



AASW
Australian Association
of Social Workers

2022–2023 ANNUAL REPORT



**YOUR CAREER
YOUR COMMUNITY**



AASW

The Australian Association of Social Workers (AASW) is the professional body for social workers in Australia. As well as representing and supporting social workers in their essential work, we set the benchmarks for professional education and practice in social work.

VISION

Wellbeing and social justice for all.

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.



CONTENTS

- 2** From the National President
- 4** From the Chief Executive Officer
- 6** Our members
- 8** Celebrating our members
- 10** Pathway 1: Advance a strong identity for the social work profession
- 12** Pathway 2: Foster a well-trained and highly skilled social work profession
- 14** Pathway 3: Be a strong voice for social workers and social justice
- 16** Pathway 4: Deliver operational excellence
- 17** Our digital transformation
- 18** Directors' Report
- 38** Financial Statements
- 42** Notes to Financial Statements
- 65** Acknowledgements

FROM THE NATIONAL PRESIDENT



I am pleased to present the **Australian Association of Social Workers 2022–2023 Annual Report**.

STRATEGIC PATHWAYS: GUIDING OUR JOURNEY

In 2022–2023 (FY23), we made significant progress against the goals outlined in the AASW Strategic Plan and moved towards realising our vision — wellbeing and social justice for all.

The Strategic Plan guides the Association's efforts and is underpinned by four pathways based on the core values of our members. This annual report aligns our achievements with each of the pathways to show the meaningful progress we made and demonstrate the tangible ways in which the AASW is driving change.

YOUR CAREER. YOUR COMMUNITY.

At the end of FY23, the AASW proudly represented a thriving community of 17,554 social workers, marking a five per cent increase on the previous year. This growth resulted from our commitment to listening and responding to the needs and expectations of AASW members, supporting each individual member's career development, and building a supportive, interconnected community.

ADVOCACY AND AWARENESS

Among many other initiatives, we successfully advocated for the inclusion of Accredited Mental Health Social Workers (AMHSWs) in the HICAPS system, presented 22 government submissions, advocated to have AMHSWs included in the new Australian Institute of Health and Welfare (AIHW) Mental Health Workforce Report, and worked with compensation schemes including Workcover to ensure AMHSWs are included and adequately

remunerated. Find out more about our advocacy and awareness efforts on [page 15](#) and on the Social Policy and Advocacy page of the [AASW website](#).

RECONCILIATION ACTION PLAN

The AASW recognises that Aboriginal and Torres Strait Islander Peoples have the oldest continuous cultures in the world. To help drive progress towards reconciliation, we launched the AASW's fourth Reconciliation Action Plan. [The 2023–2024 Innovate Reconciliation Plan \(RAP\)](#) marks our decades-long, formal commitment to reconciliation. It outlines plans for further engagement with Aboriginal and Torres Strait Islander members, and the development of principles of consultation and engagement with Indigenous AASW members, non-members and staff.

THE FIRST NATIONS VOICE TO PARLIAMENT

The AASW supports the Uluru Statement from the Heart, and the AASW Board supports the Voice to Parliament. We recognise that this is a complex matter with multiple perspectives deserving of respectful consideration, and members are encouraged to inform themselves and vote as they see fit. While the Board acknowledges that a successful 'yes' vote would not by itself guarantee positive change for First Nations Peoples, we are hopeful that the proposed change will be a significant step forward and we will continue to advocate for the systemic and structural changes necessary to bring about treaty and truth-telling.

FINANCIAL PERFORMANCE

At the end of the financial year, the AASW reported a deficit of \$847,029. This was in line with our budget and supported by financial equity accumulated in prior years. This

planned budget expenditure allowed us to make strategic investments in our workforce, new systems and improved processes, all of which are set to underpin the AASW's long-term growth. The Association is budgeted to return to a modest financial surplus in FY24.

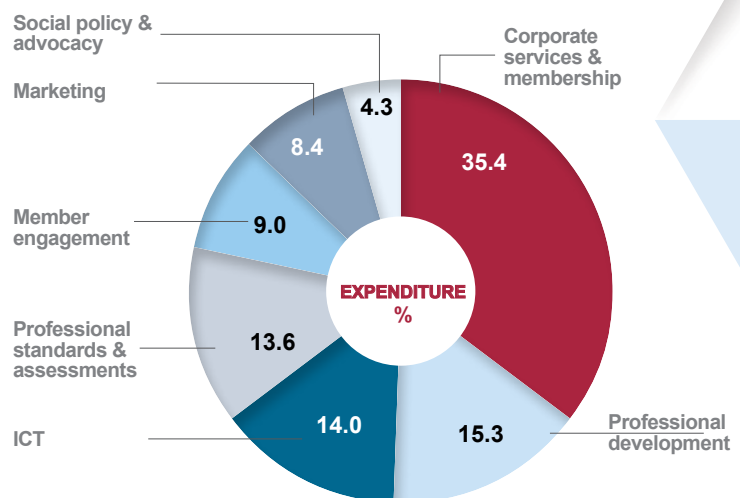
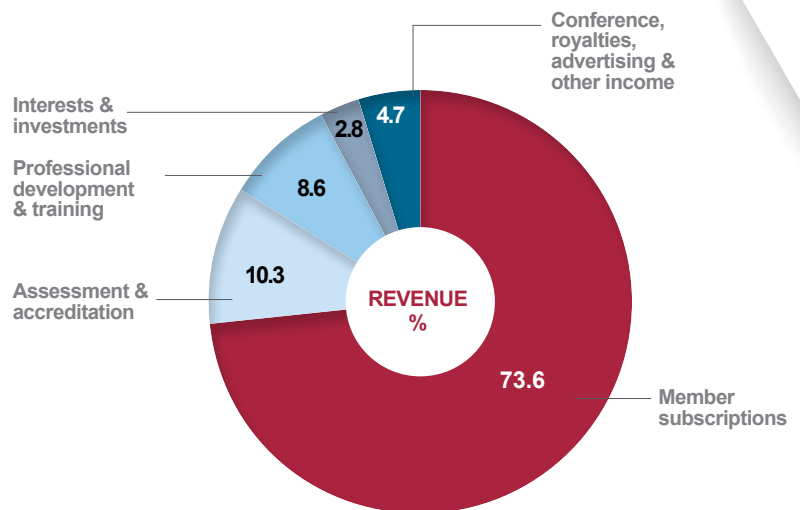
LOOKING AHEAD

The AASW will continue to campaign for the national registration of social workers and build on our submissions to governments on important issues such as family violence, mental health and child protection while positioning social worker expertise at the forefront of these systems. We will continue to advocate on behalf of the social work profession to promote the valuable work undertaken by social workers, advocate for fee parity, and identify new opportunities and pathways for social workers. We will also continue to position the AASW as a leading voice for high standards, strong ethics and social justice.

I would like to thank my fellow Board members, the Chief Executive Officer and leadership team, and our dedicated staff. Your commitment to the AASW and our profession is behind every milestone we have reached. Above all, I'd like to thank our members. The extraordinary work you do every day has the power to change lives and transform communities and the AASW is proud to represent you.

Vittorio Cintio

Vittorio Cintio
National President





FROM THE CHIEF EXECUTIVE OFFICER

It is with immense gratitude and pride that I reflect upon the accomplishments of the AASW and our members throughout FY23. This annual report highlights the strength of our membership base, and the dedication of the AASW team to supporting our members' careers and building a thriving social work community.

STRENGTHENING CONNECTIONS AND PROFESSIONAL GROWTH

Creating a dynamic community is central to the AASW purpose and in the past year we saw professional connections bloom during networking events, in our Online Community Hub, at the AASW Symposium, and via the Mentoring Program. Wherever our members gathered – in person, or online – we facilitated information exchange and fostered a sense of unity, enhancing the quality of support we offer one another.

The AASW is committed to providing exceptional CPD programs and in FY23 we launched five new Practice and Career Suites containing 223 Practice and Career Resources. Our members have access to live-online programs, on-demand content, workshops, webinars, training and events. An overview of the year's CPD highlights is on [page 12](#).

