



ANNUAL REPORT

2020–2021



OUR VISION

Wellbeing and social justice for all.

OUR PURPOSE

Supporting social workers and empowering the profession to make a positive difference.

PATHWAYS

Advance a strong identity for the social work profession.

Foster a well-trained and highly skilled social work profession.

A strong voice for social workers and social justice.

Deliver operational excellence.



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.

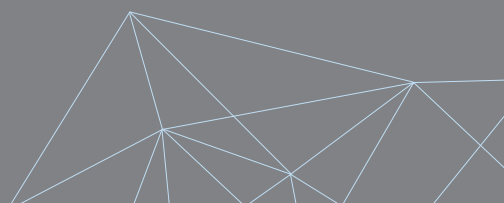


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NATIONAL PRESIDENT



AS NATIONAL PRESIDENT, I AM DELIGHTED TO PRESENT THE ANNUAL REPORT OF THE AUSTRALIAN ASSOCIATION OF SOCIAL WORKERS 2020-2021. THIS IS MY FIRST ANNUAL REPORT AS NATIONAL PRESIDENT. I WANT TO THANK THE IMMEDIATE PAST NATIONAL PRESIDENT, CHRISTINE CRAIK, FOR HER COMPETENT AND DEDICATED STEWARDSHIP OF THE ASSOCIATION OVER THE LAST THREE YEARS.

The Association celebrated its 75th anniversary on 7 September 2021. In this report, we reflect on how far we have come since that time, from having 400 members and being run voluntarily to having more than 15,000 members and a range of high-quality professional offerings. In 2021, we have updated our brand to pay homage to the social workers who founded our Association and look to social work's future.

This year also marked the fourth and final year of the *Strategic Plan 2018-2021*. We largely fulfilled the plan's aims, notwithstanding the COVID-19 pandemic, which saw sudden and unpredictable lockdowns throughout the country. The pandemic has no doubt affected all our members in both their professional practice and their private lives.

Under the *Strategic Plan 2018-2021*, 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 being a best practice Association.

Remarkably, we saw yet another year of membership growth, with a more than 15% increase over the previous year. This has been an outstanding result. The Association has shown members, both

existing and new, that we are the voice of the profession, promoting their interests to the highest levels of government. This year saw us making representations at the state and territory level by campaigning through their respective election periods on the issues that matter to social workers. At this level, we brought child protection and school social work to the fore. Nothing is more important than protecting our children. We also campaigned on the critical issue of social work registration, which is starting to bear fruit in South Australia. We want all other states and territories to follow this lead.

We introduced two new credentials, the Accredited Child Protection Social Worker and the Accredited Disability Social Worker, to our members. We now have five credentials on offer. The new credential website and videos explained the benefits of credentials and highlighted the specialised skills of social workers to employers and the community. We intend for social workers to take up the credentials to raise the profile of the unique skills that social workers bring to the various settings in which they work.

It was a pleasure to see more than 1,000 registrations to the National Symposium:



AASW 75th anniversary celebrations in Western Australia

Promoting Aboriginal and/or Torres Strait Islander social work, and that the members embraced an online event in the face of ongoing COVID-19 restrictions. The theme of the National Symposium sought to build on the theme of Reconciliation, following the publication of the Association's *Reconciliation Action Plan*.

In the 75 years since the Association's humble beginnings, it is clear that our communities need a robust social work profession more than ever. Our Association is an essential thread in the fabric of civil society. We will roll up our sleeves and prepare for the challenges and uncertainties ahead.

Vittorio Cintio

Vittorio Cintio
National President

THE ASSOCIATION HAS SHOWN
MEMBERS, BOTH EXISTING AND NEW,
THAT WE ARE THE VOICE OF THE
PROFESSION, PROMOTING THEIR
INTERESTS TO THE HIGHEST LEVELS OF
GOVERNMENT

CHIEF EXECUTIVE OFFICER



THANKFULLY, IN MANY WAYS, THE LESSONS OF LAST YEAR HAVE SEEMINGLY IMPROVED SOCIETY'S ADAPTABILITY AND BETTER PREPARED US FOR POTENTIAL FUTURE DISRUPTIONS. MANY OF US HAVE EMBRACED NEW SKILLS AND COPING MECHANISMS TO IMPROVE HOW WE WORK TOGETHER AS A COMMUNITY, FACE UNFORESEEN CHANGE, AND MAKE ANY RAPID, NECESSARY ADJUSTMENTS IN A VOLATILE ENVIRONMENT.

Once again, the team at AASW has proved to be positive and agile in challenging and rapidly changing circumstances. Our significant accomplishments have been:

- hosting a completely digital symposium with huge success
- publishing a new *Code of Ethics*
- growing participation in the AASW's online community, Social Work Australia
- publishing a new *Reconciliation Action Plan*
- developing the AASW Mentoring Program
- launching a suite of social work credentials.

As we came to the end of our four-year *Strategic*

THANK YOU FOR YOUR HARD WORK,
FORTITUDE, AND FLEXIBILITY IN
THESE UNPREDICTABLE TIMES.

Plan 2018-2021, we continued modernising the Association's infrastructure. This has seen the equity of access to the Association's resources increase, by thinking beyond state and territory borders. The Association has always had fantastic, innovative ideas with creative and dedicated staff and volunteers. Now, we can share these talents and initiatives across Australia so that all members can benefit.

We have bolstered our resourcing of the Continuing Professional Development (CPD) team, following the development of the profession-wide capability framework. This has enabled us to develop relevant and quality CPD for our members. We have created a dedicated Events team to resource professional events for our members, especially in the lead-up to the 26th Asia-Pacific Regional Social Work Conference. This will be an online event, given the unpredictability of lockdowns affecting in-person events.

Following extensive consultation, the AASW published a new *Code of Ethics* for the first time in 10 years. The *Code of Ethics* underpins the standards for the social work profession in Australia. The update reflects the modern practice

environment, especially concerning the profession's responsibility towards decolonising practice and incorporating changes in technology into social work practice.

One of the highlights of 2020-2021 and a significant step forward for the social work profession has been the South Australian Parliament's bipartisan commitment and national leadership, to reach an advanced stage in the journey towards statutory registration of social workers. Once the South Australian Parliament passes the legislation, it will go a long way towards reinforcing and building public confidence in the skills and accountability of Australian social workers.

The AASW 2021 Mentoring Program has been developed after nationwide member consultation and feedback to assist both new and existing members on their social work journey. It will present opportunities that enhance skill development and create career pathways and learnings.

It is a privilege to lead such a dedicated and professional team. The launch of the podcast Social Work People inspires us to keep supporting the profession in making a difference. We hope it inspires you, too, as a wonderful channel highlighting your stories and our advocacy work. Thank you for your hard work, fortitude, and flexibility in these unpredictable times.



Cindy Smith
Chief Executive Officer



World Social Work Day celebration in Queensland

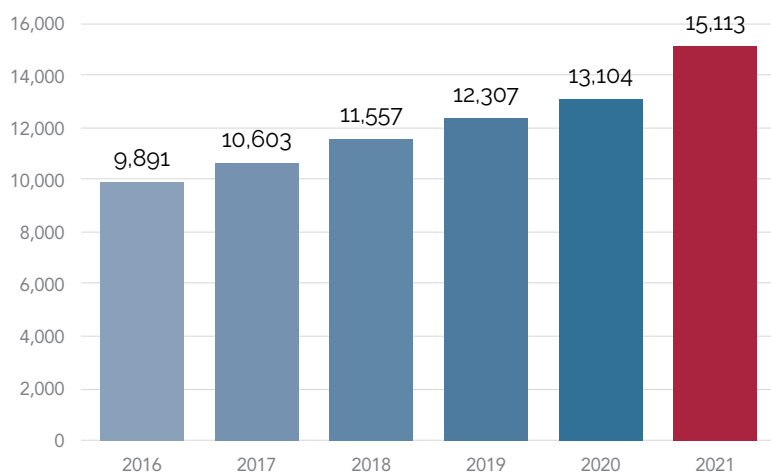
OUR MEMBERS



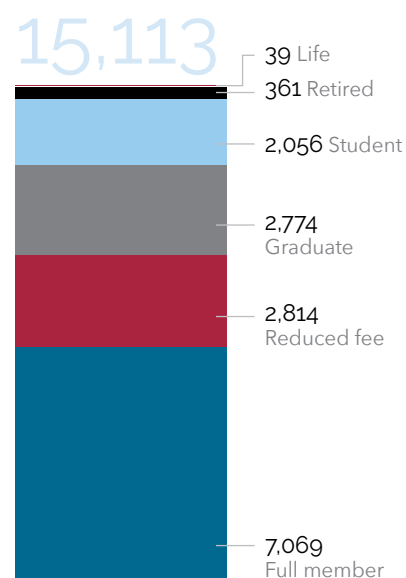
15,113 members
as of 30 June 2021

15% Increase of members
on 2019-2020

Member growth over six years



Member types

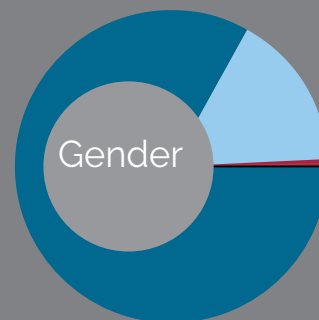


64 members residing overseas

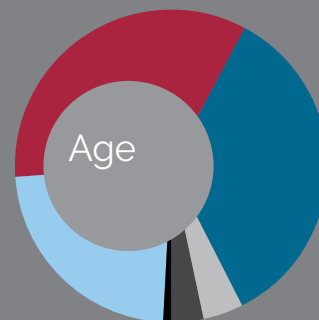
390 members identify as Aboriginal and/or Torres Strait Islander

(up from 283 in 2019-2020)

46 average age of AASW members is 46 years

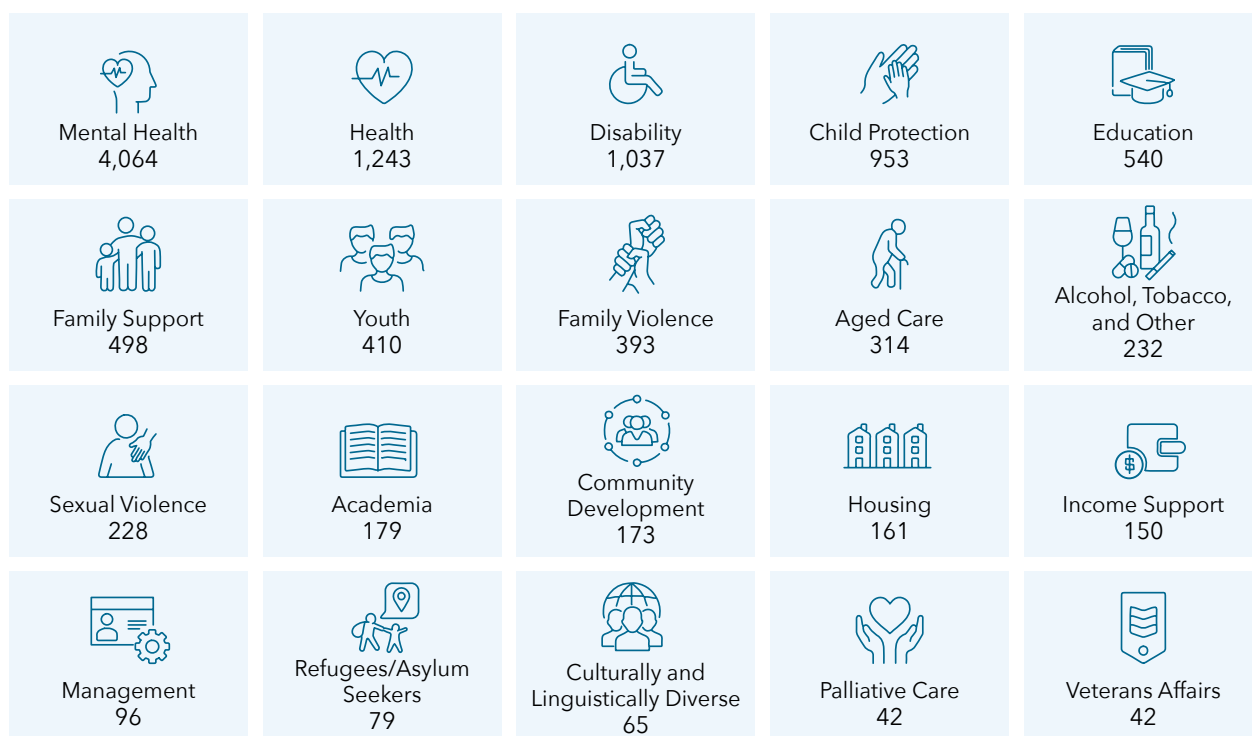


12,571 Female
2,506 Male
33 Non-binary
3 Undeclared/Unknown



156 Born <1945
3,481 Born 1946-1964
5,112 Born 1965-1979
5,252 Born 1980-1995
645 Born >1996
467 Undeclared/Unknown

Fields of social work practice



? Other - 4,214

CELEBRATING OUR MEMBERS

MEMBERS ARE AT THE HEART OF THE AASW. WE CELEBRATE AND ACKNOWLEDGE THEIR DEDICATION NOT ONLY TO CONTRIBUTE TO THE GREATER GOOD OF SOCIETY THROUGH THEIR PROFESSIONAL PRACTICE, BUT ALSO TO GIVE BACK TO THE PROFESSION BY CONTRIBUTING TO THE ASSOCIATION.

