

Annual Report 2019–2020



AASW

Australian Association
of Social Workers

VISION:

Working together for professional excellence and social justice

PURPOSE:

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

ABOUT THE AASW

STRATEGIC PILLARS:

1. PROMOTION AND ADVOCACY



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

5. ADVANCE ABORIGINAL AND/OR TORRES STRAIT ISLANDER SOCIAL WORK



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

2. STRONG VOICE FOR SOCIAL JUSTICE



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

6. INTERNATIONAL COLLABORATION



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

3. PROFESSIONAL CAPACITY



The AASW builds the professional capacity of members through Continuous Professional Development (CPD), including online learning programs, successful branch events, publications, promoting research, and practice groups.

7. GOVERNANCE AND MANAGEMENT



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

4. REGULATE THE PROFESSION



The Association is responsible for setting standards of practice of the profession, which is achieved through accrediting and setting the standards for social work education, assessing international qualifications and member credential applications, and ensuring members comply with the Code of Ethics at all times.



The Australian Association of Social Workers respectfully acknowledges Aboriginal and/or Torres Strait Islander Peoples as the Traditional Custodians of the lands on which we live and work, and pays its respects to Elders past and present.

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As National President, it is with great pleasure that I present to the membership the Annual Report of the Australian Association of Social Workers for the year 2019-2020.

This has been the third year of our current Strategic Plan 2018-2021 and we have continued along the path of fulfilling our aims, even with the dramatic events of the COVID-19 pandemic declared on 11 March by the World Health Organization and the catastrophic bushfires that affected most of the country from November 2019 to February 2020. We thank the international community of social workers who reached out to us during this time, their thoughts and support were greatly appreciated.

Notwithstanding these challenges, our success is measured through sustained membership growth, being the voice for social justice issues in Australia, being leaders in professional excellence for social workers and by being a best practice Association.

Indeed, we have seen yet another financial year of sustained membership growth and as of 30 June 2020 were able to boast a more than 13,000-strong membership base. The Association continues to show members that we are their influential voice to promote their interests and the importance of their work to key decision makers. We are in the media more than ever before, and we are about to embark on a

public awareness campaign. We are providing more opportunities for members to participate in professional development, with communication and networking playing a significant role in ensuring that the AASW is effectively engaging with members and the public.

It was a pleasure to welcome more than 500 delegates to the AASW Conference 2019 in Adelaide in November last year. It was the largest and most successful conference we have ever held. We were proud to showcase the best of social work practice and research to the sector and feature high profile keynote speakers. It was refreshing to meet so many social workers in diverse areas of practice and international delegates as well, from the USA, Cayman Islands, New Zealand, India and Vietnam.

Of course, it was so exciting to represent Australian social workers at the International Federation of Social Workers (IFSW) 25th Asia Pacific Regional Social Work Conference alongside the AASW's Aboriginal and/or Torres Strait Islander Board Director Linda Ford in Bengaluru, India in September 2019. There, it was announced that the AASW and our partners had been selected to host the 2021 IFSW Asia Pacific Regional



Social Work Conference in Brisbane. Linda was also presented to the conference as the Chair of the inaugural Asia Pacific Indigenous Committee, which is leading the way for the IFSW on Indigenous social work.

As I am retiring as National President of the Australian Association of Social Workers at the 2020 Annual General Meeting, I would like to take the opportunity to say that the provision of quality member products and services is due to our dedicated and professional staff and it is my pleasure to thank them on your behalf. They make our profession proud. I also acknowledge my fellow Directors on the Board and member social workers who volunteer their time and effort to the Association through committees, practice groups and advisory panels. Your contributions make the AASW the benchmark and voice of Australian social workers.



Our success is measured through sustained membership growth, being the voice for social justice issues in Australia, being leaders in professional excellence for social workers and by being a best practice Association



A stylized, handwritten signature in black ink.

Christine Craik -
National President



What a dramatic year it has been for everyone, and no doubt for our members and the people they work with, as we have had to significantly change the way we live and work. COVID-19 has meant that priorities have had to be re-ordered and I am proud to lead a team that has managed to adapt to a rapidly changing environment.

Reviewing the work that has been accomplished throughout the year I have been reminded how much we have achieved as a team under very challenging circumstances.

Some of the major pieces of work included:

- hosting our largest and most successful conference ever in Adelaide
- launching the new online social work community, Social Work Australia
- launching the new Australian Social Work Education and Accreditation Standards (ASWEAS)
- embedding the various National Advisory Panels
- launching a new continuing professional development strategy

- winning the bid to host the 2021 IFSW Asia Pacific Regional Social Work Conference
- expanding our IT capabilities to create a more flexible working environment for staff and more accessible digital services for members.

Our current Strategic Plan includes significant investments in our technological systems to enable the Association to modernise and better meet the needs of our members. An audit of the Association's software systems and infrastructure was undertaken to understand investment required to reposition the Association to more effectively and more efficiently, meet day-to-day operational, logistical, resourcing and communication needs.

Consequently, the Association embarked on a major investment transformation that has reduced the AASW's risk profile while enhancing members' experience through the introduction of a raft of efficiencies and improvements across the Association. The COVID-19 crisis also necessitated an acceleration of the pace of change at the Association and the transformation, particularly in the area of technology.

From initial planning in mid-March to "go-live", the Association was able to move its staff and operations to an online, working-from-home environment in just five working days, which was a remarkable feat. We were also able to support our members through this unprecedented time by launching the AASW's Online

Ordinary Business

1. National President's report
2. Chief Executive Officer's Review of Operations
3. Financial Reports, Directors' Report and Auditor's Report
4. Member resolution: Approval of Directors' remuneration
5. Appointment of Life Members

Australian Association of Social Workers - 2020 Annual Report



Community Hub, Social Work Australia, which was the first tangible product of a sophisticated digital upgrade.

Members will have noticed the increase in our interaction, using Zoom and Facebook Live. It has been fantastic to receive real-time feedback from members across Australia and not be limited by physical proximity.

While COVID-19 has changed the way we live and work, the Association's core business of serving our members has continued. In fact, we have strengthened the social policy and advocacy work of responding to the various Inquiries and Royal Commissions and making sure that we consult and engage with members as thoroughly as possible to inform submissions. We have provided extra support to the Branch Management Committees ensuring we are also responding to state- and territory-based inquiries thoroughly and professionally.

Promoting the work of Accredited Mental Health Social Workers and raising awareness with GPs about the services that can be provided by social workers, has been a priority for the Association. We employed a specialised Mental Health Social Policy and Advocacy Officer to focus on raising the profile of Accredited Mental Health Social Workers to key stakeholders and decision makers.

In February, the Association strengthened the resourcing of the marketing and communications function, with a view to more modern, streamlined and visible

marketing and communications. We have more exciting developments in store in this area, some of which members have begun to see already.

We are focused on ensuring our products and services provide value for money, enhancing member satisfaction as well as recruiting new members and attracting past members back to the fold.

I am proud of the resilience of our team and the faith that members have had in us to support and represent them every step of the way. I would like to thank the AASW staff for their hard work, efforts and commitment to the AASW. In addition, I would like to thank the Board and all the AASW volunteers for your support and guidance throughout the year. Next year will be the Association's 75th year - I am excited to keep delivering for you, our members and stakeholders.



Cindy Smith -
Chief Executive Officer

Our members

13,104 members

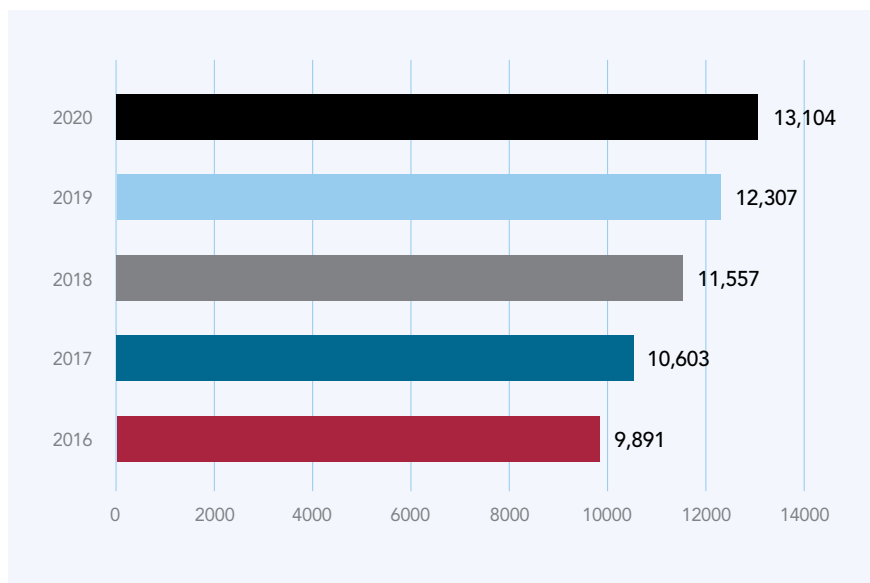
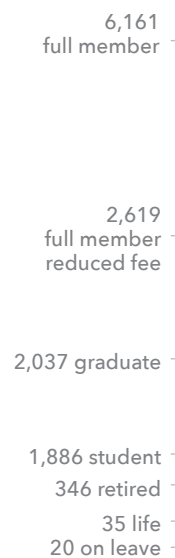


6.47%

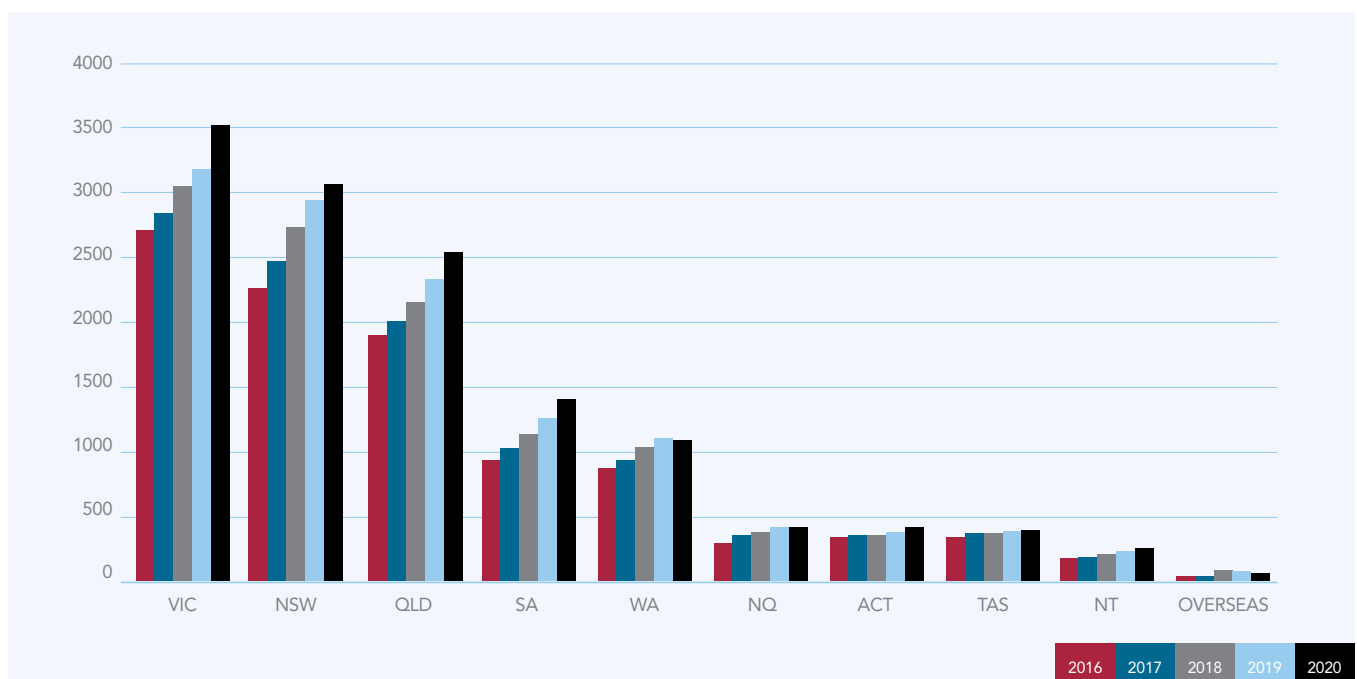
Membership peaked at 13,104
members on 30 June 2020

Increase of members
on 2018/19

Total member growth over five years

13,104
members

Branch growth over five years



73

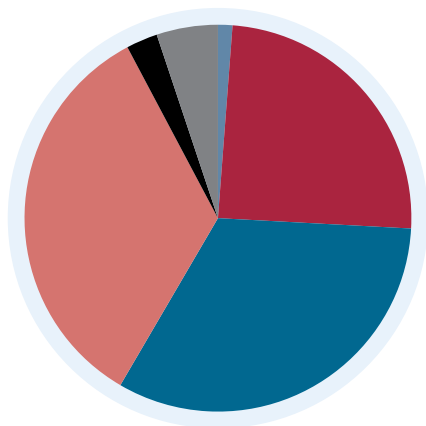


overseas members

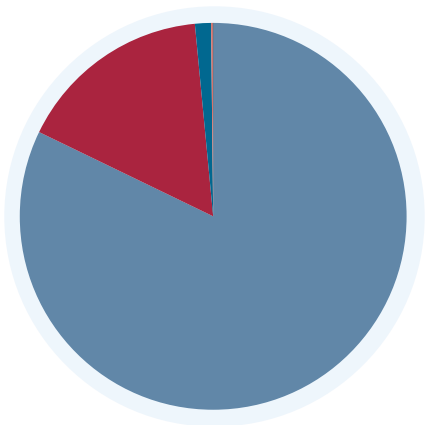
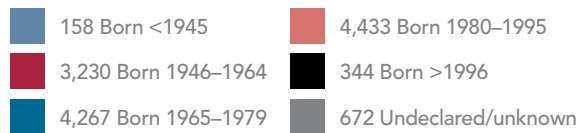
283


members identify as
Aboriginal and/or
Torres Strait Islander

45


average age of
AASW members is
45 years old


Age



Gender



Field of Practice



Celebrating our members

Members are at the heart of the AASW and we celebrate and acknowledge their dedication not only to contribute to the greater good of society day in, day out through their professional practice, but also for giving back to the profession by giving up their time for the Association.

