

Annual Report 2017–2018



About the AASW

Social workers act collectively and individually to contribute to society in a way that is dedicated to achieving social justice, inclusion and wellbeing.

The Australian Association of Social Workers (AASW) is the professional representative body of social workers in Australia, with more than 11,500 members. It was formed as a national association in 1946 and has since supported its members through the profession's many developments and changes.

Today, with our nine branches we cater for the professional needs and interests of our social work members practising in a diverse range of fields, employment and locations.

This year has seen the launch of a new Strategic Plan 2018–2021, and with that has come innovation, change, adding value and making a difference for our members and the people whose lives they work to improve.

Vision

Working together for professional excellence and social justice.

Purpose

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

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National President's Report

Welcome to my first Annual Report as National President of the Australian Association of Social Workers. It has been my privilege to expand the work of the Board this year and see many of our ideas and plans culminate in tangible outcomes progressing the Association and improving services for our members.

This year has seen the implementation of the AASW Strategic Plan 2018–2021, with a focus on a transformative future. The Association will be measured by sustained membership growth and increased member engagement; being the voice for social justice issues in Australia; providing leadership of professional excellence in the social work sector; and being a best practice Association. Being at the beginning of a new strategic period is an exciting time for the profession, as it is a time for building on our existing foundations and innovating for the next four years and beyond.

The latest Strategic Plan sets out our seven pillars, which are to:

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



We have re-invested heavily into our technology infrastructure to enable more efficient and more broadly accessible services to members, particularly for those in rural and remote locations. Our improved infrastructure has facilitated greater flexibility in the delivery of continuing professional development (CPD). A new suite of CPD, the Empowering Excellence program, was progressively rolled out and was well received by our members, resulting in high levels of participation.

Unique credentials were developed during the year. AASW accreditation means Your Distinction in the social work sector, calls attention to and assists in your area of expertise and your career journey. These new credentials will raise the profile of the social work profession and enhance employment opportunities for our members.

We have streamlined our election processes to provide for electronic voting for candidates, replacing the outdated practice of mailing out ballot papers, now that there are more secure electronic systems available. In addition, an official AASW platform will be introduced later in the year to provide all candidates with a fair and equitable opportunity to engage with members. All members, irrespective of their location, will be able to ask questions of the candidates and for the candidate responses to be shared with all members.

Of significance, in May we commenced the process to review our Constitution. We engaged an external provider to work with the Board to workshop best governance models that align with changes to the Corporations Act, and to develop a project plan for each stage of the process ensuring that broad consultation occurred with members. The Board established a Constitution Review Committee to oversee the work and to ensure that the Association acted in the best interests of the members. At the time of writing this report, we have completed two rounds of consultation and have collated feedback from our members. The next phases will see further consultation on a new draft Constitution, the final draft being put to the members at the 2018 Annual General Meeting.

We have continued our campaign for the registration of social workers, upholding the standards for social work practice. Through the National Registration Taskforce, the Association has had a considerable impact on the registration of social workers, particularly in South Australia. We look forward to being able to inform members of further success in the future.

We are committed to working in partnership with Aboriginal and Torres Strait Islander social workers and communities to achieve our vision for reconciliation. The Association made a submission to the Close the Gap Refresh calling on immediate action and the extension of targets to include rates of children in out-of-home care. The Association supported the Aboriginal and Torres Strait Islander Child Placement Principle in all states and territories. The Principle states that Indigenous children who are removed from their families must be placed with Indigenous family members or Indigenous foster carers to maintain the significance of cultural identity for health development. The Association also called for a national day that is inclusive of all Australians, including Aboriginal and Torres Strait Islander Australians.

The Association has had a strong voice in international issues with representation at the International Federation of Social Workers General Assembly. The Association also hosted a nationwide forum featuring IFSW Secretary-General Rory Truett, which was broadcast live to all members.

With Australia now having a position on the United Nations Human Rights Council, the Association called on the Federal Government to end the human rights violations occurring in Australia. Australia has an important history of protecting human rights and we will continue to advocate in this space.

Thank you to my fellow Board Directors, the staff of the AASW and the many officeholders and volunteers for your support and contribution to our Association. Finally, thank you to our members. Without your ongoing support and trust, we would not have the progressive Association that we enjoy today.



Christine Craik
National President

Chief Executive Officer's Report

This is my second report as Chief Executive Officer, and I am proud of the successful activities and achievements that have had a direct impact on the Australian social work profession and the wellbeing of our community.

We have implemented our new Strategic Plan 2018–2021 building on the seven pillars contained within it. We continue to work on the operational activities that will enable us to achieve the outcomes of the Strategic Plan.

Since becoming incorporated in May 1982, the Association has undertaken two major reviews of its Constitution in 2008 and 2015. The Board began the process of updating the Constitution again in 2018. The purpose of this update is to:

- ensure that the AASW can flexibly and sustainably meet governance requirements, now and into the future
- further align governance documents with contemporary governance frameworks
- identify necessary changes to ensure compliance with the external legislative environment to which we are accountable
- address remaining discrepancies between our current Constitution and Bylaws.

Members have been broadly consulted and have provided feedback and comment on the changes throughout June 2018, with further consultation to occur in August before tabling at the 2018 Annual General Meeting for endorsement.



The Association hosted its National Symposium 2017 in Hobart in December with the theme of 'Advocacy and social work: Creating individual and social change'. Participants were treated to guest speakers including the Hon. Michael Kirby AC, CMG and Julian Burnside AO, QC. Sixty presenters addressed the 280 symposium delegates on a diverse range of topics. The next National Symposium will be held in South Australia in 2019, where the theme will focus on inequality.

The Australian College of Social Work hosted a networking event at the National Symposium attended by 140 College members and guests, providing social workers with the opportunity to engage, connect and reflect. The Clinical Division established an article club to share information, with more than 70 members actively contributing to discussion and debate on a broad range of topics.

Through the National Research Committee (NRC), 21 applications to advertise research projects were received, 18 approved. This is a significant increase on the previous year. The NRC promotes and encourages social workers' involvement in research, ensuring the research projects are of value to the profession. Practitioner Research Grants provide financial support to meet the costs of conducting practitioner research. Seven applications were received in 2017–2018, with the grant being awarded to Dr Kerry Bagley. The NRC was instrumental in the development and delivery of a highly successful plenary postgraduate research session at the National Symposium 2017, with postgraduate students given the opportunity to present their research. The NRC also held a networking event for attending postgraduates and their supervisors at the Symposium.

The *Australian Social Work* journal celebrated its 70th anniversary in 2017 and we congratulate the Editorial Board for their special platinum cover edition. Through the work of the *Australian Social Work* Editorial Board, the aims and scope of the journal continues to reflect an ongoing commitment to social justice – publishing research, theoretical papers and critical reviews. An international advisory board of 16 members provides global focus and expertise in peer review.

The AASW has continued to advocate across the country to state and federal government ministers for the registration of social workers, with keen interest coming from South Australian parties to see draft legislation commence.

Our revised Reconciliation Action Plan (RAP) was endorsed by Reconciliation Australia in 2017. The RAP Working Group continue to monitor our progress towards implementation of the RAP. Highlights from 2017–2018 include meetings with federal and state ministers to discuss key issues impacting Indigenous health, and the role of social work. We have commenced annual cultural competency training for AASW staff and are building stronger working relationships with key organisations. National Reconciliation Week events were coordinated across our branches. Four additional members were appointed to the RAP Working Group in 2017.

Social policy and advocacy activities continue to promote the social work profession through a broad range of submissions and representation in several key policy areas. The Association made 27 submissions to parliamentary inquiries; was invited to give evidence to three inquiries/reviews; and was invited to participate in four consultation processes.

Our Your Distinction credential campaign was developed in 2018. The family violence credential builds on our work with the Victorian Government throughout 2017 to ensure that student social workers receive training in family violence, following Recommendations 208 and 209 of the Victorian Royal Commission into Family Violence. In response to Recommendation 208, the Association also created the Family Violence Curriculum Best Practice Guide, which was distributed to Australian universities to support the further development of family violence content. The guide provides an outline of best practice family violence curriculum which can be incorporated throughout social work programs.

Throughout the year, we have developed and released a suite of continuing professional development (CPD) programs aimed at building the capabilities of the profession. The first release under the Empowering Excellence program focused on the NDIS. The series included content and webinars and was officially launched in April 2018. Our CPD programs engaged with more than 3,800 participants Australia-wide and we will continue to work diligently to provide relevant, high quality CPD programs for all members.

We have continued our work to review the Australian Social Work Education and Accreditation Standards (ASWEAS). The standards are essential to ensuring the quality of program delivery across all states and territories, and to ensure the standards continue to evolve, in keeping with contemporary regulatory standards ensuring a competent and capable workforce.

I would like to take this opportunity to express my thanks to the AASW staff, the Branch Management Committees and the many volunteers who support us each year to achieve the aims and objectives of the Association on behalf of members. Without their hard work and dedication, we would not enjoy the success that we do.

Thank you.



Cindy Smith
Chief Executive Officer

1. Promoting and advocating for the profession of social work and AASW members



Members are the foundation of the AASW. A vital and sustainable Association membership requires the provision of services and programs to meet member needs, opportunities for members and peers to connect, and programs, resources and communications to ensure members are informed of issues that matter to the profession.

Member Needs and Satisfaction Survey

In March 2018, members were invited to participate in the 'Member Needs and Satisfaction Study' – our first major member survey in two years. We asked members about their professional needs and expectations of the Association; we wanted to learn more about how we are performing in areas of communication, continuing professional development, advocacy and social policy, member services and programs.

Members consistently said they belonged for the following reasons:

- being kept up-to-date with what is happening in the sector
- professional status and recognition
- continuing professional development (CPD).

In response to questions about what is professionally important members ranked the following areas:

- access to CPD
- being informed of issues impacting the profession
- access to information that supports them in their work accreditation status
- demonstrating commitment to professional standards and ethics
- networking and connecting with their peers
- career development and mentoring.

More than two-thirds of participants reported the Association has a good to very good understanding of their needs as social workers; 83 per cent of members indicated the Association is relevant to fulfilling their professional needs, and 77 per cent of members believe the AASW provides an important role in providing a sense of belonging and connection to the social work profession.

Overall membership increased by 9% across the Association

All branches reported positive membership growth with an overall membership increase of nine per cent across the Association to 11,557 members at 30 June 2018.

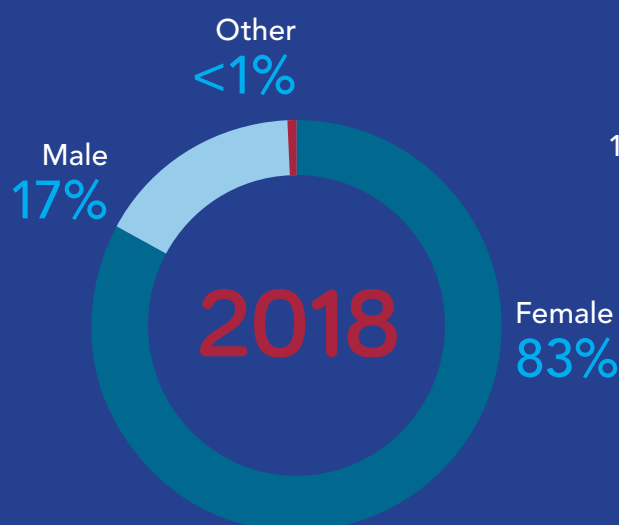
The New Graduate membership category experienced a 14.5 per cent increase and Full Members increased by 8.9 per cent.

All branches were actively involved in a range of membership activities including university presentations, regional area visits and networking with local social services.