I'm delighted to report that the Advanced Supervision Program, co-designed with Family Safety Victoria, was highly commended for Best Capability Building Program and named a finalist in the Best Blended Learning Solution at the Australian Institute of Training Development (AITD) Awards. The program also won Diamond Awards in two categories at the LearnX

Awards: Best Learning Model (Blended) and Best Learning and Talent Project (Learning and Development – Industry-Specific). Find out more about this groundbreaking program on our [website](#).

NURTURING CAREERS

The AASW builds pathways into the social work profession and nurtures the careers of members at every age and stage. Our Mentoring Program connects emerging professionals with experienced mentors and is a fantastic opportunity for social workers to grow and share their professional knowledge. Throughout the year, we facilitated 369 pairs of mentors and mentees, which is a 102% increase on the previous year. In the coming two years, we have plans to implement additional strategies to further enhance the program's impact.

DIGITAL TRANSFORMATION

In response to feedback from our members, in 2023 we completely transformed the AASW's digital landscape. On 29 March, we introduced MyAASW – a new platform that enables members to access essential resources and manage their CPD and membership more easily. On 27 April, we launched the greatly improved AASW website. We acknowledge that some members encountered difficulties during the transition, but guided by their feedback we worked through the issues. A comprehensive overview of our digital transformation is on [page 17](#).

CELEBRATING EXCELLENCE

The second National Excellence Awards ceremony was held at the AASW Symposium in November 2022. I was

delighted to announce the winners: Social Worker of the Year – Mary Jo McVeigh, Aboriginal and Torres Strait Islander Social Worker of the Year – Brenda McDermott, and Social Work Student of the Year – Claire Perkins. Congratulations for being chosen by your peers as embodying the absolute best in social work.

MEMBER NEEDS AND SATISFACTION SURVEY 2022

We gained invaluable insights from the 2022 Member Needs and Satisfaction Survey, and I thank all 2,132 participants for their contributions. Conducted every two years, the survey results help us understand what members expect of the AASW and where to focus our efforts to ensure we meet those expectations. In the latest survey, members' main reasons for retaining membership were to stay informed about the sector, and access Continuing Professional Development (CPD) opportunities, credentials, professional status, and insurance. Members are at the heart of everything we do, and this data is crucial to shaping the direction and future impact of the AASW.

LOOKING AHEAD

In FY24, we will build upon the successes of the past year and explore new avenues for growth and development. We will continue to advocate for the social work profession, deliver exceptional resources and events, and foster an inclusive and supportive community.

I extend my heartfelt thanks to each and every one of our members, the AASW staff and the AASW Board. Together, we achieved significant outcomes, and

together we will continue to shape the future of social work in ways that bring lasting positive change to the world.



Cindy Smith
Chief Executive Officer

ADVOCACY



78 communications advocating for registration of the social work profession resulted in **48** meetings with politicians, parliamentary advisors, commissioners, ombudsmen, chief allied health officers, coroners officers, and government departments



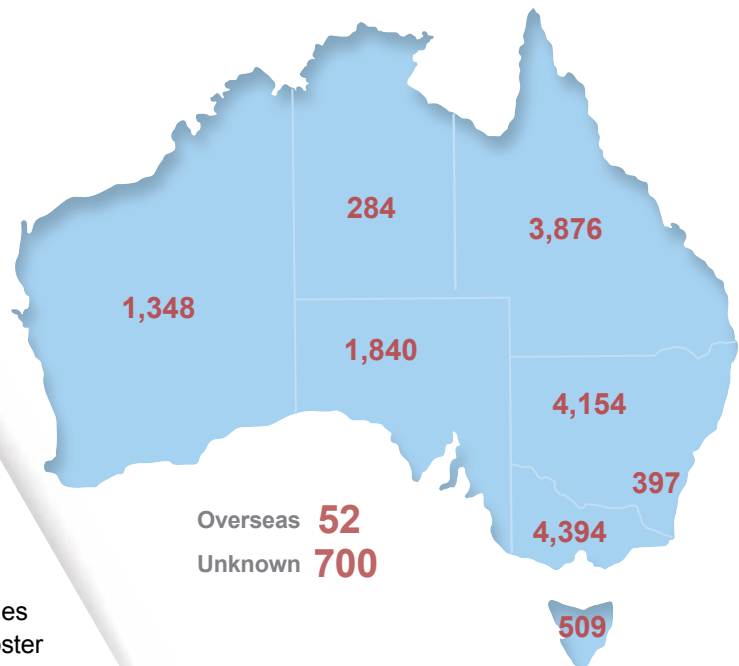
17,554 members

3,114

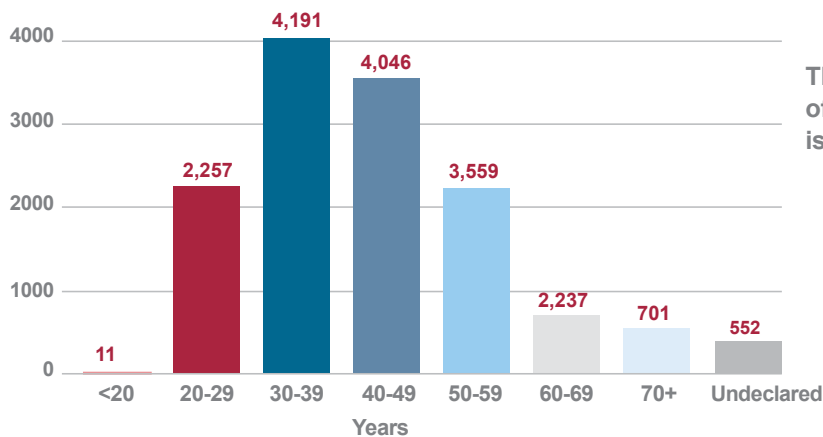
AMHSW members

OUR MEMBERS

Every one of our members plays a crucial role in shaping the AASW's direction and impact, and infusing the association with diverse perspectives, expertise and energy. From engaging in collaborative discussions to participating in events and initiatives, members are the foundation of the AASW's vibrant community of social work professionals. The collective contributions and support of members enables the AASW to provide essential resources, foster professional growth and advocate for change.

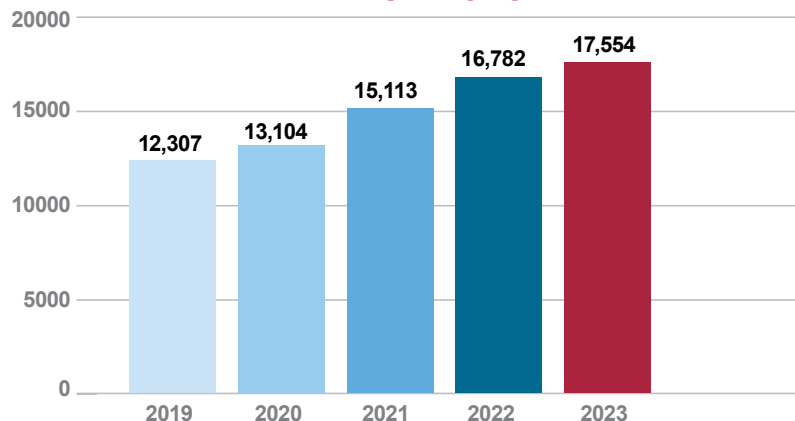


AGE OF MEMBERS AT 30 JUNE 2023

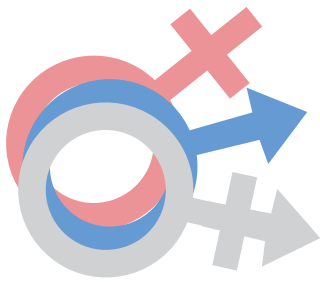


The average age of our members is **46** years

MEMBERSHIP GROWTH



GENDER OF MEMBERS AT 30 JUNE 2023



Female
14,513

Male
2,887

Non-binary
101

Undeclared
53



FIELDS OF SOCIAL WORK PRACTICE AT 30 JUNE 2023

3,521
Mental Health

364
Family & Domestic Violence

133
Housing & Homelessness

37
Social Policy/
Human Rights
Advocacy

1,921
Social Work

339
Aged Care/Older
Persons

112
Veterans

36
Eating Disorders

1,449
Private Practice

319
Clinical Social
Work

104
Forensic Social
Work

35
LGBTQIA+

1,297
Child, Youth &
Family Services

248
Child Protection

104
Community
Development

14
Sexology

829
Disability

192
Addiction, Alcohol
& Other Drugs

87
Rural & Remote

6
Climate Action &
Environmental-
based Social Work

520
Health

170
Supervision

82
Aboriginal &
Torres Strait
Islander

4,472
Other*

405
Management &
Leadership

168
Sexual Health

64
Corrections

372
School Social
Work

154
Research &
Academia

*This figure includes students, graduates, early career and retired members, as well as other areas of practice.



