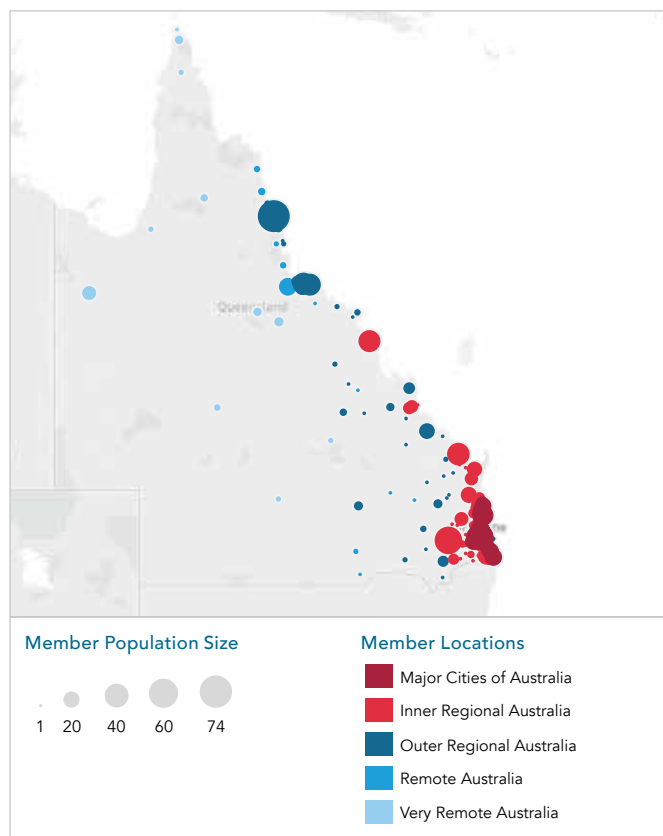
Future directions

Next year, the branch will develop sub-committees to provide members with more meaningful engagement opportunities. This will involve consulting on committee goals and outcomes, then inviting expressions of interest. Work to implement the AASW's Reconciliation Action Plan (RAP) is also a priority for 2017–18, that will involve the Queensland Branch's RAP sub-committee.

To maximise engagement with members around Queensland, new social work practice groups are also on the agenda for Logan, Brisbane North, Sunshine Coast and Rockhampton, along with completing the next stage of the Queensland Branch History Project.

Furthermore, the branch's magazine, *Queensland Social Work*, will be published on our website in an accessible digital format.

Member locations by remoteness and size



South Australian Branch

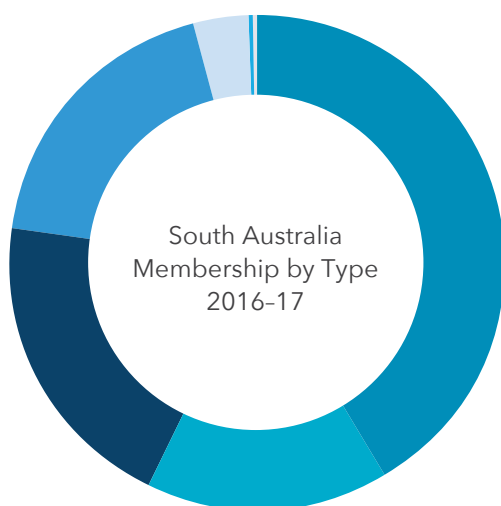
To increase the profile of social work, attract new members and help meet the CPD requirements of current members, the South Australian Branch focused on its interagency Social Work Futures Symposium and second annual Social Worker of the Year Awards. A further priority was the appointment of an Aboriginal and Torres Strait Islander representative to advise on the implementation of the branch's Reconciliation Action Plan.

The branch is proud of its increasing average daily reach from 138 per day in June 2016 to 250 per day in June 2017 of engagement on its Facebook page. This was generated by increasing the number and variety of posts throughout the year. This engagement has increased support for practice groups and advocacy activities and the branch's CPD events.

Membership

The South Australian Branch increased its membership by 6.57 per cent from 959 members to 1,022.

1,022 Members
↑ up 6.57%
from previous year



41%	Full Fee (425)
16%	New Graduates (161)
20%	Student (205)
19%	Reduced Fee (191)
3%	Retired (36)
<1%	Life Members (3)
<1%	*VIM (1)

*VIM stands for Very Important Member.

Facebook average daily
engagement increased from
138 to 250 per day.

Branch Management Committee (BMC)

Membership of the Branch Management Committee (BMC) in South Australia was stable after the 2016 election. This stability has enabled the BMC to achieve a great number of its objectives, including governance, scoping advice and leadership.

Branch Management Committee as at 30 June 2017

- Mary Hood, President
- Jennie Charlton, Vice President
- Jack O'Connor
- Azmiri Mian
- Jeanne Lorraine
- Nevena Simic
- Patricia Muncey
- Tanja Stojadinovic.

Other committees

The South Australian Branch's sub-committees and practice groups provide advice to the Branch Management Committee on social justice, ethics, students and new graduates, private practice and continuing professional development. Each were led by elected conveners, some of whom stood down this year. The branch would like to thank Maria Scicchitano (CPD), Lisa White (private practice) and Cathryn Obst (students and new graduates) for their contribution, and congratulate and welcome new conveners, Tanja Stojadinovic (CPD) and Patricia Muncey (students and new graduates) and Diane Cass (private practice).

Reconciliation Action Plan

Engagement with Aboriginal and Torres Strait Islander practitioners has increased this year. The branch appointed Shirley Young, as the Aboriginal and Torres Strait Islander representative for the South Australian Branch, who will provide advice on the implementation of its Reconciliation Action Plan, and the Social Justice sub-committee continues to run regular Aboriginal engagement and reflective events.

Student engagement

Many of the new members in the South Australian Branch are students and new graduates who joined the AASW during on-campus careers evenings this year, or visited the Association's stand at orientation week and

graduation events. The branch engaged these members as volunteers for its key events to increase opportunities for South Australian students to network with social work professionals. The volunteers also increased the branch's capacity to represent the voice of student social workers.

There are two universities delivering accredited social work courses in South Australia, the University of South Australia and Flinders University, and the branch also attended their student award ceremonies.

Mental health engagement

The branch provided Accredited Mental Health Social Workers (AMHSW) with a CPD workshop on motivational interviewing. It also represented this group at the South Australian Mental Health Commission's Community Advisory Committee in the first half of 2017. A new practice group was also formed to provide advocacy and social policy outcomes for mental health social workers.

Practice groups

Conveners were elected for the first time this year to sit on the Child Protection Working Party, founded in 2014, the Aged Care Practice Group founded in 2015 and the newly appointed Mental Health Practice Group.

Celebrations

The branch celebrated World Social Work Day over breakfast in Adelaide. The 100 people in attendance heard from the new Head of the Department of Child Protection, Cathy Taylor, about the challenges of child protection in South Australia and the critical role social workers will play in its future.

The 2016 Annual Members' Meeting, was also the South Australian Branch's 70th anniversary celebration. A dinner attracted more than 80 people, who enjoyed the photos and other items on display from the South Australian Branch archive and guest speaker, Shirley Young's presentation. The 'Living Histories' project, which interviewed some of the earliest graduates of social work courses in South Australia, was also part of the anniversary celebrations along with video interviews with members.

In its second year, the South Australian Social Worker of the Year Awards attracted 19 entries, and awarded prizes in five categories. The winners of the Social Worker of the Year Award were announced at a gala event at the University of South Australia.

They were Maurissa Ailion (Head, Heart and Hands Award), Karren Barry (Agent of Change Award), Allan John Ball (Leading the Way Award), Madeline Windsor (Rising Star Award) and the APY Team, Bobbi Sawyer, Andrew Groome and Shane Carmody (Rural and Remote Impact Award).

Continuing Professional Development (CPD)

Registrations for South Australian Branch events increased by 101 per cent, from 356 attendees in 2016–17 to 721 this year. The number of events also increased from 19 to 21.

The biggest event of the year was the SA Joint Agency Social Work Futures Symposium. It attracted more than 130 people and explored the themes of reflective social work, practice and accountability, judgement and ethical deliberation and personalisation and human rights. The symposium significantly raised the profile of social work in South Australia and showcased best practice knowledge.

CPD event	No. events
Face-to-face workshops	17
Forums	3
Symposium	1
TOTAL	21

South Australian Branch CPD events by type 2016–17



AASW SA members on the front steps of Parliament House along with the Liberian-Australian Service Foundation advocating to raise public awareness that domestic violence affects all members of the Australian community.

Social policy and advocacy

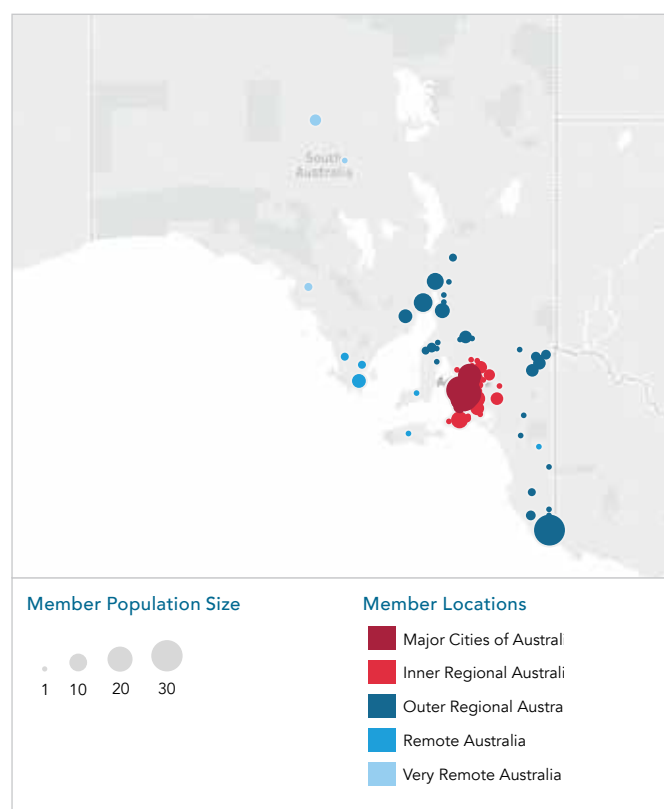
The Aged Care Practice Group contributed to the AASW's submission to the Australian Law Reform Commission on its Elder Abuse Discussion Paper. The Social Justice Committee contributed to the SA Government Domestic Violence Discussion Paper in August and the Child Protection Practice Group supported the AASW's submission to the Nyland Royal Commission and the draft *Children and Young People (Oversight and Advocacy Bodies) Bill*. Members of the Child Protection Practice Group and Social Justice Committee also continued to attend the Department of Child Protection's executive meetings, which are held every month.

Branch Management Committee members also contributed to the Royal Commission into Child Detention in the Northern Territory. Branch representative, Michelle Adams, was elected as a member of the South Australian Council of Social Services' Social Policy Committee.

Future directions

In the coming year, the branch will focus on advocating for the profession in the build up to the March 2018 state government election and on growing the number of networking and CPD opportunities, so it can continue to provide members and prospective members with professional and educational support.

Member locations by remoteness and size



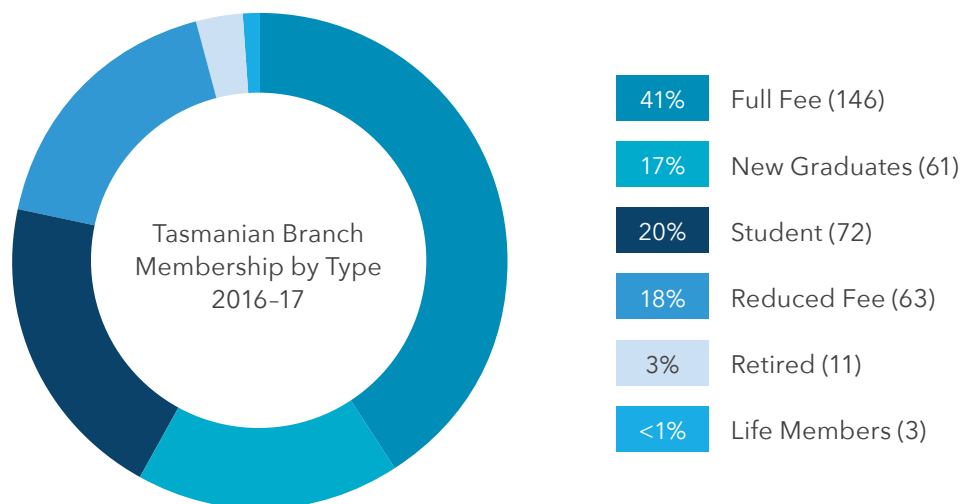
Tasmanian Branch

The Tasmanian Branch developed and delivered Continuing Professional Development, networking and student and new graduate support opportunities, to 635 people across the three regions of Tasmania. Its Branch Management Committee also approved the establishment of a Green Social Work Practice Group to commence in 2017–18.

Membership

The Tasmanian Branch increased its membership by 6.59 per cent from 334 members to 356, the highest since its formation in 1947. It also welcomed a new Life Member, Robin Bowden, who has been a member of the branch for 45 years. Robin has held many committee positions and been active in student support, social policy and advocacy.