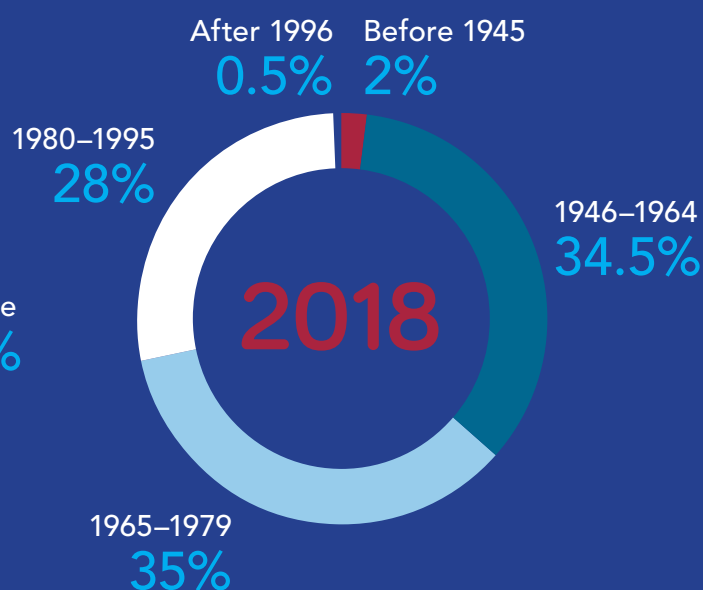
11,557 Members



Gender



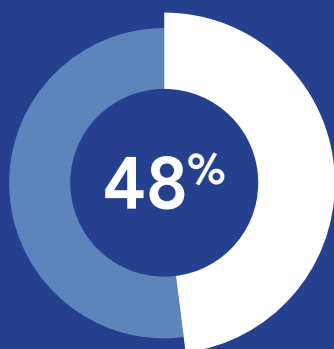
Member Age Groups



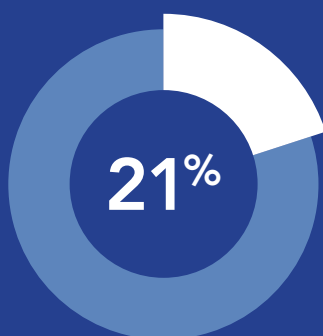
291 Members

Identify as Aboriginal or Torres Strait Islander

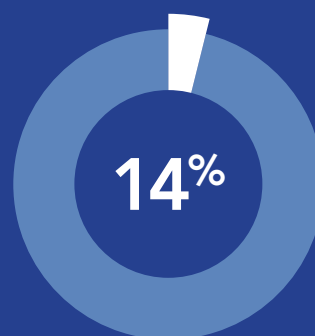
Membership Types



Full Member

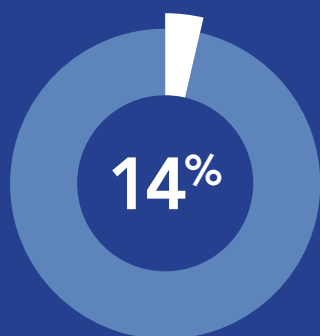
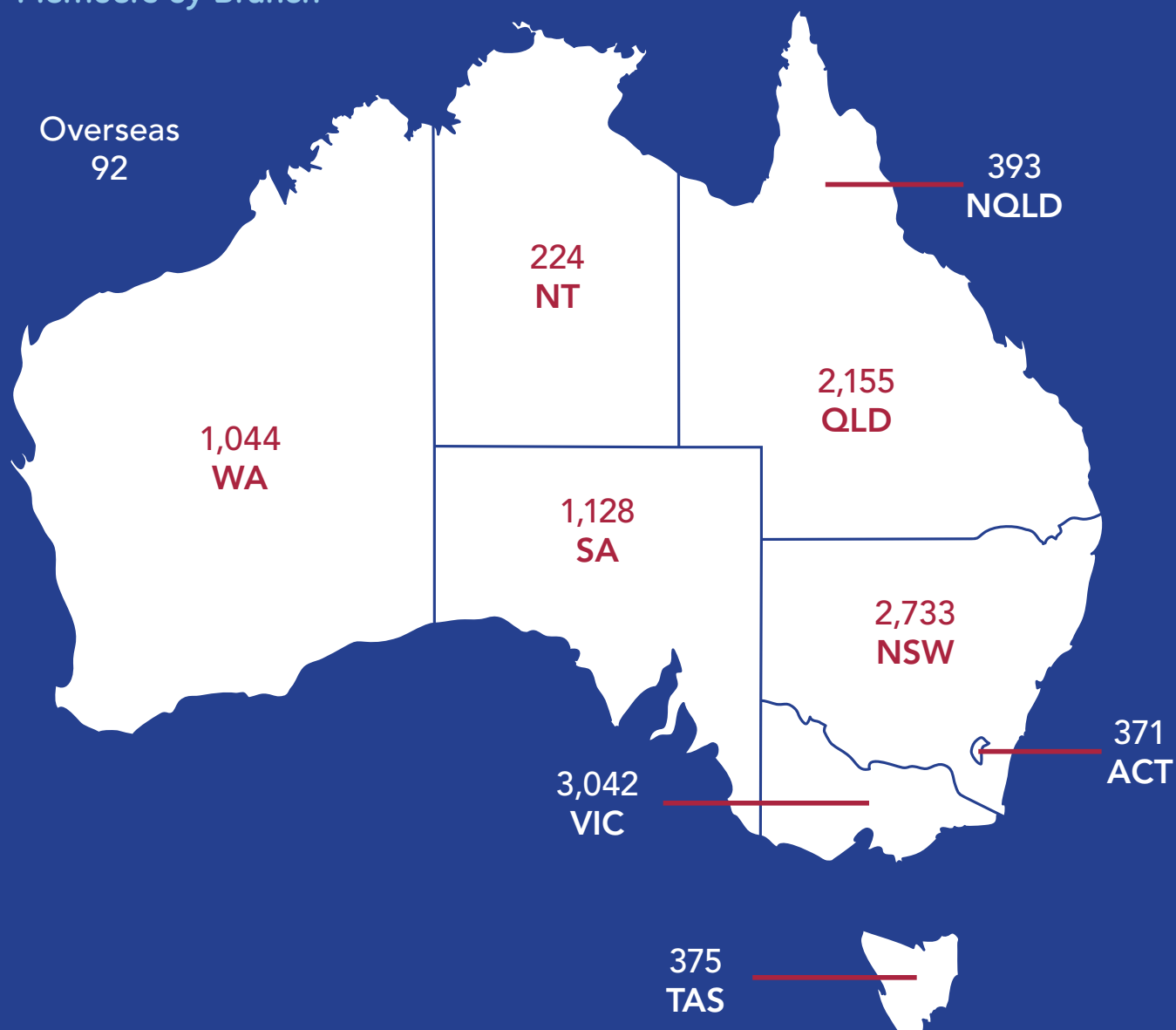


Full Member
(Reduced Fee)

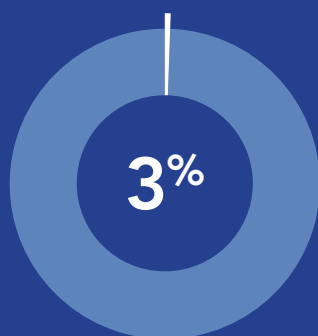


Graduate

Members by Branch



Student



Retired



Life & VIM

Percentages do not total exactly due to rounding.

Primary Field of Practice

Academia	146
Aged care	235
Alcohol, tobacco and other drugs	144
Child protection	603
Community development	143
Culturally and linguistically diverse	60
Disability	476
Family violence	179
Education	397
Family support	256
Health	1,065
Housing	85
Income support	137
Management	80
Mental health	2,713
Refugee/Asylum seekers	32
Sexual violence	161
Veterans Affairs	17
Youth	240

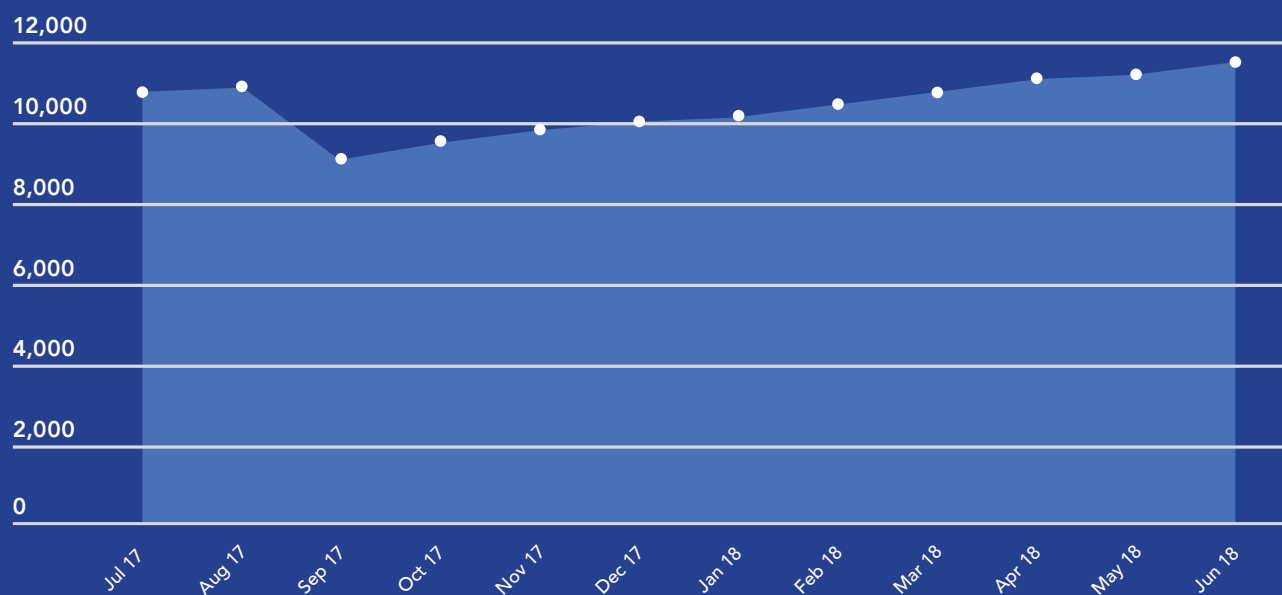
Primary Sector

Federal Government	675
Local Government	456
Non Government Organisation	3,471
Private	1,754