This year, we were excited to launch the inaugural AASW National Excellence Awards, which are the profession's most prestigious awards.

These Awards will acknowledge social workers who exemplify the best of the profession's values, achievements, and accomplishments. We know our members are doing ground-breaking and vital work with vulnerable Australians. They are at the forefront of addressing society's most pressing issues. The categories are Social Worker of the Year, Social Work Researcher of the Year, Aboriginal and/or Torres Strait Islander Social Worker of the Year, and Social Work Student of the Year.

We look forward to receiving nominations in the coming year.

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 2020 Annual General Meeting:

- Glenda Kickett
- Diana Carmody OAM
- Joe Calleja.

Several branches also recognised members with awards, as did the *Australian Social Work* Editorial Board:



Queensland Branch presents the QUT-AASW Award to Marion Englebert



SA Social Worker of the Year Award winners

NEW SOUTH WALES

NSW Branch Life Memberships were awarded to:

- Pamela Cohen
- Diana Carmody OAM.

NORTH QUEENSLAND

James Cook University Award winners:

- Dayna Lee Ashe, winner of the Cairns Prize for 2020
- Martin Hazelwood, winner of the Townsville Prize for 2020.

QUEENSLAND

- Jessica Geron, Griffith University Outstanding Contribution to Social Work Practice
- Manon Engelbert, QUT-AASW Award.

SOUTH AUSTRALIA

SA Social Worker of the Year Awards 2021 winners:

- Sher Luhar, Student of the year
- Tara Holland, Rising Star
- Darlene Wyatt, Supervision in the workplace
- Arminda Graves, Rural and remote impact
- Stacey Gray, Head, Heart and Hands
- Jessica Dobrovic, Agent of Change.

WESTERN AUSTRALIA

- Samantha Smith, winner of the Barbara Kinna Award – Dux, Bachelor of Social Work, Curtin University
- Tammy Christie, winner of the Edith Cowan University Social Work Award
- Claire Langenbach-Wood, winner of the University of WA Margaret Stockbridge Memorial Prize.

AUSTRALIAN SOCIAL WORK JOURNAL

The Norm Smith Publication in Social Work Research Award

Recipients: Chris Trotter, Phillipa Evans, and Susan Baidawi for the following article: Trotter, C., Evans, P., & Baidawi, S. (2020). Collaborative family work in youth justice. *Australian Social Work*, 73(3), 267-279.

Bruce Lord Award for Excellence in Research Methodology

Recipients: Vivien Houston, Michele Foster, David N. Borg, Meghan Nolan, and Amy Seymour-Jones for the following article: Houston, V., Foster, M., Borg, D. N., Nolan, M., & Seymour-Jones, A. (2020). From hospital to home with NDIS funded support: Examining participant pathway timeframes against discharge expectations. *Australian Social Work*, 73(2), 175-190.

NATIONAL SYMPOSIUM 2020

PROMOTING ABORIGINAL AND/OR TORRES STRAIT ISLANDER SOCIAL WORK

I would recommend
this event to a
friend or colleague

4.4 ★
★★★★★

Answered: 113 Skipped: 3

STRONGLY DISAGREE	1.77%	2
DISAGREE	0.00%	0
NEUTRAL	6.19%	7
AGREE	37.17%	42
STRONGLY AGREE	54.87%	62
TOTAL		113
WEIGHTED AVERAGE	4.43	

In November 2020, the AASW held the National Symposium virtually, after initially planning to host the event in tropical Darwin. The theme was Promoting Aboriginal and/or Torres Strait Islander Social Work. The Association rose to the COVID-19 challenge of creating an amazing virtual experience, a stunning agenda, and a diverse selection of keynote speakers, abstract presentations, truth-telling sessions, and networking.

The theme 'Promoting Aboriginal and/or Torres Strait Islander Social Work' provided a thought-provoking and wonderful opportunity to bring together social workers from across Australia to broaden our knowledge and gain valuable insights. We discussed ideas that shape Aboriginal and/or Torres Strait Islander social work culture, research, and teaching.

I would participate
in future virtual
AASW symposiums/
conferences

4.5 ★
★★★★★

Answered: 115 Skipped: 1

STRONGLY DISAGREE	1.74%	2
DISAGREE	0.87%	1
NEUTRAL	2.61%	3
AGREE	37.39%	43
STRONGLY AGREE	57.39%	66
TOTAL		115
WEIGHTED AVERAGE	4.48	

While hosting a virtual event was a step into the unknown and created new challenges for organisers and attendees, registration numbers of 1,066 exceeded expectations, and everyone attending embraced the new concept and adapted remarkably well.



AUSTRALIAN ASSOCIATION OF SOCIAL WORKERS PRESENTS

2020 AASW National Symposium

Promoting Aboriginal and/or Torres Strait Islander Social Work

3 HOURS 28 MINUTES 40 SECONDS

[WATCH LIVE](#) [SEE AGENDA](#)



Stan Grant speaks to the 2020 AASW National Symposium



SERVING OUR MEMBERS

IMPROVING THE DELIVERY OF SERVICES FOR MEMBERS, INCLUDING THE EQUITY OF ACCESS TO SERVICES, HAS CONTINUED TO BE THE KEY PRIORITY FOR THE AASW. WE HAVE CONTINUED TO INVEST IN NEW SYSTEMS, INCLUDING EXPANDING SOCIAL WORK AUSTRALIA'S ONLINE COMMUNITY HUB. WE ALSO FORMALISED AND ROLLED OUT THE MENTORING PROGRAM AND CREATED A DEDICATED AASW VOLUNTEER SUPPORT PROGRAM.



SOCIAL WORK AUSTRALIA

Social Work Australia, the AASW's online community hub, continued to grow in popularity throughout the year. Nearly a third of AASW members were participating in the Hub on 30 June, a total of approximately 4,800 members. There were 25 active groups, including three new groups created during the year for NDIS Providers, Employee Assistance Program (EAP)/Employment Services, and Social Work with LGBTQIA+ Communities.

MEMBER BENEFITS AND SERVICES

The Association has continued developing existing services and creating new initiatives for members, enhancing value for money for members. These have included:

- continued advocacy and representation, especially on social work registration
- online CPD service delivery, including live, on-demand CPD and a live, online symposium
- a new *Code of Ethics*
- a new podcast, *Social Work People*
- regular publications
- an expanded credentialing program
- professional indemnity insurance.

BRANCH HIGHLIGHTS

Australian Capital Territory Branch

The Branch held a morning tea and cultural nature walk led by Aboriginal Elder, Mr Wally Bell, for World Social Work Day.

The Branch ran a webinar for students and new graduates called 'Transitioning from Student to Professional', hosted online sessions to discuss career paths, and ran two half-day workshops on Case Planning and Case Notes.

The Branch's Private Practice Group held networking meetings bimonthly, and the Branch held networking sessions bimonthly through its First Fridays Networking program.

New South Wales Branch

At the Branch Annual Members Meeting, Shadow Minister for Family and Community Services Penny Sharpe was the guest speaker. The Branch



A bush walk for World Social Work Day in the ACT



Queensland Coercive Control Taskforce Dinner



South Australia Social Worker of the Year Awards

organised a series of webinars in partnership with the University of New South Wales. The Connect:Ed webinar series continued at lunchtime with 15 presentations on various topics. This series is open to members nationally and has a strong and growing attendance.

North Queensland Branch

The Branch presented to students in the Foundation Workshop at James Cook University in March 2021 at the Townsville and Cairns campuses.

The Careers and Practice Webinar series started in February 2021. These webinars are held fortnightly at lunchtime. There were presentations on a diverse range of topics. These webinars are open to members nationally.

Northern Territory Branch

The Branch launched an election policy platform and campaign for the Territory election. NT groups that met during the year were the NT in Private Practice Group (quarterly) and the

Katherine Social Workers Networking Group. Events included Insights into Domestic Violence in the NT and remote communities, a presentation by Dr Christine Fejo-King on 'The importance of human relationships and self-care in a world struggling with COVID-19'. On World Social Work Day, Dr Janine Joyce and NT Branch Management Committee member Brett Barney discussed 'Strengthening Social Solidarity and Global Connectedness'.

Queensland Branch

The Branch held its customary, successful World Social Work Day events, with this year's theme being 'Ubuntu', the Indigenous South African word meaning 'interconnectedness of all peoples and their environments'. Alongside the North Queensland Branch, the Queensland Branch developed an election platform promoting the eight critical areas of concern to social workers in the lead-up to October 2020 state election. The Branch also attended a Coercive Control Taskforce Dinner to address domestic violence in Queensland.

South Australian Branch

The Branch held several successful events, including its annual World Social Work Day breakfast, the Social Worker of the Year Awards, a Quiz Night, and events in recognition of Reconciliation and NAIDOC Week.

To mark the AASW's 75th anniversary, the Branch hosted a tour that saw the Branch President visit several regional centres, supported by training providers offering a presentation on human rights, and a workshop on writing legal case notes.

Tasmanian Branch

The Tasmanian Branch ran several networking events during the year, hosting online sessions for students to discuss career paths, a session for students on transitioning to the workplace, and a member consultation on the Tasmanian 2021-2022 pre-Budget submission. The Branch celebrated World Social Work Day with dinners in the three central regions: Hobart, Launceston, and North West Tasmania.

The Branch launched an election policy platform and campaign for the Tasmanian election.

Victorian Branch

Amidst the uncertainty caused by COVID-19, the Branch continued to offer online events to deepen knowledge, share experiences, and foster collaboration among its members. The Student and New Graduate Webinars were some of the best-attended events of the year. The other events delivered by the Branch included webinars focusing on mental health issues in young people and people living with disabilities, and workshops on 'Focused Psychological Strategies' and efficient case planning practices in social work.

The Branch continued to engage in policy and advocacy efforts via member consultations to inform and shape the policies and regulations in family violence, child protection, criminal justice, and LGBTQIA+ areas. The members and staff have represented AASW at key social justice campaigns such as the Palm Sunday March for Refugees, Midsumma Pride March, Walk for Family Violence, Candlelight Vigil for Family Violence, and Raise the Rate for Good advocacy campaign.