356 Members
↑ up 6.59%
from previous year



The Tasmanian Branch has the highest number of members since its formation in 1947.

Branch Management Committee (BMC)

Branch Management Committee as at 30 June 2017

- Russell McCashney, President
- Allyson Smith, Vice President
- Sebrina Brennan (South)
- David Jones (North)
- Ella Little (South)
- Stewart Millar (North)
- Torna Pitman (North)
- Karen Ritchie (North-west)
- Jacqui Russell (South)
- Eve Vincent (South)
- Jocelyn Walter-Jones (North)
- Matthew Williamson (North-west).

Following the election of Russell McCashney as Branch President, long-serving committee member and retiring Branch President, Allyson Smith, accepted a casual vacancy as Vice President. Anna Lovitt and Claire Bryant also retired in 2016. The branch appreciates the commitment and service of these members.

In Tasmania, the BMC has members from the northern, north-western and southern regions of the state including students, researchers, and social workers in private practice and mental health social workers, hospitals, child protection and family violence services.

Student engagement

The branch continued to build strong relationships with students and the University of Tasmania's (UTAS) social work program, on all three campuses. It thanks Sebrina Brennan, George Ramm, Daisy Gu and Tina Walker for their contribution as branch representatives, who organised regular meetings and activities in the south and north. The geographic spread of students in the north-west made hosting face-to-face events problematic, so the branch will develop new initiatives to reach this group next year.



Ann Hughes, past Branch President and committee member, with new Life Member, Robin Bowden, who has been an AASW member for more than 45 years.

New graduates

Expanding support for recent graduates included increasing the reach of the New Graduate Peer Support Program in the north-west with group meetings held in Burnie, Devonport and Ulverstone. In Launceston, the branch hosted a 'world café' event with experienced social workers, while students and new graduates joined forces in Hobart for monthly peer support meetings.

Mental health engagement

Branch President, Russell McCashney, has been a strong advocate for mental health and private practice social workers, as a participant of the Primary Health Network Tasmania's Allied Health Committee. He ensured that social work was represented through the commissioning phase of the new framework for the delivery of allied health services around the state.

Practice groups

BMC members convene the three regional practice groups that host regular networking and education events with guest speaker presentations. This year, the northern group held a series of dinner meetings in Launceston; the north-west regional group hosted lunchtime meetings

alternating between Burnie, Devonport and Ulverstone, and the southern regional group met monthly in Hobart. The north-west group also established a reflection group.

The popularity of the Waste Reduction Challenge in May, led the Branch Management Committee to approve the establishment of a Green Social Work Practice Group, which will be implemented next financial year.

Celebrations

Tasmanian social workers celebrated World Social Work Day with breakfasts in Ulverstone, Wynyard, Launceston and Hobart. The Hobart group presented well-known Tasmanian advocate for human rights and the environment, Jen Brown, and announced Master of Social Work Student, Tara Smith as Student of the Year.

The 2016 annual dinner at The Woolstore Hotel featured short presentations by committee members and an address by Emeritus Professor Jim Ife of Curtin University's Centre for Human Rights Education. Jim discussed the future of social work in the era of Donald Trump.

The AASW's 70th anniversary was celebrated with afternoon tea, guest speakers and a display of historical items and photos curated by Ann Hughes at Kickstart Arts in St John's Park.



Tasmanian Branch President, Russell McCashney, with the attendees at the statewide CPD event, Working with Childhood Trauma and its Effects, held in September.

Continuing Professional Development (CPD)

In Tasmania, 525 social workers and students attended education sessions in their regions and 110 attended the branch's annual statewide CPD and networking event in Campbell Town. The event included presentations from experts on trauma-informed interventions and approaches to working with children from early childhood through to adolescence.

CPD event	No. events
Regional CPD/networking events	46
Statewide CPD event	1
TOTAL	47

Tasmanian Branch CPD events by type 2016–17

Social policy and advocacy

This year, the branch spoke on behalf of the social work profession and its clients in consultations for the Department of Health and Human Services' (DHHS) child protection reform, Strong Families – Safe Kids. BMC member, Karen Ritchie, also sat on the Minister for Community Services' Child Wellbeing Cross Sectoral Consultative Committee.

Other submissions and advocacy included

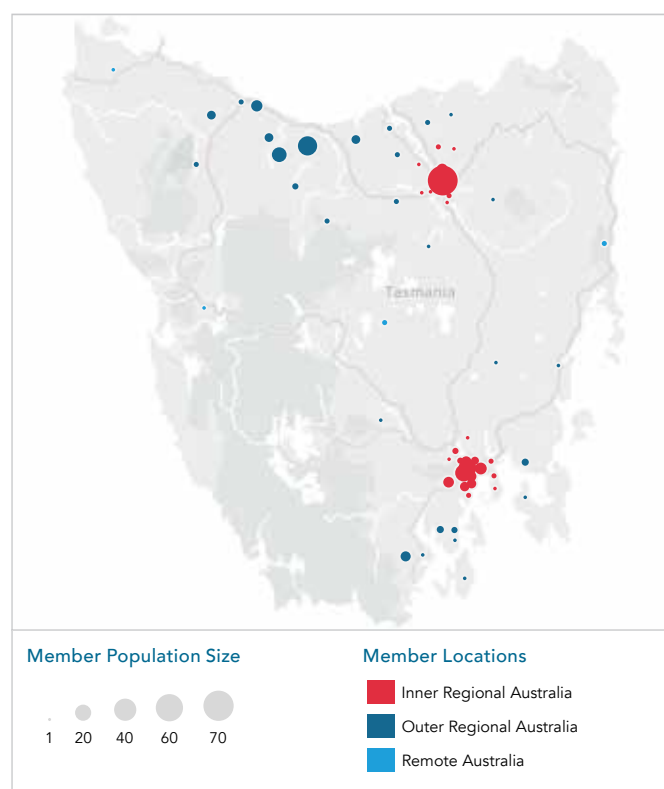
- Children and Young People's Unique Experience of Family Violence submission to the Commissioner for Children's Inquiry
- Primary Health Network Tasmania stakeholder consultations, on improving services to young people with or at risk of severe mental illness and on improving services to people with or at risk of mild mental illness
- Member of Community Voice on Pokies Reform, Anti-Gambling Community Consortium
- Tasmanian Palliative Care Community Charter consultation
- Tasmanian Parliamentary Joint Select Committee Inquiry Future Gaming Markets submission
- Allied Health Professional Steering Committee Primary Health Tasmania
- National Mental Health Working Group: Department of Veterans' Affairs Review of Dental and Allied Health Arrangements
- DHHS Child Safety Redesign Project Advice and Referral Service consultation submission
- DHHS Child Safety Redesign Project Wellbeing Framework submission.

Future directions

The momentum for delivering engaging CPD and networking events will continue, including the annual dinner and statewide CPD networking day that is to focus on 'green social work'. The regional networking practice groups will build their guest speaker program.

Engaging students, mentoring new graduates and contributing to policy advocacy submissions as the voice of social work in Tasmania will also be high on the branch's agenda.

Member locations by remoteness and size



Victorian Branch

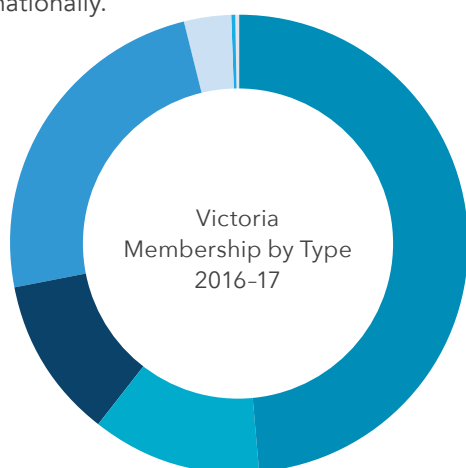
The Victorian Branch has focused this year on building and strengthening connections with its members and the broader community. Staff and volunteers presented a range of opportunities to engage these groups, including the World Social Work Day celebration with guest speaker Rosie Batty.

The year also saw the development of new Continuing Professional Development (CPD) events that were regularly booked out, the launch of the Early Career Social Work Mentoring Program, new practice group activities that increased membership and more engagement of social work students and new graduates. The branch's magazine, Social Work Connect, was relaunched as a digital publication in 2016, making it more accessible. The publication is made possible by the work of editorial group members, Lisa Derham, Maria Groner and Glenda Kerridge.

Membership

Victorian members make up 27 per cent of the Association's membership base and this year the branch increased its membership by almost five per cent, from 2,712 to 2,845. It attributes this growth partly to increased engagement with social work graduates, whose numbers increased by 16 per cent to 342 members. The number of Accredited Mental Health Social Workers (AMHSW) also grew by four per cent to 721, which is 36 per cent of AMHSWs nationally.

2,845 Members
↑ up 4.91%
from previous year



49%	Full Fee (1,384)
12%	New Graduates (342)
11%	Student (322)
24%	Reduced Fee (694)
3%	Retired (93)
<1%	Life Members (8)
<1%	*VIM Members (2)

*VIM stands for Very Important Member.

CPD events hosted or co-hosted by the Victorian Branch increased by 32 per cent, from 17 to 25.

Branch Management Committee (BMC)

Branch Management Committee as at 30 June 2017

- Glenda Kerridge, President
- Olga Gountras, Vice President
- Peter Quin
- Virginia Mansel Lees
- Laurenza Buglisi
- Johnson Mathew
- Alex Bhathal
- Christine Barca
- Despina Filippaki
- Helen Woods
- Chris Barrett
- Lorraine Xavier-Ambrosius.

The work of the branch continued to be guided and supported by members of the BMC, including dedicated departing members, Bernie Chatley, Scott Williams and Ilia Vurtel. New members, Helen Woods, Chris Barrett and Lorraine Xavier-Ambrosius joined the BMC this year.

In late 2016, the Victorian Branch President, Glenda Kerridge, took a leave of absence to participate in the prestigious Mount Sinai International Enhancement of Leadership Program in New York. The branch would like to acknowledge Vice President Olga Gountras who acted as President in Glenda's absence.

Other committees

The Victorian Branch's CPD Committee welcomed two new members, Lisa Sulinski and Alex Bhathal. They joined longstanding members, Ilia Vurtel (Chair) and Carolyn Tehan.

The branch's Lyra Taylor Fund Committee farewelled Bernie Chatley who provided many years of service to the legacy of one of the AASW's founders, Lyra Taylor. Glenda Kerridge was appointed to work alongside Associate Professor Margarita Frederico (Chair) and fellow committee member June Allen.

Members were also selected this year to provide social work expertise for a short-term working group that is part of the first phase of a new project that aims to address violent extremism in Australia. The group was consulted on the development of a new resource for social work, mental health and welfare professionals, around the theme of 'Building resilience and preventing radicalisation to violent extremism'.

Student and new graduate engagement

Seven universities provide social work programs across nine campuses in Victoria, and branch staff and volunteers visited throughout the year. They presented at orientation week events, graduation ceremonies and attended some lectures to talk about the Association. Through these and other events, the branch developed its relationships with faculty staff and connected with student associations.

Four very popular seminars provided 180 students and new graduates with support in their transition to early career social worker.

The branch hosted final-year Bachelor of Social Work (Hons) student, Claudia Bidstrup, during her field placement. Claudia focused on social policy and advocacy matters.

Practice groups

In Victoria, practice groups are an integral and vibrant element of the branch. Through regular meetings and CPD events, they offer members opportunities to deepen their understanding of their field of practice, strengthen their identity as social workers and to learn, share and grow professionally.

In 2016–17, twelve practice groups were led by dedicated volunteer conveners and members. The branch also welcomed the new Social Work, Yoga and Mindfulness Practice Group, which is convened by Linda Kennedy and Andrew Fitzpatrick.

The branch would like to thank conveners, Jo Morris and Wendy Dietman, for their years of dedicated support to the Social Work Aged Care Practice Group that concluded operations during the year.



BMC member, Alex Bhatl with member, Andre Zonn and staff member, Dr Sebastian Cordoba, representing the AASW at the Close the Camps Rally in Melbourne on 5 November. This rally and march was concerned with advocating for the closure of the camps on Manus and Nauru, permanent protection for refugees and asylum seekers, boat rescues and end to Islamophobia.

Celebrations

More than 70 members came together for the Victorian Branch Annual Members' Meeting. Guest speaker, Kot Monoah, a lawyer, a South Sudanese community leader and spokesperson, shared his stories of survival in the face of civil war, the flight from Sudan, the refugee camps and the challenges of adjusting to life in Australia.

The annual World Social Work Day breakfast attracted 130 people who heard guest speaker, Rosie Batty's moving story, and about the advocacy that has led to the momentous changes in family violence prevention in Victoria. AASW National Vice President and convener of the Victorian Branch Family Violence Practice Group, Christine Craik, also spoke at the event, highlighting the Association's efforts to counter family violence at the state and national level.

Continuing Professional Development (CPD)

The branch hosted 12 CPD events that provided 373 members with 78 CPD hours. These ranged from two-hour seminars to five-day courses. Practice group activities in Victoria attracted more than 900 participants.

The CPD Committee sought expressions of interest from potential facilitators to expand and diversify the CPD program next year.

This year, the number of CPD events hosted or co-hosted by the Victorian Branch grew by 32 per cent, from 17 to 25.