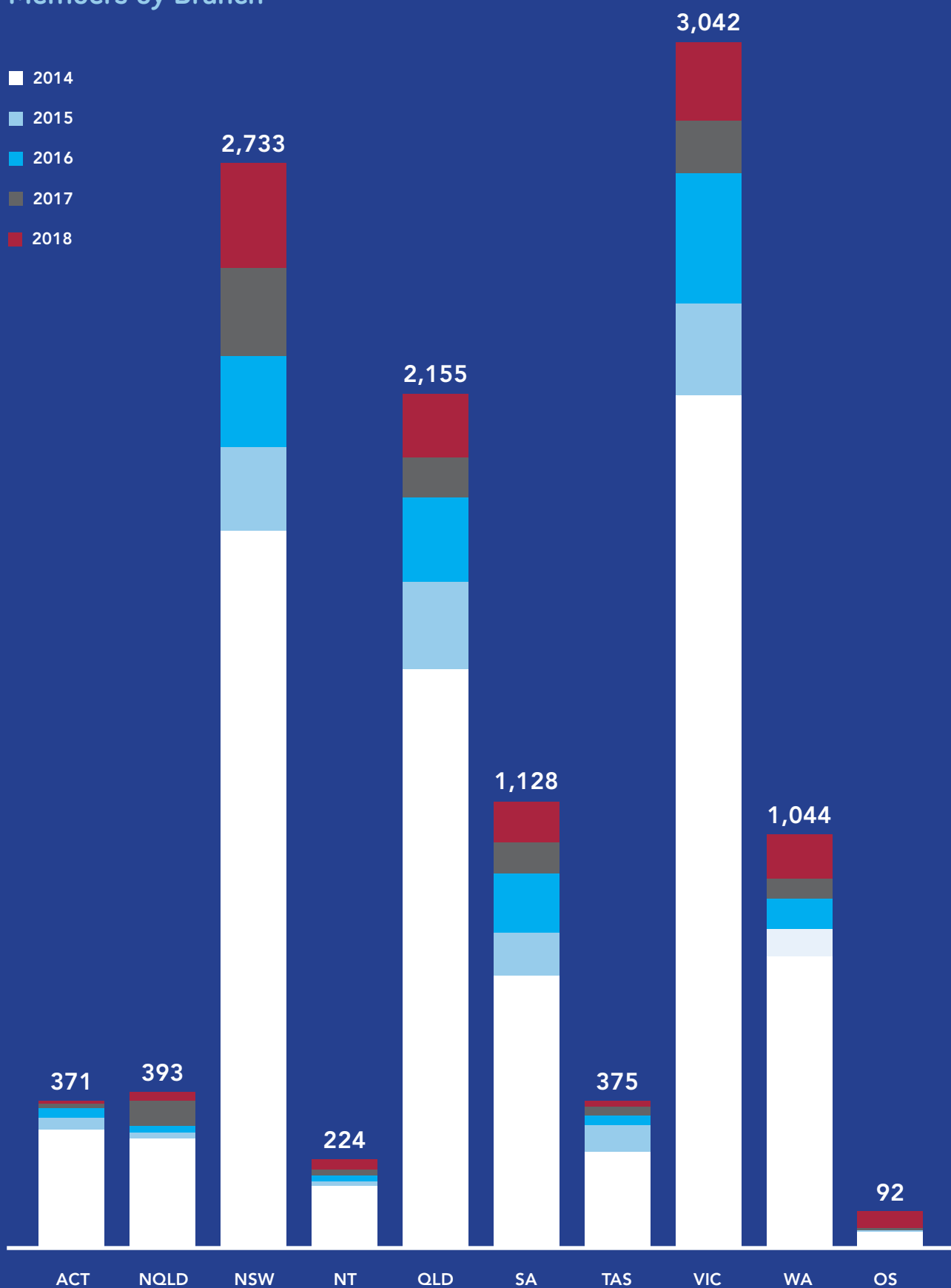
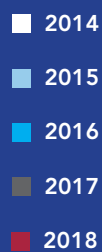
Member Credentials

Social Worker Trade Mark	406
Accredited Social Worker Trade Mark	756
AMHSW Trade Mark	1,104
AMHSW	2,205
Australian College of Social Work	258

Growth of Membership over the Year



Members by Branch



Membership campaigns

In addition to a range of membership engagement activities coordinated through the branch network, three national membership campaigns were launched.

Aspire Your True Potential

A three-year student campaign aimed at increasing social work student awareness of the AASW and the services and programs available to student members.

Power Your Advantage

A new graduate strategy focused on supporting graduate social workers transitioning into practice.

Together. Stronger. Influential.

The 2018–2019 membership renewal campaign, led by National President Christine Craik.

Communications

AASW publications including the website, national and branch e-bulletins and Mental Health e-News are regularly reviewed to ensure members are kept up to date and have access to information that supports their careers and practice.

AASW website and social media channels

The website received 2.9 million pageviews in 2017–2018, increasing from 2.77 million pageviews in 2016–2017. The most viewed content on the website was CPD, the Code of Ethics, membership pages and social work study options.

 **2.9M** page views in 2018
up 5.02% from 2017

 **2.01M** Unique page views in 2018
up 5.02% from 2017

AASW social media platforms are an effective channel to keep members and interested stakeholders informed of issues impacting the sector and community. Engagement with AASW social media channels has further increased in 2017–2018.

 **13,137** followers up from 11,219 June 2017

 **2,179** followers up from 1,708 June 2017

 **3,112** followers up from 1,328 June 2017

Credentialing

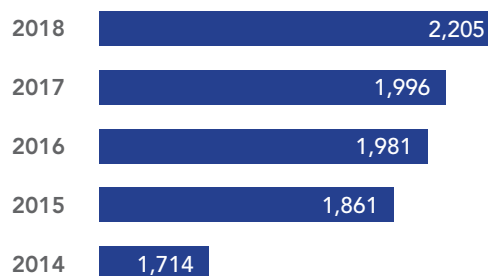
In 2018, new credentials will be introduced under the Your Distinction campaign, which was developed during 2017–2018. It is anticipated the new credentials will assure clients and their families, the Australian community, employers and funding bodies that accredited social workers have acquired a notable level of expertise in their field of practice.

Existing credentials

We also continued to promote existing credentials, Accredited Mental Health Social Worker (AMHSW), and Accredited Social Worker.

At 30 June 2018, some 2,205 AASW members are AMHSWs, which is almost one in five members.

Numbers of AMHSW at 30 June for the last five years



Trade mark holders at 30 June 2018



Registration campaign

The AASW continued to advocate for the inclusion of social work in the National Registration and Accreditation Scheme (NRAS).

In the lead up to the South Australian election in March 2018, due to the advocacy efforts of the AASW, particularly the South Australian Branch, the current state government's policy platform is to enact the registration of all South Australian social workers. The AASW has worked with the South Australian Government and parliamentarians to provide input into the implementation of this reform.

During the year, the Association engaged in direct advocacy to capitalise on the momentum in South Australia to achieve professional registration across all states and territories. We developed a letter available on our website for our members to lobby their MPs for social work registration in Australia.

Recognising our members

The AASW recognises and celebrates professional excellence, contribution and achievements through Branch and Life Member Awards, *Australian Social Work Journal* Writing Awards, and Research Grants. Recipients included:

- Bernie Chatley was awarded Life Member status for his contribution to the AASW and the profession by the Victorian Branch
- Nic Hastings James was awarded Life Member status for his contribution to the AASW and the profession by the Western Australian Branch
- Sue Foley received the New South Wales Annual Social Justice Award for advocacy in child protection by the New South Wales Branch
- Josephine Lee received the Mary Moylan Award at Parliament House in Darwin, Northern Territory for excellence in practice, organised by the Northern Territory Branch
- Kylie Bennett in Townsville and Nicole Davis in Cairns were recognised as outstanding students completing their third year of a social work degree by the North Queensland Branch
- Joleen Bowles, Alicia Gibbs and Lucy Greer were recognised as outstanding students in the final year of their degrees by the Western Australian Branch
- Sharon Dutton was awarded the Tasmanian Branch Student of the Year Award 2017 for outstanding results in academic study and excellence in fieldwork placements
- Dr Bronwyn McFayden was awarded \$7,000 from the Lyra Taylor Fund to fund a research project 'Health social work practice with families and carers of patients admitted to ICU following deliberate self-harm' by the Victorian Branch
- Brett Sanderson, a social work student, was awarded the \$2,000 Rural Remote Social Work Action Group Scholarship to support the development of high quality social welfare services in rural Victoria, by the Victorian Branch
- Margaret Mills received the Norma Parker Award for her article 'Dementia and guardianship: Challenges in social work practice' published in *Australian Social Work*
- Siobhan E. Laird received the Norm Smith Publication in Social Work Research Award for her article 'The representation of the family's voice in serious case review reports of child maltreatment' published in *Australian Social Work*.



North Queensland



Australian Capital Territory

World Social Work Day

World Social Work Day celebrations were hosted by all branches on 20 March; this year's theme was Promoting Community and Environmental Sustainability. World Social Work Day is a key date each year on which social work is promoted to the wider community all over the world. This year, we celebrated with a social media campaign, using the hashtag #SocialWorkDayAU.

Our social media campaign, using the crowdspeaking platform Thunderclap, was a success, with 313 supporters spreading the word on their Facebook and Twitter pages, reaching nearly 170,000 of their friends and followers in 12 countries. Members also chose to share their social work stories with us, which were then shared on social media.

Emeritus Professor Gillian Triggs gave the keynote address at the Victorian Branch World Social Work Day breakfast, which was broadcast nationally on social media.



Northern Territory



WORLD SOCIAL WORK DAY
20TH MARCH 2018



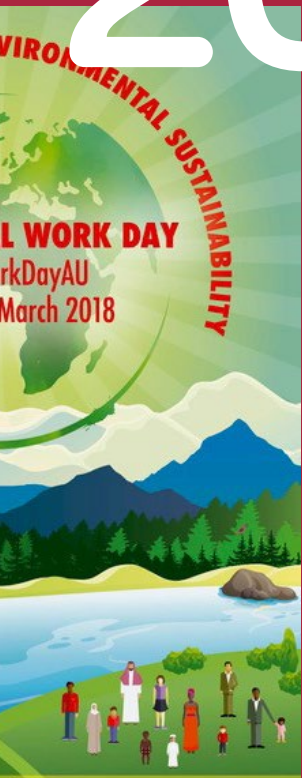
South Australia





Queensland

2018



New South Wales



Tasmania



Western Australia



Victoria

2. Being a strong voice for social justice



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

Advocacy

The AASW continues to be a strong and independent advocate for disadvantaged and vulnerable groups in our community, that are a key focus of the work and concerns of our members.

We conduct this work through submissions and participation in consultations, engagement with stakeholders and direct advocacy.

Our largest project in this area was the National Redress Scheme for survivors of institutional child sexual abuse. In 2018, AASW was a member of the Expert Reference Group for the project to establish the Trauma Support Providers website. This is part of the implementation of the Commonwealth Redress Scheme for survivors of institutional child sexual abuse and it includes a directory of professionals who are qualified to deliver psychological services. AMHSWs are able to register as providers of this service.

The AASW has also participated in, and contributed to several working groups to advocate for the social work profession and to provide the social work perspective on issues relating to mental health, disability, social policy and veteran affairs. AASW contributed to the Workforce Transition Support Project to support the transition of sole trader and small business private mental health clinicians into the Primary Health Network (PHN) commissioning processes.

Social justice

Across the country, members participated in rallies, marches and vigils, including for marriage equality in Queensland and South Australia, Palm Sunday march for refugees in North Queensland, Victoria and Queensland. The AASW also attended vigils for victims of family and sexual violence.

The Association supported the 'Yes' campaign during the marriage equality postal vote through our social media presence and has promoted opportunities for social workers to provide services to refugees on a pro bono basis through social media and communications.

The New South Wales Branch formed key partnerships with the Cancer Institute to promote the role of social work in helping those who wish to quit smoking and with the Women's Electoral Lobby to promote the Keep the Lights on in Women's Refuges campaign, to help make sure women's refuges receive NSW Government funding.



Lobbying parliamentarians

In 2017–2018 we wrote to federal ministers and shadow ministers to advocate for the role of social workers on issues including the continued funding of school chaplains at the expense of professional interventions, mental health supports for older people and child protection in the Northern Territory.

The Western Australian Branch provided written support for the retention of social work leads in public hospitals, and a submission to the State's Special Priority Occupation List, in particular, the inclusion of social work as a priority occupation.

Policy submissions

During the year, we used our collective voice through the policy submission process. The Association submitted 27 submissions to senate, parliamentary and departmental inquiries (state and federal), with a number being cited in the final reports as expert testimony, most notably on the National Redress Scheme for child sexual abuse survivors and family law reform in relation to family violence.

Submissions were on topics including Australian citizenship and immigration, mental health and Medicare, aged care, disability, income support for students and Newstart recipients, welfare reform, National Redress Scheme for child sexual abuse victims, family violence, adoption, Indigenous issues, rural Australia, voluntary assisted dying, child protection reform and pregnancy termination.