CELEBRATING OUR MEMBERS

2022 National Excellence Awards

The AASW takes enormous pride in representing members and celebrating their achievements through our industry's most prestigious honours, the AASW National Excellence Awards. These awards acknowledge our members' outstanding accomplishments, their dedication to enriching society through their professional practice, and their profound influence on the social work profession.

AASW SOCIAL WORKER OF THE YEAR

Mary Jo McVeigh

AASW ABORIGINAL AND TORRES STRAIT ISLANDER SOCIAL WORKER OF THE YEAR

Brenda McDermott

AASW SOCIAL WORK STUDENT OF THE YEAR

Claire Perkins

Read more about the 2022 AASW National Excellence Award winners on the [AASW website](#).

2022 LIFE MEMBERS

Throughout our 77-year journey, we've had some extraordinary members who have gone above and beyond, making significant and sustained contributions to the AASW. In 2022, we proudly awarded AASW Life Membership to Professor Donna McAuliffe and Mr Doug Burke in recognition of their outstanding work.

SOUTH AUSTRALIAN SOCIAL WORKER OF THE YEAR AWARDS 2022

Rising Star
Tara Forbes-Godfrey

Student of the Year
Anabelle Stephenson

Rural and Remote Impact
Tracey Wanganeen

Supervision in the Workplace
Shaun Bott

Head, Heart and Hands
Deborah Pickering

Agent of Change
Kerry Beck



Brenda McDermott



Mr Doug Burke



*Professor
Donna McAuliffe*



“ I have loved everything I have done, every conversation with a child and young person, every peal of irreverent laughter in the face of suffering, every tear I have shed at injustice, every frustration during project work, and every joyful and challenging training course or lecture I have delivered. ”

— Mary Jo McVeigh



**UNIVERSITY AWARDS
(SPONSORED BY AASW
BRANCHES)**

UniSA Justice and Society –
AASW Applying Ethical Standards
in Social Work Placement Prize 2022
Chloe Maddison

Flinders University – AASW South Australian
Ethics in Placement Prize for Master of Social
Work (graduate entry) 2022
Tristan Avella-O'Brien

James Cook University – AASW North Queensland
Cairns Prize 2022
Lynda Hay

James Cook University – AASW North Queensland
Townsville Prize 2022
Juanita D'Aguiar

University of Western Australia – Margaret Stockbridge
Memorial Prize in Social Work 2022
Nikki Bradley

Queensland University of Technology – AASW Prize 2022
Treaasa Cochrane

University of Sunshine Coast – AASW Prize 2023
James Li

Claire Perkins



The highlights on pages 10–17 showcase the collaborative efforts of members and the AASW. Guided by the four pathways outlined in the [AASW Strategic Plan](#), we worked towards realising our shared vision and purpose.



ADVANCE A STRONG IDENTITY FOR THE SOCIAL WORK PROFESSION

How did we do this in FY23?

We facilitated career pathways

MENTORING PROGRAM

The Mentoring Program connects social workers at all career stages, fostering ongoing mentor/mentee relationships. Regular meetings provide opportunities to discuss professional and personal challenges, making it a rewarding experience for both mentors and mentees.

942 jobs were advertised on the Horizon Career Centre Website.

834 members gained credentials, identifying them as specialists and building client and community confidence in their expertise.

806 members completed our most popular credential – Mental Health.

9 new credentials were developed.

369 mentor pairs were matched and supported.

102% increase in the number of participants in the Mentoring Program since FY22.

524 professional networking opportunities and 8 ‘meet the employer’ events were held across Australia.

“My experience as a mentor surpassed my expectations. My mentee and I were very well matched. I have gained a new colleague and friend through this process.”

Mentor



We built pathways into the profession

740

International Qualifications Assessments and Migration and Eligibility Assessments were completed, enabling social workers from 57 countries to work in Australia.

12 new Higher Education social work programs were accredited.

67 AASW-accredited social work programs* were offered by 34 Higher Education Providers across Australia (at 30 June 2023).

* Bachelor of Social Work, Bachelor of Social Work (Honours), Master of Social Work (Qualifying).

We promoted the profession



SOCIAL WORK PEOPLE PODCAST
– explores the world of social work, introducing the people driving change and advocating for issues that impact the quality of life of all Australians.

13,693

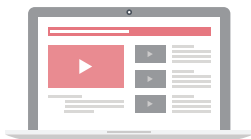
listens/downloads
(33% increase on FY22)



AASW WEBSITE

3,968,164

pageviews



AASW SOCIAL MEDIA

4,630

X/Twitter followers



24,815

Facebook followers



24,087

LinkedIn followers



We created a strong professional identity

AASW PUBLICATIONS

- AASW Insider
- AMHSW Member News
- CPD Newsletter
- Social Work Focus

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

Q1 international
CiteScore ranking

333K article downloads/
views globally

3.9 average
citations per
article



SOCIAL WORK
RESEARCH SUPPORTED

23 research applications
approved

2 Practitioner Research
Grants awarded

1 Practitioner
Development
Grant awarded



FOSTER A WELL-TRAINED AND HIGHLY SKILLED SOCIAL WORK PROFESSION

How did we do this in FY23?

We delivered quality education

CPD



Our diverse CPD programs enhance the expertise of our members, equipping them with the knowledge and skills they need to navigate an ever-changing work landscape.

3,800 members attended 170 live-online CPD events.

5,350 members completed **120+** on-demand CPD offerings.

4 awards were won by our Advanced Supervision Program, which has been tailored for the Family Violence and Mental Health sectors.

223 Practice and Career Resources were developed for Private Practitioners, Graduates, Supervision, Child Protection and Mental Health. They include podcasts and recordings, templates, guides and other information. [Find out more on our website.](#)

250 graduates completed 4 new Graduate Modules on a simulated learning platform.

We created an inclusive and connected education environment

WEBINARS

Webinars are a great way to connect with members while positioning the profession as valuable and integral. They build expertise, enable career progression, create a sense of community, raise awareness of important issues and underscore the value of membership. Our webinars included:

- Tips for taking case notes, and preparing reports for courts or government agencies
- Considerations working as a Social Worker in the NDIS space
- Scope of School Social Work Practice
- Discovery to Recovery – Social Work in the Community Eating Disorders Sector

CPD is the #1 professional need of our members

2022 Member Needs and Satisfaction Survey

“Valuable training for this point in my career. Great resources and opportunities for skills development.”

Participant – Advanced Supervision Program



We upheld fair regulation and professional standards

79 ethics complaints were received.

1,099 Ethics and Practice Standards consultations were provided.

We supported upskilling the broader social work profession

1,200+ social workers, allied health professionals and frontline workers from 70 organisations engaged in learning solutions for organisations.

“As a new graduate, I am just excited that I could find such an amazing organisation to lead me to my dream career.”

Participant – Putting Theory into Practice – Risk Assessment and Case Formulation (on-demand learning modules for graduates)

“It has given me increased confidence in my existing skill set and given me the confidence to put myself out there more as an external supervisor.”

Participant – Advanced Supervision Program

BE A STRONG VOICE FOR SOCIAL WORKERS AND SOCIAL JUSTICE

How did we do this in FY23?