CPD event	No. events
Face-to-face workshops	20
Online unit	1
Forums	2
Symposia	2
TOTAL	25

Victorian Branch CPD events by type 2016–17

To provide other opportunities for professional development and growth, the branch piloted its Early Career Social Work Mentoring Program, engaging members as both mentors and mentees. The program was developed and guided by Laurenza Buglisi and Lisa Derham and concluded in mid-2017.

The value that the branch places on encouraging research was also highlighted this year with a total of \$7,000 awarded to two projects from the Lyra Taylor Fund. This year's recipients were Anita Morris of Western Health and Barwon Health and Stephanie Chen of Monash Health. Anita's project is exploring 'SWIFT collaboration: Seeking patient/caregiver feedback'. Stephanie's project is developing an evidence base to inform clinical practice guidelines for social workers working with Cystic Fibrosis patients in Australia.



President of Victorian Branch, Glenda Kerridge with World Social Work Day guest speaker, Rosie Batty, the prominent family violence campaigner and founder, Director and CEO of the Luke Batty Foundation at the World Social Work Day breakfast held on 17 March.

Social policy and advocacy

The Victorian Branch contributed to a submission to the Inquiry into Youth Justice Centres. It joined members in the Refugee Action Collective Rally to Close the Camps and later, attended the annual Palm Sunday Walk for Justice for Refugees.

Other advocacy activities included

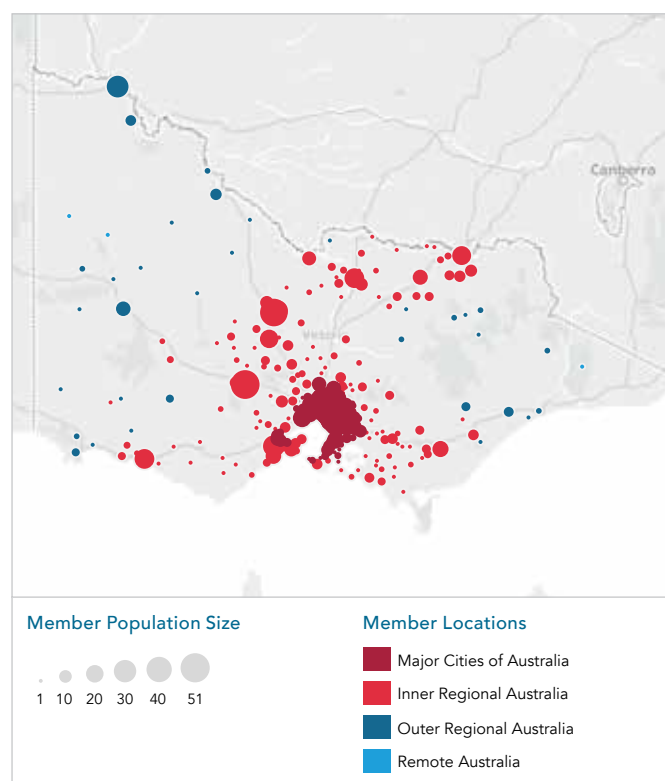
- Children's Matters Seminar hosted by the Law Institute of Victoria, a policy forum focused on issues affecting children and young people in Victoria (August)
- Community consultation on family violence hosted by the Victorian Department of Premier and Cabinet (September)
- VCOSS consultation on the 30-year Infrastructure Plan for Victoria (October)
- Youth Justice Centres consultation hosted by VCOSS, YACVic, SJ4YP and the Federation of Community Legal Centres (February).

Future directions

Next year, the Victorian Branch will explore more opportunities to engage members and support students and new graduates in their transition to the profession. Plans are underway to recruit a student member to the Branch Management Committee and implement the Early Career Social Work Mentoring Program that was piloted in 2016–17.

In the spirit of reconciliation, the branch will recruit an Indigenous social worker to its BMC and continue to build relationships with Indigenous organisations. This year it started new conversations with Indigenous organisations, embraced the AASW's Reconciliation Action Plan and participated in Sorry Day and NAIDOC Week.

Member locations by remoteness and size



Western Australian Branch

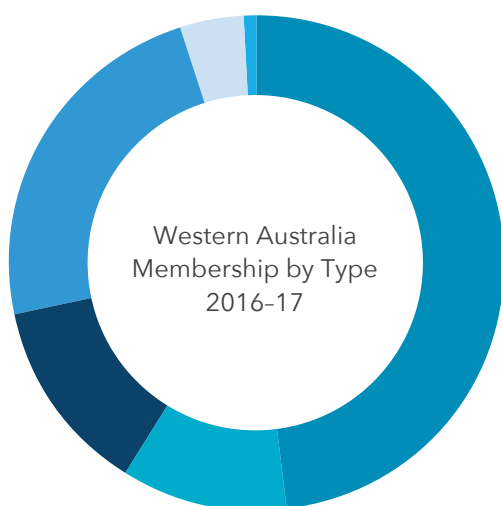
In 2016-17, the Western Australian Branch improved member services and increased participation in social policy and advocacy activities. It approved two new practice groups, one in a regional area, increased its Continuing Professional Development (CPD) offerings to new graduates and provided more networking events.

To improve the reach of CPD events, the branch invested in new technology that enabled regional members to access events held in Perth via webinar. It also formed new partnerships with government and non-government organisations, Indigenous peoples and groups, and universities and consultants.

Membership

The Western Australian Branch increased its membership by six per cent, from 880 to 932.

932 Members
↑ up 6%
from previous year



48%	Full Fee (450)
11%	New Graduates (100)
13%	Student (118)
23%	Reduced Fee (219)
4%	Retired (39)
<1%	Life Members (6)

Western Australia saw exceptional reach through use of webinars.

Branch Management Committee (BMC)

The Branch Management Committee (BMC) had a leadership change with the retirement of President Sabina Leitmann, and long-term BMC Member and ex-President Nic Hastings-James.

Branch Management Committee as at 30 June 2017

- Michael Berry, President
- Dawn Logan, Vice President
- Warwick Smith
- Andrew Allsop
- Jillian Gibbney
- Michelle Blogna
- Lynelle Watts
- Donna-Lee Speedie
- Kristen Tovey
- Rosemarie Robertson
- Karen McDavitt
- Caitlin Green
- Katie Carter.

Reconciliation and other partnerships

To facilitate reconciliation, the branch built relationships with Indigenous peoples and agencies. It worked with the Western Australian Association for Mental Health's Looking Forward Project and the Department of Child Protection and Family Support (DCPFS) and delivered the Steady, Walking and Talking workshops. These workshops targeted decision and policy makers, to increase their understanding of new ways of engaging and improving service delivery with Nyoongar people. Nyoongar elders provided their wisdom and knowledge to participants in this workshop.

The branch co-hosted an 'on-country' event, 'Steady Walking and Talking: On Country' at Canning River Regional Park. This event brought together staff from DCPFS, members of the AASW and staff from out-of-home care service agencies to experience a 'hands-on' cultural experience through stories and activities on Nyoongar country.

The WA Branch also nurtured its relationship with Yokai (the WA Bringing Them Home Committee and the WA Stolen Generations Alliance).

This year, the branch continued its long-term relationships with the University of Western Australia's Institute of Advanced Studies and the Office of Women's Policy, with whom it presents the annual Grace Vaughan Lecture.

A new partnership was formed with the Department of Child Protection and Family Support and Royal Commission Support Service, Anglicare, to deliver a workshop based on the findings from a report of the Royal Commission into Institutional Responses to Child Sexual Abuse.

Student and new graduate engagement

The branch continued its support of social work graduates through its annual Social Work Graduate of the Year Award. Granted to the most outstanding graduating student at each of Western Australia's universities, the award recognises excellence in social work studies.

For 2016, the award for most outstanding graduating student was granted to Donna Lee Speedie (Curtin University), Georgia Mollington (Edith Cowan University) and Arielle Carignan-Perron (University of Western Australia).

Practice groups

The number of practice groups in Western Australia increased from eight to ten this year, with the formation of the new Palliative Care Practice Group in Perth and the new South West Practice Group in Bunbury.

Celebrations

The Eco Social Work Practice Group coordinated the branch's World Social Work Day Breakfast. The theme was 'What can Social Work Contribute to Ecological Social Justice?' and the event received sponsorship from Curtin University, Edith Cowan University and Kind Spaces Consultancy.

The AASW's 70th anniversary inspired events across Western Australia that highlighted the role of social work in the state. The branch developed a grant for the 70th anniversary celebrations in regional areas and funds were accepted by Bunbury and Geraldton for their panel event and professional identity workshop.

Continuing Professional Development (CPD)

This year, for the first time, the branch leveraged technology to broadcast Perth events via webinars to

regional members. It also provided, through practice group conveners, CPD events in Geraldton and Albany.

To meet the objective of improving services to engage members, the branch tailored its CPD content to meet members' and practice group needs. New offerings explored working with Aboriginal elders and communities, legal issues, social policy and advocacy, health symposiums and mental health accreditation, supervision, professional identity, trauma, employment advice, career planning, keynote speakers and the early career needs of new graduates. The branch employed members to deliver CPD that was related to the development of professional capability.

This year, registrations at the Western Australian Branch's CPD events increased by 44 per cent, from 500 to 900.

CPD event	No. events
Face-to-face workshops	9
Information and networking events	10
Lecture	1
Symposium	1
TOTAL	21

Western Australian Branch CPD events by type 2016–17



The WA Branch in Partnership with the Department of Child Protection and Family Support and the Looking Forward Project, hosted an 'On Country' Event with members, out of home care agencies and department staff, at Canning River Regional Park, November 2016. Local Nyoongar Elders Aunty Viv and Uncle Mort Hansen provided us with a rich cultural experience enabling participants to learn more about Nyoongar laws and culture through stories and activities, including making bush medicine. All participants were given a hands on experience in the making of bush medicine, they assisted Aunty and Uncle make some Lip Balm from bush plants, preparing the ingredients and creating their own label for their keepsake souvenir of the day.

Social policy and advocacy

The voice of social work in Western Australia was expressed in state submissions. They were in response to the inquiry submission to the *Review of the Children and Community Services Act 2004*.

Through its Social Policy and Advocacy Practice Group, the branch wrote to the state government regarding the State Budget Priorities and Mental Health Plan. The branch participated in the Walk for Justice for Refugees, held in Perth.

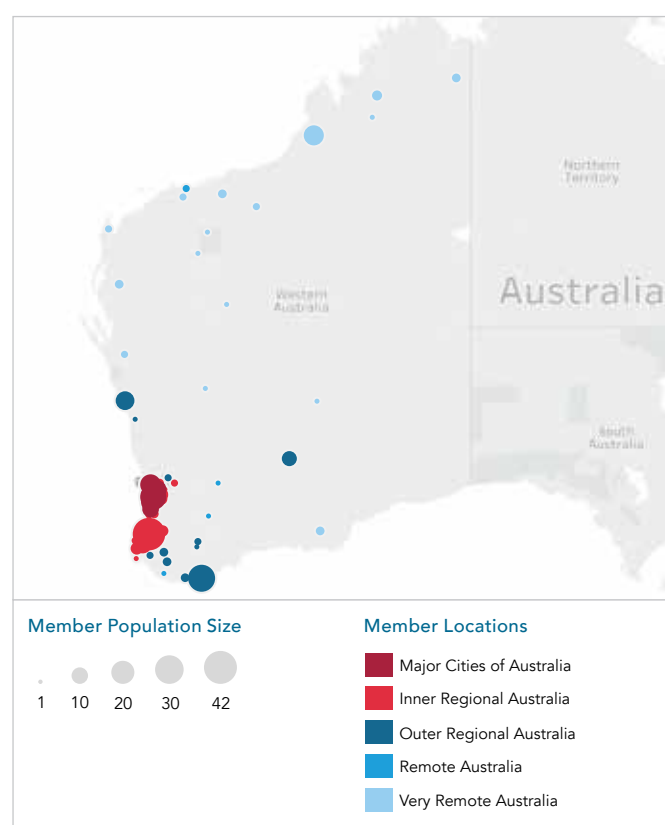
Future directions

The challenging economic environment in WA means that social workers and the AASW will need to be innovative and with strategic purpose, to stay relevant for our members next year. To increase member capability and promote the profession, the Western Australian Branch will strengthen its planning structures and develop new partnerships, through Memorandums of Understanding for the delivery of CPD and other events.

The branch plans to build its connections with and promote the profile of Accredited Mental Health Social Workers, through advocacy and the development of new targeted networking opportunities.

Advocacy for social justice and the social work profession will also be a priority in 2017–18, as will the raising of the AASW's profile with students. Plans to increase volunteer participation and acknowledge their contributions are also in the pipeline.

Member locations by remoteness and size



Australian College of Social Work

The Australian College of Social Work exists to advance the practice of social workers, and to recognise social workers who are progressing their practice. The College has nearly 300 members and this figure continues to grow.

This year, we have achieved several goals and a growth in the membership base has encouraged the College to advance further. Much of the work this year has been in relation to the development of the Clinical Division, including administrative review, update of the website and application processes.