Fifty-nine members volunteered at the AASW Conference 2019, and without them the AASW could not have held such a successful event.

Members enrich the Association through the branches, practice groups, online communities and events and have been celebrated and recognised with several awards across the country.

The AASW awarded Life Membership to three outstanding members at the 2019 Annual General Meeting:

- Dr Michael Clare
- Dr Mary Hood
- Pamela Trotman



The AASW thanks all our members who volunteer their time, skills and expertise to progress and support the goals of the AASW and the profession

Several branches also recognised members with awards.

Northern Territory Branch

- **John Rayner**, winner of the Mary Moylan Award 2019

Queensland Branch

- **Sunny Tannaing**, winner of the AASW Social Work Award for Outstanding Contribution to Social Work Practice

South Australian Branch

- **Mia Kitto**, winner of the University of South Australia Applying Ethical Standards in Social Work Placement Award (Bachelor student)
- **Erin Grace Levy**, winner of the University of South Australia Applying Ethical Standards in Social Work Placement Award (Masters student)
- **Tess Taheny-Penna**, winner of the Flinders University Ethics in Placement Award (Bachelor student)
- **Bridget Hodby**, winner of the Flinders University Ethics in Placement Award (Masters student)

Western Australian Branch

- **Michael Hartnett**, winner of the Barbara Kinna Award, Curtin University - Dux, Bachelor of Social Work
- **Nicole Wilson**, winner of the Edith Cowan University AASW Award
- **Selina Peng**, winner of the Margaret Stockbridge Memorial Prize in Social Work, University of Western Australia



AASW Conference 2019

Challenging Inequality – Working Together for a Just Society

AASW Conference 2019: Challenging Inequality – Working Together for a Just Society, held in Adelaide, South Australia from 7-9 November, was our largest and most successful national event and the Association received positive feedback from those who attended.

The **Hon. Rachel Sanderson MP**, South Australia's Minister for Child Protection opened the conference. The highlights were the wonderful Aboriginal and/or Torres Strait Islander content of the program, which celebrated 2019 as the United Nations International Year of Indigenous Languages, and a host of keynote speakers **Natasha Stott Despoja AO**, **Professor Tom Calma AO**, and International Federation of Social Workers (IFSW) UN Commissioner **Priska Fleischlin**.

The celebratory dinner featured **Debbie Kilroy OAM**; and the social work registration session the **Hon. Tammy Franks MLC**, **Natalie Cook MP** and **Lucy Sandford-Reed**, Chief Executive of Aotearoa New Zealand Association of Social Workers.

In 2021, the AASW will host the IFSW Asia Pacific Regional Social Work Conference in Brisbane, Queensland. The successful bid was announced during the IFSW's 25th Asia Pacific Regional Social Work Conference held in Bengaluru, India in September 2019, with the AASW to host the Conference alongside bid partners from eight Queensland-based universities and the Australian and New Zealand Social Work and Welfare Education and Research (ANZSWWER).



Serving our members

An audit of the AASW's software systems and infrastructure highlighted ageing hardware assets, largely out-of-date or unsupported software systems and a customer relationship management system (CRM) approaching the end of its useful life and not meeting the Association's, nor Member, needs.

During the year, the Association conducted a significant digital transformation making services, access to information and CPD more effective and accessible to increasing numbers of members no matter where they live.

Significant investment was made in:

- hardware to enable all staff and members to connect remotely
- a cloud-based Standard Operating Environment (SOE) with "best-in-class" videoconferencing technology (Zoom)
- providing the Association with the ability to connect with Members and external stakeholders
- a cloud-based telephony system (Ring Central)
- a Melbourne-based IT service provider for on-site support
- closing outmoded ways of operating, such as fixed branch offices with limited facilities.

The Branch Management Committees and staff continue to provide valuable localised support, knowledge and networking using Zoom, flexi office meeting spaces and remote working.

Social Work Australia

The AASW online social work community hub Social Work Australia was launched on 25 June this year. The hub provides discussion and networking forums based on the areas that social workers are engaged in, such as mental health, child protection and family violence, and for specific cohorts, such as students and graduates. There is also an Aboriginal and/or Torres Strait Islander invitation only forum, designed as a safe space for our Aboriginal and/or Torres Strait Islander members to connect.

By 30 June, 663 members were participating in Social Work Australia and planning is underway for the launch of our app at the end of 2020.

Ongoing member benefits and services

Throughout the year, the AASW continued to provide member benefits and services to promote the social work profession, advance social justice, uphold standards and build the capacity of our community. These included:

- advocacy and representation
- on demand online content
- networks and workshops
- quality events
- regular emails
- professional journal
- magazine
- ethics service
- insurance
- AASW's role with the United Nations and International Federation of Social Workers

- Member Benefits program
- Horizon Career Centre
- Student Centre
- Graduate Hub
- marketing resources and campaigns

Survey results

In March, AASW members were invited to participate in the "Member Needs and Satisfaction Survey" focusing on their professional needs and expectations of the Association. The AASW wanted to learn more from members about the performance in areas of communication, continuing professional development, advocacy and social policy, member services and programs, as well as highlight the important issues facing members and how the Association can continue to evolve and improve.

Members consistently said they were AASW members for the following reasons:

	Reason for being an AASW member
1	Being informed about what is happening in the sector
2	Professional status and recognition
3	Continuing professional development
4	AASW credentials
5	Insurance cover

Although many of the issues raised in the survey are currently being addressed and prioritised, it was important to learn that members continue to reinforce a desire for the Association to increase its focus on:

	Increase in focus
1	Member support and networking
2	Offering more accessible, more affordable and more varied learning opportunities
3	Advocacy, lobbying and leadership on behalf of profession, clients and the community
4	Building the reputation and profile, awareness and diversity of the profession within the community and allied health sector

Member voting

More than a third (38%) of members surveyed reported that they voted in the 2019 AASW elections. The highest incidence was among retired members (55%) and lowest among new graduates (22%) and students (24%).

When looking at the survey data by location, the proportion of members who voted ranged from 44 per cent in Queensland to 14 per cent in the ACT. The survey indicated there was little difference in the incidence of voting between metropolitan, regional and rural-based members.



Branch highlights

Australian Capital Territory

A key focus of the Australian Capital Territory Branch Management Committee has been a commitment to the spirit of Reconciliation and as such, an active Reconciliation Action Plan Sub-Committee met regularly to develop opportunities for critical reflection, learning and connection for members.

The ACT Branch Management Committee has also continued to engage in policy and advocacy efforts on behalf of members and their clients in partnership with key peak bodies including ACTCOSS, and through engagement with key campaigns such as Raise the Rate.

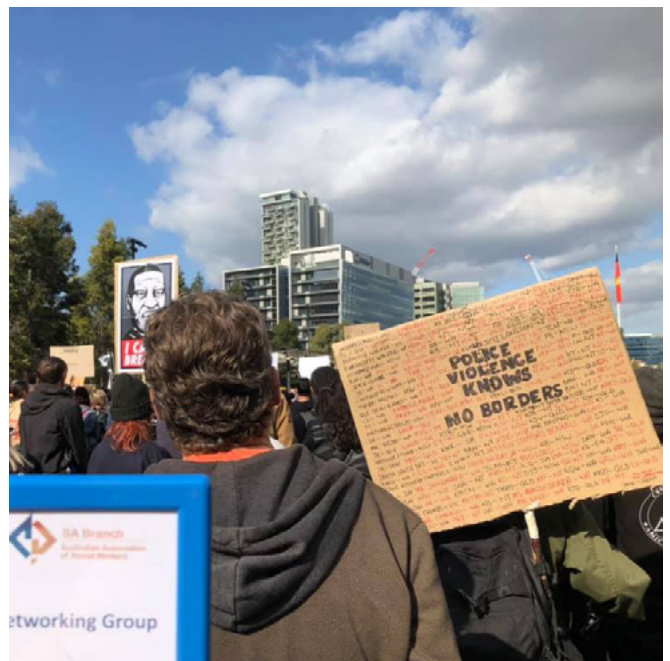
New South Wales

In October, the New South Wales Branch Management Committee collaborated with the Social Work Department of St Vincent's Hospital to host an event on modern slavery. The outstanding panel of speakers included, Professor Burn, Interim NSW Modern Slavery Commissioner, Jane Jeffes and Becky Honey, co-founders of War on Slavery. The commitment and expertise each of the speakers have in this arena is exceptional.

The Branch Management Committee recently provided a submission to the NSW Modern Slavery Act 2018. There remains much more work to be done in this space.

Northern Territory

The Northern Territory Branch Management Committee held 12 practice group meetings (six mental health accreditation and six social workers in private practice), as well as an end of year celebration in Darwin, and a networking session in Alice Springs in March. The NT Branch also held a planning session where NT members were invited to participate. The NT Branch Management Committee has focused efforts on the NT Election Platform for the elections in August this year.



North Queensland

The North Queensland Branch Management Committee focused on hosting networking events in the region for social workers, new graduates and students. World Social Work Day celebrations were held in Cairns and Mackay, which included an interactive discussion forum focusing on issues facing social workers in organisations and private practice and provided an opportunity to identify issues and develop action plans to address issues at a local level.

Queensland

In September, Queensland Branch Management Committee representatives joined more than 30,000 concerned members of the Brisbane community to take to the streets to confront the climate crisis. Members were actively involved at the Gold Coast and Toowoomba marches.

Staff and committee members joined in celebrating the dedication and commitment of those working within the child protection sector at the Child Protection Week Dinner. The Branch Management Committee congratulates social workers who were recognised in this year's Child Protection Awards, in particular Dr Reeny Jurczynszyn of Queensland Children's Health Child Protection and Forensic Medical Service who took out this year's Professional Award.



Re-joining the AASW has been a really positive experience for me. In this present climate, a heightened sense of professional connectedness and common purpose is certainly valuable. I have particularly enjoyed my participation in webinars and the launch of the AASW Online Community Hub.

As a member of the AASW Health Social Work Directors' Group COVID-19 Working Party, our regular online meetings have been an excellent forum to discuss current challenges and ways to address these. We have shared resources including our business continuity plans, staff wellbeing initiatives and new programs, as well as creative work practices that facilitate our ongoing commitment to patient-centred care and family inclusive practice.

It is a time for our profession to recognise and feel especially proud of the contribution that we are making to the communities in which we work.

Marg Petrie



South Australia

The South Australian Branch Management Committee held an annual member's meeting and networking event, which featured a presentation by the Hon. Nat Cook MP.

A networking dinner to recognise our volunteers was held in November 2019, which, in recognition of the Year of Indigenous Languages, was hosted at the Living Kurna Cultural Centre. The event featured a presentation by Lakota Gibbons from the Mobile Language Team at the University of Adelaide on the importance of saving and restoring the connections to Indigenous culture and language.

The Green Social Work Practice Group also presented two well received papers at the AASW National Conference hosted in Adelaide.

Tasmania

The Tasmanian Branch Management Committee held a total of 15 networking and peer support groups throughout three regions, as well as the annual members dinner in November, and end of year celebrations in Hobart and Launceston.