We worked with Aboriginal and Torres Strait Islander Peoples and communities

The AASW vision for reconciliation is one where all Australians hear and learn the truth of our past, and act in the present to progress a just society that represents all of us.

- We launched the **AASW 2023–2024 Innovate Reconciliation Action Plan (RAP)**, detailing our commitment to elevating and amplifying the voices, cultures and knowledges of Aboriginal and Torres Strait Islander Peoples.
- Across Australia, AASW hosted events to support NAIDOC week, National Sorry Day, and National Reconciliation Week.
- We hosted the “Get up! Stand up! Show up!” NAIDOC week webinar.



We responded to issues

As part of our commitment to social justice and human rights, the AASW advocates for key social issues, as well as the profession.

22 government submissions advocated on a range of social justice issues, including to the Disability Royal Commission and the Royal Commission into Defence and Veteran Suicide. Read more about AASW’s advocacy on our [website](#).

WEBINARS

- World Social Work Day
- Working with the Community to Prevent Sexual Violence Caused by Drug and Alcohol Abuse
- Supporting Pregnant Women Experiencing Homelessness
- Government Response to Abuse of Older People

WORLD SOCIAL WORK DAY – RESPECTING DIVERSITY THROUGH JOINT SOCIAL ACTION

- **14** online and face-to-face events were hosted across Australia.
- Participation and accessibility were the best ever, with almost 1,000 social workers registered to attend at least one event.

Our advocacy outcomes

- AASW advocated for AMHSWs to be included in the new AIHW mental health workforce report. AMHSWs are now recognised as a specialist mental health workforce.
- WorkCover Queensland updated the Allied Health Tables of Costs, effective 1 July 2023. A new Mental Health Services Table of Costs includes AMHSW and social work services.
- ReturnToWorkSA created a mental health category of fees, including a new AMHSW fee schedule, effective 1 July 2023.
- We successfully advocated for AMHSWs to register with Private Health Insurers, HICAPS and NDIS, and be paid via these and other providers.

The Pride flag flew high as AASW branches across the country marched in parades and hosted events.



We advanced registration and parity

For several decades, the AASW has called for the statutory registration of social workers and we will continue to advocate for the elevation of the profession and fee parity with other mental health professionals.

To advocate for registration, the CEO sent **78** communications, which resulted in **48** meetings with politicians, parliamentary advisors, commissioners, ombudsmen, chief allied health officers, coroners officers and government departments.

We continued to work with compensation schemes to ensure AMHSWs are included and adequately remunerated.



DELIVER OPERATIONAL EXCELLENCE

How did we do this in FY23?

We built an inclusive, accessible online community

Social workers across the country connect every day by logging in to the AASW website and visiting the discussion groups in our Online Community Hub. These groups provide opportunities to connect, chat and collaborate with other social workers virtually – regardless of location. Find more information on our [website](#).

59 Practice and Networking Groups

36 Community Hub Discussion Groups



We delivered exceptional experiences and value to members

In November 2022, the AASW announced a partnership with Australia’s leading social justice law firm – Maurice Blackburn Lawyers – to provide a free legal consultation service for AASW members and their families. Covering a range of different legal issues, this is a fantastic, much-needed service for social workers and one that adds exceptional value to AASW membership. In FY23, Maurice Blackburn handled 90 enquiries from AASW members. You can find out more on the [AASW website](#).



AASW National Symposium on Mental Health Social Work and Contemporary Practice

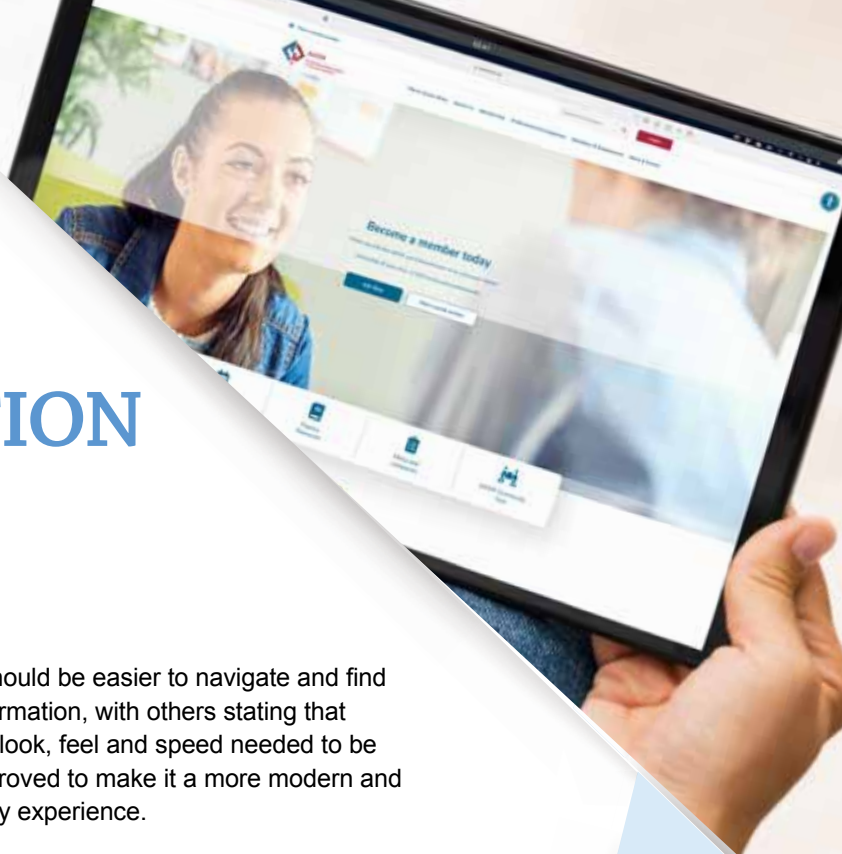
Held on 17 November 2022, the symposium was hosted entirely online and welcomed 625 national and international attendees. It was the AASW’s most successful paid event ever.

Social workers are at the forefront of advocacy, innovation and intervention with contemporary practices in mental health. This was demonstrated by thought-provoking panel discussions focused on topics including social work private practice, cutting-edge interventions in trauma, foetal alcohol syndrome, neurodiversity, pandemics and disasters, and the NDIS.

We were honoured to feature two exceptional Keynote Speakers, Professor Lisa Brophy, Discipline Lead in Social Work and Social Policy at La Trobe University, and The Hon. Emma McBride MP, the Assistant Minister for Mental Health and Suicide Prevention, and Assistant Minister for Rural and Regional Health. Accomplished author, journalist and news anchor, Mimi Kwa (pictured left), was our stellar Master of Ceremonies.



OUR DIGITAL TRANSFORMATION



Nothing matters to us more than the experience of our members, so we engaged an external agency to collect and analyse member requirements as part of our Customer Relationship Management (CRM) and Content Management Systems (CMS). The agency surveyed a sample of members and found that just 45% of respondents felt their experience of the website was 'good to excellent', and 42% felt their experience with the portal was 'good to excellent'. This was clearly not good enough and this feedback from members led to an overhaul of our digital platforms.

Designed specifically for AASW and driven by Salesforce – a renowned global leader in CRM technology – the new CRM system is geared towards enhancing member engagement and access to resources. Being at the forefront of CRM technology results in a better user experience on the website, delivering improved functionality and enabling our members to do more online. Importantly, as the AASW grows we'll be able to increase the capability of the CRM system.

As part of the consultation with members, we collected one-to-one feedback. Members were asked what improvements they would like to see to the website and portal. The majority suggested that

it should be easier to navigate and find information, with others stating that the look, feel and speed needed to be improved to make it a more modern and easy experience.

In response to the feedback we received, a new AASW member portal – MyAASW – was launched in March 2023, and the upgraded AASW website was unveiled in April.

Together, the improved website and MyAASW provide a more streamlined, personalised online experience to enable members to easily manage their CPD and membership, and access essential resources. Thank you to all members who shared their valuable insights and suggestions.

Our aim is to make AASW technology and resources dynamic, efficient and accessible for all members – no matter where they are in the world.