The appointment of Carolyn Cousins, as the Convener of the Clinical Division, has allowed much greater activity in the division. She has opened a dialogue with members directly and via AASW communications. Recent developments include the establishment of a Clinical Division Working Party, following expressions of interests in late 2016, that will guide the direction of the division. An online journal article club has also been developed, which allows members to connect, discuss and debate an article of interest through live chat. Sharon McCallum is the Convener of the Leadership and Governance Community of Practice (CoP), and the College will be seeking feedback from members on its focus, which will potentially broaden the CoP's scope.

Over the last 12 months, low attendance figures have led the College to conclude that it is not viable for it to offer extensive CPD in the form of training, webcasts or podcasts. Therefore, the College will explore

- Providing a 'virtual' space for people to come together and network within divisions and Communities of Practice, and at events such as the National Symposium. This will enable dialogue, generation of ideas and informal partnerships and collegiality
- Areas of social policy or other factors which disrupt the profession and the sector. That is, the College will raise questions about factors that are changing the role of social workers, such as the impact of individualised funding packages, to create interest for researchers and writers and for the AASW to develop its thinking, so it can respond to the impact of such events.

The next financial year will see the launch of the membership criteria for College Fellows. This will be a category of membership available to the College's most experienced and advanced social workers; it will recognise their contribution to the profession and provide a membership base, with which to consult on how to further advance social work.

Australian Social Work Editorial Board

To ensure a smooth transition and handover to the new editor, Professor Mark Hughes extended his term as Chair of the Editorial Board to June 2017. In December, Dr Rosalie Pockett took over the role and in February, after a year of transition, Associate Professor Fiona McDermott became Editor.

The Editorial Board wishes to express its appreciation to Mark for his contribution to the development of the journal and for driving the team to publish a highly recognised publication.

With new Editorial Board members, and their strong commitment to the journal, it is now looking forward to a period of stability and growth.

Impact factor and ranking

According to Thompson Reuters, the Australian Social Work's 2015 impact factor increased to 0.667 in 2016, its highest to date.

	Australian Social Work	British Journal of Social Work
Thompson Reuters journal ranking		
Impact factor 2014	0.580	–
Impact factor 2015	0.667	1.027
Rank in number of social work journals	28/41	14/41
Scimago journal rankings		
2015 SJR	0.467	0.771
Rank in number of social work journals	24/60	12/60
Rank in quartiles	Q2	Q1

Table 1: Comparison of Australian Social Work with British Journal of Social Work, according to journal ranking

Note: Based on Scopus journal rankings

Submissions, acceptance rates and publications

In 2016–17, Australian Social Work published 57 items

- 32 original articles
- 12 book reviews
- 6 Practice, Policy and Perspectives (PPP) papers

- 4 editorials
- 1 commentary
- 1 response to commentary
- 1 obituary.

Guest editors

Guest editorials for the 2016–17 were provided by Karen Healy (Issue 2, the 2015 Norma Parker Address) and Ilan Katz (Issue 3).

Submission rate

The submission rate was lower in 2016–17 than in previous years, 190 papers were submitted, or resubmitted, including 108 new papers. There were also more rejections than in previous years. This may be partly explained by the lower number of special issue papers submitted in 2016; as these types of papers usually have a higher acceptance rate than others.

The average number of days from submission to final decision was 69.4.

Final decision to reject made on all papers submitted in 2016	nearly 50%
Final decision to reject made on all papers submitted in 2015	37.6%

Table 2: Rejection of papers by year (comparison)

Review of articles

A total of 177 reviews were completed in 2016. AASW invited 227 people to review for the journal; of these 161 agreed. This is higher than rates of acceptance in 2015 and 2014.

Year	Percentage of acceptance to review
2014	58.0%
2015	61.4%
2016	70.9%

Table 3: The percentage of invitations to review that were accepted

This is a positive outcome, especially as we recruit some of the most high-profile scholars from around the world to act as reviewers, including

- 32 reviews from Editorial Board members
- 11 reviews from Australian Editorial Advisors
- 6 reviews from International Advisors.

The Editorial Board will continue its ongoing conversation about striking the right balance of research and PPP papers responding to the diverse readership of the journal.

Innovations in manuscript publication

Implications statement

This year, a new feature was developed as part of the publication process to bring Australian Social Work in line with other scholarly journals. Articles must now include a brief implications statement summarising the paper's unique contribution and relevance.

The implications statement can be used to promote an article through social media. In consultation with the Editorial Board, the editorial team has developed guidelines for these statements, that will be part of the manuscript submission screen on the Manuscript Central website.

Social media strategy

The Editorial Board has recognised the importance of social media as a means of promoting the journal and the diversity of topics it covers each year.

This year, consultations began with the publishers, Routledge, Taylor and Francis about developing and implementing a social media strategy.

Publisher liaison and journal governance

Instructions to Authors, Guidelines for Guest Editors and Guidelines for Book Reviews were all updated this year in consultation with Routledge, Taylor and Francis. The publisher also attended the annual Editorial Board Meeting in January and presented a comprehensive overview of the journal's publication metrics. The Editor and the Chair of the Editorial Board also attended the annual publisher round table events in Sydney and Melbourne.

The journal continues to receive the valuable support of Liz Morrison as Publications Officer and Kerry Kustra as Copy Editor. The Editorial Board would also like to acknowledge the ongoing support of the publisher, Routledge, Taylor and Francis, and the AASW Board of Directors.

Special issues

- Norma Parker Online special issue to mark the AASW's 70th Anniversary, published as Issue S1 (Supplementary 1) 2017
- e-Professionalism and the Ethical Use of Technology in Social Work, Issue 2, April 2017. Guest editors, Donna McAuliffe and Sharlene Nipperess.

Award recipients

Norma Parker Award, Sponsored by Routledge, Taylor and Francis

Susan Heward-Belle (2016). The diverse fathering practices of men who perpetrate domestic violence. *Australian Social Work*, 69(3), 323-337.

Norm Smith Award, Sponsored by the AASW

Awarded jointly to Marty Grace and Peter Gill (2016). Client-centred case management: How much makes a difference to outcomes for homeless jobseekers? *Australian Social Work*, 69(1), 11-26, and to Kylie Agllias (2016). Disconnection and decision-making: Adult children explain their reasons for estranging from parents. *Australian Social Work*, 69(1), 92-104.

National Ethics Panel

As a profession, we are committed to high standards, ethical practice and protection of the public. The AASW's Ethics Complaints Management Process (ECMP) is one of our key self-regulatory functions to uphold these shared goals. The purpose of the ethics complaints process is primarily to protect those who use social work services from harm, and to address allegations of serious ethical misconduct.

During the year, Francesca Conway and Michael Salmon, both resigned their National Ethics Panel roles due to professional retirement. The Board thanks them for their contribution to upholding the integrity of the profession.

In 2016-17, the AASW undertook a review of its ECMP to ensure the processes remain in line with best industry practice in complaint management.

The past year has also provided further opportunity to strengthen the links between our ethics complaints process and code-regulation regimes, such as those implemented by the enforcing bodies of the National Code of Conduct. The National Code of Conduct sets minimum standards of conduct for anyone who provides a health service and

- Is not registered under the national registration and accreditation scheme
- Is a registered health practitioner who provides health services which are not related to their registration.

The AASW is engaging with National Code of Conduct enforcing bodies, and will continue to disseminate relevant information to members.

Unfortunately, examples of harm caused by social workers strengthen the case for registration of social work. A high proportion of enquiries received, regarding a potential complaint, were unable to proceed to become a complaint because the social worker was not a member of the AASW. With no recourse against social workers who are not members of the AASW, who may act unethically or cause harm to others, the public is at risk. While every effort is made by the AASW to implement self-regulation, it has not been possible to monitor the standards of practice of those working outside of this framework, and those who use the title 'social worker' without holding a professional social work qualification.

Overview of ethics complaint statistics for 2016-17

111 complaints and enquiries about the Ethics Complaint Management Process received

- 89 enquiries about the ECMP were received, of these
 - 40 complaint enquiries (37 per cent) could not be progressed due to the respondent not being an AASW member
 - 49 complaint enquiries (45 per cent) could not be progressed as they were not a proper use of the ECMP or did not demonstrate serious ethical misconduct.
- 13 formal complaints (14 per cent) were received, of those
 - one member withdrew their membership and the complaint was unable to proceed
 - one complaint was withdrawn
 - seven complaints were dismissed or unable to be progressed
 - four complaints were forwarded to the respective member to seek their response.
- Four hearings were conducted
- Four appeals were received
- One member is undertaking an ethics sanction.

The AASW remains committed to supporting the reparative, rehabilitative and professional development opportunities for social workers who have engaged in serious ethical misconduct, and any sanctions are always set with these opportunities in mind.

National Registration Taskforce

The National Registration Taskforce is working for the statutory regulation of social workers in Australia. The AASW believes that registration is necessary to protect the public to ensure that only suitably trained and qualified practitioners can call themselves social workers, and for social workers to practice in accordance with regulatory standards, so that clients receive high quality services and are protected from unethical practice.

The taskforce has been one of the longest serving groups in the AASW. It has faced several hurdles in its bid to secure registration for social workers, but has persevered by considering the feedback and adopting change.

There have been many achievements, as well as challenges for the taskforce over the past year. In July the Chair, Anita Phillips, was the keynote speaker at the AASW South Australia Joint Agency Social Work Symposium, Social Work Futures, held in Adelaide, where she presented a history of our journey to gain registration for social workers.

A recommendation from the symposium was that social workers in South Australia write to their local Member of Parliament, and request they ask the state Attorney General, The Hon. John Rau, to pass legislation to register social workers.

While in South Australia, Anita Phillips and South Australian Branch President, Dr Mary Hood met with the executive of the South Australian Department of Child Protection. This was another opportunity to advocate for registration in the state following the recommendations of the coronial inquest that investigated the death of Chloe Valentine.

In the meantime, the AASW, through the Registration Taskforce and the AASW Board with the support of the branches, will continue to strive for the proper statutory regulation of social workers.

Reconciliation Action Plan

This year, the AASW completed a review of the current Reconciliation Action Plan (RAP) and commenced the implementation of a new Reconciliation Action Plan 2017-19. The RAP embodies AASW's vision for reconciliation and details the actions that we commit to undertake over the coming years. The AASW's vision for reconciliation is one of increased understanding and appreciation across the Australian social work profession, of the histories and cultures of the First Australians. We envisage the development of meaningful relationships with Aboriginal and Torres Strait Islander peoples as colleagues, community members and people who use our services, founded on recognition and respect.

The new plan continues to build on work from our previous RAP. It has an increasing emphasis on building partnerships and working together to achieve real change in the areas of health and wellbeing, education, employment and child placement. Actions identified in the plan are based on the social work principles of recognition, respect, dignity and inclusion.

The AASW RAP 2017-19 is driven by four main goals

- Developing meaningful relationships built on trust
- Engendering respect and enhancing skills among social workers
- Creating opportunities
- Tracking our progress and reporting.

These goals embody the AASW's commitment to establishing and sustaining mutually respectful, inclusive and robust connections with Aboriginal and Torres Strait Islander peoples. For the AASW to participate in shaping a just and inclusive society, we need to demonstrate appreciation and respect for Indigenous ways of doing, being and believing as embodied in our First Nations' cultures, beliefs and relationship with the land. We recognise that we have much to learn from our First Nations' peoples and seek to join with them in shaping an Australian society that is truly just and inclusive.

Instrumental to achieving our goals is the RAP Working Group. The RAP Working Group was formed in 2016, and was tasked with developing and monitoring the implementation of the new plan. Members of the group included AASW members AJ Williams-Tchen, David Michie, Donna Broadhurst, Jennie Charlton, Pamela Trotman and representatives from the AASW, including Karen Healy (National President), Josephine Lee (Aboriginal and Torres Strait Islander Director), Cindy Smith (Acting CEO) and Sebastian Cordoba (Policy and Advocacy Officer). In the early stages, the group consulted with AASW members, asking them to share their experiences and thoughts on the previous plan,

including identifying possible future actions. The RAP was officially launched during the 2016 Annual General Meeting, which included a traditional Acknowledgement to Country conducted by Dr Noritta Morseu-Diop.

In March 2017, the Northern Territory Dust, Diversity and Dedication Conference, was held in Alice Springs with a strong emphasis on Indigenous presenters and aimed to foster engagement through Indigenous cultural opportunities.

In 2017, the working group convened to revise the RAP, to ensure it complied with Reconciliation Australia's latest requirements. This included a greater focus on accountability and clearer reporting guidelines. Working closely with Reconciliation Australia, the revised version of the RAP was completed in June 2017. The RAP was distributed to key staff, who have begun implementing the recommended actions. In the next financial year, the RAP Working Group will actively monitor the implementation of RAP actions, which will include regular progress reports to members.

The RAP is a key strategic document for the AASW and through our commitment to reconciliation we move forward together in the spirit of reconciliation and solidarity, for a more just Australia.



National Research Committee

The National Research Committee (NRC) is committed to promoting and encouraging social workers' involvement in research, and continually assesses applications from researchers wanting to promote their research to members. The committee ensures that an acceptable standard of research design is met and that research has appropriate ethics consent. Approved research is promoted in the e-Bulletin and on the AASW website.

In 2016-17, eleven applications to advertise research to AASW members were approved by the committee.

The committee values feedback from researchers, and actively uses the feedback to improve the review and advertisement of social work research. For this reason, the committee developed an online feedback survey, which was sent to 19 approved applicants from 2015–16. The data will be used for internal quality assurance purposes.