The AASW gave evidence on the Family Law Amendment (Family Violence and Other Measures) Bill 2017, National Disability Insurance Scheme (NDIS) Market Readiness, MBS review on Mental Health items and Introducing Competition and Informed User Choice into Human Services.

Submission outcomes:

- In 2017 the Federal Government abandoned two of the bills on which the AASW lodged submissions, which was in line with what we recommended. These were the Better Targeting Student Payments Bill, and the Citizenship Legislation Amendment Bill.
- On two occasions, material in AASW submissions has been used as the basis for questions in Parliament. These related to student support payments and drug-testing for welfare recipients.

Better Access initiative

The purpose of the Better Access initiative is to improve treatment and management of mental illness within the community.

In October 2017, the AASW met with Federal Aged Care Minister Ken Wyatt to advocate for the inclusion of Better Access for aged care residents. A letter was developed for members to write to local representatives as part of a larger advocacy campaign.

The AASW advocated to the Department of Health on the name of the Better Access program, and the inadequate recognition of social workers under this program. We have argued that the title may act as a barrier to referral to AMHSWs and creates confusion for GPs and consumers.

The Department has agreed to address this matter as resources allow.

In 2017, we worked with the Department of Health in the development of telehealth guidelines that aimed to improve access to psychological services for rural and remote patients. From November 2017, AMHSWs were able to provide therapy via online platforms.

Private health funds

In 2017, we were successful in having social workers included in the Teachers Health Fund, and following this outcome the AASW is strongly advocating for the inclusion of a rebate for AMHSWs in all private health funds.

We wrote to private health funds advocating the inclusion of social workers. Templates were developed for members and branches to advocate to private health funds and government departments for equity for AMHSWs with other mental health professionals.

Media presence

Social work being the diverse profession that it is puts the Association in an excellent position to publicly comment on a range of social issues.

The AASW published 32 media releases during the year, and appeared 13 times in the media. We received seven media enquiries from outlets such as the ABC, Fairfax and Health Professional Radio, including an opinion piece on Aboriginal children in care published by the ABC.

The South Australian Branch did two radio interviews that promoted the social work perspective on a number of social issues in that state, including during the state election campaign.

The Queensland Branch had positive media coverage on local ABC TV in Rockhampton and the Northern Territory Branch had local print coverage of the Mary Moylan Awards and World Social Work Day celebrations.

3. Building the professional capacity of members



We build the professional capacity of members by launching the Association's Empowering Excellence program, producing publications and promoting research and practice groups.

Publications

The 2018 Member Needs and Satisfaction Survey confirmed the value of AASW publications, especially the National e-Bulletin and the *Australian Social Work* journal.

The AASW produced 16 periodic publications in 2017–2018, which were a combination of print only, digital only (e-communications) and a mixture of both.

In 2018, the Association completely transitioned the membership magazine, *Social Work Focus* from a print publication to a digital-only magazine, with the aim of keeping it modern, accessible and environmentally friendly.

The AASW continued to promote a range of Ethics & Standards publications on our website, including our Code of Ethics. We promoted a range of resources to help members comply with CPD, including the website portal and templates to assist with objective-setting, as required under the policy.

Australian Social Work

In 2017, the Journal celebrated its 70th anniversary as the journal of the Australian Association of Social Workers with a special edition. *Australian Social Work* (ASW) is an international, peer reviewed journal reflecting current thinking and trends in social work.

Scholarly journals are listed on a database known as the ISI (International Scientific Indexing) Web of Science. A journal's Impact Factor is calculated annually in this bibliographic database and measures the frequency with which the 'average article' published in a journal has been cited in each year. It measures a journal's relative importance against other journals in the same field. ASW's impact factor is 0.867 up from 0.667 in 2016.

The impact factor for Australian Social Work has been steadily increasing since 2013 and ASW is now ranked 26th out of 42 globally among social work journals.

Submission information for 2017

- New submissions 111
- Articles in process 183
- Practice, Policy, Perspective (PPP) papers 38

Promoting the social work Scope of Practice documents

The AASW has continued to use the Scope of Practice documents in its advocacy work to highlight the unique contribution of the social work profession in numerous fields of practice. During this year, we have continued to work on two Scope of Practice documents, on Homelessness and Family Violence.

Continuing Professional Development

The AASW CPD program offers a range of engaging, professionally relevant and quality professional development opportunities to meet the diversity of our member practice interests and needs.

Towards this aim, the AASW has continued to draw on the experience and expertise of both staff and volunteers across the Association, including Branch Management Committees and member-led Practice Groups. CPD opportunities continued to be offered through the SWOT platform, the National Symposium 2017, CPD Endorsement program, free resources web pages and ongoing partnership with the Mental Health Academy.

CPD workshops

One hundred and forty-four CPD workshops, forums and seminars were held across the branch network during 2017–2018, with more than 3,850 registrations across these events.

Location	Number of events	Number of attendances
ACT	10	185
NQLD	4	48
NSW	16	466
NT	2	59
QLD	20	588
SA	16	448
TAS	19	484
VIC	39	1,103
WA	18	476
TOTAL	144	3,857

(Note: These data do not include other Branch events such as practice groups, networking opportunities and member meetings).

Countering Violent Extremism Training

In 2017, the AASW applied for Commonwealth Government funding, from the Australian Government's Countering Violent Extremism Strategy to design and deliver a training program for social workers and front-line mental health professionals to assist the social work profession to better understand, prevent and respond to violent extremism in many of its forms.

As social workers address complex issues that relate to offending, the Association was well-placed to deliver this training.

In 2017–2018, the Association embarked on the second year of the Countering Violent Extremism CPD program rollout, in conjunction with subject-matter experts across the country.

During this phase, 16 trainers were recruited to deliver 23 pilot training workshops across New South Wales, Queensland and Victoria. In total, 306 participants attended the workshops. Overall, feedback was positive, with participants recording between 80 per cent and 95 per cent satisfaction ratings across all 12 areas measured.

Empowering Excellence: Online delivery of CPD

Online delivery of CPD in 2017–2018 saw an increased use of technology to support improved participation and remote access among members for CPD purposes.

The AASW began using webinar and web teleconference technology for CPD for the first time this year; it was used to facilitate practice groups, branch meetings, networking opportunities and increase opportunities for members to participate remotely in AASW CPD events.

In 2017–2018, the AASW commissioned a range of new, high quality online CPD content, under the Empowering Excellence program.

In response to member feedback, this content has a strong mental health focus, and has been developed in collaboration with leaders and subject matter experts across the sector. The program includes a range of content consistent with Medicare's 'Focussed Psychological Strategies', which is a CPD requirement for AMHSWs. The program also comprises content aimed at advanced and diverse areas of practice, including supervision and leadership transition, therapeutic responses to intimate partner violence, practice with families and infants, post-traumatic stress disorder (PTSD) and veteran populations, and practice with Aboriginal communities.

The first release of program content was in April 2018 on the topic of social work practice under the NDIS, presented by respected Queensland AMHSW member Brooke Kooymans. The course was popular among members, attracting 85 registrants in the first two months of release. Remaining content in the Empowering Excellence program will be released during 2018–2019.

Empowering Excellence

SOCIAL WORK ONLINE TRAINING



During 2017–2018, members had access to approximately 80 online CPD opportunities via the SWOT platform, including tailored courses and conference/branch recordings.

A range of free and low-cost CPD opportunities were also made available to members during this time, including: 'PACTS: An innovative Primary Care Program Advancing Competency to Support Family Violence Survivors'.

Overall SWOT access data for 2017–2018 are summarised below:

- 806 unique users accessed the AASW SWOT platform
- 1,693 course enrolments
- 73 AASW SWOT courses were viewed during the period
- These 73 SWOT courses were viewed a total of 4,954 times.

External CPD endorsements

Sixty-nine training providers and organisations received AASW CPD Endorsement, incorporating more than 1,000 unique courses, and many more individual events. Of these endorsed providers, 43 per cent were AASW members.

All CPD endorsed providers are required to demonstrate that their content meets AASW CPD Quality Standards.

Mentoring and early career social workers

The Victorian Branch successfully piloted its Early Career Social Work Mentoring program. Fourteen mentees and mentors were matched during the pilot. The program will be fully evaluated in November 2018; however, preliminary survey data of participants provided indicates that expectations of the program had been met.

As a result of the positive experience of the Victorian program, a number of branches are considering opportunities to implement further mentoring programs during 2018–2019. During the year, the Western Australian Branch offered specialised support for new graduates, with events such as ‘meet the employer’, career planning, recruitment, and interview and application-writing workshops.

Research

Social Work Online Training: Pathways into research

The National Research Committee (NRC) developed an online learning module ‘Pathways into Research’. The module provides information about a range of pathways that can enable interested social workers to make a start with their research. It includes presentations from Committee members and the content was initially trialled at the 2015 National Symposium, with feedback from delegates used to refine module content. During 2017–2018, 137 people registered for this online module.

Research Projects

The National Research Committee (NRC) promotes and encourages social workers’ involvement in research and assesses applications from researchers seeking to advertise their research to AASW members to recruit participants.

Through the NRC, 21 applications to advertise research projects were received, with 18 approved (an increase over the 11 applications received in the previous financial year).

The NRC was instrumental in the development and delivery of a highly successful plenary postgraduate research session at the National Symposium 2017, with postgraduate students given the opportunity to present their research. The NRC also held a networking event for attending postgraduates and their supervisors at the Symposium.

Practitioner research grants

Practitioner research provides an important contribution to the evidence and knowledge base of social work. The AASW is committed to promoting a culture of research and knowledge building 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.

A Practitioner Research Grant is available each year to AASW members to provide financial support to meet the costs of conducting practitioner research. In the 2017–2018 grant round, seven applications were received and the grant was awarded to Dr Kerry Bagley's project titled, 'The strengths and challenges of embedding trauma-informed care in child and family service delivery: A Grampians region case study'. The research project commenced in February 2018.

Australian College of Social Work

The focus of the Australian College of Social Work (ACSW) in 2017–2018 was the development of a plenary session at the National Symposium 2017.

Members of the College Steering Committee collaborated with Dr Tanja Stojadinovic and Professor Chris Bigby to deliver a successful session, 'Disruption! Naming and questioning disruption in our sector'.

The College hosted the National Symposium 2017 Welcome Networking event prior to the Symposium Dinner.

The ACSW Clinical Division

The Clinical Division of the ACSW recognises the breadth of clinical social work practice; from the specialist therapeutic practice embedded in many social work roles, through to counselling and psychotherapy practice. Clinical social work practice is a core part of social work services in a wide range of health, mental health, child protection, disability, justice, wellbeing and community service contexts.

The Article Club within the Clinical Division, with more than 70 members, distributed 12 articles and/or podcasts for the professional development of members in the last year.

Practice Groups

Practice groups provide forums for social workers operating in different areas of practice or in specific regions to meet, network and share knowledge and expertise.

In the North Queensland Branch, the Social Action Practice Group was reconvened and promoted, and a Social Justice Practice Group was established, and launched at the Women's Centre in Townsville. A Mental Health Practice Group was also launched in May.

The Tasmanian Branch continued to support the Peer Support and Reflective Practice groups. The Regional Practice groups in Tasmania were involved in the University of Tasmania's consultation on the design of the revised social work course at the University.

The Western Australian Branch has seven active and engaged practice groups and three special interest groups in Field Education, Eco-Social Work and Private Practitioners, and Mental Health Social Work.

The Australian Capital Territory (ACT) Branch's General Practice Group has seen an increase in attendance at bi-monthly meetings. The ACT Branch has also identified the need to support those who reside outside the ACT, but are closer to Canberra than Sydney. A plan is in development to extend the reach of support and services to these more rural social workers.