Victoria

The Victorian Branch Management Committee offered an array of engagement opportunities, starting with our 14th Biennial Rural Social Work Conference in Horsham in July last year. This successful event, hosted by our Rural and Remote Social Work Network, was an example of the rich diversity of experiences ranging from networking events to peer supervision, colloquia, to webinars offered by our 16 active Practice Groups.

Another highlight has been the members increasing engagement in social policy and advocacy actions. Members and staff have represented the AASW at key social justice rallies and marches against climate change, family violence and to mark NAIDOC Week, International Women's Day and to celebrate Midsumma Pride. The Branch Management Committee has also taken up a more active role in the development of policy submissions and that proudly engaged with Victorian members through individual and group consultations.





Western Australia

The Western Australian Branch Management Committee held three social policy summits with the aim of informing the major political parties about the issues social workers want to take forward to the 2021 election, including Aboriginal children in care and Aboriginal families, family and domestic violence and trauma, mental health, and drug and alcohol use.

Social policy subcommittees have also been active commenting on the amalgamation and restructure of the previous Department for Child Protection and Family Support into the Department of Communities, the state budget priorities and the establishment of a specialist Child Protection Unit.



100



advocacy letters to
key federal and state
parliamentarians

37



submissions reflecting
the issues that members
identify as their key
concerns for social justice
and human rights

24



meetings on registration
and the impact on child
protections issues
(315 participating in the
consulting processes)

3



hearings attended

111



meetings with stakeholders
representing the profession
and advocating on issues of
concern for members

Advocating for members, the profession and advancing social justice

Strong voice for social justice and advocacy

The AASW is committed to the pursuit and maintenance of human wellbeing. In line with the Code of Ethics and Strategic Plan, the AASW has a commitment to promoting a just and fair society through the pursuit of social justice and effective social policy at all levels of society.

Advocacy for the profession and for AASW members, has been a high priority and is reflected in the strategic plan of the Association.

Registration of social work as a profession

During 2019 the AASW attended a number of hearings conducted by the SA Joint Committee on the Social Work Registration Bill. In September 2019, the AASW appeared before the Committee at its final hearing and provided a response to a number of questions that the Committee raised as a result of the consultation process, and a final submission.



three submissions
to the SA
Joint Senate
Committee and
two presentations
to the Committee



24 meetings on
Registration and
the impact on
child protection
issues



36 letters to State
stakeholders;
25 to Federal
stakeholders

Mental health

The AASW undertook an extensive consultation for its submission to the Victorian Royal Commission, and for the Productivity Commission's inquiry into the Social and Economic Benefits of Improving Mental Health. The AASW welcomed the Productivity Commission's draft report, and its emphasis on schools as places where young people's mental health concerns can be addressed early and effectively.

The appointment of a dedicated Mental Health Advocacy Officer in late 2019 has increased our capacity and responsiveness to member queries and issues including the development of a Mental Health Advocacy Strategy, focusing on three areas of activity.

- **MBS Review:** Three submissions, one presentation to the MH Reference Group. In 2018 an MBS Review Taskforce was established, and the AASW made a number of submissions to the Taskforce and its Mental Health Taskforce. An MBS Working Group was formed to provide input to AASW submissions and recommendations
- **GP campaign:** A campaign was undertaken and a resource promoting the skills and expertise of AMHSWs developed
- **private health insurance:** The AASW continued to campaign to include social workers in private health fund schedules and developed an information product specifically for this market
- **state compensation schemes:** The AASW was successful in having Victoria's WorkSafe scheme review its policy on social workers, resulting in an increase to the rebate available for social work services. The submission to Victoria's Transport Accident Commission saw the successful expansion of telehealth to social workers providing services under that scheme.

Insurance Schemes and Private Health Funds

In our advocacy the AASW worked with:

- Workcover on its review of policy for rebates for social workers, resulting in an increase in rebates
- Transport Accident Commission (TAC) to advocate for the inclusion of telehealth for social workers and the extension of telehealth for the foreseeable future
- HICAPS to promote the use of their modality for AMHSWs
- NDIS to advocate for better resources and ease of use for AMHSWs who provide NDIS services
- AHPA, which has developed a resource for those seeking registration with NDIS
- AHPA to develop resources and guidance for the use of telehealth
- industry peaks to discuss benefits of AMHSWs for Private Health Industries
- developing case studies and testimonials from providers and clients for the promotion of AMHSWs.

Reconciliation Action Plan

The AASW Innovate Reconciliation Action Plan 2017-19 (RAP) concluded in June 2019 and we were successful in achieving most of our deliverables. Throughout the life of the RAP we continued to improve and refine internal processes and our internal review and consultation with the RAP Working Group and members identified several areas for future development and focus.

Our 2020-22 Reconciliation Action Plan is the AASW's third RAP and the second Innovate RAP. It has a greater focus on engaging and working with our Aboriginal and/or Torres Strait Islander members and stakeholders to test and trial approaches that build relationships, demonstrate respect and improve opportunities. We have built the foundation of this work in our previous RAP. Our RAP commitment is evidenced in our actions and outcomes for members and broader stakeholders, and ultimately Aboriginal and/or Torres Strait Islander people and communities.

Bushfires response and recovery

The bushfire crisis in late 2019 and early 2020 saw the AASW working with members and branches to clarify information and policy developments in the bushfire response, and to advocate on the role of social workers in responding to the needs of people impacted by the crisis.

Key activities included:

- writing to key stakeholders promoting the services of AMHSWs and looking for opportunities to better utilise AMHSW supports in affected areas
- consulting with members in bushfire affected areas to develop more targeted and better focused local strategies
- establishing a dedicated Facebook page for the promotion of AMHSWs
- providing information to all PHNs, the Pharmacy Guild of Australia and the RACGP of AMHSWs involvement in new MBS Bushfire Recovery Items.

COVID-19 pandemic

The impact of the pandemic on vulnerable people and communities became a focus of the AASW social policy and advocacy activities once the pandemic was declared on 11 March this year by the World Health Organization. The AASW informed members of updates relating to COVID-19 from January through the National e-Bulletin. The actions taken included the following:

- interpreting the swift response of government to make health services and mental health supports more accessible under MBS with the expansion of telehealth, and how social workers were integral to delivering the new services
- keeping members informed of the ongoing developments and practice issues in this space through special bulletins and online events
- conducting 11 Facebook Live and/or webinar sessions on practice issues arising during the COVID-19 crisis during this period with an aggregate total of more than 1,500 members participating

- setting up a dedicated Facebook group on COVID-19 saw more than 1,300 members participate in information sharing and networking on developments across the health, mental health and social services sector
- undertaking comprehensive consultation with members to develop the AASW's submission to the Inquiry on the Government's COVID-19 Response.

Aged Care

We held consultations around the country in 2019 for the AASW submission to the Royal Commission on Quality and Safety in Aged Care highlighting the essential services provided by social workers in residential and community-based aged care, including meeting people's psychosocial needs, supporting older people and their families to access the aged care system, particularly at the interface between health and aged care, and addressing the wellbeing needs of older people.

NDIS

We made several submissions, at both the national and state and territory levels, on the NDIS especially in relation to workforce, Quality and Safeguard Commission and adequacy of planning.

Climate change

During the bushfire emergency, the AASW added its support to ACOSS's call for more effective government action on bushfire recovery and prevention. In particular, we advocated for an increase to the level of the Disaster Recovery Payments and for a suspension of all cashless debit cards.

As a member of Climate and Health Alliance, the AASW joined 22 groups representing health and medical professionals in Australia issuing a joint call to act on a "public health emergency" caused by smoke from the catastrophic bushfire season in New South Wales.

National Advisory Panels

We have developed mechanisms to engage with members on key areas of interest and activity and currently have five National Advisory Panels operating to provide input to the AASW positions and advocacy:

- Mental health
- NDIS
- Aboriginal and/or Torres Strait Islander issues
- Veterans
- Climate Action.

Partnerships and projects

The AASW has continued to work and build relationships with stakeholders externally and internally. Nationally, the Association reviewed existing relationships and identifying organisations for increased engagement, including at state and territory level.

The AASW currently has active partnerships with:

- ACOSS and the state and territory COSS network
- Mental Health Australia and state and territory mental health peak bodies
- Allied Health Professions Association
- Climate and Health Alliance
- Indigenous Allied Health Australia
- National Aged Care Alliance.

The AASW also contributed to numerous projects and stakeholder forums with these and other stakeholders, and with Commonwealth and state and territory government departments. Projects we have contributed to include:

- Beyond Blue Clinical Risk and Quality for Way Back Home
- Victorian Family Violence Recommendations Implementation
- Victorian Mental Health Royal Commission Workforce
- MBS Eating Disorders Implementation
- Mental Health in Residential Aged Care Training Project
- PHN National Assessment and Referral Project.

International Federation of Social Workers

Senior Policy Adviser Dr Sebastian Cordoba was appointed as the International Federation of Social Workers United Nations representative for the Asia Pacific region in November 2019. The role involves working with Asia Pacific social work colleagues to advocate for social work and human rights within the United Nations system, through forums, submissions and public statements. This has assisted in developing stronger partnerships with social work associations in the region.

The AASW continued to work with Aotearoa New Zealand Association of Social Workers in relation to the regulation of social work and also met with representatives from the Papua New Guinea Social Workers Association (PNGSWA) exploring opportunities for collaboration.



The AASW has continued to work and build relationships with stakeholders externally and internally

Marketing and communications



Key marketing and communications campaigns

- World Social Work Day
- Accredited Mental Health Social Workers – Experts in Complexity GP campaign



Webinars or Facebook Live sessions

40 sessions held

4,328 Aggregate total of registrants

2,368 Aggregate total of attendees



Media activity

35 releases up from 30 2018/19

34 mentions up from 17 in 2018/19

35 enquiries up from 14 in 2018/19



18,299

Facebook followers

up from 15,748 in 2018/19



3,247

Twitter followers

up from 2,604 in 2018/19



12,015

LinkedIn followers

up from 6,357 in 2018/19

Horizon Career Centre website

120 advertisers

494 job adverts

12,397

total users

27% increase on 2018/19

28,671

pageviews

25% increase on 2018/19



Podcast

1,391

listens

Website

3,499,566

website page views

9% increase on 2018/19



462,109

total users

22% increase on 2018/19

Publications

Member magazine
Social Work Focus (quarterly)

Peer reviewed academic journal
Australian Social Work (quarterly)

National e-Bulletin
(twice per month)

Mental health e-News
(once per month)

9 x Branch e-News
(once per month)

42,133 total pageviews
^ up from 36,543 in 2018/19

7 *Social Work Focus* advertisers
^ up from 5 in 2018/19

1.4 2019 Journal Impact Factor for *Australian Social Work* (14/44)
^ up from 1.22 (2018) to journals in the category

27 national e-bulletin advertisers
^ up from 16 in 2018/19

Marketing and communications

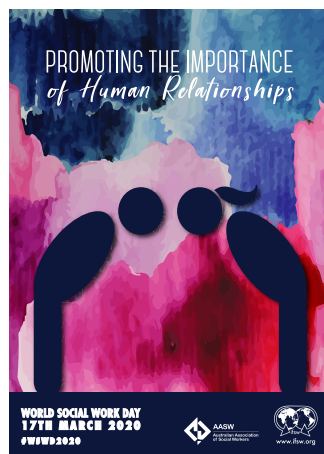
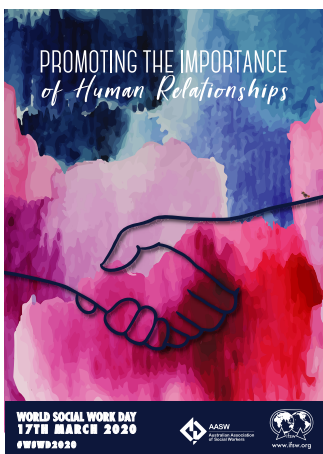
Marketing and communication campaigns

World Social Work Day

World Social Work Day 2020, which is held on the third Tuesday of March, was this year on 17 March. It was set to be the Association's biggest and most successful day to celebrate the profession yet, with celebrations scheduled by each AASW branch, and the branches that cover large areas planning to host multiple events. However, due to the COVID-19 pandemic all World Social Work Day events were cancelled, although the AASW NSW Branch moved their event to a webinar.

This year's theme was Promoting the Importance of Human Relationships, as set by the International Federation of Social Workers. Prior to the pandemic being declared on 11 March, the Association had contacted all stakeholders and state and federal MPs across the country to promote World Social Work Day. Despite the decision to cancel the day, it was still acknowledged in the Western Australian upper house by the Hon. Alison Xamon, who took the opportunity to commend the profession, the Association and advance the cause of social work registration in that state.