World Social Work Day Breakfast in South Australia
Minister for Child Protection Rachel Sanderson in attendance



Palm Sunday Refugee Rally in Melbourne, Victoria



Life Member Roma Lewi at the AASW 75th anniversary celebrations in Western Australia

Western Australian Branch

The Branch developed an election platform in the lead-up to the Western Australian state election, advocating around policies concerning social work at the state level.

The Branch supported students experiencing an unprecedented placement during COVID with a seven-session Lunchbox Series of workshops on a fortnightly basis. The Branch successfully moved the annual Meet the Employer and Get that Job workshops online to support graduating social workers.

We celebrated World Social Work Day with the annual Research Symposium highlighting social work research.

The Branch held a 75th AASW Anniversary Cocktail Party at the South of Perth Yacht Club with a 1940s' theme. The display of the archival material through the decades and hearing reflections from new-career, mid-career, and life member social workers testified to how far we have come as a profession.

ADVOCATING FOR MEMBERS, THE PROFESSION, AND ADVANCING SOCIAL JUSTICE

THE AASW IS COMMITTED TO PROMOTING WELLBEING AND SOCIAL JUSTICE FOR ALL. AS THE VOICE OF THE PROFESSION, WE HAVE CONTINUED TO PROMOTE PROFESSIONAL REGISTRATION, TO SUPPORT AND PROMOTE ACCREDITED MENTAL HEALTH SOCIAL WORKERS, TO PROFESSIONALISE AND INCREASE RESOURCES FOR POLICY WORK IN THE STATES AND TERRITORIES, TO PUBLISH AASW'S RECONCILIATION ACTION PLAN, AND TO SUPPORT MEMBERS THROUGH COVID-19.

REGISTRATION OF THE SOCIAL WORK PROFESSION

This year, there was significant progress concerning the legal registration of social workers. In December 2020, the Joint Committee on the Social Workers Registration Bill 2018 introduced its final report to the South Australian parliament. It recommended the registration of social workers, a reform supported by all political parties. The report included the draft legislation to be voted on in the second half of 2021 or early 2022. This is a truly historic step that will significantly improve the quality of social work services in the community.

In April 2021, we provided a written submission to the Senate Community Affairs References Committee to make the case that social workers should be included as a registered profession under the National Registration and Accreditation Scheme. In response to our submission, the Committee invited us to give formal evidence to the Senate.

ADVOCACY FOR THE PROFESSION

The AASW has pursued several opportunities to advocate for practice and fee parity for the profession. Over the past year, we have:

- provided formal proposals to BUPA, HCF, and Medibank highlighting the case for private health insurers to include Accredited Mental Health Social Workers (AMHSWs) as service providers for members with general treatment cover
- worked with the Victorian Transport Accident Commission to develop a business case for Accredited Mental Health Social Workers to provide services for people recovering from road accidents
- advocated for Queensland WorkCover to include Accredited Mental Health Social Workers and Accredited Clinical Social Workers in their list of providers.

AASW SUCCESSFULLY LOBBIES FOR REDUCED UNIVERSITY FEES FOR SOCIAL WORK DEGREES

In 2020, the federal government announced a plan to radically change the subsidies given to university degrees, with an emphasis being on reducing the fees for 'job-ready' degrees, while the fees for other degrees not deemed as imminently job-ready were set to dramatically increase. Initially, the social work degree was to be categorised in the latter. The AASW worked with and presented Education Minister Dan Tehan a compelling case that social work is indeed a 'job-ready' degree and he agreed to move it the lower tier of fees, in recognition of the essential role it plays in mental health, health, and community services.

Key facts:

Fees were set to rise to **\$14,500** per year – an **increase of 113%.**

Fees are now to be **\$7,950** per year – just over half the amount of the original fee proposed.

The AASW showed it has the influence to make a big difference to the future of social work and for social work students. It was a huge win for the profession.

STRONG VOICE FOR SOCIAL JUSTICE: ADVANCING SECTOR REFORMS

Aged care

The Commonwealth Government continues to make changes in aged care as an outcome of the Royal Commission into Aged Care Quality and Safety. As part of the roll-out of the recommendations from the Royal Commission and the special report into COVID-19, AMHSWs were able to begin providing services under Better Access to residents of aged care facilities. We also took the opportunity to highlight the work of social workers within the aged care sector with our submissions to the Royal Commission's Responses to Counsel Assisting Final Submissions and the Aged Care Legislation Amendment (Financial Transparency) Bill 2020.

Disability including NDIS

Work in the disability space has predominantly involved consultations and submissions on the National Disability Insurance Scheme (NDIS), including extensive advocacy and campaigning against the proposed policy of independent assessments in which the sector was successful in stopping. We made submissions on workforce, NDIS support coordination, thin markets, and interventions for children on the autism spectrum during the year, among others.

Mental health and reforms

We made a pre-Budget submission and a submission to the Productivity Commission. The federal Budget included \$2.3 billion over four years for the National Mental Health and Suicide Prevention Plan and is in the first phase of the government's response to the [Productivity Commission Inquiry into Mental Health](#) and advice from the [National Suicide Prevention Advisor](#).

Thanks to the advocacy of the AASW, its members and other allied health and medical groups, the government [announced in April](#) that it would extend telehealth until the end of 2021. COVID-19 has demonstrated the importance of telehealth, and we anticipate it will become a permanent feature of the health system beyond the end of this year.

Environment and climate change

The AASW has continued to advocate for urgent climate action from the governments across Australia through numerous activities, including:

- making a 2020–2021 Budget submission calling for immediate investment and action to achieve substantial emissions reduction
- successfully advocating with over 30 health groups associated with the [Climate and Health Alliance](#) calling on the Federal Health Minister to recognise climate change in the National Preventative Health Strategy
- signing the [Safe Climate Declaration](#), which calls for a new approach in Australia and a response to match the scale of the threat as global warming impacts escalate across Australia and around the world
- making a submission to the [COVID-19 Inquiry](#), calling for urgent climate action as part of a comprehensive post-recovery response, in line with Sustainable Development Goals' targets.

Child protection

The AASW has continued to advocate for better outcomes for vulnerable children and families in every state and territory through the following actions:

- election statements in Western Australia, the Northern Territory, the Australian Capital Territory, Queensland, and Tasmania all included a section on child protection, and called for a state-based social work registration scheme and a systemic policy overhaul to protect vulnerable children
- submissions to the [Inquiry into Child Protection and Other Legislation Amendment Bill 2020 \(QLD\)](#), calling for an immediate suspension of the Bill that could expedite adoptions. AASW representatives were invited to give evidence to the [Queensland Parliament](#), followed by a media [interview by ABC Queensland](#)
- submission to the WA Department of Communities on the establishment of a specialist child protection unit

- submission to the Parliamentary Inquiry of the child protection and social services system in New South Wales.

State, territory, and federal budgets and election campaigns

The AASW launched five election advocacy campaigns in Queensland, Tasmania, the Australian Capital Territory, Western Australia, and the Northern Territory. For each campaign, we ran a member consultation session. We published an election statement alongside a letter-writing campaign that promoted social work registration and paved the way for future collaboration with state and territory governments. Pre-budget submissions were provided to the Treasurers of Victoria, the Northern Territory, Tasmania, Queensland, and the Australian Capital Territory to highlight and acknowledge where the members want to see investment.

COVID-19

AASW has kept a close eye on the evolving COVID-19 situation and how it has impacted social workers and the people they work with. We have kept members updated and assisted them with ever-changing lockdown and restriction requirements across Australia. We have also held webinars on social work practice during COVID, as well as publishing a practice guide. After years of campaigning by the AASW and others in the community sector, we were pleased to see that the federal government finally raised the level of income support payments for people without work. We have been disappointed by the removal of the COVID-19 supplement, as the pandemic continues, and will continue to advocate for an increase in income support payments.

International Federation of Social Workers

This year, Angela Scarfe, the AASW Senior Policy Adviser presented at the International Federation of Social Workers Conference on the AASW's role in establishing the National Redress Scheme for people who were abused as children in institutions.

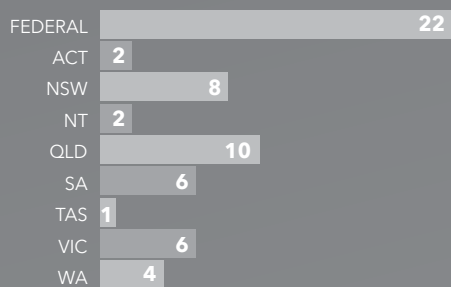
ADVOCACY IN NUMBERS

Policy and reform



13 primary policy portfolio areas covered

61 submissions:
22 federal // 39 state and territory (including budget submissions)



3 public hearing appearances

13 meetings with Ministers

4 meetings with Shadow Ministers

6 meetings with government institutions

19 meetings with other allied health industries

62 letters written to Ministers and Parliamentarians
11 federal // 51 state and territory

6 external campaigns supported

Reconciliation Action Plan (RAP)

Work continues to be undertaken to embed ways of advancing Reconciliation into our work while also celebrating the contributions of First Nations' peoples, including AASW members. We continue to create consultative frameworks to ensure the voices of First Nations' peoples are included in all social policy activities and submissions, including a National Advisory Panel and a governance body with oversight of the RAP progress. All child protection submissions acknowledged the role of social workers in the Stolen Generations and advocated for child placement principles, Aboriginal and Torres Strait Islander Children's Commissioners, and culturally appropriate family services, as well as opposing adoption law reform. This year, we hosted two podcasts, the first with Pat Turner AM on ways to advance Reconciliation as part of National Reconciliation Week collectively and, the second, with Dr Lorraine Muller, on the essential role of decolonisation as part of social work practice.

Stakeholder engagement



25 National Advisory Panel meetings hosted

17 Branch consultations held

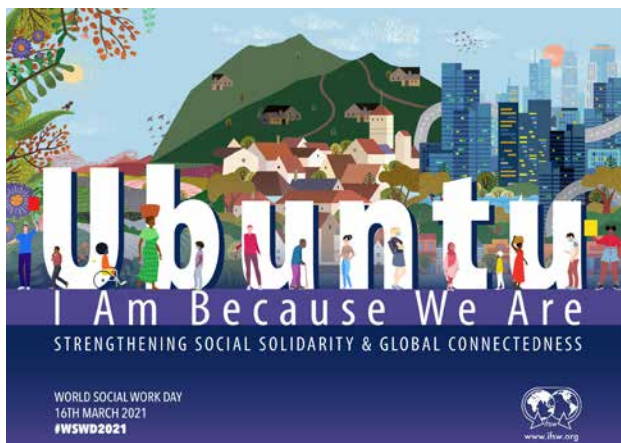
201 Branch members engaged and consulted

11 memberships with external stakeholders

37 external stakeholder meetings attended

MARKETING AND COMMUNICATIONS

WE PROVIDE STRONG AND EFFECTIVE MARKETING AND COMMUNICATIONS TO OUR MEMBERS AND STAKEHOLDERS WHILE DELIVERING A RANGE OF BENEFITS. THESE INCLUDE PROMOTING THE PROFESSION OF SOCIAL WORK, ADVANCING SOCIAL JUSTICE, UPHOLDING STANDARDS, STRENGTHENING RELATIONSHIPS, GENERATING SUPPORT AND PARTICIPATION, AND IMPROVING AWARENESS AND UPTAKE OF OUR MEMBERSHIP, SUPPORT, PROGRAMS, PROFESSIONAL DEVELOPMENT, EVENTS, AND SERVICES.



WORLD SOCIAL WORK DAY

[World Social Work Day](#) takes place on the third Tuesday of March; this year it was held on 16 March. It is the key day of the year that social workers worldwide stand together to advance our message globally.