DIRECTORS' REPORT

Your Directors present this report on the Association for the financial year ended 30 June 2023.

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 the quality of life of all Australians. The Association seeks close and collaborative relationships with educational institutions, industry, government, client associations and the community. AASW acknowledges the critical importance of the contributions made by Aboriginal and Torres Strait Islander members.

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

Strategies to achieve these aims are outlined in the [AASW Strategic Plan](#), which comprises 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 the objectives included:

- Reviewing undergraduate and post-graduate courses in social work provided by higher education providers, 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 that 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 levels.

- 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 reviews of performance against Annual Financial Plan.
- Regular marketing of the Association's value proposition to build a strong and sustainable membership base.

Further details about the Association's activities during the financial year are on pages 2 to 17.

MANAGEMENT AND OVERSIGHT OF THE ASSOCIATION, INCLUDING PERFORMANCE MEASUREMENT

Management of the Association's operations and implementation of the Strategic and Operational plans are the responsibility of the Chief Executive Officer and management. The Directors regularly monitor progress towards the achievement of goals outlined in the Strategic and Operational plans. The Association measures 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
- the number of ethics complaints received and closed, including the nature of the ethics complaints
- staff turnover
- the 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 CPD education, including forums or seminars, which may be held face-to-face, online and/or via the Association's Social Work Online Training platform.

Operational performance is 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 closely monitored through periodic reviews of risks and mitigating strategies to reduce and/or eliminate identified risks.

DIRECTORS AND COMPANY SECRETARY

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

Name	Position held	From	To	Director since
Vittorio Cintio	National President	1 July 2022	Current	1 November 2018
Linda Ford	National Vice-President	1 July 2022	Current	11 May 2017
Suzanne Doorakkers-Sprague	Director	1 July 2022	10 November 2022	8 November 2019
Elisha Ebdon	Director	1 July 2022	Current	8 November 2021
Professor Susan Green	Aboriginal and Torres Strait Islander Director ¹	1 July 2022	Current	13 November 2020
Christine Hannan	Director	11 November 2022	Current	11 November 2022
Dr Fotina Hardy	Director	1 July 2022	Current	8 November 2019
Brooke Kooymans	Director	1 July 2022	Current	1 November 2018
Jessica Russ-Smith	Director	11 November 2022	Current	11 November 2022
Julianne Whyte OAM	Director	1 July 2022	Current	8 November 2019
Geoffrey Bennett	Company Secretary ²	1 July 2022	Current	N/A

Notes:

1. Pursuant to the Association's Constitution, one Director's position is reserved for a member who identifies as Aboriginal and/or Torres Strait Islander. Professor Green is the Association's Aboriginal and Torres Strait Islander Director.
2. Mr Bennett has held the position of Company Secretary since 18 September 2017.

DIRECTORS' MEETINGS

The number of Directors' meetings and the number of meetings attended by each Director during the financial year are below.

Name	Number of meetings eligible to attend	Number of meetings attended
Vittorio Cintio	10	10
Linda Ford	10	9
Suzanne Doorakkers-Sprague	5	5
Elisha Ebdon	10	10
Professor Susan Green	10	9
Christine Hannan	4	4
Dr Fotina Hardy	10	10
Brooke Kooymans	10	10
Jessica Russ-Smith	4	4
Julianne Whyte OAM	10	8

FINANCE, AUDIT, COMPLIANCE AND RISK COMMITTEE

The Association has 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 makes recommendations to the Board for resolution.

Among other responsibilities, FACR:

- oversees financial management and reporting matters, including the financial processes and procedures to the Committee
- reviews the proposed annual budget, assessing alignment to strategic and business plans and the appropriateness of underlying assumptions
- ensures 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 Association’s level and type of insurance cover and makes recommendations to the Board, as required
- monitors compliance with applicable laws, regulations and standards
- oversees the appointment of the external auditor, including the compensation and terms of the external audit engagement.

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

Name	From	To	Number of Meetings Eligible to Attend	Number of Meetings Attended
Suzanne Doorakkers-Sprague (Chair)	1 July 2022	10 November 2022	3	3
Dr Fotina Hardy (Chair from 15 December 2022)	15 December 2022	Current	2	2
Linda Ford	1 July 2022	23 February 2023	4	4
Elisha Ebdon	1 July 2022	23 February 2023	4	4
Julianne Whyte OAM	15 December 2022	Current	2	2
Chris Hannan	24 February 2023	Current	1	1

The Chief Executive Officer and Chief Financial Officer attend FACR meetings 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 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 AASW 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 it 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 of the numbers of, and trends in, ethical misconduct cases.

Directors who were members of the NEC at the date of this report (or who were Committee members during the financial year), the number of meetings of the Committee (there were four), and the number of meetings attended by each Director 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 2022	25 August 2023	4	4
Julianne Whyte OAM	1 July 2022	23 February 2023	2	2
Professor Susan Green	1 July 2022	25 August 2023	4	4
Elisha Ebdon	1 July 2022	25 August 2023	4	4
Chris Hannan	24 February 2023	25 August 2023	2	2

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

On 25 August 2023, the Board retired the NEC and transferred some of its responsibilities to a new Board Committee, the Professional Regulation Committee.

STANDARDS AND ASSESSMENT COMMITTEE

The Association has a Standards and 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 the practice standards underpinning the Association’s Social Work Education and 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 for addressing significant departures from acceptable practice
- recommends to the Board all applications for accreditation/re-accreditation of Higher Education Social Work courses.

Directors who were members of SAC at the date of this report, the number of meetings of the Committee (there were four), and the number of meetings attended by each Director are set out in the table below.

Name	From	To	Number of Meetings Eligible to Attend	Number of Meetings Attended
Dr Fotina Hardy (Chair)	1 July 2022	25 August 2023	4	4
Julianne Whyte OAM	1 July 2022	25 August 2023	4	4
Suzanne Doorakkers-Sprague	1 July 2022	11 November 2022	2	1
Professor Susan Green	1 July 2022	15 December 2022	2	1
Jessica Russ-Smith	15 December 2022	25 August 2023	2	2

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

On 25 August 2023, the Board retired the SAC and transferred some of its responsibilities to a new Board Committee, the Professional Regulation Committee.

PEOPLE AND CULTURE COMMITTEE

The Association has a People and Culture Committee of the Board (“PACC”). PACC assists the Board in monitoring the Association’s people responsibilities, including:

- the recruitment, retention and professional development of the Chief Executive Officer (“CEO”) and Company Secretary
- overseeing annual performance reviews for the CEO and Company Secretary, including the remuneration strategy for each role
- succession-planning strategies for the CEO and Company Secretary roles
- recommendations regarding appointments to committees, including the development of processes for orientation, succession planning and reviewing committee outcomes
- the honorarium policy for Directors and Officeholders, including the honorarium methodology
- oversight of risk and compliance in respect of People and Culture-related matters, including conflicts of interest related to Board members and officeholders
- oversight of Board performance reviews, including the methodologies by which these will be undertaken
- undertaking an annual skill audit of Directors and recommending strategies to address identified gaps and expectations to meet obligations for effective Board performance
- oversight and development of policies governing Director and officeholder use of social media.

Directors who were members of PACC at the date of this report, the number of meetings of the Committee (there were five), and the number of meetings attended by each Director are set out in the table below.

Name	From	To	Number of Meetings Eligible to Attend	Number of Meetings Attended
Linda Ford (Chair)	1 July 2022	23 February 2023	3	2
Brooke Kooymans	1 July 2022	23 February 2023	3	3
Brooke Kooymans (Chair from 24 February 2023)	24 February 2023	Current	2	2
Dr Fotina Hardy	1 July 2022	Current	5	5
Elisha Ebdon	15 December 2022	Current	3	3
Christine Hannan	24 February 2023	Current	2	2

The Chief Executive Officer and the Manager, Human Resources may attend PACC meetings by invitation and may take part in the discussions of the Committee but have no voting rights.

CONSTITUTION REVIEW COMMITTEE

The Association has a Constitution Review Committee of the Board (“CRC”). The CRC provides advice and guidance to the Board and recommends changes to the Board Constitution, where the Board determines that changes are necessary or desirable to achieve strategic goals.