In the Victorian Branch, three new practice groups were endorsed: the Grampians Region Social Work Practice Group, Latrobe Valley Social Work Practice Group and the Health and Mental Health Clinical Placement Field Education Practice Group. There are now 14 practice groups in Victoria.

The Queensland Branch also endorsed two new practice groups, including the Sunshine Coast Practice Group and the First Nations Vitality Group.

National Symposium 2017

'Advocacy and social work: Creating individual and social change'

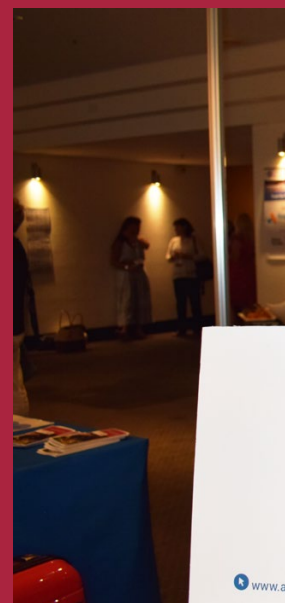
More than 300 delegates attended the National Symposium 2017 held in Hobart over three days in November and December. Of the delegates, 122 attended for the first time, and 40 were student members.

The theme of the Symposium, 'Advocacy and social work: Creating individual and social change', provided opportunities to highlight the knowledge and skills of social workers in creating individual and social change across practice, research, education and policy.

The Symposium attracted 60 presenters, and offered more than 80 sessions over two days.

The Keynote Address was given by the Hon. Michael Kirby AC, CMG (former Justice of the High Court) on the topic of advocacy, the law and social change. At the Symposium Dinner, human rights and refugee advocate Julian Burnside, AO, QC, provided an address reflecting upon his experiences as an advocate for individuals and on broader human rights and refugee causes.

The National Research Committee delivered a postgraduate research session. The title of the panel discussion was 'Improving practice, policy and advocacy: The contribution of current social work higher degree research students'. In response to a call for expressions of interest to present at the session, the Committee received 15 applications from which seven postgraduates were offered the opportunity to present their research projects. The Committee also held a networking event for attending postgraduates and their supervisors at the Symposium.





4. Upholding responsibilities for regulation of the profession



The Association is responsible for setting standards of practice. This is achieved through accrediting tertiary education, CPD, international qualifications, developing credentials and holding members accountable to the Code of Ethics.

Our regulatory role

The Commonwealth Government recognises the Association's role in the maintenance of standards within the social work profession in several ways. First, it is recognised as an assessing authority for international social work qualifications, with the Association having responsibility for making sure overseas-trained social workers meet appropriate standards of education, training and experience for the purposes of skilled migration. Second, the Government recognises the standards the Association sets for social work education in Australia under the Australian Social Work Education and Accreditation Standards (ASWEAS). Third, the Association accredits social workers who are eligible to provide mental health services under Medicare, the AMHSWs.

The fact that the Association is already heavily involved in setting professional standards puts it in a strong position to successfully lobby for the registration of social workers.

Developing credentialing

AASW AMHSWs members who uphold the Practice Standards for Mental Health Social Workers are eligible to apply for Medicare provider status. The Government relies on the Association as the appropriate standard

setting professional body in the Health Insurance (Allied Health Services) Amendment (Other Medical Practitioner) Determination 2018 (as registered on 28 June on the Federal Register of Legislation) so that only properly qualified persons hold Medicare provider status.

The Association continued to advocate for the professional recognition of its members for the purposes of Medicare and private health fund rebates, leveraging the AASW's role in setting and maintaining standards for the profession, and as the representative body.

Implementing the regulatory framework for social work education

Higher education programs in social work are reviewed and accredited by the AASW as an accrediting authority. During 2017–2018, the AASW has reviewed eight providers seeking to offer revised or new programs, including Bachelor degrees, double degrees and Masters qualifying programs.

The ASWEAS is to be updated and reviewed, in consultation with stakeholders, in the upcoming financial year. It is essential that standards continue to evolve, and that accreditation processes are in keeping with contemporary regulatory standards.

Revising International Qualifications Assessment practices

Social workers who have international qualifications and who seek recognition as social workers in Australia can apply for an assessment of their qualifications. As the assessing authority for social workers in Australia, AASW assessments are relied on by the Commonwealth Government for certain visa or immigration purposes.

Over the past year, the Association has increased the efficiency of the assessment process, including introducing a rounds-based approach.

This program recognises the international diversity of social work and cultural diversity of social workers, celebrating social work as it is delivered across the globe, while also maintaining rigorous standards for social work within Australia.

During 2017–2018, AASW completed 650 assessments. These included International Qualification Assessments for migration and/or employment purposes, assessment for skilled employment, assessment for a PhD in social work recognition, assessments of AASW accredited qualifications undertaken in Australia, and mutual recognition of New Zealand qualifications for migration and/or employment purposes.



International Qualification Report for July 2017 to June 2018

July 2017 to June 2018	Received	Completed
International Qualification Assessment for migration and/or employment purposes	306	220
Assessment for Skilled Employment/PhD	130	80
Assessment of AASW qualification for migration (including TGV)	256	233
Mutual Recognition Agreement assessment for migration and/or employment purposes	33	21
Renewal for migration purposes	27	25
Re-assessment	3	3
Total	755	582

Note: 16 applications were withdrawn, and two applications were deemed unsuccessful. 49 applications were closed for insufficient information.



5. Advancing Aboriginal and Torres Strait Islander social work



Through our Reconciliation Action Plan (RAP) we aim to strengthen our core values and objectives as an association as they apply to addressing past and continuing disadvantages imposed on Aboriginal and Torres Strait Islander peoples.

Reconciliation Action Plan 2017-2019

In 2017, the AASW RAP was endorsed by Reconciliation Australia, and launched in NAIDOC Week. Initially the key groups, reporting guidelines and the implementation of key actions were established. The RAP Working Group met four times in the first three months of 2017–2018, to establish the implementation strategy, and since has set a schedule of quarterly meetings to monitor the progress of the RAP implementation.

Among achievements in 2017–2018 were meetings with Federal Minister for Aged Care and Minister for Indigenous Health, Ken Wyatt AM, MP and Natalie Hutchins MP Victorian Minister for Aboriginal Affairs, Minister for Women and Minister for the Prevention of Family Violence to discuss key issues and the role of social work.

Also of note was a submission to the Close the Gap Refresh, drawing on key issues identified by SNAIC (Secretariat of National Aboriginal and Islander Child Care).

Embedding Aboriginal and Torres Strait Islander culture and ways of knowing

The Association incorporates Indigenous ways of knowing and respect for culture in the Code of Ethics and ASWEAS requirements for social work training and education.

Cultural competency training has been provided to AASW staff and we have worked to build stronger working relationships with key organisations, including SNAICC – National Voice for Our Children.

As part of National Reconciliation Week 2018, the Northern Territory Branch collaborated with the Larrakia Nation to provide an information stall at their annual family event and with the NAIDOC Committee to sponsor a NAIDOC week luncheon. Mary Moylan Award winner Josephine Lee shared her story and contributed to the discussion around anti-oppressive practices.

Charcoal Lane, a social enterprise facilitated by Mission Australia, provided the catering at the Victorian Branch Annual Members' Meeting, giving young Indigenous people the opportunity to engage in work. The South Australian Branch began an ongoing student fieldwork project on 'Barriers for Aboriginal social workers', with a comprehensive literature review, published in the Aboriginal and Torres Strait Islander Peoples edition of *Social Work Focus*.

Branches in New South Wales, Queensland, North Queensland, Western Australia, South Australia and Australian Capital Territory are establishing RAP Sub-Committees or are working to include an Aboriginal and/or Torres Strait Islander representative on BMCs, and have focused on establishing connections with local Indigenous community groups.

In 2017–2018, three articles were published in *Australian Social Work* about Aboriginal and Torres Strait Islander issues. An Acknowledgement of Country now appears on the inside front cover of the Journal, consistent with its aims and scope. Consultation with Aboriginal and Torres Strait Islander members of the Association is ongoing regarding editorial content. The Autumn 2018 edition of *Social Work Focus* was dedicated to Aboriginal and Torres Strait Islander peoples.

The Grace Vaughan Memorial Lecture May 2018

The Western Australian Branch invited June Oscar AO, Aboriginal and Torres Strait Islander Social Justice Commissioner to deliver the Grace Vaughan Memorial Lecture on Women and Girls: Recognising their human rights in achieving gender equity, which was in keeping with this year's NAIDOC theme: Because of Her, We Can!

This event attracted more than 300 attendees and was co-sponsored by the AASW, Department of Communities Western Australia – Office of Women's Affairs and the Institute of Advanced Studies, UWA. Commissioner Oscar's speech was quoted in *The Australian* newspaper.

6. Collaborating with international colleagues



In an increasingly globalised world, international collaboration on key issues affecting social workers, including migration and refugees, the environment and climate change and harnessing the power of global forums and communication methods is increasingly important.

International Federation of Social Workers

The Association is a member of the International Federation of Social Workers (IFSW), which is the global body representing social workers, based in Switzerland. IFSW has consultative status to the United Nations and is one of the few international organisations for social change where every one of its individual members is a highly skilled professional dealing at the coalface of multi-faceted, complex social issues.

Social work is a profession that is growing globally. IFSW membership now spans 127 countries and represents around three million individual social workers. IFSW sets the theme each year for World Social Work Day. The 2017 and 2018 World Social Work Day themes focused on the environmental impacts on social work. Australia has played a key role in developing social work with environmental sustainability.

Secretary-General Dr Rory Truell

In January 2018, the Association hosted Secretary-General of the IFSW Dr Rory Truell, for a webinar that was broadcast across the country, for the benefit of all members. We collaborated with IFSW for World Social Work Day in March 2018, raising the profile of the theme, Promoting Community and Environmental Sustainability.

Discussing Australia's contribution in the area of social work in disaster recovery, Dr Truell interviewed AASW National President Christine Craik about her role as a social worker during the Mickleham-Kilmore fires in rural Victoria in 2014, which burnt 24,000 hectares, stretched for 211 kilometres and killed 20,000 head of livestock, as well as wildlife and habitat. Ms Craik explained how she used her social work skills to assist her local community and advocate for the services they needed in order to recover after being trapped in the fire for more than three days, such as medication for residents and food and water for surviving animals. The video was shared on social media.

Thinking globally, acting locally

The New South Wales Branch hosted a visit from a group of Korean social workers. The Queensland Branch also hosted a visit from a group of social workers from the Philippines. These local connections fostered international relations at a local level.

Green social work – Tasmanian Branch

Social workers and students travelled to Campbell Town in Tasmania in September to learn about some of the broad issues of ecological social work. The day included expert presentations on social work response to climate change, promoting sustainable community, environmental and food security development via community garden projects, designing economically sustainable and socially inclusive communities, and 'Grounded theory' and rural communities' responses to bushfire disasters.

The international standing of *Australian Social Work*

An International Advisory Board to *Australian Social Work* of 16 members provides global focus and expertise in peer review. Members of the Editorial Board and the journal's team of editors are highly engaged in international collaborations in research, education and practice. In 2017, 30 per cent of article downloads from *Australian Social Work* were made by overseas readers and institutions. It is anticipated that this figure will continue to increase with the improving Impact Factor and other rankings. Across the four issues in the reporting period, seven articles were authored or co-authored by international scholars from the USA, Israel, Republic of Korea, United Kingdom, Thailand, India and Hong Kong-China.

7. Providing responsible governance and management



The Association has made significant progress in reforming governance and management. This year that has included preliminary work in updating the Association's Constitution. We have also modernised our internal financial systems.