The theme for World Social Work Day 2021 was **Ubuntu: I Am Because We Are - Strengthening Social Solidarity and Global Connectedness.**

'Ubuntu' is an Indigenous South African word meaning 'interconnectedness of all peoples and their environments'. It speaks to the need for global solidarity and also highlights Indigenous knowledge and wisdom.

The AASW held World Social Work Day hybrid events given the unpredictability of the COVID-19 situation.

PODCASTS

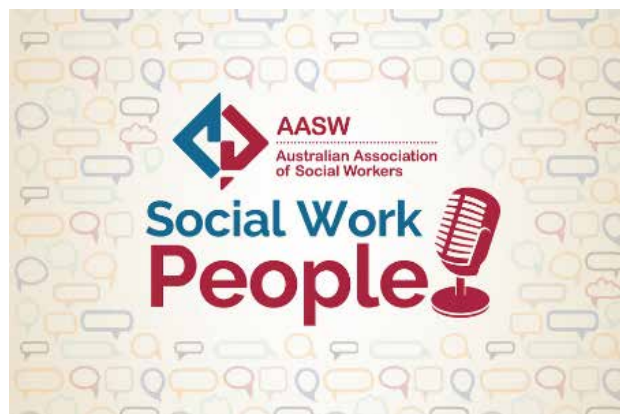
Social Work People podcast

AASW Senior Social Policy Adviser Angela Scarfe is the host of Social Work People, a new podcast that the AASW launched in December 2020. Ms Scarfe deftly and sensitively extracts the fascinating stories of social workers, connecting listeners to the social workers driving change and providing advocacy on the issues affecting the lives of all Australians. A new episode is available on the first Wednesday of the month and is eagerly anticipated by listeners wanting to hear fascinating social work stories. Six episodes were produced this year.

MEDIA ACTIVITY

The Association uses the media to raise the profile of the profession and for social justice. Given the wide scope of social work, the Association was able to comment publicly on a wide range of professional and social justice issues. These included, but were not limited to:

- social work registration
- social work higher education funding
- Telehealth
- Medicare-funded sessions
- Aboriginal and/or Torres Strait Islander social work
- COVID-19
- ageism
- child protection
- poverty and inequality
- asylum seekers
- LGBTIQ+ rights.



SOCIAL MEDIA

The AASW uses social media to promote the work of the Association. Traditionally, we have used our Facebook, Twitter, and LinkedIn profiles to promote our social policy and advocacy positions. Over the past year, we have used social media to promote the profession's profile, including the value of AASW membership, AASW social work credentials, Accredited Mental Health Social Workers, and continuing professional development opportunities. Our social media channels continue to grow in engagement. Social media is one of the areas where the AASW's refreshed branding is most visible.

PUBLICATIONS

The AASW has streamlined the number of publications we produce. We created a professional media kit to promote them. The Association created a single *AASW Member News*, which replaced the *National e-Bulletin* and nine branch-based e-News publications. This has reduced the amount of reading material that members were receiving as busy and time-poor professionals. The *Mental Health e-News* was replaced with *AMHSW Member News*. Both publications were launched with an updated look and feel, in line with AASW's modernisation of its brand.

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, honour the achievements of AASW members, and provide updates on the latest AASW position statements and the Association's

strategic direction. Four magazines were produced throughout the year, one of which is dedicated to celebrating the contribution and raising the voices of Aboriginal and/or Torres Strait Islander peoples. This edition coincided with this year's National Symposium of the same theme.

Australian Social Work: The Journal of the Australian Association of Social Workers

Australian Social Work is an international, peer-reviewed academic journal reflecting current thinking and trends in social work. The themes throughout the year were:

July 2020: Special themed issue: *Working with involuntary clients*

October 2020: Theme: Demonstrating social work expertise: *Social work research from the field*

January 2021: Theme: *Social work development & professional training*

April 2021: Special themed issue: *Embodiment & Social Work*.

In keeping with AASW's Reconciliation commitments, the Journal published two articles written by Aboriginal and/or Torres Strait Islander contributors:

'Creating cultural safety as an Aboriginal teacher in a class of Non-Aboriginal students' (B.J. Newton)

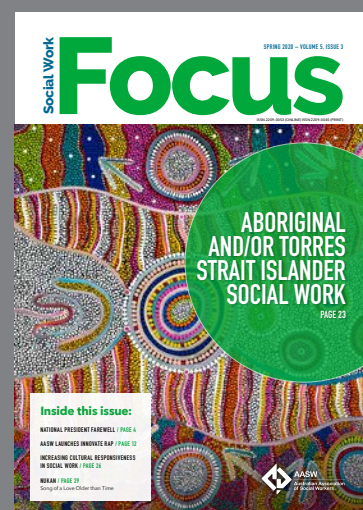
'Experiencing Aboriginal perspectives through the embodied concept of the Tree of Life: Implications for developing a teaching resource' (J. Satour & S. Goldingay).

The *Australian Social Work* Editorial Board made a joint presentation for the 5th International Conference on Practice Research: 'Translating research, knowledge & practice into good journal articles: A dialogue with journal editors':

- Fiona McDermott (*Australian Social Work*); Ian Shaw (*Qualitative Social Work*);
- Geok-ling Lee & Terry Leung (*Asia Pacific Journal of Social Work and Development*).

With funding from AASW, the Editorial Board initiated and supported the project and report: 'Journal editorial policies & guidelines: Publication of content pertaining to Indigenous People' by Bindi Bennett (Indigenous Editorial Advisor) & Susan Gair (Associate Editor, *Australian Social Work*).

The rising impact factor and ranking is an outstanding result for the Journal, increasing its influence and prestige globally. It means that more authors will want their papers to be published in *Australian Social Work*. A growing number of papers will thus be referenced by university students and academics, enriching the social work body of knowledge.



KEY MARKETING AND COMMUNICATIONS INITIATIVES

World Social Work Day // AASW credentials // Social Work People podcast

Websites



AASW WEBSITE

3,842,060 pageviews
↑ 10% increase from 2019-2020

512,404 users
↑ 10% increase from 2019-2020

AASW CREDENTIALS WEBSITE

77,718 pageviews

16,263 users

HORIZON CAREER CENTRE WEBSITE

200 unique advertisers
↑ 67% increase from 2019-2020

731 job adverts
↑ 48% increase from 2019-2020

92,252 pageviews
↑ 222% increase from 2019-2020

Social Media



AASW FACEBOOK PAGE

21,317 followers
↑ up from 18,299 in 2019-2020

AASW TWITTER ACCOUNT

3,923 followers
↑ up from 3,247 in 2019-2020

AASW LINKEDIN COMPANY PAGE

14,515 followers
↑ up from 12,015 in 2019-2020

Podcasts



SOCIAL WORK PEOPLE

4,525 listens and/or downloads

SOCIAL WORK AUSTRALIA

3,319 listens and/or downloads

MEDIA ACTIVITY

47 media releases
↑ up from 35 in 2019-2020

61 media mentions
↑ up from 34 in 2019-2020

PUBLICATIONS

Social Work Focus (member magazine) 41,765 pageviews

Australian Social Work (peer-reviewed Journal) 1.915 impact factor, a ranking of 19/44, up from 1.4 (2019) compared with other journals in category

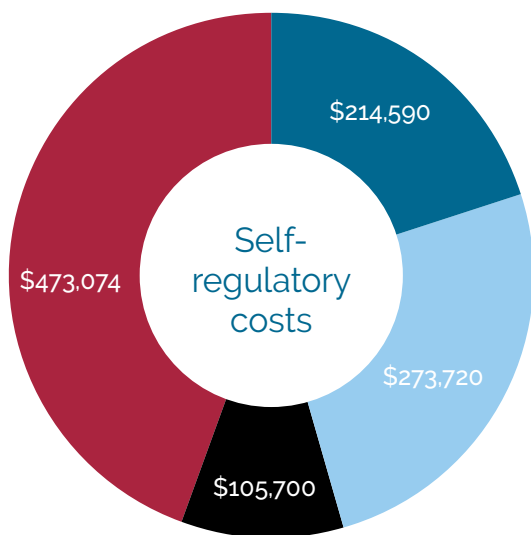
AASW Member News up to 40% open rates*

AMHSW Member News up to 45% open rates*

*Professional Associations' average: 26% open rates

UPHOLDING STANDARDS OF THE SOCIAL WORK PROFESSION

SOCIAL WORK IS NOT YET A REGISTERED PROFESSION IN AUSTRALIA. THEREFORE, THE ASSOCIATION HAS THE ROLE OF SETTING AND UPHOLDING STANDARDS FOR SOCIAL WORK PRACTICE AND EDUCATION. MEMBERSHIP OF THE ASSOCIATION AND THE AASW CREDENTIALING PROGRAM PROVIDE EMPLOYERS, THE PUBLIC, AND GOVERNMENT-FUNDING BODIES A LEVEL OF ASSURANCE THAT QUALIFIED SOCIAL WORKERS HAVE RECEIVED A RECOGNISED LEVEL OF EDUCATION AND TRAINING. AASW MEMBERS MAKE UNDERTAKINGS RELATING TO PROFESSIONAL CONDUCT UPON APPLICATION OF MEMBERSHIP AND ANNUALLY WHEN THEY RENEW MEMBERSHIP.



SELF-REGULATORY COSTS BORNE BY THE AASW

- Higher education accreditation
- Ethics complaints management
- Practice standards development
- International qualifications assessment

A NEW CODE OF ETHICS

The AASW released an updated *Code of Ethics 2020* to members at the AASW Annual General Meeting, following a comprehensive and inclusive three-year review process. A significant change to the Code relates to its structure, with the Code now comprising three core components:

1. statement of ethical principles comprising respect for persons, social justice, and professional integrity
2. standards of ethical conduct across core domains to guide the profession
3. provisions regarding complaints, ethical misconduct, and fitness to practise.

The updated code also included amendments to support alignment with contemporary theory and practice.

These included:

- changes in language reflecting contemporary service usage, including the importance of service user agency
- clearer code, with less duplication and more straightforward language
- more substantial recognition of First Nations' peoples and the profession's responsibility towards decolonising practice
- careful consideration of ethics in fee-for-service practice settings, reflecting this growing shift in the profession
- greater recognition of diversity, culture, and the individuality of practice
- inclusion of the AASW Ethics Complaints Management Process and Fitness to Practise considerations, offering greater alignment with the profession's registration goals.

ETHICS AND CONSULTATION SERVICE

The Ethics and Practice Standards Consultation Service provides a supportive space for members to engage in critical reflection and apply ethical decision making to the complexities of social work practice. The service is guided by the AASW's *Code of Ethics, Practice Standards, Ethical Practice Guidelines*, and broader theoretical and regulatory frameworks. The service also supports members in reflecting on potential blind spots in their practice

and engaging in early risk mitigation strategies to avoid ethical dilemmas in the future.

AASW provided support to members faced with ethical and practice challenges associated with COVID-19. Core themes related to transitioning to telehealth over extended periods, adherence to government guidelines, managing complex client risk during periods of high community demand, isolation and escalation of health issues, negotiating practice boundaries and limits, and managing the potential for burnout given the impacts of COVID-19 on member health and wellbeing.