The responsibilities of the CRC include:

- oversight of the content of Constitution Review Discussion Paper(s) or consultation communications to members
- participation in member forums, teleconferences or webinars with respect to Discussion Paper/ consultations
- assessment of feedback received from members
- oversight of proposed changes to clauses of the Constitution
- oversight of the final version of the Constitution to be put to members (for Board approval)
- oversight of the Notice of Meeting and proposed resolutions to be put to members
- leading the discussion of the relevant agenda item at the Extraordinary General Meeting of Members, taking questions, responding to queries or challenges “from the floor” and adopting an advocacy role for the proposed changes to the Constitution
- any other related matters delegated to the Committee by the Board.

Directors who were members of the CRC at the date of this report, the number of meetings of the Committee (there were three), and the number of meetings attended by each Director are set out in the table below.

Name	From	To	Number of Meetings Eligible to Attend	Number of Meetings Attended
Julianne Whyte OAM (Chair)	15 December 2022	25 August 2023	3	3
Professor Susan Green	15 December 2022	25 August 2023	3	2
Jessica Russ-Smith	15 December 2022	25 August 2023	3	3
Linda Ford	24 February 2023	25 August 2023	3	3

The Chief Executive Officer may attend CRC meetings by invitation and may take part in the discussions of the Committee but has no voting rights.

On 25 August 2023, the Board retired the CRC and transferred some of its responsibilities to FACR.

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 the National President of AASW, elected in September 2020. Based in the Blue Mountains in New South Wales, he 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 AASW National Vice-President (November 2018–November 2020) and previously served as a Director (2010–2012).

LINDA FORD

National Vice-President

Linda is an Aboriginal woman from the Bigambul people of South-West Queensland but she grew up on Kalkadoon land in the North-West of the state. Linda is the National Vice-President of AASW and has been on the 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 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 AASW North Queensland Branch and a former Chair of the Reconciliation Action Plan Working Group. During the year, Linda was a member of the People and Culture Committee, the Finance, Audit, Compliance and Risk Committee and the Constitutional Review Committee. In January 2021, Linda was appointed as the Australian representative for the International Federation of Social Work (IFSW) Indigenous Commission.

ELISHA EBDON

Director

Elisha is an Accredited Mental Health Social Worker and her life's work has been devoted to supporting survivors of trauma, mental health challenges and the many complexities of life. Elisha worked for more than 10 years in the public and not-for-profit sectors, providing counselling and psychotherapy to people of all ages and circumstances, before opening a private practice in 2017. Since then, she has worked primarily with children, adolescents, parents and families, providing clinical assessments and therapeutic interventions in trauma and mental health. Elisha also works with survivors of family violence and sexual assault, victims of crime, and people employed in the military and emergency services experiencing post-traumatic stress. Elisha holds a Bachelor of Arts and Master degrees in Social Work and Child Psychoanalytic Psychotherapy. She is a Clinical Member of the Psychotherapy and Counselling Federation of Australia (PACFA). Elisha is a member of the AASW National Ethics Committee and the People and Culture Committee.

CHRISTINE HANNAN

Director

Chris is an Accredited Mental Health Social Worker in private practice, providing social work supervision and relationship therapy in Tasmania. She holds a Bachelor of Social Work and attained her AMHSW accreditation in 2020. Chris has worked in several areas of social work, including supported accommodation, community development, private practice, hospital and military. She is a strong advocate of rural and remote social work and a former member of the Tasmanian Branch Management Committee. Chris is a member of the National Ethics Committee, People and Culture Committee, and the Finance, Audit, Compliance and Risk Committee.

PROFESSOR SUSAN GREEN

Aboriginal and Torres Strait Islander Director

Susan is a Galari woman of the Wiradjuri nation and the Association's Aboriginal and Torres Strait Islander Director. She is a Professor in Indigenous Australian Studies at Charles Sturt University and has 20 years of experience in Indigenous Higher Education. Susan has been a member of various committees, councils, boards and networks, including the Indigenous Higher Education Advisory Council and the National Indigenous Research and Knowledges Network. Susan's research includes welfare history, indigenising social work education and practice, cultural responsiveness and cultural support, colonial history and decolonisation. Her primary interest is ensuring that Wiradjuri Language and Culture underpins all aspects of her personal and professional life. Susan chairs the Reconciliation Action Plan Committee and is a member of the National Ethics Committee and the Constitution Review Committee.

DR FOTINA HARDY

Director

Fotina has over 30 years' experience in direct practice, policy and research, and as an educator, including as Coordinator of Field Education for the BSW, MSW (Qualifying) and BHS degrees at a major Brisbane university. Fotina works as a sessional university lecturer and researcher, and provides social work consulting services. She served on the AASW Branch Management Committee (Queensland) for 10 years, including six as President. She was a co-convenor of the Queensland Social Policy Sub-committee, Child Protection

Practice Group, was a member of the National Research Committee, and is on the management committee of the Queensland Youth Housing Coalition and Stepping Stone Clubhouse. Fotina holds a Bachelor of Social Work, 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 member of the Australian Institute of Company Directors. Fotina chairs the AASW Finance, Audit, Compliance and Risk Committee and the Standards and Assessment Committee, and is a member of the People and Culture Committee.

BROOKE KOOYMANS

Director

Brooke is a practising social worker with 24 years' experience working in Australia's leading government and non-government agencies. Brooke is the Founder and Director of a Brisbane-based disability social work private practice that focuses on acquired disability, mental health and dual diagnosis. She also provides professional supervision to social workers in the disability field. Brooke's practice supports social work student placements and offers a new graduate program for emerging social workers. Brooke is an Accredited Mental Health Social Worker and Accredited Disability Social Worker. She holds a Bachelor of Arts (psychology/sociology), BSW, MSW, Graduate Certificate in Rehabilitation Case Management and is undertaking a PhD with a research focus on "Social Work in Practice in the Community Sector". Brooke was elected to the AASW Board in October 2018 and chairs the National Ethics Committee and the People and Culture Committee.

JESSICA RUSS-SMITH

Director

Jessica is a Wiradyuri Wambuul woman, and a Senior Lecturer and Academic Developer of the Indigenous Curriculum at the Australian Catholic University (ACU). She is an Academic Member of ACU's Senate (Board), a PhD Scholar in the School of Indigenous Australian Studies at Charles Sturt University, and a social worker. Jessica has worked within the university sector for over six years in Indigenous curriculum development, research, leadership and teaching, including Bachelor and Master Social Work programs at UNSW and ACU and a range of undergraduate and postgraduate programs at ACU and CSU. Jessica's research and curriculum development relates to Indigenous sovereignty, embodying sovereignty, decolonisation, decolonising social work and education, Indigenous social work, ethics, activism, working with Aboriginal children and young people, Positive Behaviour Support Plans, artificial intelligence and Indigenous data and intellectual sovereignty, and experiences of Indigenous researchers. Jessica is a member of the AASW Standards and Assessment Committee and the Constitution Review Committee and a former President of the ACT Branch Management Committee.

JULIANNE WHYTE OAM

Director

Julianne is the CEO and Founder of a not-for-profit organisation that provides therapeutic interventions and psychosocial support for people living in rural and regional communities in southern New South Wales. Julianne has over 40 years' experience 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. Julianne received an OAM in 2017 for her research and community work in palliative and end-of-life care. Julianne chairs the AASW Constitution Review Committee and is a member of the Standards and Assessment Committee and the Finance, Audit, Compliance and Risk Committee. Julianne is a member of the Australian Institute of Company Directors.

CINDY SMITH

Chief Executive Officer

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

NATHAN WATTS

Chief Financial Officer

Nathan has more than 25 years' experience working in both private and publicly listed organisations in Australia and overseas. 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 exposure to 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 is derived from a career with National Australia Bank (NAB) that spanned more than 30 years. Prior to joining AASW, Geoff was Director, Special Projects in the Enterprise Risk division of NAB. Other roles with NAB included Principal Advisor, Wholesale Banking; Head of Process Improvement, NAB Capital; Group Manager, Financial Governance; and Head of Strategy and 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 Fellow of 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 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 2023, the total amount of members' guarantee was \$877,700 from 17,554 members (2022: \$839,100 from 16,782 members).