Ensuring legislative, regulatory and audit compliance

New AASW Directors were provided with a formal induction program at the commencement of their term. The program provides newly elected Directors with an understanding of the Association's governance policies and practices, an understanding of the roles, responsibilities and obligations of being a Director (including obligations pursuant to the Corporations Act) and the personal qualities Directors are expected to bring to the role.

Reviewing the Constitution and governance policies

The National Board commenced a formal review of the Association's Constitution and By-Laws in May 2018.

The purpose of the review is to update current governance structures and the AASW Constitution to:

- bring it in line with contemporary governance practice
- enable the Association to deliver its strategic objectives
- ensure that voluntary participation in governance is as efficient, time-managed and rewarding as possible
- align with current legal requirements
- remove any ambiguities and address any omissions in the existing Constitution
- ensure that the Association is well placed to remain effective, relevant, and flexible in meeting the needs of members now and well into the future, building on the tremendous work undertaken by everyone involved with AASW over many years.

The Board has initiated an extensive consultation process with members and anticipates being able to put the proposed changes to the Constitution to members at the Association's Annual General Meeting in November 2018.

Refining AASW risk management strategy and framework

An important component of the Association's governance framework is the role of the Board's Finance, Audit, Compliance and Risk Committee (FACR).

FACR is chaired by Director Marie-Clare Cheron-Sauer, with Barbara Moerd, Peter Munn and Christine Craik (ex-officio) as members. FACR provides regular oversight of the Association's finances (income statements, balance sheet and cash flow statements), provides oversight on material capital expenditure proposals (asset leases such as property leases and information technology upgrades), oversees the annual budgeting process, as well as the Association's risk management framework. FACR discharges an important role in approving the external audit contract and interacting with the auditor when it comes to signing the Association's Annual Financial Statements and Directors' Report.

Risk management continues to be a focus for management and the Board. Risks are documented in a formal risk register that outlines the nature and types of risks the Association could reasonably be expected to face.

Directors' Report



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Your Directors present this report on the Company for the financial year ended 30 June 2018.

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 seven, long-term key objectives to deliver on its purpose:

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

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

- Undertaking reviews of undergraduate and post-graduate courses in social work provided by tertiary institutions, where such courses are accredited by the Association.
- Delivering the Association's continuing professional development ('CPD') programs, encompassing member and employer consultation, policy and curriculum development and partnerships with other professional organisations and private providers
- Initiating and developing social work practice papers, which promote contemporary and advanced practice based on theory and research
- Providing independent, articulate, highly visible advocacy on social policy issues to all levels of government
- Promoting the Association's 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 can be found on pages 2-37 respectively in the Annual Report to Members.

Management and oversight of the Company, including performance measurement

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

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

- Membership numbers, including membership mix and trends
- Membership engagement
- International qualification assessment requests received and completion times

- Numbers of ethics complaints received and closed
- Staff turnover
- Number and quality of submissions to government, industry and other stakeholders on social policy matters
- Promote the social work profession and advocate for the registration and regulation of social workers with state and federal governments.

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

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

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

Current Directors and Company Secretary

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

Name	Position held	From	To	Director since
Christine Craik	National President	1 November 2017	Current	1 November 2011
Marie-Claire Cheron-Sauer	National Vice-President	1 November 2017	Current	1 November 2016*
Lynne Harrold	National Vice-President	1 November 2017	Current	
Dr Brenda Clare	National Director	1 July 2017	Current	1 November 2012
Linda Ford#	National Director	1 November 2017	Current	11 May 2017
Barbara Moerd	National Director	1 July 2017	Current	1 November 2012
Dr Peter Munn OAM	National Director	1 November 2017	Current	
Anita Phillips	National Director	1 July 2017	Current	1 November 2012
Jenny Rose	National Director	1 November 2017	Current	
Geoffrey Bennett	Company Secretary	18 September 2017	Current	

* excludes role as a Director of the Company in prior years

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

Retired Directors and Company Secretary

Name	Position held	From	To	Director since
Karen Healy AM	National President	1 July 2017	31 October 2017	1 November 2011
David Gould	National Director	1 July 2017	31 October 2017	1 November 2015
Maria Merle	National Director	1 July 2017	31 October 2017	1 November 2011
Helen Hopper	Company Secretary	1 July 2017	18 September 2017	

Directors' meetings

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

Current Directors

Name	Number of meetings eligible to attend	Number of meetings attended
Christine Craik	10	10
Marie-Claire Cheron-Sauer	10	7
Lynne Harrold	6	6
Dr Brenda Clare	10	10
Linda Ford	10	8
Barbara Moerd	10	10
Dr Peter Munn OAM	6	4
Anita Phillips	10	10
Jenny Rose	6	5

Retired Directors

Name	Number of meetings eligible to attend	Number of meetings attended
Karen Healy AM	4	4
David Gould	4	4
Maria Merle	4	3

Finance, Audit, Compliance and Risk Committee

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

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

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

Name	From	To	Number of meetings eligible to attend	Number of meetings attended
Marie-Claire Cheron-Sauer – Chairperson	1 December 2017	Current	4	4
Barbara Moerd	1 July 2017	Current	9	3
Peter Munn OAM	1 December 2017	Current	4	3
Christine Craik – as Chairperson	1 July 2017	30 November 2017	5	5
– ex-officio	1 December 2017	Current	4	4
Karen Healy AM	1 July 2017	31 October 2017	4	2
Glenda Kerridge#	1 July 2017	30 November 2017	5	4

#Ms Kerridge was not a Director during the financial year but attended at the invitation of the Committee.

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

Board and Executive Staff



Christine Craik

Christine has over 25 years' experience as a social worker in family support, housing, community health and hospitals, focusing on domestic violence, sexual abuse and refugees.

Christine is the Program Manager of the BSW (Hons) and the BSW (Hons)/Psychology, lecturing into the undergraduate and postgraduate social work programs at RMIT University.

Christine is completing her PhD, exploring routine domestic violence screening for women in emergency departments of Australian public hospitals. She was elected National President in November 2017 and is an ex-officio member of both the National Ethics, and the Finance, Audit, Compliance and Risk committees.



Marie-Claire Cheron-Sauer

Marie-Claire is a senior leader, with postgraduate qualifications and extensive experience in clinical social work, policy, research and management in health and human services.

She has a consultancy practice where she provides clinical and management consulting services to health and human service organisations.

Marie-Claire is a Board Director and Chair of the strategy committee of Melanoma Patients Australia, a 2012 Churchill Fellow, a graduate member of the AICD, an Associate Fellow of the Institute of Managers and Leaders and a graduate of Social Leadership Australia.

Marie-Claire was elected as a National Vice President in November 2016 and is Chair of the Finance, Audit, Compliance and Risk Committee.



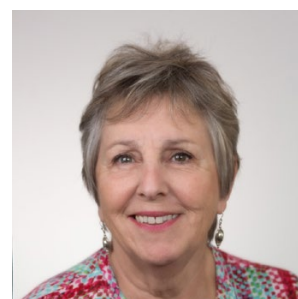
Lynne Harrold

Lynne graduated in social work from the University of New South Wales, where she also gained a Master of Couples and Family Therapy.

She worked for close to two decades, as a child and family therapist, in educational settings and more extensively across varied community health roles in Sydney and the NSW Central Coast.

From 2000 she worked in community adult mental health services and moved into full-time private practice in 2006. She currently runs her own business in the community aged care sector.

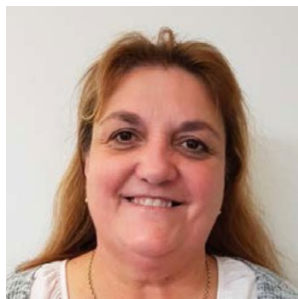
She is a strong advocate for private social workers and currently convenes the self-employed social work group in Sydney. Lynne was elected as a National Vice President in November 2017.



Dr Brenda Clare

Brenda has more than 40 years' experience as a social worker, specialising in child protection and out-of-home care, in England and Western Australia.

Brenda taught on the University of Western Australia social work course for 10 years and until recently, was an Honorary Research Fellow at the University of Western Australia. Brenda is a private consultant in training, research and supervision services. Brenda has been a Director of AASW since November 2011.



Linda Ford

Linda is an Aboriginal woman from north-west Queensland with 22 years as a social worker in rural, remote and urban areas. Linda is passionate about child protection, working for 17 years in this field, and then for seven years in health.

She has been a guest lecturer and adjunct lecturer for James Cook University in the areas of social work theory and ethical practice. After seven years as a Director of Social Work for Queensland Health, Linda returned to child protection as Manager of the Mount Isa and Gulf Child Safety Service Centre, Department of Child Safety, Youth and Women, where she is currently employed.

She is a past president of the North Queensland Branch and is Chair of the Reconciliation Action Plan Working Group. She is also a member of the National Ethics Committee.



Barbara Moerd

Barbara has a Bachelor of Social Work from the University of Tasmania and postgraduate 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 practised 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. Barbara is a member of the Finance, Audit, Compliance and Risk Committee.



Dr Peter Munn OAM

Peter worked as an accountant for five years before undertaking social work. His social work practice includes six years as a front line social worker and then teaching social work for over 20 years at University of South Australia, Whyalla Campus.

He completed his academic career as Dean, Teaching and Learning and Associate Professor in Rural Health.

His last position before retiring in December 2016 was to lead Centacare Catholic Country SA during a period of growth in rural South Australia.

Peter has had a long-term commitment to rural communities having lived in Whyalla for several decades. Peter is a member of the Finance, Audit, Compliance and Risk Committee.



Anita Phillips

Since graduating from the University of Melbourne 40 years ago, Anita has applied 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 November 2011.

Anita is the Chair of the Association's National Ethics Committee.



Jenny Rose

Jenny came to social work 20 years ago, having first completed a welfare degree.

She has completed several postgraduate qualifications including a Master of Mental Health (Child and Adolescent), Diploma of Business (Frontline Management) and a Certificate IV in training and assessment.

Prior to joining the Board, she was a member of the NSW Branch Management Committee for six years, the last three as the Branch President and has been a member of the Education Standards Committee. Jenny works as a senior social worker and student educator at the Children's Hospital at Westmead, part of the Sydney Children's Hospital Network.

Jenny is a member of the National Ethics Committee.



Cindy Smith

Cindy is the Chief Executive Officer of AASW. Cindy has more than 15 years' experience as a social worker.

She has held a range of positions including counsellor in community health, team leader 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, as well as Executive Director of a not-for-profit organisation.

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



Nathan Watts

Nathan is the Chief Financial Officer of AASW with more than 20 years' experience working within both private and publicly listed organisations in both the Australian and overseas markets.

Nathan has held a range of senior accounting positions which have enabled him to achieve a blend of senior, strategic and operational financial experience with a depth of exposure to various change or transition management activities of varying size and complexity.

Nathan holds a degree in business from Deakin University and is a qualified Chartered Accountant.



Geoff Bennett

Geoff is a risk and governance professional, his experience derived from a 38-year career with National Australia Bank (NAB).

Prior to joining the Association, Geoff was Director, Special Projects in the Enterprise Risk division of NAB.

Other roles within NAB included Principal Advisor, Wholesale Banking; Head of Process Improvement in nabCapital; Group Manager, Financial Governance and Head of Strategy & Planning in Group Treasury.

Geoff holds a degree in business from the University of Southern Queensland and an MBA from the University of Melbourne.

He is a Certified Practising Accountant (Fellow), a Fellow of the Governance Institute of Australia and a Graduate of the Australian Institute of Company Directors.