Practitioner Research Grants

Practitioner based research provides an important contribution to the evidence and knowledge base of social work. The AASW is committed to promoting a culture of research within the profession; positioning the AASW as an important stakeholder in research and contributing to the development of the evidence base for social work practice and policy.

The Practitioner Research Grants are available to provide financial support to meet the costs of conducting the research including, but not limited to, staffing, travel, library services, recording equipment, software and administrative support.

In 2016-17, the committee has reviewed and improved several administrative processes. The Practitioner Research Grants will be re-launched in 2017-18.

Pathways into research

The committee has completed a new learning module, Pathways into Research, which will be uploaded onto the research section of the AASW Social Work Online Training (SWOT) platform. The module involves presentations from several NRC members. The content for the module was initially trialled at the National Symposium 2015, with feedback from symposium delegates used to refine module content.

Quality assurance guidelines for branches

The NRC is finalising Quality Assurance Guidelines, which provide direction for branches liaising with members and other key stakeholders, relating to research enquiries. These guidelines provide direction, for example, on determining which activities constitute 'research', and areas where the NRC can offer guidance.

Committee matters

The NRC welcomed three new members, Dr Sue Gilleatt, Dr Gregory Armstrong and Dr Elizabeth Hemphill. Unfortunately, Dr Sue King and Dr Angela Fielding resigned from the committee in 2016-17, in conjunction with retiring from work. We thank both members for their significant contributions to the committee and wish them all the best for their future endeavours.

Membership

The core function of the Membership Committee is to provide leadership and strategic focus for the development of membership, recruitment and retention strategies on behalf of the Association.

The objectives and strategies of the committee are to

- Design policies and strategies for membership recruitment and retention
- Research factors which impact on membership recruitment and retention and develop recommendations
- Work in partnership with branches, other relevant committees and staff of the Association, regarding AASW membership recruitment and retention strategies
- Assist with national communications about membership matters so that members in all branches can be consulted and apprised of developments.

Membership developments

During the financial year, specific areas focussed on include

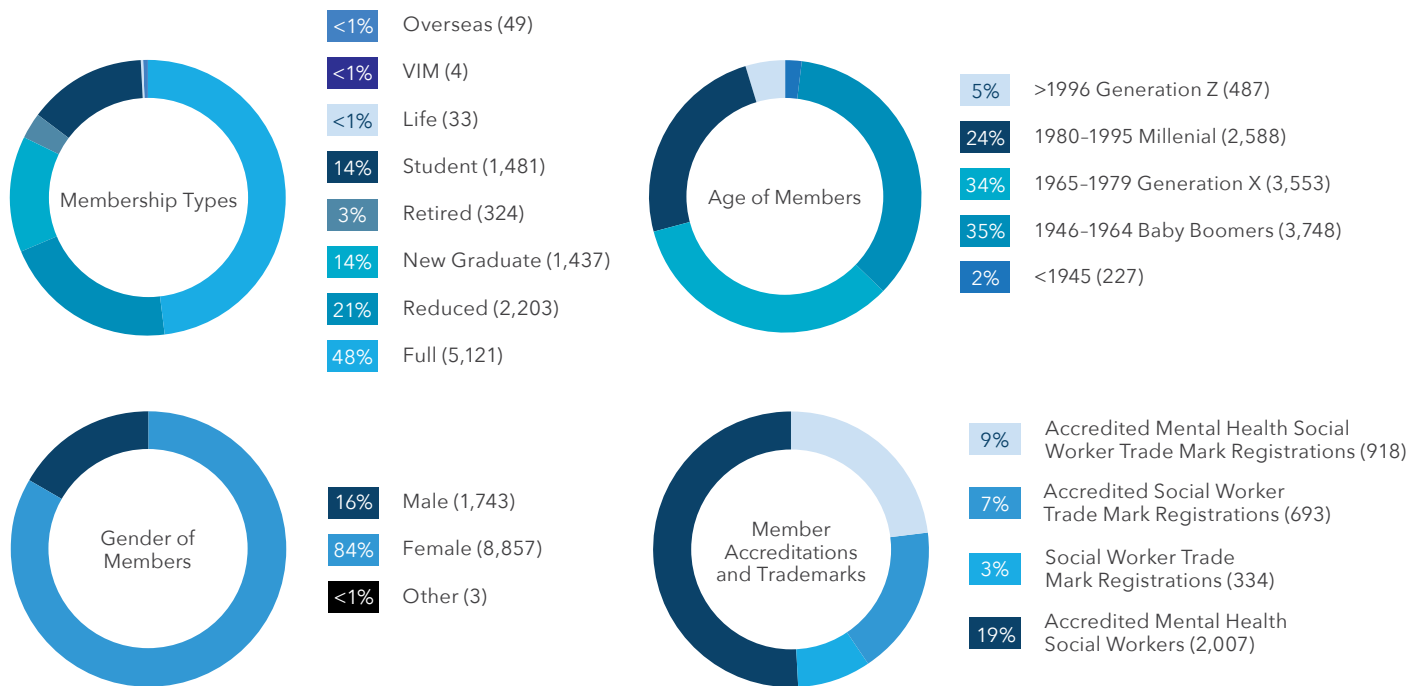
- In July 2016, 43 new members had joined as a result of the 'refer a friend' recruitment campaign
- A 70th anniversary lapel pin was produced and distributed to all branches and was also provided to members along with member cards in 2016
- AASW achieved a milestone of 2,000 Accredited Mental Health Social Workers in June 2017
- From the 1 April, Accredited Mental Health Social Workers were able to provide mental health supports through private health insurers, Teachers Health, UniHealth and Nurses and Midwives Health. This is a strong development that recognises the important contribution of social workers to the field, who historically have not been able to provide services through private health insurers.

Percentage of members with additional memberships

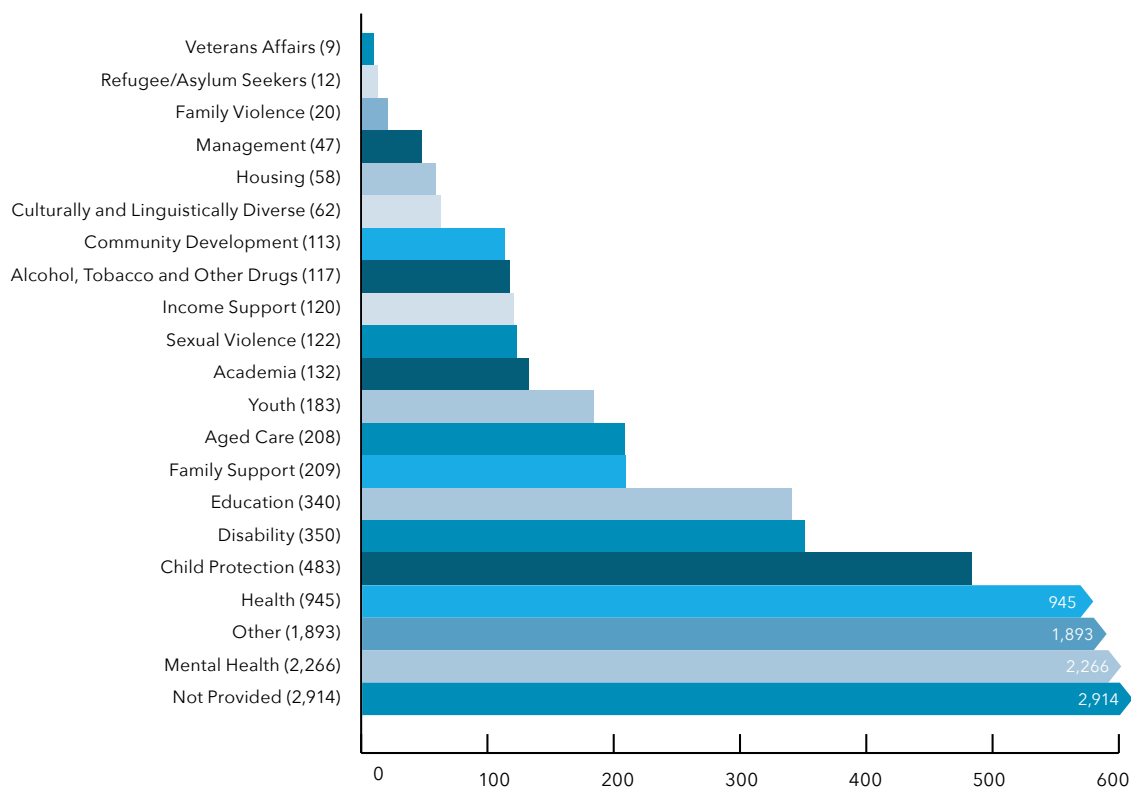
Accredited Mental Health Social Workers	20.05%
College members	2.87%
Trademark registrations	Social Worker – 3.18% Accredited Social Worker – 6.57% Accredited Mental Health Social Worker – 8.86%

Member numbers as at 30 June from 2011

30 June 2011	6,518
30 June 2012	6,821
30 June 2013	7,310
30 June 2014	7,854
30 June 2015	8,820
30 June 2016	9,891
30 June 2017	10,603



Primary Field of Practice (main area in which member's practice)



Social Policy and Advocacy

In the last year, the AASW continued to strongly and passionately advocate for key social issues and the profession itself. Due to the increase in member numbers and significant support from the membership, the Social Policy and Advocacy portfolio continues to further establish the status of the profession at a policy level.

As evidenced by the numerous occasions when the AASW has been invited to give evidence, or when our work was cited in parliamentary reports, social workers are being recognised as experts in psychosocial issues. In particular, social workers are appreciated for their ability to understand the personal and social impacts of large scale policy reforms.

In line with the 2014-17 Strategic Plan, the main goal has continued 'to be a strong voice for social justice, relevant and engaged with stakeholders' with a view to 'providing independent, articulate, highly visible advocacy on social policy issues'. We are driven by member surveys, that identify the key issues members would like the AASW to focus on. The main objective of our work in this space has been to initiate and be part of social policy change in Australian society, in line with the human rights and social justice values of the social work profession, as detailed in the AASW's Code of Ethics. To achieve this, the AASW continues to provide an important voice on key social issues, and in so doing, has contributed to the broader community voice for change in society.

This year, our policy and advocacy work consisted of numerous activities to achieve our strategic objectives including policy submissions, industry engagement, direct advocacy to government, direct action and media and social media actions. The AASW has been advocating across a number of areas including asylum seekers and refugees, children in detention, immigration and border protection, aged care and elder abuse, family violence, the National Disability Insurance Scheme, institutional sexual abuse of children, child protection, out-of-home care, veterans affairs, income support for students and unemployed people, cutbacks to health and welfare programs, Medicare rebate freeze and pay inequality, mental health, disadvantage and discrimination in Indigenous communities, homelessness, marriage equality and human services reform in Australia.

The Association lodged 29 submissions to senate, parliamentary and departmental inquiries (state and federal), with the clear majority being cited in the final reports as expert testimony. Submissions were on a wide range of issues, including mental health, aged care, disability, family violence, health, welfare reform, asylum seekers, student supports and racial discrimination. The AASW has also presented oral evidence to parliamentary inquiries on seven occasions, in relation to our submissions on family violence, welfare reform and adoption.

The AASW continued to build its reputation in the industry by fostering relationships with key associations and groups, including the Australian Council of Social Service, National Aged Care Alliance and Allied Health Professions Australia. We continue to work together on shared points of interest to more strongly advocate to government. Moving forward this is a key area of interest, as many professional associations are facing similar issues in the constantly changing landscape and the unintended consequences of sector reform, for example consumer directed care.

This year, we looked beyond our borders at the role of the AASW at an international level. Through our work in this space, the AASW was invited to attend Social Work Day at the United Nations. Every year, in coordination with the International Federation of Social Workers and the International Association of Schools of Social Work, the United Nations (UN) hosts a day-long event to recognise and celebrate the contribution of social workers. The day proved to be an inspiring opportunity to build professional networks and better align our advocacy work to that of the UN, and fellow associations from all over the world. The AASW took the opportunity to personally deliver a letter to the UN's Human Rights Council in New York stating our opposition to Australia's nomination, given this government's human rights record.

There have also been numerous letters to ministers and government departments advocating on social and professional issues. Our advocacy in this area has focused on several subjects, including the roll out of large policy reform, including Primary Health Networks, National Disability Insurance Scheme and Aged Care. We highlighted the impacts that these changes are having on individuals and families, and also the capacity of social workers to provide supports. We have increased our direct action, attending several marches and protests throughout the year.

The AASW continues to significantly expand its social media presence, with more than 12,000 followers on Facebook and 1,500 on Twitter, with an average monthly reach of 13,000 people. These have become Australia's largest social work related social media platforms. We continue to use social media in our advocacy efforts, raising awareness about key issues and the AASW's position.

Social media has provided an incredible opportunity to deliver daily commentary on key social issues and in the process, foster a greater sense of professional community.

In the coming year, we will continue advocating for the rights of individuals, groups and communities and the profession itself. In the current political climate, we look forward to continuing to work with members, in our shared commitment to advocate for a more inclusive and socially just Australia.



Staff member, Dr Sebastian Cordoba, was Australia's delegate at the United Nation's Social Work Day in New York in April.