OTHER MATTERS

HONORARIUMS

Honorarium payments recognise 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 \$97,008 (2022: \$98,216).

Directors' benefits

No Director has received, or become entitled to receive, during or since the financial year, a benefit because of a contract made by the Association, controlled entity or related body corporate with a Director, a firm of which a Director is a member or an entity in which a Director has a substantial financial interest other than the benefits as disclosed in Note 19 and Note 20 of the Notes to and Forming Part of the Accounts (including honorariums referred to above).

Indemnification of Auditors, Directors and Officers

The Association has arranged indemnity insurance for its Directors and Officers. This coverage is included within the Association's Liability Insurance, which also covers all members for Professional Indemnity. For the financial year ended 30 June 2023, the premium for the whole policy was \$141,154 (2022: \$141,154). No indemnity insurance has been provided for auditors.

Trading results

The net loss for the financial year ended 30 June 2023 was \$847,029 (2022: deficit of \$166,417).

Dividends

The Constitution prohibits the Association from paying dividends.

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.

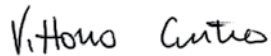
Environmental matters

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 2023 has been received and can be found immediately following the Directors' Report.

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



Vittorio Cintio
National President

5 October 2023



Fotini Hardy
Chair – Finance, Audit, Compliance
and Risk Committee

5 October 2023



Bentleys ACT Pty Ltd

ABN 45 104 227 063

bentleys.com.au

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307 OF THE CORPORATIONS ACT 2001**

To the directors of the Australian Association of Social Workers Limited
ABN 93 008 576 010

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023 there have been no contraventions of:

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

Eric Hummer
Audit Director
Bentleys ACT Pty Ltd
Authorised Audit Company No. 301280

28 September 2023

A correspondent member of the Bentleys, a network of independent advisory and accounting firms located throughout Australia, New Zealand, and China that trade as Bentleys. All members of the Bentleys Network are affiliated only, are separate legal entities and not in Partnership. Liability is limited by a scheme approved under Professional Services Legislation.



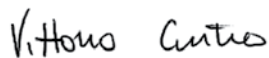
DIRECTORS' DECLARATION

The Directors of the Association declare that:

- a) The financial statements and notes of the Company are 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 2023 and of its performance for the year ended on that date; and
 - ii) complying with Australian Accounting Standards – Simplified Disclosures (including the Australian Accounting Interpretations) and Corporations Regulations 2001; and
- b) There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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

Electronically signed in accordance with a resolution of the Board of Directors



Vittorio Cintio
National President

5 October 2023



Fotini Hardy
Chair – Finance, Audit, Compliance
and Risk Committee

5 October 2023

INDEPENDENT AUDITOR'S REPORT

To the members of the Australian Association of Social Workers Limited

ABN 93 008 576 010

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 2023, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the directors' declaration.

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

- i. giving a true and fair view of the entity's financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- ii. complying with Australian Accounting Standards – Simplified Disclosures 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 entity in accordance with 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 2023 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 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.

Responsibilities of the Directors 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 – Simplified Disclosures 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.

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 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 company'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 company'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.



Bentleys ACT Pty Ltd

ABN 45 104 227 063

bentleys.com.au

Evaluate the overall presentation, structure, and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the company to express an opinion on the financial report. We are responsible for the direction, supervision, and performance of the entity audit. We remain solely responsible for our audit opinion.

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

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to 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 Director
Bentleys ACT Pty Ltd
Authorised Audit Company No. 301280

5 October 2023

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2023

	Note	2023 \$	2022 \$
CURRENT ASSETS			
Cash and cash equivalents	4	5,267,898	4,339,257
Trade and other receivables	6	96,233	215,892
Other current assets	7	648,092	359,860
Other financial assets	11	3,000	3,000
TOTAL CURRENT ASSETS		6,015,223	4,918,009
NON-CURRENT ASSETS			
Property, plant and equipment	8	210,336	153,297
Intangibles	9	1,545,736	984,563
Right-to-use assets	10	521,474	668,727
Other financial assets	11	2,551,057	3,604,346
TOTAL NON-CURRENT ASSETS		4,828,603	5,410,933
TOTAL ASSETS		10,843,826	10,328,942
CURRENT LIABILITIES			
Trade and other payables	12	2,051,506	1,738,563
Unearned revenue	13	5,926,275	4,715,713
Other liabilities	15	108,938	100,925
Lease liability	10(iii)	135,952	126,456
TOTAL CURRENT LIABILITIES		8,222,672	6,681,657
NON-CURRENT LIABILITIES			
Provisions	14	86,040	129,175
Lease liability	10(iii)	416,040	552,008
TOTAL NON-CURRENT LIABILITIES		502,081	681,182
TOTAL LIABILITIES		8,724,752	7,362,840
NET ASSETS		2,119,073	2,966,103
EQUITY			
Accumulated funds		2,119,073	2,966,103
TOTAL EQUITY		2,119,073	2,966,103

The accompanying notes form part of these financial statements.

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023**

	Note	2023 \$	2022 \$
REVENUE			
Revenue from contracts with customers	2	9,472,453	8,755,050
Other income	2	317,474	175,308
TOTAL REVENUE AND OTHER INCOME		9,789,927	8,930,358
EXPENDITURE			
Employee benefits expense		(6,320,580)	(5,501,168)
Occupancy costs		(9,192)	(20,892)
Administrative costs		(3,790,766)	(2,865,496)
Donation to AET Foundation [^]		-	(223,012)
Fair value loss on financial assets at fair value through profit and loss (FVPL)		-	(122,954)
Depreciation and amortisation	3	(516,418)	(363,254)
PROFIT (LOSS) BEFORE INCOME TAX		(847,029)	(166,417)
Income tax expense		-	-
PROFIT (LOSS) FOR THE YEAR		(847,029)	(166,417)
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		(847,029)	(166,417)
PROFIT (LOSS) ATTRIBUTABLE TO MEMBERS		(847,029)	(166,417)
TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO MEMBERS		(847,029)	(166,417)

[^]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 2023

	Note	2023 \$	2022 \$
OPERATING ACTIVITIES			
Receipts from government, members, and customers		11,924,706	10,273,810
Interest received		26,115	5,020
Dividends and distributions received		211,513	(26,035)
Payments to suppliers and employees		(11,142,705)	(9,454,218)
NET CASH GENERATED (USED) BY OPERATING ACTIVITIES		1,019,629	798,577
INVESTING ACTIVITIES			
Payments for acquisition of plant and equipment		(131,596)	(110,872)
Payments for intangibles		(855,780)	(397,370)
Payments for acquisition of marketable securities		1,053,288	68,272
NET CASH GENERATED (USED) BY INVESTING ACTIVITIES		65,912	(439,969)
FINANCING ACTIVITIES			
Payments for reduction of finance lease liability		(126,472)	(134,452)
Interest paid		(30,428)	(14,062)
NET CASH GENERATED (USED) BY FINANCING ACTIVITIES		(156,900)	(148,514)
Net movement in cash and cash equivalents		928,641	210,093
Cash and cash equivalents at beginning of year		4,339,257	4,129,164
CASH AND CASH EQUIVALENTS AT END OF YEAR	4	5,267,898	4,339,257

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Balance at the beginning of the financial year		2,966,102	3,132,519
Net loss for the year		(847,029)	(166,417)
Balance at the end of the financial year		2,119,073	2,966,102

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 Company Limited by Guarantee incorporated in Australia under the *Corporations Act 2001*.

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

BASIS OF PREPARATION

This general-purpose financial report has been prepared in accordance with Australian Accounting Standards and interpretations, including simplified disclosure under AASB 1060 issued by the Australian Accounting Standards Board (AASB).

These financial statements are general-purpose financial statements prepared in accordance with Australian Accounting Standards – Simplified Disclosures and the *Corporations Act 2001*.