Members' liability

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

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

At 30 June 2018, the total amount of members' guarantee was \$577,850 from 11,557 members (2017: 10,603 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, Journal Board Chair, Journal Editor, Journal Review Editor, Journal Associate Editor, Ethics Panel Chair and Branch Presidents.

The total amount of honorariums paid by the Company for the year ended 30 June 2018 is set out in Note 19 of the Accounts.

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

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 19 and 20 of the Notes to and forming part of the Accounts (including honorariums referred to above).

Indemnification of Auditors, Directors and Officers

The Company has arranged indemnity insurance for its Directors and Officers. This coverage is included within the Association's Liability Insurance which also covers all

members for Professional Indemnity. For the financial year ended 30 June 2018, the premium for the whole policy was \$95,494 (2017: \$92,803). No indemnity insurance has been provided for auditors.

Trading results

The net deficit for the financial year ended 30 June 2018 was \$181,115. (2017: Surplus of \$277,897).

Dividends

The Company is prohibited from paying dividends by its Constitution.

Significant events after the end of the financial year

Directors are proposing amendments to the Association's Constitution. If the amendments proceed, they will be put to a vote of Members at the Annual General Meeting of the Company, scheduled to be held on 9 November 2018.

Other than the foregoing: 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.

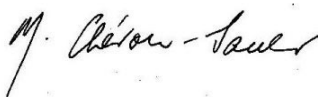
Auditors' Independence Declaration

The Auditors' Independence Declaration for the year ended 30 June 2018 has been received and can be found immediately following the Directors' Report.

Signed in accordance with a resolution of the
Board of Directors



Christine Craik
National President



Marie-Claire Cheron-Sauer
Chair of the Finance, Audit, Compliance & Risk Committee
and National Vice-President

Dated this 11th day of October 2018

Financial Statements



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 2018 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.

Eric Hummer
Audit Partner
Synergy Group Audit Pty

Signed at Canberra on the 11th day of October 2018

▼ **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

Liability limited by a scheme approved under Professional Standards Legislation

Directors' Declaration

The Directors of the Company declare that:

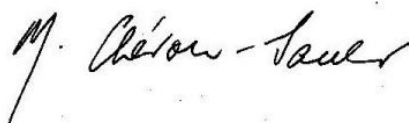
- (a) the Financial Statements and accompanying notes comply with Australian equivalents to International Financial Reporting Standards and the Corporations Act 2001 and are drawn up so as to give a true and fair view of the Company's financial position as at 30 June 2018 and of its performance for the year ended on that date; and
- (b) at the date of this statement there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

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

Signed in accordance with a resolution of the Board of Directors



Christine Craik
National President



Marie-Claire Cheron Sauer
Chair of the Finance, Audit, Compliance and Risk
Committee and National Vice President

Dated this 11th day of October 2018

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 2018, 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 2018 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 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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Independent Auditor's Report (Cont'd)



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.

Eric Hummer
Director
Synergy Group Audit Pty Limited

Signed at Canberra on the 11 day of October 2018

Statement of financial position

for the year ended 30 June 2018

	Note	2018 \$	2017 \$
CURRENT ASSETS			
Cash and cash equivalents	4	4,833,367	5,253,861
Trade and other receivables	6	257,330	114,507
Other current assets	7	274,747	199,406
Other financial assets	10	3,000	3,000
TOTAL CURRENT ASSETS		5,368,444	5,570,774
NON-CURRENT ASSETS			
Property, plant and equipment	8	150,933	139,836
Intangibles	9	41,236	-
Other financial assets	10	139,771	150,781
TOTAL NON-CURRENT ASSETS		331,940	290,617
TOTAL ASSETS		5,700,384	5,861,391
CURRENT LIABILITIES			
Trade and other payables	11	914,689	1,099,736
Borrowings	12	-	6,642
Unearned revenue	13	2,539,101	2,332,004
Other liabilities	15	294,966	294,978
TOTAL CURRENT LIABILITIES		3,748,756	3,733,360
NON-CURRENT LIABILITIES			
Provisions	14	53,653	48,941
Borrowings	12	-	-
TOTAL NON-CURRENT LIABILITIES		53,653	48,941
TOTAL LIABILITIES		3,802,409	3,782,301
NET ASSETS		1,897,975	2,079,090
EQUITY			
Accumulated funds		1,897,975	2,079,090
TOTAL EQUITY		1,897,975	2,079,090

The accompanying notes form part of these financial statements.

Statement Of Comprehensive Income

For The Year Ended 30 June 2018

	Note	2018 \$	2017 \$
Revenue and other income	2	6,356,581	5,240,120
Employee benefits expense		(3,724,831)	(2,645,800)
Occupancy costs		(301,793)	(254,849)
Other administrative costs		(2,446,097)	(2,011,042)
Depreciation and amortisation	3	(64,975)	(50,532)
Profit (loss) before income tax		(181,115)	277,897
Depreciation and amortisation	3	(181,115)	277,897
Profit (loss) before income tax		(181,115)	277,897
Income tax expense	5	-	-
Profit (loss) for the year		(181,115)	277,897
Total comprehensive income for the year		(181,115)	277,897
Profit (Loss) attributable to members		(181,115)	277,897
Total comprehensive attributable to members		(181,115)	277,897

The accompanying notes form part of these financial statements.

Statement Of Cash Flows

For The Year Ended 30 June 2018

	Note	2018 \$	2017 \$
OPERATING ACTIVITIES			
Receipts from government, members and customers		6,837,531	6,094,162
Interest received		71,698	31,245
Payments to suppliers and employees		(7,216,156)	(5,520,834)
Net cash generated (used)	22	(306,927)	604,573
INVESTING ACTIVITIES			
Payments for acquisition of plant and equipment and intangibles		(117,808)	(92,048)
Proceeds from sale of marketable securities		10,383	19,722
Payments for acquisition of marketable securities		-	(30,695)
Net cash generated (used) by investing activities		(106,925)	(103,021)
FINANCING ACTIVITIES			
Payments for reduction of finance lease liability		(6,642)	(25,020)
Net cash generated (used) by financing activities		(6,642)	(25,020)
Net movement in cash and cash equivalents		(420,494)	476,532
Cash and cash equivalents at beginning of year		5,253,861	4,777,329
Cash and cash equivalents at end of year	4	4,833,367	5,253,861

The accompanying notes form part of these financial statements.

Changes In Equity

For The Year Ended 30 June 2018

	Note	Accumulated Funds \$	Total \$
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
Net profit/(loss) for the year		(181,115)	(182,388)
Balance at 30 June 2018		1,897,975	1,897,975

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) Intangibles

Intangibles are recognised and capitalised when: (a) it is probable that the expected future economic benefits that are attributable to the expenditure will flow to the AASW; and (b) the cost of the implementation can be measured reliably.

Amortisation is calculated to write off the cost of intangible assets less their estimated residual values using the straight-line method over their estimated useful lives, and is generally recognised in profit or loss. Amortisation is charged on Information and Communication Technology (ICT) intangible assets when they are ready for use. The amortisation rates used for each class of intangible asset are as follows:

Class of Intangible Assets Amortisation rates

Information and Communication Technology	20%-33.3%
Website and CRM development	20%-33.3%

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

1 (f) 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 (g) 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 (h) Comparative Figures

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

1 (i) 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 (j) 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 (k) 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 (l) 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 2018.

1 (m) 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

	2018 \$	2017 \$
REVENUE		
Revenue from grants		
Grants received	5,000	-
Other Revenue		
Interest	71,698	90,742
Total Revenue	76,698	90,742
OTHER INCOME		
Sale of goods:		
Advertising revenue	45,156	38,213
Services rendered:		
Membership fees	4,442,984	4,003,311
Conference income	125,831	117,043
Education	242,504	191,022
Royalty income	54,374	50,451
Horizon Career Centre	68,900	73,019
Accreditation and Assessment fees	743,491	599,965
Other	556,643	76,354
Total Other Income	6,279,883	5,149,378
Total Revenue and Other Income	6,356,581	5,240,120

Note 3: Profit For The Year

Net Profit (loss) has been determined after:

	2018 \$	2017 \$
(a) EXPENSES		
Depreciation and amortisation of non-current assets		
Furniture and equipment, leasehold improvements	64,975	50,532
Total depreciation and amortisation	64,975	50,532
Superannuation – defined contribution plans	259,529	193,254
Legal fees paid by AASW		
Summary of legal fees are detailed below:		
Miscellaneous legal fees	10,112	475
Governance review	40,802	33,385
Property leases	16,092	14,840
Employment advice	5,526	41,652
Total Legal Fees	72,532	90,352

Note 4: Cash And Cash Equivalents

	2018 \$	2017 \$
Cash at bank	491,145	1,438,192
Cash at bank – Lyra Taylor Fund	68,940	54,527
Cash on deposit	4,273,282	3,761,142
Total Cash And Cash Equivalents	4,833,367	5,253,861

The Company has provided bank guarantees of \$84,223 to the Commonwealth Bank for its obligations under its office leases which are held under Cash on deposit above.

Note 5: Income Tax Expense

	2018 \$	2017 \$
(a) INCOME TAX EXPENSE		
Prima facie tax payable on operating result before income tax at 30% (2017: 30%)	(54,334)	83,369
Add/(Subtract) tax effect of:		
Member and other non-deductible expenses	1,659,603	1,340,952
Member income not assessable and other deductible expenses	(1,676,843)	(1,472,079)
Current year tax (profit) loss not recognised	71,574	47,758
Income tax expense attributable to operating result	-	-

(b) Deferred tax assets

Deferred tax assets totalling 540,729 (2017: \$469,155) 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

	2018 \$	2017 \$
CURRENT		
Trade receivables	189,508	55,009
Accrued income	63,760	59,498
Other receivables	4,062	-
Total Trade And Other Receivables	257,330	114,507

Note 6: Trade And Other Receivables (Cont'd)

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.

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

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

Note 7: Other Assets

	2018 \$	2017 \$
CURRENT		
Prepayments	274,747	199,406
Total	274,747	199,406

Note 8: Plant And Equipment

	2018 \$	2017 \$
Leasehold Improvements		
Leasehold improvements – at cost	148,020	271,044
Accumulated depreciation	(78,043)	(172,949)
Total	69,977	98,095
Plant and equipment		
Plant and equipment – at cost	146,067	187,603
Accumulated depreciation	(65,111)	(145,862)
Total	80,956	41,741
Total plant and equipment	150,933	139,836

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:

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

2017	Leasehold Improvements \$	Plant & Equipment \$	Total \$
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

Note 9: Intangibles

	2018 \$	2017 \$
Information and Communication Technology intangibles at cost	41,237	-
Accumulated depreciation and amortisation	-	-
Total	41,237	-

Movements in carrying amounts

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

Information and Communication Technology intangibles	2018 \$	2017 \$
Opening balance	-	-
Additions	41,237	41,237
Amortisation expense	-	-
Closing balance	41,237	41,237

Note 10: Other Financial Assets

	2018 \$	2017 \$
CURRENT		
Lyra Taylor Fund Debentures	3,000	3,000
Total	3,000	3,000
NON-CURRENT		
Lyra Taylor Fund Listed shares and subordinated notes	139,771	150,781
Total	139,771	150,781

Note 10: Other Financial Assets (Cont'd)

Lyra Taylor Statement of Account as at 30/06/2018	2018 \$	
Included in consolidated balance sheet		
Cash at Bank	68,940	Cash Management Account
Fixed Interest	3,000	M. Crump Bequest
Subordinated Notes	20,363	Westpac
Australian Shares	119,408	Australian Shares
Total Lyra Taylor portfolio	211,711	

Note 11: Trade And Other Payables

	2018 \$	2017 \$
CURRENT		
Trade Creditors & GST Liabilities	399,282	729,319
Employee Benefits	276,712	177,000
Accrued Expenses	238,695	193,417
Total	914,689	1,099,736