Education and Knowledge Development

Knowledge development

The focus of the knowledge development area, has been to continue to grow the breadth and depth of Continuing Professional Development (CPD) offerings. Branches have contributed to the development of engaging face-to-face content based on feedback from members, and national and state surveys. A total of 5,128 attendees participated in over 200 events this past year.

Member feedback on CPD content has strongly influenced the planning and development of future offerings. The following content has been sought based on identified need, and will be launched in 2017-18

- How to engage in the therapeutic interventions, specifically the suite identified as Focused Psychological Strategies
 - Psychoeducation
 - Cognitive behavioral therapy
 - Interpersonal therapy
 - Narrative therapy
 - Relaxation strategies
 - Skills training.
- Trauma informed care
- Supervision transition from practice to becoming a supervisor
- Transition into leadership
- Working with Aboriginal and Torres Strait Islanders to understand the National Disability Insurance Scheme (NDIS)
- Understanding funded supports under the NDIS
- Becoming a registered NDIS provider
- Starting work in NDIS.

The user experience and accessibility to the AASW's online learning platform Social Work Online Training (SWOT), has seen improvements to the infrastructure platform, to ensure consistent service to users.

Most popular free access content accessed on SWOT includes

- Working with sexual abuse
- Transition into first social work role
- Female genital cutting.

Most popular paid content includes

- Mental health and substance abuse
- Learning about theory and developing skills for practice
- Transition to leadership.

SWOT has been accessed for training purposes on more than 1,171 occasions and our networking groups continue to have ongoing discussions relevant to their fields of practice.

CPD endorsements

It was another productive year of professional development endorsement applications. Each year, external providers seek endorsement to recognise, promote and confirm relevance of content to the social work audience. This year, 88 providers requested endorsement for over 820 events.

Professional Standards

Ethics and practice standards consultations

The AASW Ethics and Practice Standards Consultation Service is a free service for members to discuss and process ethical dilemmas and ethical practice issues. One of the primary objectives of the AASW, is to ensure that social workers are equipped with the skills, knowledge and reflective resources to ensure high standards of practice and prevent ethical misconduct and harm to the public.

The service has also developed a range of ethics and practice guidelines and resources for social workers that address common issues arising in consultations. The guidelines currently include information and guidance on the following topics

- Mandatory reporting
- Writing court reports
- Consent and working with children
- Case note recording
- 'You've Been Served' – Responding to a subpoena
- International ethics – Australian social workers overseas
- Supporting ethical practice in the workplace
- Professional boundaries and dual relationships
- Information management
- Conflicts of interest
- Social media, information and communication technologies.

In 2016-17, the service provided 888 consultations to members and relevant others. This represents a 29 per cent increase.

Mental Health

The Mental Health team provide several services to members, including

- Promoting Continuing Professional Development (CPD)
- Supporting members to meet CPD requirements through facilitating the annual CPD audit and working with members to ensure requirements are met
- Promoting the Collective Trade Mark

- Disseminating a monthly Mental Health e-newsletter, which shares news, activities, opportunities and issues relating to social work, mental health, Medicare, Primary Health Networks, Department of Veteran Affairs, CPD and more.

Accredited Mental Health Social Worker (AMHSW) program

The AASW continued its role as the national assessing authority on behalf of the Federal Government and Medicare Australia for the Accreditation of Mental Health Social Worker (AMHSW) status.

In 2016-17, the AASW received and assessed 207 new applications for AMHSW status, an average of 17.25 per month. At 30 June, there were 1,991 Accredited Mental Health Social Workers, which represents a 7.24 per cent increase from last year.

Collective Trade Marks

As part of the AASW's goal to strengthen the regulation of the social work profession in Australia, a legally protected Collective Trade Mark is available for use by eligible accredited AASW members. The Collective Trade Mark helps to improve public safety and protection and offers a new approach to credentialing professional social workers, as well as a form of title protection for accredited social workers.

Trade Mark registrations during 2016-17, were 1,768 members, an increase of 322 people on the previous year.

Continuing Professional Development (CPD)

Continuing Professional Development (CPD) is the process through which qualified AASW members maintain, improve and broaden their skills, knowledge and expertise, and develop the qualities required for professional practice. CPD is an ongoing process throughout a career informed by the changing practice environment, professional domains, new information and community need. In line with requirements for maintaining AMHSW status, the AASW undertakes an annual audit of members CPD.

International Qualifications Assessment program (IQA)

The AASW continued its role as the national assessing authority for the assessment of academic social work qualifications and post qualifying skilled employment for migration and employment purposes in Australia. The AASW assesses the level at which an applicant's international social work qualifications are comparable to an AASW accredited social work qualification.

Following a review in July 2016 of the Department of Immigration and Border Protection (DIBP), Skilled Occupation List (SOL) and Consolidated Sponsored Occupations List (CSOL), the professional occupation of social work remains as a nominated occupation for overseas qualified social workers and overseas students studying social work in Australia seeking permanent and temporary skilled migration to Australia. In line with this, the IQA program continues to grow.

Applications

International social work qualifications and Australian AASW accredited social work qualifications

During 2016-17, 489 applications were received. Of these, 189 were for the assessment of international social work qualifications for migration and/or AASW membership eligibility for employment purposes; 169 were received for the assessment of AASW Australian accredited social work qualifications for migration.

Of the above applications, 432 were completed, which is an increase on the previous year.

Skilled employment

Of the 79 assessments for skilled employment and doctorate applications, 77 were related to Skilled Employment Assessment applications. Demand for this service continued to grow with many applicants requiring having their skilled employment assessed as part of their migration application to DIBP. This is an indication that more experienced social workers are needing to have their post qualifying employment as a social worker assessed to be able to live and work in Australia.

Mutual Recognition Agreement (MRA)

Recognising that the standards for AASW accredited qualifications and New Zealand Social Work Registration Board (NZSWRB) registrations are sufficiently equivalent to enable a mutual recognition of social workers to be achieved, is an important partnership for the AASW to foster and has existed since 2014.

This continues to be a service that has grown this year, with 31 New Zealand qualified social workers assessed under the MRA. The MRA is due to be renegotiated in June 2018, and will be open for further revision.

Applicant countries

The majority of applicants through the IQA program continued to be from the UK (most commonly England), Ireland, USA, New Zealand, India and South Africa.

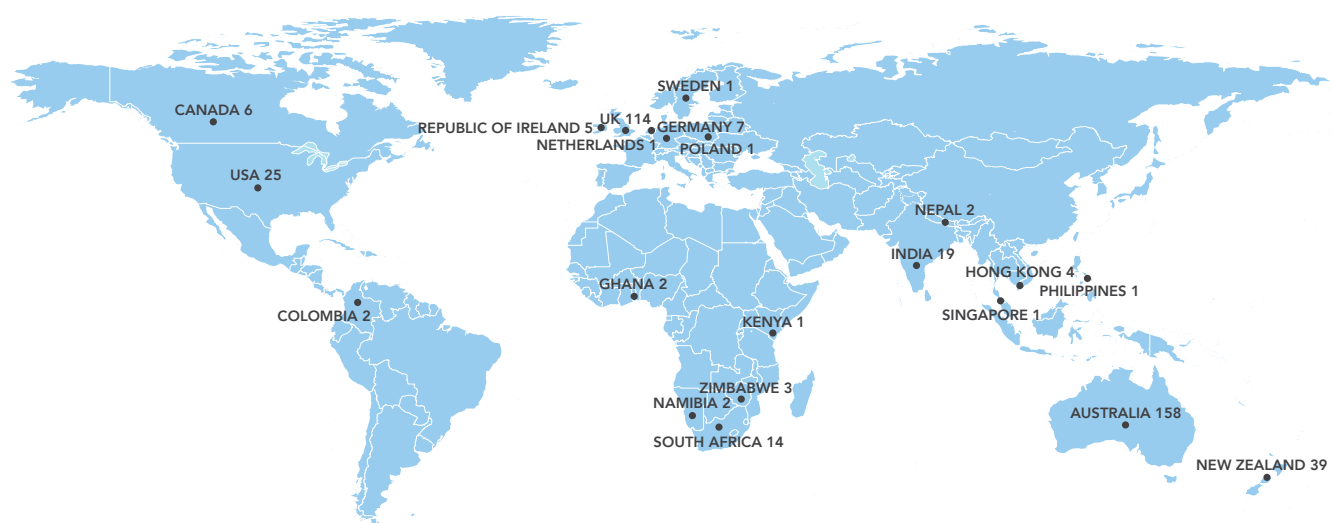
International students graduating from AASW accredited social work program living in Australia seeking permanent and temporary skilled migration to Australia were also a significant part of the overall IQA program.

Breakdown of IQA applications received and completed

Application type	Received	Completed
International qualifications assessment for migration and/or employment purposes	189	194
Assessment for Skilled Employment and PHD	79	55
Assessment of AASW qualifications for migration (including TGV)	169	138
MRA assessment for migration and/or employment purposes	31	16
Withdrawn	2	8
Renewal for migration purposes	19	21
Total	489	432

A summary of the countries from which applicants were from is displayed in the map below.

Country of applicant for the period 2016-17



English Language Policy

The AASW English Language Policy is a significant aspect of the IQA program which all applicants must meet as part of the assessment of overseas qualified social workers for migration and employment purposes, and for overseas students studying social work in Australia seeking permanent skilled migration to Australia. The policy was reviewed and strengthened in April 2015. The purpose of the English Language Policy is to ensure safe social work practice in Australia.

The program has achieved the following

- The AASW is currently appointed as the Social Worker Industry Advisor to the Victorian Department of Economic Development, Jobs, Transport and Resources to make recommendations regarding the employability of people wanting to migrate to Australia and gain employment in Victoria as a professional social worker through the State Nomination Visa process. This is an honorary responsibility that AASW performs in their professional organisational role to develop its professional contact, rapport and advocacy with employers of social workers especially in specific areas such as child protection, justice, health and education and the recruitment of international trained social workers
- The AASW has been an authorised Assessing Authority by the Commonwealth Government since 1998, when the Government devolved assessment of international qualifications to the AASW. This is overseen by the Department of Education and Training (DET). In 2015, DET established new guidelines and contracts for skilled migration assessing authorities to implement new guidelines. A forum is held annually for Assessing Authorities to meet and discuss common issues, and to be informed of new developments.

AASW members,
Lorraine Xavier-Ambrosius
and Olga Gountras celebrating
World Social Work Day.



Directors' Report

Your Directors present this report on the Company for the financial year ended 30 June 2017.

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 the 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 four key objectives in order to deliver on its purpose:

- 1.) To be innovators in knowledge, skills and actions for social workers
- 2.) To be a strong voice for social justice, relevant and engaged with stakeholders
- 3.) To provide responsible governance and management of the Association, in partnership with its branches and National Committees
- 4.) To build a strong sustainable membership and equity base.

Strategies pursued by the Association to deliver on those 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 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 collective trademarks 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
- Development of 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.

Further details on the Association's activities during the financial year are outlined in the National President's report and the Chief Executive Officer's review, which can be found in the Annual Report.

Management and Oversight of the Company

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 monthly reporting to the Board via the Finance, Audit, Compliance and Risk Committee of the Board. Operational performance is similarly reported to the Board by the CEO on a monthly basis.

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 the risk.

Directors, Chief Executive Officer and Company Secretary in Office

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

Name	Responsibilities	Date Appointed	Date Retired
Karen Elizabeth Healy	National President	01/11/2011	In office
Christine Helen Craik	National Vice President	01/11/2011	In office
Marie-Claire Cheron-Sauer	National Vice President	01/11/2016	In office
Maria Alice Merle	National Director	01/11/2011	In office
Anita Frances Phillips	National Director	01/11/2012	In office
Brenda Elizabeth Clare	National Director	01/11/2012	In office
Barbara Elizabeth Moerd	National Director	01/11/2012	In office
Josephine Maria Lee	National Director (ATSI)	01/11/2013	Resigned 30/06/2017
David Bruce Gould	National Director	01/11/2015	In office
Linda Ford	Alternate Director	11/05/2017	In office
Cindy Maree Smith	Chief Executive Officer	09/08/2017	In office
Helen May Hopper	Company Secretary	19/05/2008	18/09/2017
Geoffrey Donald Bennett	Company Secretary	18/09/2017	In office

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:

Name	Number of Meetings Eligible to Attend	Number of Meetings Attended
Karen Elizabeth Healy	13	13
Christine Helen Craik	13	13
Maria Alice Merle	13	13
Anita Frances Phillips	13	12
Brenda Elizabeth Clare	13	13
Barbara Elizabeth Moerd	13	11
Josephine Maria Lee	13	9
David Bruce Gould	13	12
Marie-Claire Cheron-Sauer	8	7
Linda Ford	3	3

Information on current Directors, Chief Executive Officer and Company Secretary



Karen Healy AM

National President (01/11/2011 – current)

Karen Healy graduated from the University of Queensland in 1986 with first class honours in social work. She achieved a PhD in Social Work and social policy also at the University of Queensland. Over three decades she has worked in professional social work or academic posts in four states of Australia and in a variety of fields including child protection, community work and health services. She is currently Professor of Social Work at the University of Queensland, National Director of The Benevolent Society and Graduate member of the Australian Institute of Company Directors. In 2016, Karen was appointed as a Member of the Order of Australia for her significant service to community welfare in the field of social work, particularly child protection, and to higher education and research.