✓ Design for World Social Work Day was altered after the pandemic declared



Accredited Mental Health Social Workers - Experts in Complexity GP campaign

The AASW launched an advertising campaign to promote Accredited Mental Health Social Workers (AMHSWs) to General Practitioners (GPs) in July 2019, which ran until March 2020. This campaign highlighted the value and services of AMHSWs to GPs. An advertisement featured in the Royal Australian College of General Practitioners (RACGP) journal three times, which has a distribution of more than 37,000 to GPs and relevant stakeholders in Australia.

Campaign Support Material

To complement the GP advertising campaign, marketing material was developed for AMHSWs to use in promoting their own services and practice. These marketing tools will support AMHSWs with consistent brand identity that aligns with the GP advertisements.

The tools include:

- the full campaign in high resolution format
- five social media versions of the campaign, set up for Facebook, LinkedIn and Twitter, including cover and post images

- six infographic images on relevant information regarding AMHSWs. These designs are visual images that can be used online, in social media posts or as part of your print work, to support text and other promotional messaging.

All tools have been set up as JPEG files, appropriate sizes and resolutions to assist with digital and print mediums.

Media activity

The Association uses the media to advance the interests of the profession and for social justice. Given the diverse nature of the social work profession, the Association was able to comment publicly on a wide range of social justice and practice issues. These included, but are not limited to:

- the role of social work during COVID-19
- housing and homelessness
- higher education funding
- poverty and income support
- Aboriginal and/or Torres Strait Islander social work
- mental health
- family violence
- aged care
- Newstart
- school social work and countering sexual harassment and abuse in schools
- conversion therapy
- climate change.

The AASW's media spokespeople National President Christine Craik, Aboriginal and/or Torres Strait Islander Board Representative Linda Ford and AASW Branch President Ellen Beaumont appeared in a wide range of mainstream and niche media outlets. These included channels 10, 9 and 7, the ABC, *The Guardian* and *The Australian*, as well as specialised Aboriginal and/or Torres Strait Islander media, LGBTQI press, popular parenting blogs, private health funds, career and training websites and rural and regional newspapers. This last year has been one of the Association's busiest years for media activity.

Social media

The AASW uses its social media presence to promote social policy and advocacy positions. A new Facebook page was established to promote Accredited Mental Health Social Workers. The Association has harnessed the power of its Facebook, Twitter and LinkedIn presence, as members of the media review them to understand AASW policy positions. This generated the enquiry that led to AASW National President Christine Craik appearing on the evening news discussing school social work and countering sexual harassment in schools.

The Association has used social media to generate a sense of community within the profession by establishing the COVID-19 Facebook Group and streaming Facebook Live on a number of topics that members have expressed interest in during the COVID-19 period. The engagement, networking and fostering of community using this forum was highly successful.



Publications

The AASW produced the National e-Bulletin, the Mental Health e-News and nine branch e-News. The purpose of these is to promote CPD and provide information to members. We made improvements to them in accordance with feedback provided by members in April 2019, which informed a new marketing and communications strategy that came to fruition in mid-2020.

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



Social Work Focus

Social Work Focus is Australia's leading magazine for social workers. The magazine is produced to inform readers of innovative practice, reflections, research and advice, as well as honouring the achievements of AASW members, and provide updates on the latest AASW position statements and the Association's strategic direction. The four 2019-20 editions featured themes of:

- Social work research and its impacts
- Aboriginal and/or Torres Strait Islander social work
- Mental health and trauma
- The Asia Pacific Region; and disaster recovery

Australian Social Work journal

Australian Social Work is an international, peer-reviewed academic journal reflecting current thinking and trends in social work.

2019-2020 themes:

- Children and the law: Contemporary approaches to children and vulnerability (October 2019)
Guest Editors: Rosemary Sheehan, Clare Tilbury
Associate Editor: David Hodgson
- Social work research: Contemporary challenges (January 2020)
Guest Editor: Grahame Simpson
- A new decade: Professional, policy and practice challenges for social work in 2020 (April 2020)
Guest Editorial: Liz Beddoe

Embedding Aboriginal and/or Torres Strait Islander culture and ways of knowing

Papers published in *Australian Social Work*:

Tracey Harris and Kieran O'Donoghue, "Developing Culturally Responsive Supervision Through Yarn Up Time and the CASE Supervision Model", *Australian Social Work*, 73(1), 64-76.

Michelle S. Fitts and Karen Soldatic, "Why Extended Time on Newstart is Unsuitable for Aboriginal and Torres Strait Islander Australians Living with a Disability", *Australian Social Work*, 73(2), 191-203.

Aboriginal and/or Torres Strait Islander Editorial Advisors:

- **Linda Ford**, Townsville Hospital and Health Service
- **Bindi Bennett**, University of the Sunshine Coast
- **Deb Duthie**, Queensland University of Technology

Engaging our Asia Pacific colleagues

International Advisory Board members

Aotearoa New Zealand:

- **Liz Beddoe**, University of Auckland
- **Kate Diesfeld**, Auckland University of Technology

Hong Kong:

- **Allan Borowski**, The Chinese University of Hong Kong
- **Wing Hong Chui**, City University of Hong Kong
- **Ming Sum Tsui**, Caritas Institute of Higher Education

Journal Impact Factor

The Journal Impact Factor for *Australian Social Work* for 2019 has increased from 1.22 in 2018 to 1.4 in 2019. *Australian Social Work* ranked 14 out of 44 global social work journals.

The quality of the journal has been achieved through high editorial and publishing standards now making it one of the leading social work journals globally.

Australian Social Work journal awards

Australian Social Work recognises the authors of the best articles that it publishes each year. In 2019 these were:

Norma Parker Award (awarded to a student or new graduate, funded by publishers Taylor & Francis)

Karen Fitzpatrick and Marty Grace for "Dementia patients' transition to residential aged care: Carers" and social workers' experiences'. *Australian Social Work*, 72(3), 287-298.

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

Marian Brandon, Georgia Philip, and John Clifton for "Men as fathers in child protection". *Australian Social Work*, 72(4), 447-460.

The Bruce Lord Award for Excellence in Research Methodology (funded by the AASW)

Abner Weng Cheong Poon, Jackie Curtis, Ann Howard, Philip Ward, and Julia Lappin for "Health of Carers of Young People with Early Psychosis: A Biopsychosocial Approach". *Australian Social Work*, 72(3), 260-273.

Editorial Board

Editor

Fiona McDermott, Monash University

Associate Editors

David Hodgson, Curtin University
Sonya Stanford, University of Tasmania

Reviews Editor

Beth Crisp, Deakin University

Social Media Editor

Lynelle Watts, Curtin University

Editorial Board Chair

Rosalie Pockett, The University of Sydney

Board Members

Karen Bell, Charles Sturt University
Christine Bigby, La Trobe University (July-December 2019)
Helen Cleak, Queensland University of Technology
Susan Gair, James Cook University
Helen Hickson, La Trobe University (January-June 2020)
Abner Weng Cheong Poon, University of New South Wales (January-June 2020)
Rosemary Sheehan, Monash University
Grahame Simpson, Ingham Institute of Applied Medical Research Australia (July-December 2019)



Studying social work in Australia

- 10** social work university degrees offered by seven Higher Education Providers (HEPs) were re-accredited
- 2** social work university degrees offered by one Higher Education Provider (HEP) were accredited for a new location
- 30** Higher Education Providers (HEPs) that offer AASW accredited university degrees, including:
 - six HEPs offering Master of Social Work (Qualifying) degrees
 - nineteen HEPs offering both Bachelor of Social Work and Master of Social Work (Qualifying) degrees
 - five HEPs offering Bachelor of Social work degrees.



Ethics and practice standards consultation service

734 consultations

165 were from non-members

Common themes arising from the consultations included:

1. Ethics and practice consultation
2. Insurance
3. Scope of social work practice
4. Ethical practice/complaint query
5. Industrial and workplace related queries
6. Supervision

Upholding standards of the social work profession

Implement the regulatory framework for social work education

The new Australian Social Work Education and Accreditation Standards (ASWEAS) was published in March 2020.

The ASWEAS set out the principles, standards and graduate attributes for social work education in Australia. The standards are used as the criteria for the accreditation of a professional social work course by the Association. The Expert Review Panel has continued to work to deliver guidelines and submission and annual reporting templates for a full transition to the revised ASWEAS in 2021. The Field Education Standards require further review. This is part of a larger project that commenced in May 2020 with key stakeholders.

Ethics and practice standards consultation service

The Ethics and Practice Standards Consultation Service (ECS) is a service for members and others, for example, employers of AASW members, to consider, discuss and process ethical dilemmas and ethical practice issues. The ECS provides information in relation to ethics and practice issues and assists in linking ethical and best practice decision making to the Code of Ethics, Practice Standards and broader ethical and practice theories. The ECS aims to ensure that social workers are equipped with the skills, knowledge and reflective practices to ensure high standards of practice and prevent ethical misconduct and harm to the public.

Developing National Alliance of Self-Regulating Health Professions (NASRHP) compliance strategies

The AASW has completed the development of the Compliance Strategies and has submitted the application and supporting documents for review and approval by the NASRHP Board for inclusion of the AASW as a member.

International Qualifications Assessments

Social workers who have international qualifications and who wish to migrate to Australia under the skilled migration program can apply to the Association for an assessment of their qualifications and their skilled employment. As the assessing authority for social workers in Australia, the AASW assessments are relied upon by the Commonwealth Government’s Department of Home Affairs for visa and migration purposes. The program also assesses international qualifications for the purposes of eligibility for membership of the AASW, in order to gain employment for social work positions within Australia.

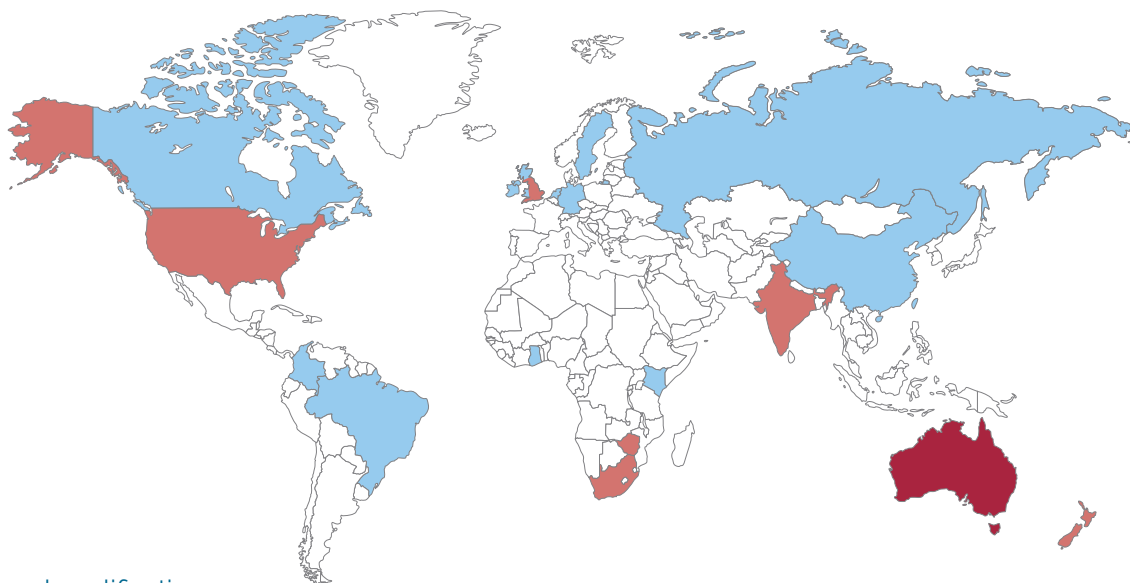
The AASW continues to maintain a relationship with the New Zealand Social Work Registration Board (NZSWRB) through the mutual recognition system that has existed since 2014. The agreement was reviewed in October 2019 and in response to changes in registration of social workers in New Zealand.



International qualifications & skilled employment assessments

717 applications received from 23 countries and 629 applicants

711 applications completed



Our international qualifications assessment program: the countries we assess qualifications from

100–500 APPLICANTS			
Australia	457	Canada	4
		Netherlands	4
10–100 APPLICANTS		Singapore	4
England, United Kingdom	38	Kenya	2
New Zealand	29	Northern Ireland, United Kingdom	2
India	19	Sweden	2
South Africa	15	Brazil	1
USA	12	China	1
Zimbabwe	11	Colombia	1
1–10 APPLICANTS		Germany	1
Scotland, United Kingdom	9	Ghana	1
Hong Kong	8	Russia	1
Ireland	6	Wales, United Kingdom	1

Ethics Complaints Management Process (ECMP)

The AASW Ethics Office will be launching the new Ethics Complaints Management Process (ECMP) in September 2020.

The new ECMP is based on the redrafted By-Laws on Ethics, which were approved by the AASW Board of Directors in 2019 and the appointment of personnel to the key positions of Ethics Council, Case Reviewers/Conciliators and Hearing and Appeal Panels to support the new processes.