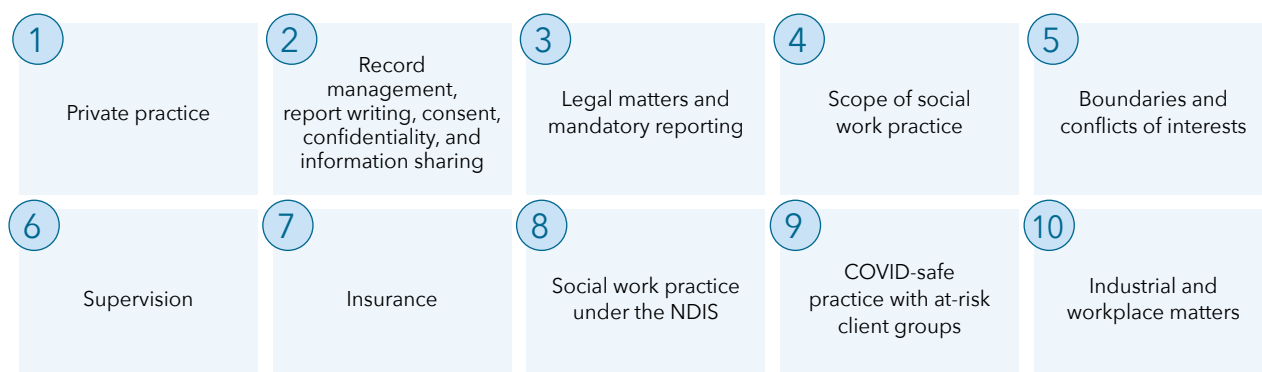
ETHICS COMPLAINTS MANAGEMENT PROCESS (ECMP)

The AASW launched a new Ethics Complaints Management Process (ECMP) on 7 October 2020, supported by the *AASW 2019 By-Laws on Ethics*. The primary changes to the complaints process allow for:

- complaints of low- and mid-level misconduct to be accepted for review under the ECMP as well as those about serious misconduct
- conciliation and mediation outcomes in addition to Hearings, thereby providing a greater breadth of complaint resolution and opportunities for early intervention and prevention.

The new ECMP has also introduced a strengthened independent case review process and a newly established Ethics Committee reportable to the Board.

Top 10 themes for Ethics Consultation enquiries



Complaints



186 new complaint enquiries received

38 became formal complaints

41 complaint cases were dismissed or closed*

3 cases resulted in a hearing

*Note this includes 15 complaints received before 2020-2021 and were carried over for decision.

CREDENTIALS

423 Mental Health credential applications received

444 Mental Health applications processed

87% were successful applications

STUDYING SOCIAL WORK IN AUSTRALIA

The AASW Board of Directors made seven key decisions affecting Higher Education Provider (HEPs) throughout the year:

- three social work university degrees were re-accredited for three existing providers (Charles Sturt University, University of Wollongong, and Western Sydney University)
- two social work university degrees were accredited for two existing providers (Southern Cross University - new Bachelor of Social Work [BSW] program - and La Trobe University - new Bachelor of Social Work [Honours] [BSW (Hons)] program)
- two social work university degrees were accredited for two new providers (Excelsia College and Acknowledge Education).

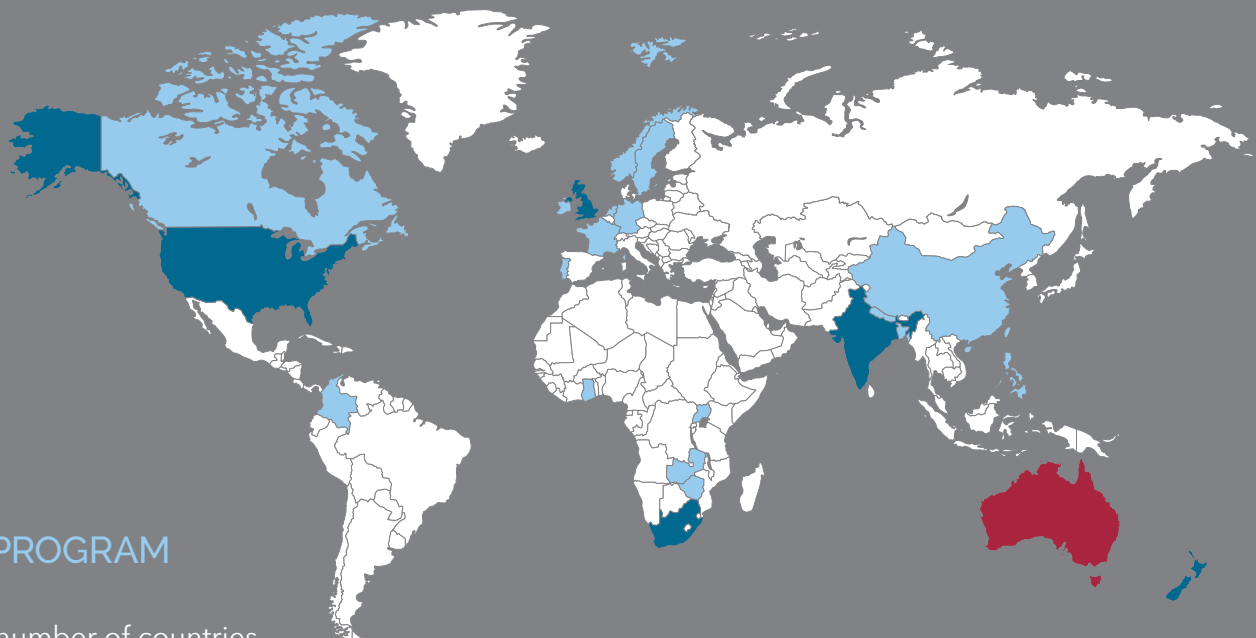
There are currently 32 HEPs that offer AASW-accredited, entry-level degrees (AQF Level 7, 8, and 9), comprising:

- six HEPs offer a BSW/BSW (Hons) program
- five offer a Master of Social Work (Qualifying) MSW (Q) program
- 21 offer both a BSW/BSW (Hons) and an MSW (Q) program.

Eleven of the HEPs include a distance education program as part of their offering (10) or as their only delivery method (one).

There are 19,000 social work students





IQA PROGRAM

25 number of countries from which applications were received

100-500 APPLICANTS

Australia	476
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10-100 APPLICANTS

United Kingdom	86
South Africa	28
New Zealand	22
India	17
Hong Kong	11
USA	11

1-10 APPLICANTS

Zimbabwe	9
Canada	6
The Netherlands	6
Sweden	4
Germany	3
Ghana	3
Ireland	3
Bangladesh	2
Colombia	2
Portugal	2
The Philippines	2
Uganda	2
China	1
France	1
Nepal	1
Norway	1
Singapore	1
Zambia	1
TOTAL	701

701 number of applications received

660 number of applications completed

REVISING INTERNATIONAL QUALIFICATIONS ASSESSMENT (IQA) PRACTICES

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

The program was impacted by the COVID-19 pandemic early, due to travel and visa restrictions, but recovered later in the period when restrictions were eased. The Commonwealth Government amended and adjusted the migration program to meet the needs of the Australian community. This saw the inclusion of 'Social Worker' occupation in the Priority Migration Skilled Occupation List (PMSOL) in November 2020.

The IQA program has welcomed a closer involvement with the Department of Education, Skills and Employment - Assessing Authorities Quality Assurance (AAQA) Unit in reviewing guidelines focused on more effective risk management in the assessment program.

BUILDING THE PROFESSIONAL CAPACITY OF SOCIAL WORKERS

CONTINUING PROFESSIONAL DEVELOPMENT (CPD) IS HOW SOCIAL WORKERS MAINTAIN, IMPROVE, AND BROADEN THEIR SKILLS, KNOWLEDGE AND EXPERTISE, AND DEVELOP THE QUALITIES REQUIRED FOR PROFESSIONAL PRACTICE. CPD IS AN ONGOING PROCESS THROUGHOUT A CAREER INFORMED BY THE CHANGING PRACTICE ENVIRONMENT, PROFESSIONAL DOMAINS, NEW INFORMATION, AND COMMUNITY NEED.

RIISING TO THE CHALLENGE OF COVID-19

The continuing challenges of the pandemic have driven the AASW to provide flexible and adaptable CPD solutions for AASW members and the broader profession. Restrictions and lockdowns across the country impacted the delivery of training and development, particularly the ability to deliver face-to-face training and networking. The AASW has remained agile and flexible throughout this challenging time. Our live online program increased providing relevant, engaging, and valuable CPD for practitioners and credential holders. The survey feedback received by participants has been consistently positive. More regional members are participating as they are no longer subject to the tyranny of distance. Now they can always access quality learning without having to travel to capital cities.

CPD is the second biggest reason that new members join the Association (55%), and it is their number one professional need (83%). The large growth in members can be, at least in part, attributed to the increasing quality and accessibility of the Association's CPD.

TAILORED AND RELEVANT CPD FOR MEMBERS

Furthering the work from the last financial year to build a profession-wide capability framework, the AASW aligned its CPD with those capabilities. Additionally, we converted the capability framework into a dynamic, self-assessment tool, released as a pilot that was free to members. This self-assessment tool asks participants to respond to a series of behavioural questions, provides a results report, and recommends learning mapped to their capability needs.

The self-assessment tool was completed by 513 members, with approximately 45% of these members opting to complete the feedback survey.

The results from the feedback survey indicated that:

- 80% would recommend the tool to their colleagues
- 85% would use the tool to assist with annual CPD planning.

The AASW continues to work with individuals and organisations to produce CPD that is relevant to the profession.

BE RECOGNISED AS A LEADER: SOCIAL WORK CREDENTIALS

The Association launched an exciting campaign to promote the AASW's social work credentials and make it easier for social workers to apply for, and maintain, their credentials. The CPD requirements were revised from 50 hours to 30 hours, with a more targeted focus on the area of the social workers' practice specific to that credential. The purpose of the change was to emphasise the relevance and quality of CPD, not the volume.

The Credentials campaign launched two new credentials in Disability and Child Protection in September 2020 as well as promoted the existing Mental Health, Family Violence and Clinical credentials under the new campaign. [View the AASW credential campaign.](#)

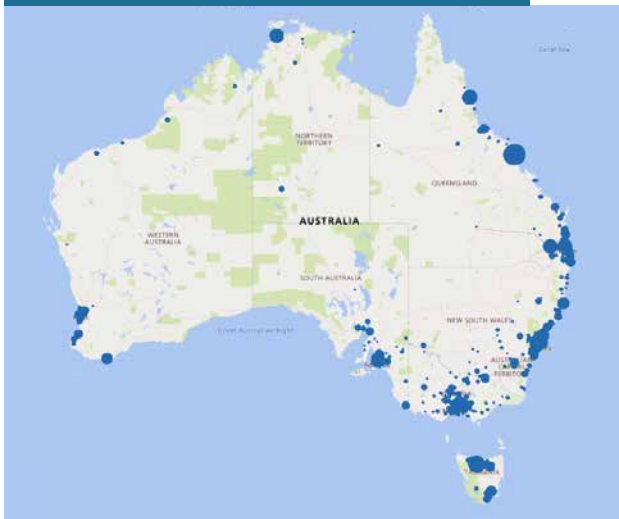
The new credentials continue to grow in popularity, with a total of 61 applications received during the year.

The Mental Health credential continues to be the most popular. After a surge in applications from May 2020, due partly to the Government's bushfires and COVID-19 telehealth responses, the online forms provided the efficiencies required to process the continuing higher volumes.

These innovations are a boon to social work careers. They also signal to the community and the industry that the profession is committed to excellence in social work practice and addressing new challenges such as natural disasters and pandemics.

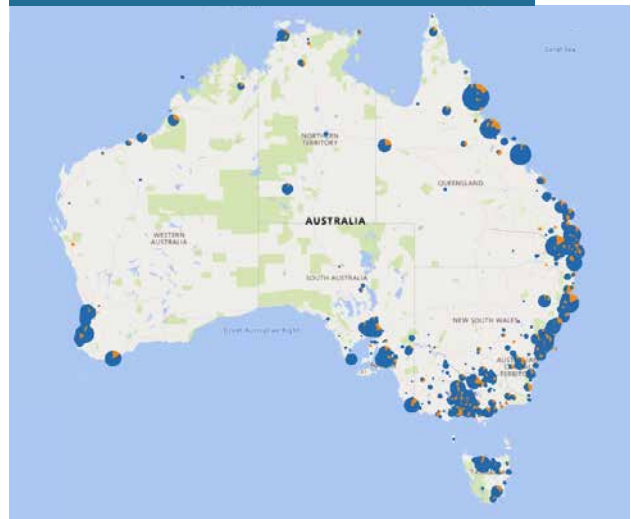


CPD engagement in 2019-2020



■ CPD
■ Symposium

CPD engagement in 2020-2021



The number of members engaging in our CPD drastically improved in 2020-2021 from 2019-2020. Improved accessibility of content and better marketing meant more social workers and other allied health professionals were able to participate.