Christine Craik

National Vice President (01/11/2011 – current)

Christine has worked as a social worker in family support, housing, community health and hospitals with a focus on domestic violence, sexual abuse and refugees for almost three decades. Christine holds a Master's Degree in Social Policy and Management and is currently completing her PhD in the area of domestic and family violence. Christine has been National Vice President of the AASW since 2011 and is currently Chair of the Finance, Audit, Compliance and Risk Committee. She has chaired many committees, including the Governance review of 2015-16. Christine currently lectures full time in the undergraduate and post graduate Social Work Degrees at RMIT University, is an active member of many community groups, including Chair of Project Respect, working with women trafficked into the sex industry.



Marie-Claire
Cheron-Sauer

National Vice President (01/11/2016 – current)

Marie-Claire is a social work graduate from UNSW Sydney and a senior leader, with extensive experience in clinical, policy, research and management skills in health and human services. She is an accredited mental health social worker and has her own consultancy practice, SummitVision Consulting, where she provides clinical and management consulting services to health and human service organisations. She is a senior associate at the Gendered Violence Research Network at UNSW Sydney. Marie-Claire is a national Board Director and Chair of the strategy committee of Melanoma Patients Australia. She has previously served the AASW as Board Director and National Vice-President (2008 – 2011), Chair of the Australian Education and Accreditation Standards (2010-2012), Chair, National Social Policy Committee (2005 – 2008) and Board representative of the Steering Committee for the Australian College of Social Work (2011). Marie-Claire is a 2012 Churchill Fellow, she is also a graduate member of the Australian Institute of Company Directors, an Associate Fellow of the Institute of Managers and Leaders and a 2014 graduate of Social Leadership Australia. She is currently a doctoral candidate at UNSW Sydney where she is investigating university responses to student disclosures of sexual assault.



Maria Merle

Director (01/11/2011 – current)

Maria has 17 years' experience as a social worker. She has worked in mental health, family and children services, aged care, domestic violence and as a sessional lecturer and tutor. She currently works as an Employee Assistance Counsellor and as a consultant social worker and supervisor. Maria chaired the AASW's National Symposium Committee in 2015 and also Chair of the Membership Committee. She has been a Director since 2011.



Anita Phillips

Director (01/11/2012 – current)

Since graduating from the University of Melbourne 40 years ago, Anita has utilised her social work knowledge and skills in regional northern Queensland, the Hunter region and in metropolitan Sydney, Melbourne and Canberra, with federal, state, local and non-government agencies. She has completed a Master of Public Administration, a postgraduate Diploma in Legal Studies and is a graduate member of the Australian Institute of Company Directors. Anita is currently engaged as sessional university lecturer in the Australian Capital Territory and Queensland, and as a public policy consultant. She has been a Director of AASW since 2012.



Brenda Clare

Director (01/11/2012 – current)

More than 40 years' experience as a social worker, specialising in child protection and out-of-home care, in England and Western Australia. Taught on the University of Western Australia Social Work Course for ten years and is now an Honorary Research Fellow at UWA. Brenda is a private consultant in training, research and supervision services.



Barbara Moerd

Director (01/11/2012 – current)

Barbara has a Bachelor of Social Work from the University of Tasmania (UTas) and post graduate training in mental health under the relevant legislation in the United Kingdom. She has international experience as a social worker in child protection and mental health and has practiced in acute hospital social work in Tasmania. Former Discipline Lead of Social Work for the Tasmanian Health Service (THS) she is currently Acting Director of Allied Health for the THS (south). Barbara is alumni of the Mt Sinai Leadership Enhancement Program, a Graduate Member of the Australian Institute of Company Directors and currently completing a Masters Degree in Business at UTas. Barbara is a member of the AASW Finance, Audit, Compliance and Risk Committee.



Josephine Lee

Director (Aboriginal and Torres Strait Islander) (01/11/2013 – 30/06/2017)

Nearly 30 years experience as a social worker with a breadth of experience in Aboriginal emotional and social wellbeing, family and relationship counselling, group work, community development and program development – in Aboriginal communities and CALD communities. Has a particular focus on anti-oppressive and anti-racist practice, therapeutic and relationship-based practice, creative and hope-focused practice. Currently a Senior School Counsellor with the Department of Education in Darwin.



David Gould

Director (01/11/2015 – current)

David practiced as a hospital social worker on acute medical wards at the Royal Hobart Hospital and is currently working in palliative care. David is now studying a Graduate Diploma in Palliative Care in Aged Care at Flinders University. He is a member of Services for Australian Rural and Remote Allied Health (SARRAH) and the international Social Work and Palliative Care Hospice Network. He is also a social work representative on the Tasmanian Allied Health Network.



Linda Ford

Alternate Director (11/05/2017 – current)

Linda Ford is an Aboriginal woman from North West Queensland with 22 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 area of social work. Following a stint as Director of Social Work for Queensland Health, Linda returned to Child Protection as Manager of the Mount Isa and Gulf Child Safety Service Centre, where she is currently employed. From time to time, Linda has been guest lecturer and adjunct lecturer for James Cook University in North Queensland in the areas of social work theory and ethical practice. Linda is committed to the profession of social work and prior to becoming a National Board member, Linda was past President of the AASW North Queensland Branch. Linda becomes a full Director of the Board on 1 November 2017.



Cindy Smith

Chief Executive Officer (09/08/2017 – current)

Over 15 years experience as a social worker. Held a range of positions including housing worker, generalist counsellor in community health, team leader for a community service organisation in out of home care, program manager of a counselling team, branch manager and general manager of a Child, Youth and Family Directorate in community health. Graduate of the Australian Institute of Company Directors, Fellow of the Australasian College of Health Services Management and an Accredited Mental Health Social Worker.



Helen Hopper

Company Secretary (19/05/2008 – 18/09/2017)

Helen has 39 years working in the social welfare field and for the last 22 years as a social worker. She has worked in the areas of disability and aged care and child protection. Worked in rural New South Wales as well as the city metropolitan area of Canberra. Retired from the ACT Government in December 2016 and has been Sessional lecturer the Australian Catholic University, Canberra Campus. Holds a BA (Soc. Welfare) a BSW and a MPA. Is a Graduate member of the Australian Institute of Company Directors and recently successfully completed 'Mastering the Boardroom'. Helen retired as Company Secretary on 18 September 2017.



Geoff Bennett

Company Secretary (18/09/2017 – current)

Geoff joined the Association in September 2017 after 38 years with National Australia Bank. During his career with NAB, Geoff held senior roles in Enterprise Risk, Wholesale Banking, nabCapital, Finance, Strategy and Planning and Treasury. Whilst at NAB, Geoff held Directorships with three of the Bank's subsidiaries (including Chairman of Ausmaq Limited) and is a past Director of Cash Services Australia Limited. Geoff holds an undergraduate degree in business from the University of Southern Queensland and an MBA from the University of Melbourne. He is a Certified Practicing Accountant (Fellow), an Associate of the Governance Institute of Australia, a Senior Fellow of the Financial Services Institute of Australia and a Graduate of the Australian Institute of Company Directors.

Members' Liability

The liability of members is limited where every member undertakes to contribute an amount not exceeding \$50 in the event of the Company being wound up while the person is a member, if required for payment of the debts and liabilities; payment of the costs of winding up; and such other amounts as may be required. This amount applies for all classes of membership. The total amount of members' guarantee at 30 June 2017 was \$530,150 from 10,603 members (2016: 10,279 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 Board President, Board Vice Presidents, Board Directors, Company Secretary, Journal Board Chair, Journal Editor, Journal Review Editor, Journal Associate Editor, Ethics Panel Chair and Branch Presidents. (From September 2017, the position of Company Secretary is no longer eligible for an honorarium payment).

The total amount of honorariums paid by the Company for the year ended 30 June 2017 is set out in Note 18 of the Accounts.

In accordance with the Company's Constitution, approval of the total annual figure for the remuneration of the Directors will be sought from members, at the Annual General Meeting of the Company. Such remuneration will be in the form of honorarium payments.

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 Notes 18 and 19 of the Notes to and forming part of the Accounts (including Honorariums referred to above).
Indemnification of Auditors 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, with the premium for the whole policy being \$87,010 for 12 months to 30 June 2017 (\$92,803 for 12 months to 30 June 2016). No indemnity insurance has been provided for auditors.
Trading Results	The profit after taxation for the year ended 30 June 2017 was \$277,897 (2016: profit of \$549,868).
Dividends	The Company is prohibited from paying dividends by its Constitution.
Significant Events after end of Financial Year	No matters of significance have arisen since the end of the financial year which 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.
Auditor's Independence Declaration	The auditor's independence declaration for the year ended 30 June 2017 has been received and can be found immediately following the Directors' Report.

Signed in accordance with a resolution of the Board of Directors



Karen Healy
National President



Christine Craik
Chair – Finance, Audit, Compliance and Risk Committee
National Vice President

Dated this 26th day of October 2017

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 2017 there have been no contraventions of:

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

Ian Hollow
Director
Synergy Group Audit Pty Limited

Signed at Canberra on the 23rd day of October 2017

▼ SYNERGY GROUP AUDIT PTY LTD

▲ (02) 6260 7477 ■ synergygroup.net.au ► ABN 45 104 227 063 ▢ Authorised Audit Company No. 301280
▶ PO Box 4789 Kingston ACT 2600 ▢ Ground Floor, 15 National Circuit, Barton ACT 2600

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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 2017 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



Karen Healy
National President



Christine Craik
Chair – Finance, Audit, Compliance and Risk Committee
National Vice President

Dated this 26th day of October 2017.

Independent Auditor's Report



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF AUSTRALIA ASSOCIATION OF SOCIAL WORKERS LIMITED

(ABN 93 008 576 010)

Report on the Audit of the Financial Report

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 2017, the statement of comprehensive income, the statement of changes in equity and the cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration for the Australian Association of Social Workers Limited.

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 2017 and of its financial performance for the year then ended; and
- ii. complying with Australian Accounting Standards 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.

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of the Australian Association of Social Workers Limited on 23 October 2017, would be in the same terms if provided to the directors as at the date of this auditor's report.

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

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 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.

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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.

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_responsibilities/ar4.pdf. This description forms part of our auditor's report.

Ian Hollow
Director
Synergy Group Audit Pty Limited

Signed at Canberra on the 26th day of October 2017

Statement of Financial Position as at 30 June 2017

	Note	2017 \$	2016 \$
CURRENT ASSETS			
Cash and cash equivalents	4	5,253,861	4,777,329
Trade and other receivables	6	114,507	25,349
Other current assets	7	199,406	114,484
Other financial assets	9	3,000	3,000
TOTAL CURRENT ASSETS		5,570,774	4,920,162
NON-CURRENT ASSETS			
Property, plant and equipment	8	139,836	78,377
Other financial assets	9	150,781	132,785
TOTAL NON-CURRENT ASSETS		290,617	211,162
TOTAL ASSETS		5,861,391	5,131,324
CURRENT LIABILITIES			
Trade and other payables	10	1,099,736	1,065,221
Borrowings	11	6,642	25,020
Unearned revenue	12	2,332,004	1,957,939
Other liabilities	14	294,978	253,309
TOTAL CURRENT LIABILITIES		3,733,360	3,301,489
NON-CURRENT LIABILITIES			
Provisions	13	48,941	22,000
Borrowings	11	–	6,642
TOTAL NON-CURRENT LIABILITIES		48,941	28,642
TOTAL LIABILITIES		3,782,301	3,330,131
NET ASSETS		2,079,090	1,801,193
EQUITY			
Accumulated funds		2,079,090	1,801,193
TOTAL EQUITY		2,079,090	1,801,193

The accompanying notes form part of these financial statements.

Statement of Comprehensive Income for the year ended 30 June 2017

	Note	2017 \$	2016 \$
Revenue and other income	2	5,240,120	4,914,282
Employee benefits expense		(2,645,800)	(2,360,450)
Occupancy costs		(254,849)	(274,076)
Other administrative costs		(2,011,042)	(1,683,044)
Depreciation and amortisation	3	(50,532)	(46,843)
Profit (loss) before income tax		277,897	549,868
Income tax expense	5	–	–
Profit (loss) for the year		277,897	549,868
Total comprehensive income for the year		277,897	549,868
Profit (Loss) attributable to members		277,897	549,868
Total comprehensive attributable to members		277,897	549,868

The accompanying notes form part of these financial statements.

Statement of Cash Flows for the year ended 30 June 2017

	Note	2017 \$	2016 \$
OPERATING ACTIVITIES			
Receipts from government, members and customers		6,094,162	5,231,485
Interest received		31,245	87,743
Payments to suppliers and employees		(5,520,834)	(4,866,267)
Net cash generated (used)	21	604,573	452,961
INVESTING ACTIVITIES			
Payments for acquisition of plant and equipment		(92,048)	(36,147)
Proceeds from sale of marketable securities		19,722	29,199
Payments for acquisition of marketable securities		(30,695)	(28,362)
Net cash generated (used) by investing activities		(103,021)	(35,310)
FINANCING ACTIVITIES			
Payments for reduction of finance lease liability		(25,020)	(22,714)
Net cash generated (used) by financing activities		(25,020)	(22,714)
Net movement in cash and cash equivalents		476,532	394,937
Cash and cash equivalents at beginning of year		4,777,329	4,382,392
Cash and cash equivalents at end of year	4	5,253,861	4,777,329

The accompanying notes form part of these financial statements.