There are two main developments in the new ECMP that are significant:

1. The ECMP will now receive complaints that are of low or mid level misconduct allegations and if appropriate provide resolution via informal mechanisms of conciliation and mediation.
2. The burden of responsibility for presenting cases that involve allegations of serious misconduct to Hearing/Appeal Panels will move from the Complainant (as is presently the situation) to the AASW. This will better meet our responsibilities in maintaining the standards and integrity required of the profession.

The Ethics Office looks forward to working with all our stakeholders as we modernise the ECMP.



Complaints

177 complains enquiries received

22 became formal complaints

18 complaints were closed



Online learning

2,171 registrations



4.3/5

Average rating from participants



CPD workshops and seminars

74 workshops

1,492 participants



CPD webinars

37 webinars

2,402 participants

Building the professional capacity of social workers

Growth and readiness for the future of AASW CPD

The Strategy

During this financial year, the AASW team worked to deliver a contemporary Continuing Professional Development (CPD) Strategy. This strategy was developed in consultation with stakeholders and benchmarked against other associations. Finalised in February 2020, the CDP strategy identified the following major themes:

- provide accessible and equitable CPD
- grow online, digital CPD opportunities
- build reputation for quality, contemporary and necessary CPD
- support the capabilities of the social work profession.

The Framework

The AASW developed a profession-wide capability framework to define the skills, knowledge and behaviours of social workers at each stage of their social work career. The capability framework will support the social work profession in articulating what capabilities are important for social workers to possess now and to develop for the future. This enables social workers to continue to perform their roles with clarity and engage in meaningful and targeted learning and development related to the profession. This project attracted high engagement from members, employers and stakeholders (more than 800 contributors/participants) to develop this framework. The framework will be released in the next financial year alongside an interactive self-assessment tool.



Virtual Delivery

The AASW has significantly increased its live online CPD delivery this year with an extraordinary pivot to webinar delivery across all branches and offices. This is a key component of the CPD Strategy, providing equitable and accessible learning, however, the COVID-19 pandemic required the AASW to turn to live online events to continue to deliver CPD to social workers. Webinar delivery has proven to be very successful with social workers, with record attendance at all online CPD events across metropolitan, regional, and rural Australia.

Credential Program

The AASW credentialing program was expanded with two new credentials recognising specialisation in social work practice in child protection and disability, joining the full suite to make a total of five credentials available at the AASW.

Credentials recognise expertise, specialist skillsets and leadership within fields of practice. This recognition assures the people social workers work with, their families, the community, employers and funding bodies that accredited social workers have acquired a distinguished level of expertise in their field of practice. The two new credentials will be launched alongside a credential awareness campaign in 2020.



17

research applications
approved

Supporting social work research

The AASW's National Research Committee promotes and encourages social workers' involvement in research and assesses applications from researchers seeking to promote their projects to the AASW members to recruit participants. The Committee approved 17 applications during the year.

The Association is committed to promoting a culture of research and knowledge building within the profession. This year, the Committee awarded two Practitioner Research Grants through a competitive grant round to support members to undertake practitioner research projects. The grants encourage the development of mentoring relationships between emerging practitioner researchers and more experienced researchers. Both projects were awarded \$5000 each and are well underway.

The Committee (Anthea Vreugdenhil (convenor), Gregory Armstrong, Janice Brown, Sue Gillieatt, Elizabeth Hemphill, Helen Hickson, Kim Hobbs, Abul Khan, Elizabeth Orr, Rosemarie Tweedie and Louise Whitaker) developed and delivered a highly successful postgraduate research session for the 2019 AASW conference in Adelaide. The session showcased the breadth of emerging social work research in relation to the conference agenda of 'Challenging inequality'. The Committee also hosted a networking event for postgraduate research candidates at the conference.



Practitioner Research Grant recipients

Listening to young people project: Involving young people as co-researchers in addressing their needs at Townsville Aboriginal and Islander Health Service (TAIHS) Lighthouse and beyond.

This participatory action research project seeks to prioritise the voices of young people to help inform future service delivery at TAIHS Lighthouse.

It is a collaboration between practitioners at TAIHS, Sara O'Reilly and Nikkola Savuro, and the academic Social Work Group at James Cook University, Associate Professor Susan Gair and Dr Ines Zuchowski.

24-Hour Snapshot: Evidencing Social Work Practice in Hospital Emergency Departments.

This research project will document the scope and conduct of social work practice within two Queensland Hospital Emergency Departments, using a comprehensive audit tool. The research team comprises Rebecca McKimmie, Senior Social Worker (Emergency Department, Princess Alexandra Hospital Hospital), Dr Annerley Bates, Angela Tonge and Sue Cumming (Social Workers, PAH), and research mentors Professors Grahame Simpson and Lynette Joubert.



Directors' report

Your Directors present this report on the Association for the financial year ended 30 June 2020.

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. The 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. The AASW acknowledges the critical importance of the contribution made by Aboriginal and Torres Strait Islander members.

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

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

- promote and advocate for the profession of social work and the 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/or 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
- developing and maintaining a risk register that identifies risks to the Association and strategies to minimise those risks
- developing and maintaining financial reporting systems that enable regular review of performance against plan
- regular marketing of the Association's value proposition, 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 to 31 respectively in the Annual Report to Members.

Management and oversight of the Association, including performance measurement

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

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

- membership numbers, including membership mix and trends
- membership engagement
- international qualification assessment requests received and completion times
- numbers of ethics complaints received and closed
- staff turnover
- number and quality of submissions to government, industry and other stakeholders on social policy matters
- promotion of the social work profession and advocacy for the registration and regulation of social workers with state and federal governments
- numbers of CPD workshops, forums and seminars held across the branch network and/or Social Work Online Training platform, including member attendance data or on line course enrolments.

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

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

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

During the year, the Association's operations were impacted by the COVID-19 global pandemic. The impacts of the pandemic on the AASW's operations are set out below.



Impacts of the COVID-19 pandemic on the Association's operations

In March 2020, the World Health Organisation declared a global pandemic with respect to a coronavirus that causes respiratory infections ("COVID-19"). In response, Australia's Federal and State governments implemented a range of preventive measures to limit the spread of the virus. These included publication of certain hygiene measures, social distancing guidelines and "stay-at-home" and "work-from-home" directives. State and Federal governments also announced a range of economic stimulus measures to assist businesses (including not-for-profit organisations like the AASW) to maintain employment levels and to continue to operate through the pandemic.

At the end of March 2020, the AASW moved all its employees to a "working-from-home" environment, in accordance with general government directives. It was able to do this as most of its key operating systems and data storage (office software, membership system, finance systems, human resource systems, telephone and training systems) can be accessed on-demand and over the internet (commonly referred to as "cloud based computing").

Throughout the lockdown period, the Association was able to provide advice and assistance on COVID-19 to its Members through on-line webinars, Q&A sessions,

e-Bulletins, its web portal and other on-line interactions and communication channels, such as Facebook and Twitter. In June 2020, the Association launched an on-line community hub, *Social Work Australia*, which provides a platform for an exchange of ideas and experiences by Members, relative to social work practices.

The Association's revenues were not materially impacted by the COVID-19 pandemic during the financial year in review. This is because in excess of 70% of revenue is derived from Membership fees which, for the most part, are paid yearly in advance.

From mid-March 2020, the Association was unable to progress "face-to-face" Continuous Professional Development ("CPD") courses, due to restrictions on public gatherings. However, the Association was able to increase CPD courses "on-line", thus enabling Members to maintain their CPD hours, which is condition of Membership.

The Association's expense base was assisted by State and Federal Government economic stimulus packages. The table below sets out government refunds or rebates of payroll tax, electricity consumption relief and cash flow boosts received during the financial year.

	Cash flow boost	Rebate of payroll tax relief	Electricity consumption relief	Total
Entitlement to state and federal Government stimulus packages	\$100,000	\$136,424	\$500	\$236,924
	\$100,000	\$136,424	\$500	\$236,924

The Directors cannot be certain that any or all of the stimulus packages announced by State and Federal governments for the COVID-19 pandemic will continue in the new financial year and whether the Association will continue to qualify for assistance under the stimulus packages.

At 30 June 2020, the Association's current ratio (the ratio that measures the Association's ability to pay its short-term obligations or those due within one year) was 1.1.

Directors and Company Secretary in office

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

Current Directors and Company Secretary				
Name	Position held	From	To	Director since
Christine Craik	National President ¹	1 July 2019	Current	1 November 2011
Vittorio Cintio	National Vice-President	1 July 2019	Current	1 November 2018 ²
Dr Brenda Clare	Director	1 July 2019	8 November 2019	17 April 2012
Suzanne Doorakkers-Sprague	Director	8 November 2019	Current	8 November 2019
Linda Ford	Director ³	1 July 2019	Current	11 May 2017
Dr Fotina Hardy	Director	8 November 2019	Current	8 November 2019
Brooke Kooymans	Director	1 July 2019	Current	1 November 2018
Dr Peter Munn OAM	Director	1 July 2019	Current	1 November 2017
Anita Phillips	Director	1 July 2019	8 November 2019	17 April 2012
Jenny Rose	Director	1 July 2019	Current	1 November 2017
Julianne Whyte OAM	Director	8 November 2019	Current	8 November 2019
Geoffrey Bennett	Company Secretary ⁴	1 July 2019	Current	

Notes:

1. Ms Craik has held the position of National President since 1 November 2017.
2. Excludes role as a Director of the Association in prior years.
3. 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.
4. Mr Bennett has held the position of Company Secretary since 18 September 2017.

Directors' meetings

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

Name	Number of Meetings Eligible to Attend	Number of Meetings Attended
Christine Craik	9	9
Vittorio Cintio	9	8
Dr Brenda Clare	5	5
Suzanne Doorakkers-Sprague	4	4
Linda Ford	9	7
Dr Fotina Hardy	4	4
Brooke Kooymans	9	7
Dr Peter Munn OAM	9	8
Anita Phillips	5	4
Jenny Rose	9	8
Julianne Whyte OAM	4	4

Finance, Audit, Compliance and Risk Committee

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

- oversights 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
- oversights 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
Dr Peter Munn OAM – Chair	1 July 2019	Current	4	4
Dr Brenda Clare	1 July 2019	8 November 2019	2	2
Vittorio Cintio	1 July 2019	Current	4	3
Suzanne Doorakkers-Sprague	8 November 2019	Current	2	2
Christine Craik (<i>ex-officio</i>)	1 July 2019	Current	4	4

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

National Ethics Committee

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

Among other responsibilities, the NEC:

- reviews the Association’s Code of Ethics in accordance with timelines set out in the Constitution
- provides strategic advice to the Board on matters in relation to ethics
- oversees the Association’s Ethical Complaints Management Process (“ECMP”), ensuring that the overall management of the ECMP is efficient and effective in responding to allegations of professional misconduct
- makes recommendations to the Board where improvements to the ECMP are deemed necessary
- informs the Board the numbers of, and trends in, ethics misconduct cases.

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

Name	From	To	Number of Meetings Eligible to Attend	Number of Meetings Attended
Anita Phillips (Chair to 8 November 2019)	1 July 2019	8 November 2019	4	4
Brooke Kooymans (Chair from 8 November 2019)	1 July 2019	Current	8	8
Linda Ford	1 July 2019	Current	8	4
Jenny Rose	1 July 2019	8 November 2019	4	2
Julianne Whyte OAM	8 November 2019	Current	4	4
Christine Craik (<i>ex-officio</i>)	1 July 2019	Current	8	6

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

Standards & Assessment Committee

In February 2020, the Association established a Standards & Assessment Committee of the Board ("SAC"). The SAC assists the Board in monitoring the Association's standards and assessment governance processes. Among other responsibilities, the SAC:

- reviews standards and assessment governance and compliance with agreed processes
- receives quality improvement and auditing reports relating to credentials, Higher Education and International Qualification Assessments
- reviews practice standards underpinning the Association's Social Work Education & Accreditation Standards (ASWEAS)
- works with management to highlight areas for improvement

- provides strategic advice to the Board on matters in relation to standards
- informs the Board of current standards in addressing significant departures from acceptable practice
- recommends to the Board all applications for accreditation/re-accreditation of Higher Education Social Work courses.