CPD experience



ON-DEMAND LEARNING

4,890 registrants
↑ 72% increase from last financial year

4.5/5 average rating from participants
★★★★★

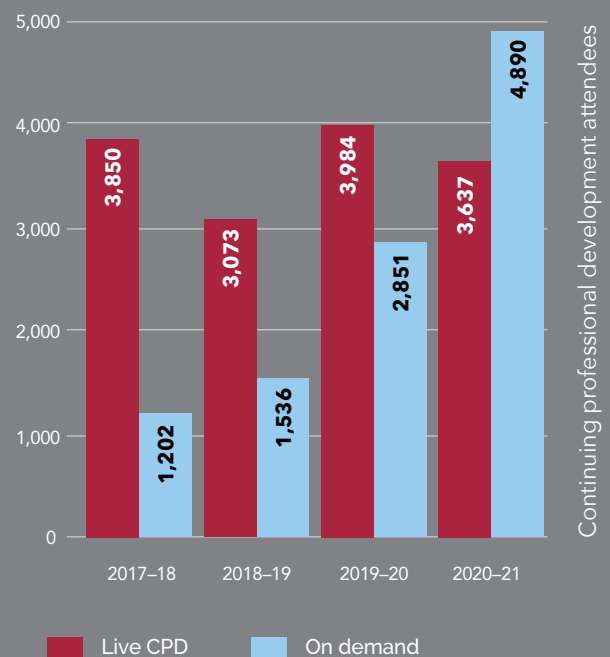
WORKSHOPS AND LIVE WEBINARS in-person and virtual

28 workshops

62 webinars

3,637 participants

GROWTH IN ACCESS TO CPD OVER THE LAST FOUR YEARS



SUPPORTING SOCIAL WORK RESEARCH

The AASW's National Research Committee promotes and encourages social workers' involvement in research. Its mission is to build the body of knowledge and experience of contemporary social work practice and theory. The National Research Committee approves projects for the AASW to promote to members via the website and *Member News* (now *AASW Insider*). The committee approved 25 applications this year.

The Association is committed to promoting a culture of research and knowledge building within the profession. This year, the Committee received six high-quality applications from members proposing high-calibre practitioner research projects. The Committee awarded two Practitioner Research Grants, each worth \$5,000. They were awarded to Sarah Booth and Tania Hall. Read their stories below.

GRANT RECIPIENTS

Sarah Booth, Research and Data Lead, Social Work Department, Western Health Victoria

Collaborating with Dr Annie Venville, Associate Professor and Head of Social Work, College of Health and Biomedicine, Victoria University.

Who cares for the carers? An exploration of bereavement distress in hospital at end of life

Grant funds will be used to release a social worker to audit the final admission medical notes of 1,200 patients who died across three Western Health sites, supply software for data analysis, and fund conference presentation of findings. Clinical data mining will identify levels of bereavement risk and variations in bereavement support offered across medical units, wards, and sites. Results will identify gaps in equitable service provision and inform the development of an evidence-based clinical pathway for bereavement support at Western Health that will be transferable to other hospitals.

Tania Hall, Social Worker with Watto Purrunga Aboriginal Health Service, SA Health

Collaborating with Professor Alex Brown, Professor of Aboriginal Health, University of Adelaide and Dr Natasha Howard, Adjunct Senior Fellow, University of Adelaide.

Exploring the experiences of Aboriginal and Torres Strait Islander people seeking care at a metropolitan South Australian emergency department and leaving without treatment: A pilot study

Grant funds will be used to explore the experiences of Aboriginal and Torres Strait Islander people seeking care at the Modbury Hospital Emergency Department and leaving without treatment. It also aims to identify barriers to completing medical treatment. Grant funds will be used to pay for honorariums for interviewed participants, hire Aboriginal interviewers, pay for interview transcription costs, and disseminate research findings. The project will empower the voices in the Aboriginal and/or Torres Strait Islander communities residing in the Northern Adelaide Local Health Network catchment area in accessing emergency health care.



World Social Work Day at Griffith University in Queensland



AASW at Melbourne Pride March



DIRECTORS' REPORT

YOUR DIRECTORS PRESENT THIS REPORT
ON THE ASSOCIATION FOR THE FINANCIAL
YEAR ENDED 30 JUNE 2021.

PRINCIPAL ACTIVITIES, OBJECTIVES, AND STRATEGIES

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

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

In May 2021, the Board adopted a new strategic plan that will apply for two years from 1 July 2021. The Strategic Plan is made up of four Pathways:

1. Create a strong identity for the social work profession
2. Foster a well-trained and highly skilled social work profession
3. Be a strong voice for social workers and social justice
4. Deliver operational excellence.

Activities undertaken by the Association during the financial year to deliver on its 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 33 respectively in the Annual Report to Members.



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

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, including the nature of ethics complaints
- 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
- delivery of Continuing Professional Development (CPD) education, including forums or seminars that may be held face-to-face, online and/or via the Association's Social Work Online Training platform.

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 AASW's operations are set out below.



IMPACTS OF THE COVID-19 PANDEMIC ON THE ASSOCIATION'S OPERATIONS

In March 2020, the World Health Organization 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 AASW) to maintain employment levels and to continue to operate through the pandemic.

At the end of March 2020, 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, and telephone and training systems) can be accessed on demand and over the internet (commonly referred to as 'cloud-based computing').

Since then and throughout various lockdown periods imposed by state Governments, the Association has been able to provide advice and assistance on COVID-19 to its members through online 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 online 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. Membership numbers increased by 15.3% over the financial year from 13,104 members to 15,113 members.

The Association's expense base was assisted by state and federal governments' economic stimulus packages during the financial year. The main assistance came from the State Government of Victoria in the form of payroll tax relief, totalling \$77,257.

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 July 2020	6 November 2020	1 November 2011
Vittorio Cintio	National President ¹	7 November 2020	Current	1 November 2018
Linda Ford	National Vice President ²	7 November 2020	Current	11 May 2017
Alex Bhathal	Director	7 November 2020	Current	
Suzanne Doorakkers-Sprague	Director	1 July 2020	Current	8 November 2019
Professor Susan Green	Aboriginal and Torres Strait Islander Director ³	13 November 2020	Current	
Dr Fotina Hardy	Director	1 July 2020	Current	8 November 2019
Brooke Kooymans	Director	1 July 2020	Current	1 November 2018
Dr Peter Munn OAM	Director	1 July 2020	6 November 2020	1 November 2017
Jenny Rose	Director	1 July 2020	Current	1 November 2017
Julianne Whyte OAM	Director	1 July 2020	Current	8 November 2019
Geoffrey Bennett	Company Secretary ⁴	1 July 2020	Current	

Notes:

1. Mr Cintio held the role of National Vice President from 1 November 2018 to 7 November 2020.
2. Ms Ford held the role of Aboriginal and Torres Strait Islander Director until 7 November 2020, when she was appointed by the Board to the role of National Vice President to fill a vacancy, created when Mr. Cintio assumed the role of National President.
3. Pursuant to the Association's Constitution, one Director's position is reserved for a member of Aboriginal and/or Torres Strait Islander descent. Professor Green 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	4	4
Vittorio Cintio	9	9
Linda Ford	9	9
Alex Bhathal	5	4
Suzanne Doorakkers-Sprague	9	9
Professor Susan Green	4	3
Dr Fotina Hardy	9	9
Brooke Kooymans	9	9
Dr Peter Munn OAM	4	4
Jenny Rose	9	9
Julianne Whyte OAM	9	8

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 2020	6 November 2020	4	4
Suzanne Doorakkers-Sprague <i>(Member between 1 July 2020 and 6 November; Chair from 7 November 2020)</i>	1 July 2020	Current	6	6
Vittorio Cintio	1 July 2020	6 November 2020	4	4
Alex Bhathal	7 November 2020	Current	2	1
Linda Ford	7 November 2020	Current	2	2

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
Brooke Kooymans – Chair	1 July 2020	Current	4	4
Linda Ford	1 July 2020	6 November 2020	2	2
Julianne Whyte OAM	1 July 2020	Current	4	4
Professor Susan Green	17 December 2020	Current	2	2

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	1 July 2020	Current	6	6
Vittorio Cintio	1 July 2020	6 November 2020	3	4
Dr Fotina Hardy	1 July 2020	Current	6	6
Julianne Whyte OAM	7 November 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.



PEOPLE AND CULTURE COMMITTEE

In May 2021, the Association established a People and Culture Committee of the Board (PACC). The PACC assists the Board in monitoring the Association's people responsibilities, including:

- recruitment, retention and professional development of the Chief Executive Officer (CEO), Deputy Chief Executive Officer, Chief Financial Officer and Company Secretary
- oversight of an annual performance review for the CEO and Company Secretary, including remuneration strategy for each role
- succession planning strategy for the CEO and Company Secretary
- recommendations regarding appointment to committees, including development of processes for orientation, succession planning and review of committee outcomes
- honorarium policy for Directors and Officeholders, including honorarium methodology
- oversight of risk and compliance in respect of People & Culture related matters, including conflict of interest matters related to the Board members and officeholders
- oversight of Board performance reviews, including the methodologies by which these will be undertaken
- undertake an annual skill audit of Directors and recommend strategies to address identified gaps and expectations to meet obligations for effective board performance
- Board governance of Branch Presidents and officeholders
- oversight and development of policies governing Director and officeholder use of social media.

The Board appointed Dr Fotina Hardy as Chair of PACC, with Linda Ford, Brooke Kooymans and Jenny Rose as Members. One meeting of the Committee was held between its inception in May 2021 and end of the financial year, with all Directors in attendance at that meeting, other than Linda Ford.

INFORMATION ON CURRENT DIRECTORS, CHIEF EXECUTIVE OFFICER, CHIEF FINANCIAL OFFICER, AND COMPANY SECRETARY

VITTORIO CINTIO

National President and Chair of the Board of Directors

Vittorio is National President of AASW, elected in September 2020. 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 the Association's National Vice President (from 2018 to November 2020) and has previously served as a director between 2010 and 2012.

LINDA FORD

National Vice President

Linda is an Aboriginal woman from the Bigambul people of South West Queensland but grew up on Kalkadoon land in the North West part of Queensland. Linda is currently National Vice President and has been on the AASW Board since May 2017. Linda has 26 years' experience as a Social Worker in rural, remote, and urban settings mainly in the fields of child protection, health, mental health, and tertiary education. Linda has previously presented to national and international conferences in the area of Aboriginal Health and Mental Health.

In May 2021, Linda was appointed Senior Academic Lead, Allied Health at the Centre for Rural and Remote Health at James Cook University, Mount Isa. She is a past president of the Association's North Queensland Branch, past chair of the Association's Reconciliation Action Plan Working Group, a member of the Finance, Audit, Compliance and Risk Committee and a member of the People and Culture Committee. In January 2021, Linda was appointed as the Australian representative for the International Federation of Social Work (IFSW) Indigenous Commission.

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; Chair of the Finance, Audit, Compliance and Risk Committee; and a member of the Association's Constitution Review Committee.



DR FOTINA HARDY

Director

Fotina has over 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. More recently she is working as a sessional lecturer and researcher across a few universities. 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 her particular areas of interest. 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, Stepping Stone

Clubhouse, and is a member of the ANZSWER Committee.