Statement of Changes in Equity for the year ended 30 June 2017

	Accumulated Funds \$	Total \$
Balance at 1 July 2015	1,251,325	1,251,325
Net profit for the year	549,868	549,868
Balance at 30 June 2016	1,801,193	1,801,193
Net profit for the year	277,897	277,897
Balance at 30 June 2017	2,079,090	2,079,090

Notes to the 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:

Class of fixed assets	Depreciation rates
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 balance sheet are 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 income statement.

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 2017.

1 (I) Financial Instruments

Initial recognition

Financial instruments are initially measured at fair value on trade date, which includes transaction costs, when the related contractual rights or obligations exist. Subsequent to initial recognition these instruments are measured as set out below.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are stated at amortised cost using the effective interest rate method.

Held-to-maturity investments

These investments have fixed maturities, and it is the company's intention to hold these investments to maturity. Any held-to-maturity investments held by the Company are stated at amortised cost using the effective interest rate method.

Available-for-sale financial assets

Available-for-sale financial assets are reflected at fair value. Unrealised gains and losses arising from changes in fair value are taken directly to equity (available-for-sale revaluation reserve) until the investment is disposed of or is determined to be impaired, at which time the cumulative gain or loss previously recognised in the available-for-sale revaluation reserve is included in profit or loss for the period.

Financial liabilities

The Company does not hold any financial liabilities at fair value through profit or loss.

Other financial liabilities are recognised at amortised cost using the effective interest rate method, comprising original debt less principal payments and amortisation.

Note 2: Revenue and Other Income

	2017 \$	2016 \$
Revenue		
<i>Revenue from government grants</i>		
Government grants	–	5,000
<i>Other Revenue</i>		
Interest	90,742	87,743
	90,742	87,743
Total Revenue	90,742	92,743
Other Income		
Sale of goods:		
Advertising revenue	38,213	26,257
Services rendered:		
Membership fees	4,003,311	3,891,217
Conference income	117,043	94,032
Education	191,022	197,145
Royalty income	50,451	55,623
Horizon Career Centre	73,019	60,970
Accreditation and Assessment fees	599,965	440,332
Other	76,354	55,963
Total Other Income	5,149,378	4,821,539
Total Revenue and Other Income	5,240,120	4,914,282

Note 3: Profit for the year

Net Profit (loss) has been determined after:

	2017 \$	2016 \$
(a) Expenses		
Depreciation of non-current assets		
Furniture and equipment, leasehold improvements	50,532	46,843
Total depreciation	50,532	46,843
Superannuation – defined contribution plans	193,254	191,590
Legal fees paid by AASW		
Summary of legal fees are detailed below:		
Miscellaneous legal fees	475	255
Governance review	33,385	17,200
Property leases	14,840	7,303
Training defamation and risk management	–	2,830
Employment advice	41,652	22,202
Total legal fees	90,352	49,790

Note 4: Cash and Cash Equivalents

	2017 \$	2016 \$
Cash at bank	1,438,192	654,781
Cash at bank – Lyra Taylor Fund	54,527	68,308
Cash on deposit	3,761,142	4,054,240
Total cash and cash equivalents	5,253,861	4,777,329

The Company has provided bank guarantees of \$73,182 to the Commonwealth Bank for its obligations under its office leases which are held under Cash on deposit above.

Note 5: Income Tax Expense

	2017 \$	2016 \$
(a) Income tax expense		
Prima facie tax payable on operating result before income tax at 30% (2016: 30%)	83,369	164,960
Add/(Subtract) tax effect of:		
Member and other non-deductible expenses	1,340,952	1,078,088
Member income not assessable and other deductible expenses	(1,472,079)	(1,272,440)
Current year tax (profit) loss not recognised	47,758	29,392
Income tax expense attributable to operating result	–	–

(b) Deferred tax assets

Deferred tax assets totalling \$469,155 (2016: \$421,396) 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

	2017 \$	2016 \$
CURRENT		
Trade receivables	55,009	25,349
Accrued income	59,498	–
Total trade and other receivables	114,507	25,349

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.

Note 6: Trade and Other Receivables (continued)

	Past due but not impaired (days overdue)						Within initial trade terms
	Gross amount \$	Past due and impaired \$	<30 \$	31–60 \$	61–90 \$	>90 \$	
2017							
Trade receivables	55,009	–	–	–	–	692	54,317
Total	55,009	–	–	–	–	692	54,317

	Past due but not impaired (days overdue)						Within initial trade terms
	Gross amount \$	Past due and impaired \$	<30 \$	31–60 \$	61–90 \$	>90 \$	
2016							
Trade receivables	25,349	–	–	–	–	–	25,349
Total	25,349	–	–	–	–	–	25,349

Note 7: Other Assets

	2017 \$	2016 \$
CURRENT		
Prepayments	199,406	114,484
	199,406	114,484

Note 8: Plant And Equipment

	2017 \$	2016 \$
Leasehold improvements		
Leasehold improvements – at cost	271,044	189,519
Accumulated depreciation	(172,949)	(148,120)
	98,095	41,399
Plant and equipment		
Plant and equipment – at cost	187,603	157,138
Accumulated depreciation	(145,862)	(120,160)
	41,741	36,978
Total plant and equipment	139,836	78,377

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:

	Leasehold Improvements \$	Plant & Equipment \$	Total \$
2017			
Opening balance	41,399	36,978	78,377
Additions	81,525	30,465	111,990
Depreciation	(24,829)	(25,702)	(50,531)
Closing balance	98,095	41,741	139,836
2016			
Opening balance	44,512	44,561	89,073
Additions	14,530	21,617	36,147
Depreciation	(17,643)	(29,200)	(46,843)
Closing balance	41,399	36,978	78,377

Note 9: Other Financial Assets

	2017 \$	2016 \$
CURRENT		
Lyra Taylor Fund Debentures	3,000	3,000
Total	3,000	3,000
NON-CURRENT		
Lyra Taylor Fund Listed shares and subordinated notes	150,781	132,785
Total	150,781	132,785

Note 9: Other Financial Assets (continued)

Lyra Taylor Statement of Account as at 30/06/2017	2017 \$	
Included in consolidated balance sheet		
Cash at Bank	54,527	Cash Management Account
Fixed Interest	3,000	M. Crump Bequest
Subordinated Notes	22,577	Westpac
Australian Shares	20,668	National Australia Bank
Australian Shares	5,697	Qube Holdings
Australian Shares	3,734	Regis Healthcare
Australian Shares	11,141	Sonic Healthcare
Australian Shares	5,078	Woodside Petroleum
Australian Shares	10,727	Woolworths
Australian Shares	20,757	Westpac Banking Corporation
Australian Shares	7,092	Blackmore
Australian Shares	43,310	Commonwealth Bank of Australia
Total Lyra Taylor portfolio	208,308	

Note 10: Trade and Other Payables

	2017 \$	2016 \$
CURRENT		
Trade Creditors & GST Liabilities	729,319	477,221
Employee Benefits	177,000	181,000
Accrued Expenses	193,417	407,000
Total trade and other payables	1,099,736	1,065,221

Note 11: Borrowings

	2017 \$	2016 \$
CURRENT		
Lease liabilities – Computer/software	6,642	25,020
	6,642	25,020
NON-CURRENT		
Lease liabilities – Computer/software	–	6,642
	–	6,642
Total borrowings	6,642	31,662

Note 12: Unearned Revenue

	2017 \$	2016 \$
Membership fees received in advance	2,316,449	1,942,416
Other income in advance	15,555	15,523
Total unearned revenue	2,332,004	1,957,939

Note 13: Provisions

	2017 \$	2016 \$
NON-CURRENT		
Long service leave	29,000	22,000
Provision for make good	19,941	–
Total provisions	48,941	22,000

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	2017 \$	2016 \$
Practice group funds		86,670	49,217
Lyra Taylor funds		208,308	204,092
Total Other Liabilities		294,978	253,309

Note 15: Employee Information

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

	Note	2017 \$	2016 \$
CURRENT			
Annual leave and vested long service leave	10	177,000	181,000
		177,000	181,000
NON-CURRENT			
Long service leave	13	29,000	22,000
		29,000	22,000
Aggregate employee benefits liability		206,000	203,000

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 2017 was \$530,150 (2016: \$513,950) based on a membership of 10,603 at a liability of \$50 per member (2016: 10,279 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 Company is a public company limited by guarantee. The registered office and principal place of business of the Company is:

Australian Association of Social Workers Limited
Level 7
14-20 Blackwood Street
North Melbourne VIC 3051

Note 18: Key Management Personnel Compensation

	Short-term benefits \$	Other long- term benefits \$	Total benefits \$
2017 Total compensation	548,644	–	548,644
2016 Total compensation	722,478	–	722,478

- (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 honorariums (see below) and 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 paid to other suppliers of similar professional services.
- (ii) Honorariums paid to employers of Directors, Branch Presidents and other Board-approved company activity as compensation for time spent in their roles for AASW was \$122,768 (2016: \$133,681) as per the following table:

	2017 \$	2016 \$
Directors and Company Secretary	90,000	91,000
Branch Presidents and other Honorariums	32,768	42,681
Total	122,768	133,681

Note 19: Related Parties

(i) Directors

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

Karen Healy	Brenda Clare
Christine Craik	Josephine Lee
Anita Phillips	Barbara Moerd
Maria Merle	David Gould
Marie-Claire Cheron-Sauer	Linda Ford

(ii) Related party transactions

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

	2017 \$	2016 \$
The following transactions with related parties occurred during the year	nil	nil

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

Note 20: Auditor's Remuneration

	2017 \$	2016 \$
Remuneration of the auditor for:		
Auditing or reviewing the financial report	28,540	27,450
Total auditor's remuneration	28,540	27,450

Note 21: Cash Flow Information

	2017 \$	2016 \$
(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	1,492,719	723,089
Cash on deposit	3,761,142	4,054,240
Total cash balance	5,253,861	4,777,329

(b) Reconciliation of net cash relating to operating activities to net surplus

Net profit/(loss)	277,897	549,868
Non-cash flows in operating surplus:		
Depreciation of plant and equipment	50,531	46,843
Changes in assets and liabilities:		
Decrease/(Increase) in receivables	(29,661)	(14,898)
Decrease/(Increase) in other current assets	(144,420)	(110,558)
(Decrease)/Increase in accounts payable	37,516	23,875
(Decrease)/Increase in provisions	4,000	(6,000)
(Decrease)/Increase in unearned income	408,710	(36,168)
Net cash relating to operating activities	604,573	452,961

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 2017.

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 balance sheet 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 \$5,253,861 (2016: \$4,777,329).

With respect to credit risk arising from the other financial assets of the Company, which comprise cash and cash equivalents, 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 balance sheet and the notes thereto.

Note 23: Financial Instruments (continued)

(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); and
- inputs for the asset or liability that are not based on observable market data (unobservable inputs) (Level 3).

	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
2016				
Financial assets				
Available for sale financial assets	112,329	20,456	–	132,785
Held to maturity financial assets	–	3,000	–	3,000
Total financial assets	112,329	23,456	–	135,785
2017				
Financial assets				
Available for sale financial assets	128,204	22,577	–	150,781
Held to maturity financial assets	–	3,000	–	3,000
Total financial assets	128,204	25,577	–	153,781

(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) Finance lease commitments

	Note	2017 \$	2016 \$
Payable – minimum lease payments			
Not later than 12 months		6,910	26,999
Later than 12 months but not later than 5 yrs		146	8,284
Minimum lease payments		7,056	35,282
Less future finance charge		(414)	(3,620)
Total finance lease commitments	11	6,642	31,662

(b) 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. One lease has three two year options to extend the lease period.

One of the office leases has fixed rental increases, being the new Melbourne office.

	Note	2017 \$	2016 \$
Payable			
Not later than one year		126,367	204,653
Later than 1 year but not later than 5 years		132,074	236,447
Minimum lease payments		258,441	441,099

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:

	Note	2017 \$	2016 \$
Bank guarantees		73,182	93,573

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	
	2017 %	2016 %	2017 \$	2016 \$	2017 \$	2016 \$	2017 \$	2016 \$	2017 \$	2016 \$	2017 \$	2016 \$
Financial Assets												
Cash at bank	2.0	2.0	2,853,861	2,777,329	2,400,000	2,000,000	–	–	–	–	5,253,861	4,777,329
Receivables	na	na	–	–	59,498	–	–	–	55,009	25,349	114,507	25,349
Other financial assets	4.0	4.0	–	–	3,000	3,000	–	–	150,781	132,785	153,781	135,785
Total Financial Assets			2,853,861	2,777,329	2,462,498	2,003,000	–	–	205,790	158,134	5,522,149	4,938,463
Financial Liabilities												
Borrowings	2.0	2.0	–	–	6,642	25,020	–	6,642	–	–	6,642	31,662
Payables	na	na	–	–	–	–	–	–	729,319	477,221	729,319	477,221
Total financial liabilities			–	–	6,642	25,020	–	6,642	729,319	477,221	735,961	508,883

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