Directors who are members of SAC at the date of this report, 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
Jenny Rose – Chair	28 February 2020	Current	3	3
Vittorio Cintio	28 February 2020	Current	3	1
Dr Fotina Hardy	28 February 2020	Current	3	3
Christine Craik (<i>ex-officio</i>)	28 February 2020	Current	3	3

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

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

Christine Craik

National President and Chair of the Board of Directors

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

Vittorio Cintio

National Vice-President

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

Suzanne Doorakkers-Sprague

Director

Suzanne is the proprietor and Director of a counselling practice headquartered in Geelong, Victoria. Suzanne's practice is dedicated to the provision of excellence in assisting the Geelong community with quality and skilled treatment for life transitions, mental health concerns and health conditions. In addition, Suzanne provides services for individuals and family carers with neurological disorders around adjustment, grief counselling and service system advocacy. Suzanne also provides assistance to allied health professionals in this area with supervision, compassion fatigue and employee assistance. Suzanne's practice also supports placements for students and student meeting groups. Suzanne holds BA, BSW and MSW degrees, Mental Health accreditation from AASW and is a Clinical Member of the Australian College of Social Work. She is a co-convenor of the Victorian Social Workers in Private Practice and a Member of the Finance, Audit, Risk and Compliance Committee.

Linda Ford

Director

Linda is an Aboriginal woman from north west Queensland with 27 years' experience as a social worker in rural, remote and urban areas. Linda is particularly passionate about child protection after working for 17 years in this field and, more recently, for seven years in health. She has been a guest lecturer and adjunct lecturer for James Cook University in North Queensland in the areas of social work theory and ethical practice. Linda is presently employed as a Team Leader at the Charters Towers Community Mental Health Service. She is a past president of the Association's North Queensland Branch, Chair of the Association's Reconciliation Action Plan Working Group and a member of the National Ethics Committee.

Dr Fotina Hardy

Director

Fotina has more than 30 years' experience in direct practice, policy and research and as an educator, most recently nine years as Coordinator of Field Education for the BSW, MSW (Qualifying) and BHS degrees at a major Brisbane university. Children and families, older people, aged care systems, people seeking asylum and refuge and the education and support of social work students and new graduates - are particular areas of interest for Fotina. Fotina served on the AASW Branch Management Committee (Queensland) for 10 years, six as President. She has been co-convenor of the Queensland Social Policy sub-committee, Child Protection Practice Group and is a past member and convenor of the National Research Committee. Fotina continues to contribute to the Social Policy Sub-Committee and Child, Youth and Family Practice Group. Fotina is on the management committee of the Queensland Youth Housing Coalition and a member of the ANZSWER Committee. Fotina holds a Bachelor of Social Work, Master of Commerce, Doctor of Social Sciences along with a Graduate Certificate in Academic Practice. Fotina is a Fellow of the Higher Education Academy, a current affiliate member of the AICD and is a member of the Association's Standards & Assessment Committee.

Brooke Kooymans

Director

Brooke graduated from the University of Queensland with a Bachelor of Arts in Psychology and Sociology (1998), Bachelor of Social Work (1998), Master of Social Work in Advanced Counselling, Human Service Leadership and Human Service Management (2004), Griffith University with a Graduate Certificate in Rehabilitation Case Management (2007). Brooke resides in Brisbane, Queensland and brings 20 years' experience working as a current practicing social worker in acquired disability, complex rehabilitation and catastrophic injury management working with Australia's leading government and non-government agencies in both the public and private sectors. As the Director and founder of a large social work practice headquartered in Brisbane, Brooke leads a team of professional social workers to deliver best practice, innovative clinical social work and specialist case management with a proven track record for exceptional service delivery in line with ethical and professional standards of social work practice. Brooke has developed her knowledge and skills in private practice as an AMHSW with significant knowledge and experience of the effective utilisation of focused psychological strategies. Well regarded in the social work community, Brooke presents at local and national conferences on her work involving acquired brain injury management and social work practice. Brooke readily lends her knowledge and skill to both her team and also as a professional supervisor, university guest lecturer and is currently undertaking a PhD with a research focus on "Social Work in Practice in the Community Sector". Brooke was elected as a Director to the Board in October 2018 and is chair of the National Ethics Committee.

Dr Peter Munn OAM

Director

Peter worked as an accountant for five years before undertaking social work. His social work practice includes six years as a front-line social worker and then teaching social work for over 20 years at the University of South Australia, Whyalla Campus. He completed his University career as Dean, Teaching and Learning and Associate Professor in Rural Health. From 2005 to December 2016, Peter led Centacare Catholic Country SA during a period of growth in rural South Australia. In 2018 Peter took up the position of Professor in Social Work at Central Queensland University and retired from that role in August 2020. Peter has had a long-term commitment to rural communities having lived in Whyalla for several decades. Peter was awarded a knighthood by the Catholic Church in 2017 and an OAM for services to rural education and social services in 2018. Peter is Chair of the Finance, Audit, Compliance and Risk Committee.

Jenny Rose

Director

Jenny has been an AASW Director since October 2017 and currently chairs the Standards and Assessment Committee. She works as a social work student educator and emergency department clinician, where her clinical work is mostly trauma based. She has been employed by NSW Health for over 20 years. She has a commitment to ongoing education and has also completed Master of Mental Health (Child and Adolescent), Diploma of Business (Frontline Management) and a Certificate IV in Training and Assessment. Prior to her election to the Board, Jenny was an active member of the NSW Branch Management Committee for six years.

Julianne Whyte OAM

Director

Julianne is the CEO and founder of a not-for-profit organisation providing therapeutic interventions and psycho social support for people living in rural and regional communities in southern New South Wales, through the NDIS, Medicare and other funded programs. Julianne has over 40 years' experience working in health, community services, community development, policy and program development and implementation and research. She is an accredited Mental Health Social Worker and is in the final stages of her PhD developing a framework for social work practice in palliative and end-of-life care. Julianne is a member of the National Ethics Committee.

Cindy Smith

Chief Executive Officer

Cindy has led AASW as CEO since 2016. Cindy is a qualified social worker with almost 20 years' experience in a range of positions including leadership in community health and out-of-home care, managing a counselling team, senior management of a Child, Youth and Family Directorate in community health, and Executive Director of a not-for-profit organisation. Cindy is a graduate of the Australian Institute of Company Directors, a Fellow of the Australasian College of Health Services Management, holds a Bachelor of Social Work, a Masters degree in Health Administration and a Graduate Certificate in Health Service Management. Cindy served as a Board Director of the AASW from November 2011 to June 2016.

Nathan Watts

Chief Financial Officer

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

Geoff Bennett

Company Secretary

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

Members' liability

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

At 30 June 2020, the total amount of members' guarantee was \$655,200 from 13,104 members (2019: 12,307 members).

Other matters

Honorariums

Honorarium payments are made in recognition of volunteer contributions made to the Association. Such payments are intended to meet incurred or anticipated expenses resulting from participation in board-related and/or Board-approved Association activities. Positions eligible for honorarium payments include Directors, Journal Board Chair, Journal Editor, Journal Review Editor, Journal Associate Editor, Ethics Panel Chair and Branch Presidents.

At the Annual General Meeting of Members held on 8 November 2019, 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 \$110,000 in the aggregate.

Honorariums paid to Directors and Branch Presidents as compensation for time spent in their roles at AASW totaled \$133,916 (2019: \$134,107).

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 Association, controlled entity or related body corporate with a Director, a firm of which a Director is a member or an entity in which a Director has a substantial financial interest other than the benefits as disclosed in Note 19 and Note 20 of the Notes to and forming part of the Accounts (including honorariums referred to above).

Indemnification of Auditors, Directors and Officers

The Association 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 2020, the premium for the whole policy was \$140,000 (2019: \$105,392). No indemnity insurance has been provided for auditors.

Trading results

The net surplus for the financial year ended 30 June 2020 was \$692,752 (2019: \$176,358).

Dividends

The Association is prohibited from paying dividends by its Constitution.

Significant events after the end of the financial year

On 2 July 2020, Directors approved a material investment program as a component of the 2020 annual budget. The program involves a significant upgrade of the Association's customer relationship management systems, learning management systems, user security systems, data management systems and web portal refresh. The capital expenditure investment will be amortised in accordance with the Association's accounting policies.

With effect from 11.59pm, 5 August 2020, the State Government of Victoria imposed Stage 4 restrictions in the Melbourne metropolitan area, in a bid to slow the spread of coronavirus in the State. The Association is headquartered in North Melbourne and most of its employees reside in the Melbourne metropolitan area. The restrictions mean that employees residing in the metropolitan Melbourne lock-down zone must continue to work from home. The Association continues to provide its employees with remote access to the Association's systems, in order to service the needs of members and to progress the Association's strategic and operational plans. Stage 4 restrictions are expected to be lifted in the Melbourne metropolitan area by the end of October 2020.

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 Association, the results of those operations, or the state of affairs of the Association in subsequent financial years.

Environmental matters

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

Auditor's Independence Declaration

The Auditor's Independence Declaration for the year ended 30 June 2020 has been received and can be found immediately following the Directors' Report.

Signed in accordance with a resolution of the Board of Directors



Christine Craik
National President



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

Dated this 8th day of October 2020



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 2020 there have been no contraventions of:

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

Eric Hummer
Audit Partner

ehummer@synergygroup.net.au
17 September 2020

Synergy Group Audit Pty Ltd

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

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Directors' Declaration

The Directors of the Association declare that:

- (a) This general-purpose financial report has been prepared in accordance with Australian Accounting Standards – Reduced disclosure requirements of the Australian Accounting Standards Board and are drawn up so as to give a true and fair view of the Association's financial position as at 30 June 2020 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 Association will be able to pay its debts as and when they fall due.

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

Signed in accordance with a resolution of the Board of Directors



Christine Craik
National President



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

Dated this 8th day of October 2020



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF AUSTRALIA ASSOCIATION OF SOCIAL WORKERS LIMITED

Opinion

We have audited the financial report of the Australian Association of Social Workers Limited ('the company'), which comprises the statement of financial position as at 30 June 2020, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended 30 June 2020, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

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

- (i) giving a true and fair view of the company's financial position as at 30 June 2020 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the "Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the entity, would be in the same terms if given to the directors as at the time of this auditor's report.

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

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the entity's annual report for the year ended 30 June 2020, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Directors' Responsibility for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Synergy Group Audit Pty Ltd

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

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the entity to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the entity audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

Eric Hummer
Audit Partner

ehummer@synergygroup.net.au
8 October 2020



Statement of financial position as at 30 June 2020

	Note	2020 \$	2019 \$
CURRENT ASSETS			
Cash and cash equivalents	4	5,280,192	5,773,786
Trade and other receivables	6	115,305	91,835
Other current assets	7	248,188	404,127
Other financial assets	11	3,000	3,000
Total current assets		5,646,685	6,272,748
NON-CURRENT ASSETS			
Property, plant, and equipment	8	190,019	155,229
Intangibles	9	14,095	26,174
Right of Use Asset	10	236,236	-
Other financial assets	11	2,401,483	120,244
Total non-current assets		2,841,833	301,647
TOTAL ASSETS		8,488,518	6,574,395
CURRENT LIABILITIES			
Trade and other payables	12	1,205,947	1,117,530
Contract Liability	13	3,944,655	2,973,255
Other liabilities	15	100,797	335,000
Lease Liability	25(a)	154,616	-
Total current liabilities		5,406,015	4,425,785
NON-CURRENT LIABILITIES			
Provisions	14	92,082	74,277
Lease Liability	25(a)	108,131	-
Total non-current liabilities		200,213	74,277
TOTAL LIABILITIES		5,606,228	4,500,062
NET ASSETS		2,882,290	2,074,333
EQUITY			
Accumulated funds		2,882,290	2,074,333
TOTAL EQUITY		2,882,290	2,074,333

The accompanying notes form part of these financial statements.

Statement of comprehensive income for the year ended 30 June 2020

	Note	2020 \$	2019 \$
REVENUE			
Revenue from Contracts with Customers	2	7,094,597	6,328,543
Other Income	2	349,022	79,790
Revenue and Other Income		7,443,619	6,408,333
EXPENDITURE			
Employee benefits expense		(3,762,595)	(3,420,364)
Occupancy costs		(126,475)	(383,322)
Administrative costs		(2,574,650)	(2,340,659)
Fair Value loss on financial assets at fair value through profit and loss (FVPL)		(27,892)	-
Depreciation and amortisation	3	(259,255)	(87,630)
PROFIT BEFORE INCOME TAX		692,752	176,358
Income tax expense		-	-
PROFIT FOR THE YEAR		692,752	176,358
Total comprehensive income for the year		692,752	176,358
Profit attributable to members		692,752	176,358
Total comprehensive income attributable to members		692,752	176,358

Statement of cash flow for the year ended 30 June 2020

	Note	2020 \$	2019 \$
OPERATING ACTIVITIES			
Receipts from government, members and customers		9,098,242	7,273,576
Interest received		64,858	69,790
Dividends and Distributions received		18,695	-
Payments to suppliers and employees		(7,120,525)	(6,345,610)
Net cash generated	22	2,061,270	997,756
INVESTING ACTIVITIES			
Payments for acquisition of plant and equipment and intangibles		(136,203)	(76,864)
Proceeds from sale of marketable securities		-	19,527
Payments for acquisition of marketable securities		(2,282,974)	-
Net cash used by investing activities		(2,419,177)	(57,337)
FINANCING ACTIVITIES			
Payments for reduction of finance lease liability		(119,252)	-
Lease right of use Interest		(16,437)	-
Net cash used by financing activities		(135,689)	-
Net movement in cash and cash equivalents		(493,594)	940,419
Cash and cash equivalents at beginning of year		5,773,786	4,833,367
Cash and cash equivalents at end of year	4	5,280,192	5,773,786

The accompanying notes form part of these financial statements.