Fotina holds a Bachelor of Social Work, a Master of Commerce, and Doctor of Social Sciences along with a Graduate Certificate in Academic Practice. Fotina is a Fellow of the Higher Education Academy and a current affiliate member of the AICD. As a Board member, Fotina chairs the Association's People and Culture Committee and is a member of the Standards and Assessment Committee.

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 received an OAM in 2017 for her research and community work in palliative and end-of-life care. Julianne chairs the Association's Constitution Review Committee and holds membership of the National Ethics Committee and the Standards and Assessment Committee. She is a member of the Australian Institute of Company Directors.

BROOKE KOOYMANS

Director

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

ALEX BHATHAL

Director

Alex has a 30-year background in the community sector and extensive experience in child protection and out-of-home care, social policy advocacy, and community development. Alex has specialised in working with children and young people, and has worked in local government youth services, with newly arrived migrants and refugees, as a youth counsellor and health educator, and with Aboriginal community-controlled organisations. Alex is a graduate of RMIT University Social Work and between 2003 and 2017 taught in RMIT's School of Global and Social Studies. Alex is now a lecturer in Social Work and Social Policy at La Trobe University. She is also employed as the National Manager of the Family Matters campaign, to end the over-representation of Aboriginal children in child protection. Alex is a member of the Association's Finance, Audit, Compliance and Risk Committee and the Constitution Review Committee.

JENNY ROSE

Director

Jenny has been an AASW Director since October 2017. Jenny 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 completed a Master of Mental Health (Child and Adolescent), Diploma of Business (Frontline Management), and a Certificate IV in Training and Assessment. Prior to coming onto the Board, she was an active member of the NSW Branch Management Committee for six years. Jenny chairs the Association's Standards and Assessment Committee and is a member of the People and Culture Committee.



PROFESSOR SUSAN GREEN

Director

Susan is a Galari woman of the Wiradjuri nation and the Association's Aboriginal and Torres Strait Islander Director. Sue holds the role of Professor in Indigenous Australian Studies and GCWLCH Coordinator at Charles Sturt University. Sue has had an extensive history spanning 20 years in Indigenous Higher Education across a number of roles such as student support, teaching, and research. She also has sat on various committees, councils, boards, and networks including the Indigenous Higher Education Advisory Council and National Indigenous Research and Knowledge Network. Sue's research interests include Welfare History, Indigenising Social Work Education and Practice, Cultural Responsiveness and Cultural Support, and Colonial History and Decolonisation. Her foremost interest is ensuring that Wiradjuri Language and Culture underpins all aspects of her personal and professional life. Susan is Chair of the Association's Reconciliation Action Plan Working Group and 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 and a Fellow of the Australasian College of Health Services Management.

Cindy is a Certified Health Executive, and 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 a career with the 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; and 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 both the Governance Institute of Australia, and 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 2021, the total amount of members' guarantee was \$755,650 from 15,113 members (2020: \$655,200 from 13,104 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 as compensation for time spent in their roles at AASW totalled \$109,836 (2020: \$84,000).

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, or 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 2021, the premium for the whole policy was \$141,128 (2020: \$140,000). No indemnity insurance has been provided for auditors.

Trading results

The net profit for the financial year ended 30 June 2021 was \$250,230 (2020: \$692,752).

Dividends

The Association is prohibited from paying dividends by its Constitution.

Significant events after the end of the financial year

No matters of significance have arisen since the end of the financial year that 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 2021 has been received and can be found immediately following the Directors' Report.

Signed in accordance with a resolution of the Board of Directors.



Vittorio Cintio
National President



Suzanne Sprague
Chair - Finance, Audit, Compliance and Risk Committee

Dated this 7th day of October 2021

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 2021 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

30 September 2021

Synergy Group Audit Pty Ltd

t. (02) 6260 7477 w. synergygroup.net.au a. Ground Floor, 15 National Circuit, Barton, ACT 2600
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 2021 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.



Vittorio Cintio
National President



Suzanne Sprague
Chair - Finance, Audit, Compliance and Risk Committee

Dated this 7th day of October 2021

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 2021, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended 30 June 2021, 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 2021 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 (including Independence Standards)* (the "Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *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 2021 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.

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

Synergy Group Audit Pty Ltd

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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.

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.

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



Eric Hummer
Audit Partner

ehummer@synergygroup.net.au
8 October 2021

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021

	NOTE	2021 \$	2020 \$
CURRENT ASSETS			
Cash and cash equivalents	4	4,129,164	5,280,192
Trade and other receivables	6	151,192	115,305
Other current assets	7	296,659	248,188
Other financial assets	11	3,000	3,000
TOTAL CURRENT ASSETS		4,580,015	5,646,685
NON-CURRENT ASSETS			
Property, plant, and equipment	8	134,882	190,019
Intangibles	9	721,113	14,095
Right of Use Asset	10	100,820	236,236
Other financial assets	11	3,672,618	2,401,483
TOTAL NON-CURRENT ASSETS		4,629,433	2,841,833
TOTAL ASSETS		9,209,448	8,488,518
CURRENT LIABILITIES			
Trade and other payables	12	1,516,775	1,205,947
Contract Liability	13	4,253,968	3,944,655
Other liabilities	15	100,372	100,797
Lease Liability		90,116	154,616
TOTAL CURRENT LIABILITIES		5,961,231	5,406,015
NON-CURRENT LIABILITIES			
Provisions	14	97,682	92,082
Lease Liability		18,015	108,131
TOTAL NON-CURRENT LIABILITIES		115,697	200,213
TOTAL LIABILITIES		6,076,928	5,606,228
NET ASSETS		3,132,520	2,882,290
EQUITY			
Accumulated funds		3,132,520	2,882,290
TOTAL ASSETS		3,132,520	2,882,290

The accompanying notes form part of these financial statements.

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2021

	NOTE	2021 \$	2020 \$
REVENUE			
Revenue from Contracts with Customers	2	7,606,028	7,094,597
Other Income	2	243,956	349,022
REVENUE AND OTHER INCOME		7,849,984	7,443,619
EXPENDITURE			
Employee benefits expense		(4,694,655)	(3,762,595)
Occupancy costs		(14,672)	(126,475)
Administrative costs		(2,393,247)	(2,574,650)
Donation to AET Foundation ^		(223,012)	-
Fair Value loss on financial assets at fair value through profit and loss (FVPL)		8,803	(27,892)
Depreciation and amortisation	3	(282,971)	(259,255)
PROFIT BEFORE INCOME TAX		250,230	692,752
Income tax expense		-	-
PROFIT FOR THE YEAR		250,230	692,752
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		250,230	692,752
Profit attributable to members		250,230	692,752
Total comprehensive income attributable to members		250,230	692,752

^ The Association made an irrevocable donation of \$223,012 to Australian Executor Trustees ("AET") on 25 June 2021 whereby funds previously held by the Association for the Lyra Taylor Fund will now be managed by AET moving forward. These funds will be used to make donations to an Eligible Charity as recommended by the Nominated Advisory Committee.

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

	NOTE	2021 \$	2020 \$
OPERATING ACTIVITIES			
Receipts from government, members and customers		8,936,664	9,098,242
Interest received		15,080	64,858
Dividends and Distributions received		164,210	18,695
Payments to suppliers and employees		(7,928,488)	(7,120,525)
NET CASH GENERATED	22	1,187,466	2,061,270
INVESTING ACTIVITIES			
Payments for acquisition of plant and equipment and intangibles		(799,437)	(136,203)
Payments for acquisition of marketable securities		(1,375,523)	(2,282,974)
NET CASH USED BY INVESTING ACTIVITIES		(2,174,960)	(2,419,177)
FINANCING ACTIVITIES			
Payments for reduction of finance lease liability		(154,616)	(119,252)
Lease right of use Interest		(8,919)	(16,437)
NET CASH USED BY FINANCING ACTIVITIES		(163,535)	(135,689)
Net movement in cash and cash equivalents		(1,151,029)	(493,594)
Cash and cash equivalents at beginning of year		5,280,192	5,773,786
CASH AND CASH EQUIVALENTS AT END OF YEAR	4	4,129,163	5,280,192

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2021

	2021 \$	2020 \$
OPENING ACCUMULATED PROFITS	2,882,290	2,516,081
Impact of adoption of AASB 15 - Accreditation and Assessment fees	-	(105,669)
Impact of adoption of AASB 15 – Lyra Taylor Fund	-	(220,874)
Net profit for the year	250,230	692,752
CLOSING BALANCE AT 30 JUNE 2021	3,132,520	2,882,290

The accompanying notes form part of these financial statements.



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) Intangibles

Software development costs are recorded at cost. Software development costs have an estimated useful life of between one and five years and are assessed annually for impairment.

The amortization rates for each class of intangible assets are:

Class of intangible assets	Amortisation rate
Membership database	20–33.3%
Membership website	20–33.3%
Learning management system	20–33.3%

1 (f) 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 (g) 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 (h) Comparative figures

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

1 (i) 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 and contract assets respectively. Continuous education endorsement revenue is revenue from contracts with facilitator and is recognised on a 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(n)

1 (j) Goods and Services Tax

All revenue and expenses are stated net of the amount of goods and services tax, except where in the amount of goods and services tax incurred is not recoverable from the Australian Taxation Office. In these circumstances the goods and services tax are 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 (k) 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 (l) 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 (including the impacts of COVID-19 if any), obtained both externally and within the Association.

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 2021.

Key judgements

Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/ type, cost/ value, quantity and the period of transfer related to the goods or services promised.

Significant judgement in determining the lease term of contracts with renewal options

The Association determines the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised, or any periods covered by an option to terminate the lease, if it is reasonably certain not to be exercised.

The Association applies judgement in evaluating whether it is reasonably certain to exercise the option to renew. That is, it considers all relevant factors that create an economic incentive for it to

exercise the renewal. After the commencement date, the Association reassesses the lease term if there is a significant event or change in circumstances that is within its control and affects its ability to exercise (or not to exercise) the option to renew.

1 (m) 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 recognizes 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 instruments 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 the carrying value of the financial instrument and 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 comprehensive income. The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

1 (n) 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.

NOTE 2: REVENUE AND OTHER INCOME

	2021 \$	2020 \$
REVENUE FROM CONTRACTS WITH CUSTOMERS		
Advertising revenue	30,678	60,790
Membership fees	5,996,889	5,227,960
Conference income	4,250	352,461
Education	460,230	276,641
Royalty income	84,467	73,067
Horizon Career Centre advertising	129,773	75,138
Sponsorship income	16,091	-
Accreditation and Assessment fees	805,499	828,545
Other	78,151	199,995
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	7,606,028	7,094,597
OTHER INCOME		
COVID-19 Government support	-	236,925
Grants received	8,500	5,000
Interest revenue from short term deposits	3,291	57,040
Dividends and Distributions	90,799	23,900
Fair Value gains on financial assets at fair value through profit and loss (FVPL)	90,074	26,157
Other Income	51,292	-
TOTAL OTHER INCOME	243,956	349,022

NOTE 2: REVENUE AND OTHER INCOME (continued)**Revenue from contracts with customers**

TIMING OF REVENUE RECOGNITION	AT A POINT IN TIME	
	2021 \$	2020 \$
Advertising revenue	30,678	60,790
Conference income	4,250	352,461
Education	443,748	260,791
Royalty income	84,467	73,067
Horizon Career Centre	129,773	75,138
Sponsorship income	16,091	-
Other	78,151	199,995
	787,159	1,022,242

TIMING OF REVENUE RECOGNITION	OVER TIME	
	2021 \$	2020 \$
Membership fees	5,996,889	5,227,960
Education	16,482	15,850
Accreditation and Assessment fees	805,498	828,545
	6,818,869	6,072,355

NOTE 3: PROFIT FOR THE YEAR

Profit for the year has been determined after:

	2021 \$	2020 \$
a) Expenses		
Depreciation and amortisation of non-current assets		
Furniture and equipment, leasehold improvements	121,170	101,412
Right-of-use Asset	135,416	145,764
Intangibles	26,385	12,079
TOTAL DEPRECIATION AND AMORTISATION	282,971	259,255
Superannuation – defined contribution plans	370,567	295,874
LEGAL FEES PAID BY AASW		
Summary of legal fees are detailed below:		
Miscellaneous legal fees	67,493	50,775
Governance review	14,233	22,501
Property leases	7,301	5,857
Employment advice	17,754	405
TOTAL LEGAL FEES	106,780	79,538

NOTE 4: CASH AND CASH EQUIVALENTS

	2021 \$	2020 \$
Cash at bank	520,296	847,306
Cash at bank – Lyra Taylor Fund ^	-	103,161
Cash on deposit	3,608,868	4,329,725
	4,129,164	5,280,192

The Association has provided a bank guarantee of \$49,967 to the Commonwealth Bank for its obligations under its office lease which are held under Cash on deposit above.