Note 12: Borrowings

	2018 \$	2017 \$
CURRENT		
Lease liabilities – Computer/software	-	6,642
Total	-	6,642
NON-CURRENT		
Lease liabilities – Computer/software	-	-
Total borrowings	-	6,642

Note 13: Unearned Revenue

	2018 \$	2017 \$
Membership fees received in advance	2,418,222	2,316,449
Other income in advance	120,879	15,555
Total	2,539,101	2,332,004

Note 14: Provisions

	2018 \$	2017 \$
NON-CURRENT		
Long service leave	33,711	29,000
Provision for make good	19,942	19,941
Total	53,653	48,941

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 15: Other Liabilities

	Note	2018 \$	2017 \$
Practice group funds		83,255	86,670
Lyra Taylor funds		211,711	208,308
Total Other Liabilities		294,966	294,978

Note 16: Employee Information

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

	Note	2018 \$	2017 \$
CURRENT			
Annual leave and vested long service leave	11	276,712	177,000
Total		276,712	177,000
NON-CURRENT			
Long service leave	14	33,711	29,000
Total		33,711	29,000
Aggregate employee benefits liability		310,423	206,000

Note 17: Members' Guarantee

The Company is a non-profit-making public company limited by guarantee. The total amount of members guarantee as at 30 June 2018 was \$577,850 (2017: \$530,150) based on a membership of 11,557 at a liability of \$50 per member (2017: 10,603 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 18: 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 19: Key Management Personnel Compensation

	Short-term benefits \$	Other long- term benefits \$	Total benefits \$
2018 Total compensation	643,349	-	643,349
2017 Total compensation	548,644	-	548,644

- (i) The Company's Constitution prohibits the remuneration of Directors in connection with the management of the Company. There were no amounts paid to the Directors other than by way of reimbursement of expenses incurred in the conduct of the Company's business or professional costs paid in the ordinary course of business at terms no more favourable than paid to other suppliers of similar professional services.
- (ii) Honorariums paid to employers of Directors and Branch Presidents as compensation for time spent in their roles for AASW was \$131,980 (2017: \$122,768).

Note 20: Related Parties

- (i) Directors

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

Karen Healy	Brenda Clare
Christine Craik	Lynne Harrold
Anita Phillips	Barbara Moerd
Maria Merle	David Gould
Marie-Claire Cheron-Sauer	Linda Ford
Peter Munn	Jenny Rose

- (ii) Related party transactions

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

	2018 \$	2017 \$
The following transactions with related parties occurred during the year	nil	nil

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

Note 21: Auditor's Remuneration

	2018 \$	2017 \$
Remuneration of the auditor for:		
Auditing or reviewing the financial report	29,390	28,540
Total Auditor's Remuneration	29,390	28,540

Note 22: Cash Flow Information

	2018 \$	2017 \$
(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	560,084	1,492,719
Cash on deposit	4,273,282	3,761,142
Total cash balance	4,833,367	5,253,861
(b) Reconciliation of net cash relating to operating activities to net surplus		
Net profit/(loss)	(181,114)	277,897
Non-cash flows in operating surplus:		
Depreciation of plant and equipment	64,975	50,531
Changes in assets and liabilities:		
Decrease/(Increase) in receivables	(134,499)	(29,661)
Decrease/(Increase) in other current assets	(83,665)	(144,420)
(Decrease)/Increase in accounts payable	(184,985)	37,516
(Decrease)/Increase in provisions	8,679	4,000
(Decrease)/Increase in unearned income	203,682	408,710
Net cash relating to operating activities	(306,927)	604,573

Note 23: 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 24: 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 2018.

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

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

(i) Interest rate risk

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

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

(ii) Credit risk

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

Cash at bank and fixed rate investments held with Commonwealth Bank of Australia, Bank of Melbourne, Bank Australia (formerly Bank of Mecu) and ME Bank amounted to \$4,833,367 (2017: \$5,253,861).

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.

(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).

2017	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Financial assets				
Available for sale financial assets	128,204	22,577	-	150,781
Held to maturity financial assets	-	3,000	-	3,000
Total	128,204	25,577	-	153,781

2018	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Financial assets				
Available for sale financial assets	119,408	20,363	-	139,771
Held to maturity financial assets	-	3,000	-	3,000
Total	119,408	23,363	-	142,771

(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 28.

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 25: Leasing Commitments

(a) Finance lease commitments

	Note	2018 \$	2017 \$
Payable – minimum lease payments			
Not later than 12 months		-	6,910
Later than 12 months but not later than 5 yrs		-	146
Minimum lease payments		-	7,056
Less future finance charge		-	(414)
Total	12	-	6,642

(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	2018 \$	2017 \$
Payable			
Not later than one year		271,427	126,367
Later than 1 year but not later than 5 years		541,152	132,074
Minimum lease payments		812,579	258,441

None of the office leases have fixed rental increases.

Note 26: 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 27: Contingent Liabilities

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

	Note	2018 \$	2017 \$
Bank guarantees		84,223	73,182

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

Note 28: 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		Non-interest bearing		Total	
	2018 %	2017 %	2018 \$	2017 \$	2018 \$	2017 \$	2018 \$	2017 \$	2018 \$	2017 \$
Financial Assets										
Cash at bank	2.0	2.0	2,683,367	2,853,861	2,150,000	2,400,000	-	-	4,833,367	5,253,861
Receivables	na	na	-	-	63,761	59,498	189,508	50,099	253,268	114,507
Other financial assets	4.0	4.0	-	-	3,000	3,000	139,771	150,781	142,771	153,781
Total Financial Assets			2,683,367	2,853,861	2,216,761	2,462,498	329,279	205,790	5,229,406	5,522,149
Financial Liabilities										
Borrowings	2.0	2.0	-	-	-	6,642	-	-	-	6,642
Payables	na	na	-	-	-	-	399,282	729,319	399,282	729,319
Total financial liabilities			-	-	-	6,642	399,282	729,319	399,282	735,961

Acknowledgements

Volunteers are a vital part of our Association. We recognise and thank them for their contribution.

Branch Committee Members

Australian Capital Territory

- Kate Soulsby (Branch President)
- Helen Hopper (Branch Vice-President)
- Janice Bartram
- Janet Berger
- Parveen Kalliath
- Felicia Melillo - Resigned
- Mallika Moke
- Elizabeth Moore - Resigned
- Suzanne Smith
- Rodney Stanton
- Georgina Tozer
- Joanna Zubrzycki

Northern Territory

- Vikki Ann Martin-Moller
(Branch President) - Resigned
- Elizabeth Adamson
- Brett Barney
- Alishya Gregg
- Alexandra King
- Vanesha Knights
- Louisa Merceanu - Resigned
- Devaki Monani
- Elaine Nuske - Resigned
- Suhaila Rizqallah
- Sophie Zografos - Maternity leave

Tasmania

- Russell McCashney (Branch President)
- Jacqueline Russell
(Branch Vice-President)
- Christine Hannan
- Ella Little
- Resigned in December 2017
- Stewart Millar
- Karen Pennington-Smith
- George Ramm
- Karen Ritchie
- Resigned in February 2018
- Megan Smith
- Tina Walker
- Jocelyn Walter-Jones
- Claire Williams
- Matthew Williamson

New South Wales

- David Keegan (Branch President)
- Suzanne Noisen (Branch Vice-President)
- Mark Brown
- Natalie Hodge
- Beau Lightfoot
- Samantha Miller
- Mali Newman-Plant
- Annette Polizois
- Naomi Spencer
- Anita Willey
- Maddison Williams - Resigned
- Mellisa Wonson

Queensland

- Dr Fotina Hardy (Branch President)
- Ellen Beaumont (Branch Vice-President)
- Rachel Bird - Resigned
- Candice Butler
- Paloma Cesare
- Mark Cleaver - Resigned
- Vivian Deng
- Yasmin Dunn
- Gerard Jefferies - Resigned
- Lena Lundell
- Ben McKenzie - Resigned
- Marcela Moreno
- Rebecca Olling
- Bridget Power
- Loretta Rile - Resigned
- Caitlyn Waterton
- Jacklyn Whybrow

Victoria

- Glenda Kerridge (Branch President)
- Johnson Mathew (Branch Vice-President)
- Christine Barca
- Chris Barrett
- Alex Bhathal
- Laurenza Buglisi
- Completed term in October 2017
- Despina Filippaki
- Completed term in October 2017
- Olga Gountras
- Derya Koksall
- Ross Layton
- Virginia Mansel Lees
- Peter Quin
- Completed term in October 2017
- Jamie Randall - Appointed and completed in October 2017
- Helen Woods
- Lorraine Xavier-Ambrosius
- Andre Zonn

North Queensland

- Ross Murray (Branch President)
- Janet King (Branch Vice-President)
- Kerri Borger - student
- Eleanor Gatto
- Merryl Gee
- Sandy McCristal
- Julie Prideaux
- Helen Sheeran
- Emma Small - student
- Bernadette Stein
- Mary Wheeler

South Australia

- Mary Hood (Branch President)
- Jennie Charlton (Branch Vice-President)
- Jeanne Lorraine
- Azmiri Mian
- Patricia Muncey
- Jack O'Connor
- Nevena Simic
- Tanja Stojadinovic
- Wendy Studholme
- Shirley Young

Western Australia

- Michael Berry (Branch President)
- Dawn Logan (Branch Vice-President)
- Andrew Allsop
- Michelle Blogna
- Jillian Gibbney
- Caitlin Green
- Karen McDavitt
- Jacqueline McNamara
- Rachel Parker
- Warwick Smith
- Kristin Tovey
- Lynelle Watts

Reconciliation Action Plan Working Group

In 2018 the RAP Working Group welcomed four new members, increasing the Group's representation of Indigenous members and states and territories.

Members of the RAP Working Group are

- AASW Members: A. J. Williams-Tchen, David Michie, Jennie Charlton, Pamela Trotman, Susan Gair (from February 2018), Brenda McDermott (from February 2018), Deidre Ikin (from February 2018) and Raylene Hodges (from February 2018)
- Representatives from the AASW: Christine Craik (National President), Linda Ford (Aboriginal and Torres Strait Islander Director), Cindy Smith (CEO), Debra Parnell (Manager, Social Policy and Advocacy, from February 2018) and Sebastian Cordoba (Policy and Advocacy Officer to February 2018).

National Research Committee

- Dr Grahame Simpson (Convenor)
Completed term in December 2017
- Dr Anthea Vreugdenhil (Convenor)
Started on 1 January 2018
- Janice Brown
- Kim Hobbs
- Dr Helen Hickson
- Rosemarie Tweedie
- Dr Elizabeth Hemphill
- Dr Sue Gillieatt
- Gregory Armstrong
- Michele Jarldorn
Resigned in September 2017

Australian College of Social Work

- Sharon McCallum (Convenor)
- Julie Perrin
- Tom O'Brien
- Peter Munn
- Kerry Pennell
- Carolyn Cousins

Board members on the committee: Karen Healy ex-officio (left in 2017), Christine Craik ex-officio, Brenda Clare, Lynne Harold, Cindy Smith (CEO).

Australian Social Work Editorial Committee

- Rosalie Pockett (Chair)
- Karen Bell
- Christine Bigby
- Helen Cleak
- Beth Crisp
- David Hodgson
- Rosemary Sheehan
- Grahame Simpson
- Lynelle Watts

Social Work Student Placements

- Eleni Faria – Flinders University
– Master of Social Work
- Mariann Ivany – RMIT University
– Master of Social Work
- Emma Neil – Edith Cowan University
– Bachelor of Social Work
- Alex Wildsmith – Curtin University
– Bachelor of Social Work

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