Statement of changes in equity for the year ended 30 June 2020

	Note	Accumulated Funds \$	Total \$
Balance at 30 June 2018		1,897,975	1,897,975
Net profit for the year		176,358	176,358
Balance at 30 June 2019		2,074,333	2,074,333
Cumulative adjustment on adoption of new Accounting Standard – AASB 15 – Accreditation and Assessment fees	1(o)	(105,669)	(105,669)
Cumulative adjustment on adoption of new Accounting Standard – AASB 15 – Lyra Taylor Funds	1(o)	220,874	220,874
Adjusted Balance at 1 July 2		2,189,538	2,189,538
Net profit for the year		692,752	692,752
Balance at 30 June 2020		2,882,290	2,882,290

Notes to Financial Statements

The financial report covers the Australian Association of Social Workers Limited ("the Association") as an individual entity. The Association is a Public Association 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 Association 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 Association 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 Association 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 Association 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 Association 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 Association 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 Association commencing from the time the asset is held ready for use. All classes of property, plant and equipment are depreciated using the straight-line method. The depreciation rates used for each class of depreciable assets are:

Class of fixed assets	Depreciation rates
Office equipment and fittings	10-33.3%

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

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

1 (e) Employee benefits

Provision is made for the Association'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 Association to employees' superannuation funds and are charged as expenses when incurred.

1 (f) Leases

At inception of a contract, the Association assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Association where the Association is a lessee.

However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially, the lease liability is measured at the present value of the lease payments still to be paid at the commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Association uses the incremental borrowing rate.

The right-of-use asset comprises the initial measurement of the corresponding liability as mentioned above, any lease payments made at or before the commencement date, as well as any initial direct costs. The subsequent measurement of the right-of-use asset is at cost, less accumulated depreciation, and impairment losses.

Right of use assets are depreciated over the term of the lease or useful life of the underlying asset, whichever is the shorter.

Class of Leases	Depreciation rates
Right-of-use Asset	20-80%

1 (g) Comparative figures

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

1 (h) Revenue and other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any discounts and rebates allowed.

Membership fees

Revenue from the provision of membership subscriptions is recognised on a straight-line basis over the membership year in which the specified performance obligations covered by those membership fees are met (i.e. over time) and is stated net of GST where applicable. Any portion of membership fees that relate to the following financial year in respect of performance obligations that have not been met are recognised as contract liabilities.

Accreditation and Assessment fees

Revenue from international qualification, credential and university program assessment is recognised based on the assessment progress over time. Pending assessment performance fees are portioned to the following financial year.

Conference and education income and expenditure

Conference and education training revenue (registrations, sponsorship) has been classified as revenue from contracts with customers in accordance with AASB 15 and is recognised in the accounting period when the conference is held (i.e. at a point in time). Any contract revenue received, and expenditure incurred prior to the holding of a conference is recognised as contract liabilities (2018/19: income in advance) and contract assets (2018/19: prepayments and accrued income) respectively. Continuous education endorsement revenue is revenue from contract with facilitator is recognised straight-line basis over the endorsement period (over-time).

Other revenue from contracts with customers

Other revenue from contracts with customers includes advertising, royalty and horizon career income are recognised at a point in time when the service is delivered by the Association.

Income from financial assets

Interest is recognised as income as it is earned using effective interest rate method. Royalties, dividends and trust distributions are recognised as income when received.

COVID-19 Government Support

The Association's result has been assisted by various State and Federal Government economic stimulus packages.

These sources of income are brought to account as income when the entitlement to the income has been earned in accordance with AASB 1058 *Income of Not-for-Profit Entities*.

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

Money held as agent

Please refer to note 1(m)

1 (i) Goods and Services Tax

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

1 (j) Impairment

At each reporting date, the Association 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 Association, value in use for the Association, according to Accounting Standard AASB 136 Impairment of Assets, is depreciated replacement cost. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

The Association does not expect any impairment of its tangible and intangible assets with regards to the financial impact of COVID-19.

1 (k) Critical accounting estimates and judgements

The Association 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 Association. No impact expected from COVID-19 considerations.

Key estimates - Impairment

The Association assesses impairment at each reporting date by evaluating conditions specific to the Association 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 2020.

1 (l) Financial Instruments

Initial recognition and measurement

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

Classification and subsequent measurement

Financial liabilities:

Financial liabilities are subsequently measured at:

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

Trade and other payables are measured at amortised cost.

Financial assets:

Financial assets are subsequently measured at:

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

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

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

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

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

Impairment

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

General approach

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

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

Recognition of expected credit losses in financial statements

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

1 (m) Other Liabilities

Practice Group

The Association administers the funds received in respect of practice groups' organised activities or donations which is subject to specific use through approval by practice group committee only. The corpus of the amounts received and any earnings on those funds is required to be used solely to fund practice group meetings, conferences/seminars and scholarships. The Association receives no benefit from administration of these funds and therefore the funds are accounted for as a liability of the Association. The collections of and

payments made from these funds are not recognised as revenue or expenses of the Association.

Lyra Taylor Fund

The Association administers the funds received in respect of bequest which is subject to specific use restrictions. The corpus of the amounts received and any earnings on those funds is required to be used solely to fund Lyra Taylor Fund Grant approved by Lyra Taylor Fund Committee. The funds are accounted for as a liability of the Association.

In prior years, under AASB 117, the collections of and payments made from these funds were not recognised as revenue or expenses of the Association. Any gains or losses in the profit and loss of the Association resulting from movements in the fair value of financial assets held for the Fund were offset by equivalent movements in the liability recognised in the profit and loss of the Association.

From 1 July 2019, under AASB 15, the accounting treatment of these monies was reassessed. Due to the

lack of an enforceable agreement containing sufficiently specific performance obligations, the Lyra Taylor Fund was not able to be carried forward as a liability and was adjusted against retained earnings on 1 July 2019 (refer note 1(o)).

1 (o) New and Amended Accounting Policies

Initial application of AASB 15

The Association has applied AASB 15: Revenue from Contracts with Customers using the cumulative effective method of initially applying AASB 15 as an adjustment to the opening balance of equity at 1 July 2019. Therefore, the comparative information has not been restated and continues to be presented under AASB 118: *Revenue* and AASB 1004: *Contributions*.

The table below provides details of the significant changes and quantitative impact of these changes on the initial date of application, being 1 July 2019.

Category	As presented on 30 June 2019 under previous accounting standard	Application impact of AASB 15 and AASB 1058	As at 1 July 2019
Statement of Financial Position			
Prepayments – National Conference 2019 ^	118,676	(118,676)	-
Contract Asset – National Conference ^	-	118,676	118,676
Membership fees received in advance ^	2,712,737	(2,712,737)	-
Contract liabilities – membership ^	-	2,712,737	2,712,737
Income in advance – Other ^	209,300	(209,300)	-
Contract liabilities – Other ^	-	209,300	209,300
Income in advance – National Conference ^	51,218	(51,218)	-
Contract liabilities – National Conference ^	-	51,218	51,218
Other Liabilities – Lyra Taylor Funds *	-	(220,874)	(220,874)

^ These changes in the names of assets / liabilities to reflect disclosure requirements under AASB 15.

* These adjustments reflect adjustments to the accounting treatment of amounts received as required under AASB 15.

Initial application of AASB 16

The Association has adopted AASB 16 Leases with the cumulative effect of initially applying AASB 16 recognised at 1 July 2019 in accordance with AASB 16. The comparatives for the 2018/19 reporting period have not been restated.

The Association has recognised a lease liability and right-of-use asset for all leases (with the exception of short-term leases and low-value leases) recognised as operating leases under AASB 117: *Leases where the entity is the lessee*.

The lease liabilities are measured at the present value of its remaining lease payments. The Association's incremental borrowing rate as at 1 July 2019 was used to discount the lease payment.

The right-of-use assets for the remaining lease term were measured and recognised in the statement of financial position as at 1 July 2019 by taking into consideration the lease liability and prepaid and accrued lease payments previously recognised at 1 July 2019 (that are related to the lease).

The following practical expedients have been used by the Association in applying AASB 16 for the first time:

- for a portfolio of leases that have reasonably similar characteristics, a single discount rate has been applied;
- leases that have remaining lease term of less than 12 months as at 1 July 2019 have been accounted for in the same way as short-term leases;
- the use of hindsight to determine lease terms on contracts that have options to extend or terminate;
- applying AASB 16 to leases previously identified as leases under AASB 117: *Leases and Interpretation 4: Determining whether an arrangement contains a lease* without reassessing whether they are, or contain, a lease at the date of initial application; and
- not applying AASB 16 to leases previously not identified as containing a lease under AASB 117 and Interpretation 4.

The table below provides details of the significant changes and quantitative impact of these changes on the initial date of application, being 1 July 2019.

Category	Carrying amount under AASB 117 as at 30 June 2019	Application impact of AASB 16 on net assets	Carrying amount under AASB 16 as at 1 July 2019
ASSETS			
Prepayments – Administrative (prepaid rent) – Note 7	12,110	(12,110)	-
Right of Use Asset – Note 10	-	366,436	366,436
Impact on assets	-	354,326	-
LIABILITIES			
Lease liability – Note 25(a)	-	399,326	399,326
Accrued liabilities (lease incentive) – Note 12	45,000	(45,000)	-
Impact on liabilities	-	354,326	-
Impact on Retained Earnings	-	-	-

The Association's weighted average incremental borrowing rate on 1 July 2019 applied to the lease liabilities was 5%.

Note 2: REVENUE AND OTHER INCOME

	2020 \$	2019 \$
Revenue from Contracts with Customers		
Advertising revenue	60,790	51,303
Membership fees	5,227,960	4,702,975
Conference income	352,461	69,647
Education	276,641	359,539
Royalty income	73,067	61,419
Horizon Career Centre advertising	75,138	77,997
Accreditation and Assessment fees	828,545	713,775
Other	199,995	291,888
Total Revenue from Contracts with Customers	7,094,597	6,328,543
Other Income		
COVID-19 Government support	236,925	-
Grants received	5,000	10,000
Interest revenue from short term deposits	57,040	69,790
Dividends and Distributions	23,900	-
Fair Value gains on financial assets at fair value through profit and loss (FVPL)	26,157	-
Total Other Income	349,022	79,790

	2020 \$	
Revenue from contracts with customers		
Timing of revenue recognition	At a point in time	Over time
Advertising revenue	60,790	-
Membership fees	-	5,227,960
Conference income	352,461	-
Education	260,791	15,850
Royalty income	73,067	-
Horizon Career Centre	75,138	-
Accreditation and Assessment fees	343,217	485,328
Other	199,995	-
	1,365,459	5,729,138
Total Revenue from Contracts with Customers		7,094,597

Other Revenue	2020 \$
Covid-19 Government Support	236,925
Grants received	5,000
Interest revenue from short term deposits	57,040
Dividends and distributions	23,900
Fair Value gains on financial assets at fair value through profit and loss (FVPL)	26,157
Total Other Revenue	349,022

Note 3: PROFIT FOR THE YEAR

Net Profit has been determined after:

	2020 \$	2019 \$
a) Expenses		
Depreciation and amortisation of non-current assets		
Furniture and equipment, leasehold improvements	101,412	72,567
Right-of-use Asset	145,764	-
Intangibles	12,079	15,063
Total depreciation and amortisation	259,255	87,630
Superannuation – defined contribution plans	295,874	269,135
Legal fees paid by AASW		
Summary of legal fees are detailed below:		
Miscellaneous legal fees	50,775	22,923
Governance review	22,501	25,495
Property leases	5,857	7,005
Employment advice	405	-
Total Legal Fees	79,538	55,423

Note 4: CASH AND CASH EQUIVALENTS

	2020 \$	2019 \$
Cash at bank	847,306	249,508
Cash at bank – Lyra Taylor Fund	103,161	102,109
Cash on deposit	4,329,725	5,422,169
	5,280,192	5,773,786

The Association has provided bank guarantees of \$69,779 to the Commonwealth Bank for its obligations under its office leases which are held under Cash on deposit above.