^ The Association made an irrevocable donation of \$223,012 to Australian Executors Trustees Limited ("AET") on 25 June 2021 whereby funds previously held by the Association for the Lyra Taylor Fund will now be managed by AET. These funds will be used to make donations to an Eligible Charity as recommended by the Nominated Advisory Committee.

NOTE 5: INCOME TAX EXPENSE

	2021 \$	2020 \$
a) Income tax expense		
Prima facie tax payable on operating result before income tax at 26.0% (2020: 27.5%)	65,060	190,507
Add/(Subtract) tax effect of:		
Member and other non-deductible expenses	1,615,636	1,452,924
Member income not assessable and other deductible expenses	(1,764,306)	1,720,336
Current year tax loss not recognised	83,610	76,905
INCOME TAX EXPENSE ATTRIBUTABLE TO OPERATING RESULT	-	-

(b) Deferred tax assets

Deferred tax assets totaling \$722,608 (2020: \$635,628) 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

	2021 \$	2020 \$
CURRENT		
Trade receivables	73,606	58,578
Accrued income	77,586	56,727
	151,192	115,305

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

NOTE 6: TRADE AND OTHER RECEIVABLES (continued)

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.

2021	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	73,606	-	-	-	-	-	73,606
TOTAL	73,606	-	-	-	-	-	73,606

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

NOTE 7: OTHER ASSETS

	2021 \$	2020 \$
CURRENT		
Prepayments - Administrative	296,659	248,188
	296,659	248,188

NOTE 8: PROPERTY, PLANT AND EQUIPMENT

	2021 \$	2020 \$
LEASEHOLD IMPROVEMENTS		
Leasehold improvements – at cost	209,651	209,651
Accumulated depreciation	(176,618)	(135,549)
	33,033	74,102
PLANT AND EQUIPMENT		
Plant and equipment – at cost	351,457	297,502
Accumulated depreciation	(249,608)	(181,585)
	101,849	115,917
TOTAL PROPERTY, PLANT AND EQUIPMENT	134,882	426,255

Movements in carrying amounts

2021	LEASEHOLD IMPROVEMENTS \$	PLANT & EQUIPMENT \$	TOTAL \$
Opening balance	74,102	115,917	190,019
Additions	-	53,955	53,955
Depreciation	(41,069)	(68,023)	(109,092)
CLOSING BALANCE	33,033	101,849	134,882
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

NOTE 9: INTANGIBLES

	2021 \$	2020 \$
COMPUTER SOFTWARE		
Computer Software at Cost at cost	41,236	41,236
Accumulated depreciation and amortisation	(39,220)	(27,141)
CLOSING BALANCE	2,016	14,095
CRM AND LEARNING MANAGEMENT SYSTEMS		
CRM and LMS systems at Cost	745,482	-
Accumulated depreciation and amortisation	(26,385)	-
CLOSING BALANCE	719,097	-
TOTAL INTANGIBLES	721,113	14,095

Movements in carrying amounts

2021	COMPUTER SOFTWARE \$	CRM & LMS SYSTEM \$	TOTAL \$
Opening balance	14,095	-	14,095
Additions	-	745,482	745,482
Amortisation	(12,079)	(26,385)	(38,464)
CLOSING BALANCE	2,016	719,097	721,113
2020	COMPUTER SOFTWARE \$	CRM & LMS SYSTEM \$	TOTAL \$
Opening balance	26,174	-	26,174
Additions	(12,079)	-	(12,079)
CLOSING BALANCE	14,095	-	14,095

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 expires on 28 February 2022. There are two printers' leases located in Melbourne office on Blackwood Street have an average of 5 years as their lease term.

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.

i) AASB 16 related amounts recognised in the balance sheet

	2021 \$	2020 \$
RIGHT-OF-USE ASSETS		
Leased Buildings	334,378	352,946
Accumulated depreciation	(250,783)	(140,232)
	83,595	212,714
Leased equipment	29,054	29,054
Accumulated depreciation	(11,829)	(5,532)
	17,225	23,522
TOTAL RIGHT-OF-USE ASSETS	100,820	236,236

Movements in carrying amounts

	2021 \$	2020 \$
RIGHT-OF-USE ASSETS – LEASED BUILDING:		
Opening Balance	212,714	-
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	(129,119)	(140,232)
CLOSING BALANCE - NET CARRYING AMOUNT	83,595	212,714

NOTE 10: RIGHT-OF-USE ASSET (continued)

	2021 \$	2020 \$
RIGHT-OF-USE ASSETS – LEASED EQUIPMENT:		
Opening Balance	23,522	-
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	(6,297)	(5,532)
CLOSING BALANCE - NET CARRYING AMOUNT	17,225	23,522

ii) AASB 16 related amounts recognised in the statement of comprehensive income

	2021 \$	2020 \$
Depreciation charge related to right-of-use assets	135,416	145,764
Interest expense on lease liabilities	8,919	16,437
Short-term lease expenses	-	64,746

NOTE 11: OTHER FINANCIAL ASSETS

	2021 \$	2020 \$
CURRENT		
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
Convertible Preference Shares at fair value through profit and loss *	3,672,618	2,297,095
	3,672,618	2,401,483

^ The Association made an irrevocable donation of \$223,012 to Australian Executors Trustees Limit ("AET") on 25 June 2021 whereby funds previously held by the Association for the Lyra Taylor Fund will now be managed by AET moving forward. These funds will be used to make donations to an Eligible Charity as recommended by the Nominated Advisory Committee.

* 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

	2021 \$	2020 \$
CURRENT		
Trade Creditors & GST Liabilities	792,669	639,128
Employee Benefits	409,968	327,988
Accrued Expenses	314,138	237,500
Provision for Onerous Lease	-	1,331
	1,516,775	1,205,947

NOTE 13: CONTRACT LIABILITIES

	2021 \$	2020 \$
Contract liabilities - Membership fees	4,113,553	3,703,761
Contract liabilities – Education and Advertising	140,415	240,894
	4,253,968	3,944,655

NOTE 14: PROVISIONS

	2021 \$	2020 \$
NON-CURRENT		
Long service leave	54,741	49,141
Provision for make good	42,941	42,941
	97,682	92,082

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	2021 \$	2020 \$
Practice group funds	1(n)	100,372	100,797
TOTAL OTHER LIABILITIES		100,372	100,797

NOTE 16: EMPLOYEE INFORMATION

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

	2021 \$	2020 \$
CURRENT		
Annual leave, Time off in Lieu and vested long service leave	407,968	327,988
	407,968	327,988
NON-CURRENT		
Long service leave	54,741	49,141
	54,741	49,141
AGGREGATE EMPLOYEE BENEFITS LIABILITY	464,709	377,129

NOTE 17: MEMBERS' GUARANTEE

The Association is a non-profit-making public company limited by guarantee. The total amount of members guarantee as at 30 June 2021 was \$755,650 (2020: \$655,200) based on a membership of 15,113 members at a liability of \$50 per member (2020: 13,104 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

	2021 \$	2020 \$
Short-term benefits	981,054	835,220
Post-employment benefits	89,809	75,476
Other long-term benefits	8,880	6,262
TOTAL BENEFITS	1,079,744	916,958

- (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 Directors as compensation for time spent in their roles for AASW was \$109,836 (2020:\$84,000).

NOTE 20: RELATED PARTIES

(i) Directors

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

Christine Craik	Vittorio Cintio
Linda Ford	Alex Bhathal
Suzanne Doorakkers-Sprague	Professor Susan Green
Dr Fotina Hardy	Brooke Kooymans
Dr Peter Munn OAM	Jenny Rose
Julianne Whyte OAM	

(ii) Related party transactions

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

The following transactions with related parties occurred during the year:

	2021 \$	2020 \$
Consulting services	-	3,000

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

	2021 \$	2020 \$
Remuneration of the auditor for:		
Auditing or reviewing the financial report	32,100	33,700
	32,100	33,700

NOTE 22: CASH FLOW INFORMATION

	2021 \$	2020 \$
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	520,296	950,467
Cash on deposit	3,608,868	4,329,725
	4,129,164	5,280,192
b) Reconciliation of net cash relating to operating activities to net		
Net profit	250,230	692,752
Non-cash flows in operating surplus:		
Depreciation of plant and equipment	282,971	259,255
Changes in assets and liabilities:		
(Increase)/Decrease in receivables	(15,028)	(31,287)
Decrease/(Increase) in other current assets	(69,330)	163,756
Increase/(Decrease) in accounts payable	417,848	(52,953)
(Decrease)/Increase in provisions	11,888	(20,603)
Increase in contract liabilities	308,888	1,050,350
NET CASH RELATING TO OPERATING ACTIVITIES	1,187,466	2,061,270

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 significantly affect 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: SUBSEQUENT EVENTS

(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 2021.

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, Macquarie Bank, Bank of Queensland, ME Bank, and NAB amounted to \$4,129,164 (2020: \$5,280,192).

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.

NOTE 24: SUBSEQUENT EVENTS (continued)

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).

2021	LEVEL 1 \$	LEVEL 2 \$	LEVEL 3 \$	TOTAL \$
FINANCIAL ASSETS				
Convertible Preference Shares	3,672,618	-	-	3,672,618
FINANCIAL ASSETS HELD AT FAIR VALUE	3,672,618	-	-	3,672,618

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

NOTE 24: SUBSEQUENT EVENTS (continued)

(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 27.

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: 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 26: CONTINGENT LIABILITIES

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

	2021 \$	2020 \$
BANK GUARANTEES	49,968	69,725

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

NOTE 27: INTEREST RATE RISK TABLE

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

	WEIGHTED AVERAGE EFFECTIVE INTEREST RATE		VARIABLE INTEREST RATE		FIXED INTEREST RATE MATURING WITHIN 1 YEAR		FIXED INTEREST RATE MATURING 1 TO 5 YEARS		NON-INTEREST BEARING		TOTAL	
	2021 %	2020 %	2021 \$	2020 \$	2021 \$	2020 \$	2021 \$	2020 \$	2021 \$	2020 \$	2021 \$	2020 \$
FINANCIAL ASSETS												
Cash at bank	0.26	0.55	1,976,935	2,402,009	1,700,000	2,260,000	-	-	452,229	618,183	4,129,164	5,280,192
Receivables	n/a	n/a	-	-	-	1,727	-	-	73,606	113,578	73,606	115,305
Other financial assets	2.15	2.15	-	-	3,000	3,000	-	-	3,672,618	2,401,483	3,675,618	2,404,483
TOTAL FINANCIAL ASSETS			1,976,935	2,402,009	1,703,000	2,264,727	-	-	4,198,453	3,133,244	7,878,388	7,799,980
FINANCIAL LIABILITIES												
Payables	n/a	n/a	-	-	-	-	-	-	792,669	639,128	792,669	639,128
TOTAL FINANCIAL LIABILITIES			-	-	-	-	-	-	792,669	639,128	792,669	639,128

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