Note 5: INCOME TAX EXPENSE

	2020 \$	2019 \$
(a) Income tax expense		
Prima facie tax payable on operating result before income tax at 27.5% (2019: 27.5%)	190,507	48,498
Add/(Subtract) tax effect of:		
Member and other non-deductible expenses	1,452,924	1,406,171
Member income not assessable and other deductible expenses	(1,720,336)	(1,517,724)
Current year tax loss not recognised	76,905	63,055
Income tax expense attributable to operating result	-	-

(b) Deferred tax assets

Deferred tax assets totalling \$635,628 (2019: \$558,723) 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

	2020 \$	2019 \$
CURRENT		
Trade receivables	58,578	27,291
Accrued income	56,727	64,544
	115,305	91,835

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

The following table details the Association'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 Association and the debtor. Receivables that are past due are assessed for impairment by ascertaining

solvency of the debtors and are provided for where there are specific circumstances indicating that the debt may not be fully recoverable.

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

Note 6: TRADE AND OTHER RECEIVABLES continued

2020	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	58,578	-	-	-	-	-	58,578
Total	58,578	-	-	-	-	-	58,578

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

Note 7: OTHER ASSETS

	2020 \$	2019 \$
CURRENT		
Prepayments - Administrative	248,188	285,451
Contract Asset - National Conference	-	118,676
	248,188	404,127

Note 8: PROPERTY, PLANT AND EQUIPMENT

	2020 \$	2019 \$
Leasehold improvements		
Leasehold improvements – at cost	209,651	153,226
Accumulated depreciation	(135,549)	(99,413)
	74,102	53,813
Plant and equipment		
Plant and equipment – at cost	297,502	217,725
Accumulated depreciation	(181,585)	(116,309)
	115,917	101,416
Property	Note	
Right-of-Use Assets – At cost Adjustment 1 July 2019 on implementation of AASB 16	10 (i)	382,000
Accumulated depreciation	10 (i)	(145,764)
		236,236
Total property, plant and equipment	426,255	155,229

2020	Leasehold Improvements \$	Plant & Equipment \$	Total \$
Opening balance	53,813	101,416	155,229
Additions	56,425	79,777	136,202
Depreciation	(36,136)	(65,276)	(101,412)
Closing balance	74,102	115,917	190,019

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

Note 9: INTANGIBLES

	2020 \$	2019 \$
Information and Communication Technology Intangibles at cost	41,236	41,236
Accumulated depreciation and amortisation	(27,141)	(15,062)
Closing Balance	14,095	26,174

Movements in carrying amounts

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

2020	Information and Communication Technology intangibles \$	Total \$
Opening balance	26,174	26,174
Amortisation expense	(12,079)	(12,079)
Closing balance	14,095	14,095

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

Note 10: RIGHT-OF-USE ASSET

The Association's lease portfolio includes equipment and buildings. The office lease for Level 7, 14-20 Blackwood Street, North Melbourne VIC 3051 has 1.5 years remaining of the lease term at the end of the year. The lease for the North Queensland office at 1/19 Tavern Street, Kirwan, QLD 4817 expires in October 2020. There are two printers' leases located in Melbourne office on Blackwood Street have an average of 5 years as their lease term.

i) AASB 16 related amounts recognised in the balance sheet

	2020 \$
Right-of-Use Assets	
Leased Buildings	352,946
Accumulated depreciation	(140,232)
	212,714
Leased equipment	29,054
Accumulated depreciation	(5,532)
	23,522
Total right-of-use assets	236,236

The option to extend or terminate are contained in several of the property leases of the Association. There were no extension options for equipment or motor vehicle leases. These clauses provide the Association opportunities to manage leases in order to align with its strategies. All the extension or termination options are only exercisable by the Association. The extension options or termination options which were probable to be exercised have been included in the calculation of the Right of use asset.

Movements in carrying amounts

Right-of-Use Assets – Leased Building:	
Opening balance	-
Recognised on Initial application of AASB 16 (previously classified as operating leases under AASB 117)	352,673
Addition to right-of-use asset	273
Depreciation expenses	(140,232)
Closing balance - Net carrying amount	212,714
Right-of-Use Assets – Leased equipment:	
Opening balance	-
Recognised on Initial application of AASB 16 (previously classified as operating leases under AASB 117)	13,763
Addition to right-of-use asset	15,291
Depreciation expenses	(5,532)
Closing balance - Net carrying amount	23,522
Interest expense on lease liability	16,437

ii) AASB 16 related amounts recognised in the statement of profit or loss

	2020 \$
Depreciation charge related to right-of-use assets	145,764
Interest expense on lease liabilities	16,437
Short-term leases expense	64,746

Note 11: OTHER FINANCIAL ASSETS

	2020 \$	2019 \$
CURRENT		
Lyra Taylor Fund Debentures at amortised cost	3,000	3,000
	3,000	3,000
NON-CURRENT		
Lyra Taylor Fund Listed shares and subordinated notes at fair value through profit and loss	104,388	120,244
Convertible Preference Shares at fair value through profit and loss *	2,297,095	-
	2,401,483	120,244

* This investment consists of a holding of redeemable units in money market funds. The Association's investment in these funds does not meet the criteria for classification at amortised cost as the contractual cash flows are not solely payments of principal and interest. The investment also does not qualify as equity due to the redeemable nature of the units. Accordingly, this investment is carried at fair value through profit or loss.

Note 12: TRADE AND OTHER PAYABLES

	2020 \$	2019 \$
CURRENT		
Trade Creditors & GST Liabilities	639,128	529,233
Employee Benefits	327,988	283,987
Accrued Expenses	237,500	262,127
Provision for Onerous Lease	1,331	42,183
	1,205,947	1,117,530

Note 13: CONTRACT LIABILITIES

	2020 \$	2019 \$
Contract liabilities – Membership fees	3,703,761	2,712,737
Contract liabilities – Education and Advertising	240,894	209,300
Contract liabilities – National Conference	-	51,218
	3,944,655	2,973,255

Note 14: PROVISIONS

	2020 \$	2019 \$
NON-CURRENT		
Long service leave	49,141	28,836
Provision for make good	42,941	45,441
	92,082	74,277

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	2020 \$	2019 \$
Practice group funds	1(m)	100,797	114,126
Lyra Taylor funds	1(m)	-	220,874
Total Other Liabilities		100,797	335,000

Note 16: EMPLOYEE INFORMATION

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

	2020 \$	2019 \$
CURRENT		
Annual leave, Time off in Lieu and vested long service leave	327,988	283,986
	327,988	283,986
NON-CURRENT		
Long service leave	49,141	28,836
	49,141	28,836
Aggregate employee benefits liability	377,129	312,822

Note 17: MEMBERS' GUARANTEE

The Association is a non-profit-making public Association limited by guarantee. The total amount of members guarantee as at 30 June 2020 was \$655,200 (2019: \$615,350) based on a membership of 13,104 at a liability of \$50 per member (2019: 12,307 members).

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

Note 18: ASSOCIATION DETAILS

The registered office and principal place of business of the Association is Level 7, 14-20 Blackwood Street, North Melbourne VIC 3050

Note 19: KEY MANAGEMENT PERSONNEL COMPENSATION

	2020 \$	2019 \$
Short-term benefits	835,220	765,169
Post-employment benefits	75,476	69,728
Other long-term benefits	6,262	4,527
Total benefits	916,958	839,424

- (i) The Association's Constitution prohibits the remuneration of Directors in connection with the management of the Association. There were no amounts paid to the Directors other than by way of reimbursement of expenses incurred in the conduct of the Association's business or professional costs paid in the ordinary course of business at terms no more favourable than that paid to other suppliers of similar professional services.
- (ii) Honorariums paid to employers of Directors and Branch Presidents as compensation for time spent in their roles for AASW was \$133,916 (2019: \$134,107).

Note 20: RELATED PARTIES

(i) Directors

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

Christine Craik	Vittorio Cintio
Dr Brenda Clare	Suzanne Doorakkers-Sprague
Linda Ford	Dr Fotina Hardy
Brooke Kooymans	Dr Peter Munn OAM
Anita Phillips	Jenny Rose
Julianne Whyte OAM	

(ii) Related party transactions

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

	2020 \$	2019 \$
The following transactions with related parties occurred during the year	3,000	4,227

During the year ended 30 June 2020, Dr Fotina Hardy provided consultancy services in relation to Child Protection to the Association amounting to \$3,000 on normal commercial terms and conditions.

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

Note 21: AUDITOR'S REMUNERATION

	2020 \$	2019 \$
Remuneration of the auditor for:		
Auditing or reviewing the financial report	33,700	30,270
Other Services	-	3,000
	33,700	33,270

Note 22: CASH FLOW INFORMATION

	2020 \$	2019 \$
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	950,467	351,617
Cash on deposit	4,329,725	5,422,169
	5,280,192	5,773,786
(b) Reconciliation of net cash relating to operating activities to net surplus		
Net profit	692,752	176,358
Non-cash flows in operating surplus:		
Depreciation of plant and equipment	259,255	87,630
Changes in assets and liabilities:		
(Increase)/Decrease in receivables	(31,287)	162,217
Decrease/(Increase) in other current assets	163,756	(126,102)
Increase/(Decrease) in accounts payable	(52,953)	152,438
(Decrease)/Increase in provisions	(20,603)	80,189
Increase in contract liabilities	1,050,350	465,026
Net cash relating to operating activities	2,061,270	997,756

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 Association or the results of those operations. The financial report of the Association 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 Association's principal financial instruments comprise cash at bank, receivables, investments and accounts payable. These financial instruments arise from the operations of the Association.

The Association does not have any derivative instruments at 30 June 2020.

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

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

(i) Interest rate risk

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

The Association'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 Association 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 Australia, ANZ, Bank of Queensland, ME Bank, Macquarie Bank and NAB amounted to \$5,280,192 (2019: \$5,773,786).

With respect to credit risk arising from the other financial assets of the Association, which comprise, receivables

and investments, the Association'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 Association does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the Association.

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

(iii) Liquidity risk

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

(b) Net fair values

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

(c) Financial instruments measured at fair value

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

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

2019	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Financial assets				
Available for sale financial assets	99,257	20,986	-	120,243
Financial assets held at fair value	99,257	20,986	-	120,243

2020	Level 1 \$	Level 2 \$	Level 3 \$	Total \$
Financial assets				
Convertible Preference Shares	2,297,095	-	-	2,297,095
Available for sale financial assets	91,105	13,283	-	104,388
Financial assets held at fair value	2,388,200	13,283	-	2,401,483

(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 Association'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 Association'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: LEASE LIABILITY

(a) Lease liabilities

Non-cancellable lease commitment for a period (lease term) which the Association (the lessee) has the right to use an underlying asset (printers) or an office space (office lease).

	2020 \$	Carrying amount under AASB 16 as at 1 July 2019
Lease liability		
Current liability – Not later than one year		
Melbourne office lease	144,796	132,356
North Queensland office lease	3,820	14,475
Melbourne office equipment lease	6,000	2,981
Total current liability	154,616	149,812
Non-current liability – Later than 1 year but not later than 5 years		
Melbourne office lease	90,115	234,912
North Queensland office lease	-	3,820
Melbourne office equipment lease	18,016	10,782
Total non-current liability	108,131	249,514
Total lease liability	262,747	399,326

(b) Operating lease commitments

Non-cancellable operating leases contracted for but not capitalised in respect of office premises and office equipment.

Office lease terms are from 1 to 5 years.

	2020 \$	2019 \$
Lease principal Payable		
Not later than one year	-	272,987
Later than 1 year but not later than 5 years	-	329,429
Minimum lease payments	-	602,416

Note 26: CAPITAL MANAGEMENT

The Directors manage cash to ensure that adequate cash flows are generated to fund the operations of the Association. 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:

	2020 \$	2019 \$
Bank guarantees	69,725	86,408

The Association 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		Fixed interest rate maturing 1 to 5 years		Non-interest bearing		Total	
	2020 %	2019 %	2020 \$	2019 \$	2020 \$	2019 \$	2020 \$	2019 \$	2020 \$	2019 \$	2020 \$	2019 \$
Financial Assets												
Cash at bank	0.55	1.64	2,402,009	2,623,786	2,260,000	3,150,000	-	-	618,183	-	5,280,192	5,773,786
Receivables	n/a	n/a	-	-	1,727	64,544	-	-	113,578	27,291	115,305	91,835
Other financial assets	2.15	4.0	-	-	3,000	3,000	-	-	2,401,483	120,244	2,404,483	124,244
Total Financial Assets	-	-	2,402,009	2,623,786	2,264,727	3,217,544	-	-	3,133,244	147,535	7,799,980	5,989,865
Financial Liabilities												
Payables	n/a	n/a	-	-	-	-	-	-	639,128	523,818	639,128	523,818
Total Financial Liabilities	n/a	n/a	-	-	-	-	-	-	639,128	523,818	639,128	523,818



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