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, 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 amortisation 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.

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 (e.g. registrations and 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 facilitators and is recognised on a straight-line basis over the endorsement period (i.e. over time).

Other revenue from contracts with customers

Other revenue from contracts with customers includes advertising and horizon career income and is 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 the effective interest rate method. Royalties, dividends and trust distributions are recognised as income when received.

1(j) GOODS AND SERVICES TAX

All revenue and expenses are stated net of the amount of goods and services tax, except where the amount of goods and services tax incurred is not recoverable from the Australian Taxation Office. In these circumstances the goods and services tax is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the statement of financial position are 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 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 2023.

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.

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

- 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.

1(n) OTHER LIABILITIES

Practice groups

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

	2023 \$	2022 \$
REVENUE FROM CONTRACTS WITH CUSTOMERS		
Advertising revenue	37,309	39,072
Membership fees	7,204,959	6,748,958
Conference income	137,725	124,737
Professional development and training	794,153	532,025
Horizon Career Centre	186,791	140,136
Accreditation and assessment fees	1,005,073	954,104
Sponsorship income	17,182	-
Other	89,261	216,018
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	9,472,453	8,755,050
OTHER INCOME		
Grants received	5,500	-
Royalty income	74,346	75,963
Interest revenue from short-term deposits	11,973	1,808
Dividends and distributions	152,065	97,536
Fair value gains on financial assets at fair value through profit and loss (FVPL)	73,591	-
TOTAL OTHER INCOME	317,474	175,308

Revenue from contracts with customers

Timing of revenue recognition	At a point in time	
	2023	2022
	\$	\$
Advertising revenue	37,309	39,072
Conference income	137,725	124,737
Professional development and training	794,153	532,025
Horizon Career Centre	186,791	140,136
Sponsorship income	17,182	-
Other	89,261	216,018
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	1,262,421	1,051,989

Timing of revenue recognition	Over time	
	2023	2022
	\$	\$
Membership fees	7,204,959	6,748,958
Accreditation and assessment	1,005,073	954,104
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	8,210,032	7,703,061

NOTE 3: PROFIT FOR THE YEAR

Profit for the year has been determined after:

	2023 \$	2022 \$
(a) EXPENSES		
Depreciation and amortisation of non-current assets:		
Furniture and equipment, leasehold improvements	74,557	94,473
Right-of-use assets	147,254	136,877
Intangibles	294,607	131,904
TOTAL DEPRECIATION AND AMORTISATION	516,418	363,254
Superannuation – defined contribution plans	568,703	451,528
LEGAL FEES PAID BY AASW		
Miscellaneous legal fees	24,794	12,277
Governance review	86,595	17,596
Property leases and intellectual property	20,852	14,002
Employment advice	15,992	2,695
TOTAL LEGAL FEES	148,233	46,570

NOTE 4: CASH AND CASH EQUIVALENTS

	2023 \$	2022 \$
Cash at bank	572,695	488,238
Cash on deposit	4,695,203	3,851,019
TOTAL CASH AND CASH EQUIVALENTS	5,267,898	4,339,257

The Association has provided a bank guarantee of \$54,267 to the Commonwealth Bank for its obligations under its office lease. It is held under cash on deposit, above.

NOTE 5: INCOME TAX EXPENSE

	2023 \$	2022 \$
(a) INCOME TAX EXPENSE		
Prima facie tax payable on operating result before income tax at 25% (2022: 25%)	(211,757)	(41,604)
Add/(Subtract) tax effect of:		
Member and other non-deductible expenses and other assessable items	2,337,293	1,910,787
Member income not assessable and other deductible items	(2,300,055)	(1,919,444)
Current year tax loss not recognised	174,519	50,261
INCOME TAX EXPENSE ATTRIBUTABLE TO OPERATING RESULT	-	-

(b) DEFERRED TAX ASSETS

Deferred tax assets totalling \$999,004 (2022: \$778,175) 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.

(c) IMPUTATION CREDITS

	2023 \$	2022 \$
Imputation credits available for use in subsequent reporting periods based on a tax rate of 25% (2022: 25%)	185,238	132,391

The above amounts are calculated from the balance of the franking accounts as at the end of the reporting period, adjusted for franking credits and debits that will arise from the settlement of liabilities or receivables for income tax and dividends after the end of the year.

NOTE 6: TRADE AND OTHER RECEIVABLES

	2023 \$	2022 \$
CURRENT		
Trade receivables	87,971	131,299
Accrued income	2,358	84,592
Other receivables	5,904	-
TOTAL TRADE AND OTHER RECEIVABLES	96,233	215,892

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

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

2023	Gross amount \$	Past due and impaired \$	Past due but not impaired				Within initial trade terms \$
			<30 \$	31-60 \$	61-90 \$	>90 \$	
Trade receivables	87,971	-	2,730	5,500	3,097	-	76,644
TOTAL	87,971	-	2,730	5,500	3,097	-	76,644

2022	Gross amount \$	Past due and impaired \$	Past due but not impaired				Within initial trade terms \$
			<30 \$	31-60 \$	61-90 \$	>90 \$	
Trade receivables	131,299	-	11,433	-	-	-	119,866
TOTAL	131,299	-	11,433	-	-	-	119,866

NOTE 7: OTHER CURRENT ASSETS

	2023	2022
	\$	\$
CURRENT		
Prepayments – administrative	648,092	359,860
TOTAL OTHER CURRENT ASSETS	648,092	359,860

NOTE 8: PROPERTY, PLANT AND EQUIPMENT

	2023	2022
	\$	\$
WORK IN PROGRESS		
Leasehold improvements – work in progress	-	11,700
Plant and equipment – work in progress	-	20,574
TOTAL	-	32,274
LEASEHOLD IMPROVEMENTS		
Leasehold improvements – at cost	203,690	242,031
Accumulated depreciation	(154,066)	(210,358)
TOTAL	49,624	31,672
PLANT AND EQUIPMENT		
Plant and equipment – at cost	256,238	397,675
Accumulated depreciation and amortisation	(95,526)	(308,324)
	160,712	89,351
TOTAL PROPERTY, PLANT AND EQUIPMENT	210,335	153,297

Movements in carrying amounts

2023	Work in progress \$	Leasehold improvements \$	Plant and equipment \$	Total \$
Opening balance	32,274	31,672	89,351	153,297
Additions	46,487	16,455	68,654	131,596
Depreciation	-	(10,203)	(64,355)	(74,558)
Transfers (WIP completed)	(78,761)	11,700	67,061	-
CLOSING BALANCE	-	49,624	160,712	210,335

2022	Work in progress \$	Leasehold improvements \$	Plant and equipment \$	Total \$
Opening balance	-	33,033	101,849	134,882
Additions	32,274	32,380	46,218	110,872
Depreciation	-	(33,741)	(58,716)	(92,456)
CLOSING BALANCE	32,274	31,672	89,351	153,297

NOTE 9: INTANGIBLES

	2023 \$	2022 \$
WORK IN PROGRESS		
Capitalised website and CRM – work in progress	85,920	233,492
Capitalised LMS – work in progress	-	42,350
TOTAL	85,920	275,842
INTANGIBLE ASSETS		
Intangible asset – at cost	41,236	41,236
Accumulated depreciation and amortisation	(41,236)	(41,236)
TOTAL	-	-
CRM AND LEARNING MANAGEMENT SYSTEM		
CRM and LMS – at cost	1,912,712	867,010
Accumulated depreciation and amortisation	(452,896)	(158,289)
TOTAL	1,459,816	708,721
TOTAL INTANGIBLES	1,545,736	984,563

Movements in carrying amounts

2023	Work in progress \$	Computer software \$	CRM and LMS systems \$	Total \$
Opening balance	275,842	-	708,721	984,563
Additions	661,651	-	194,129	855,780
Depreciation	-	-	(294,607)	(294,607)
Transfers (WIP Completed)	(851,573)	-	851,573	-
CLOSING BALANCE	85,920	-	1,459,816	1,545,736

2022	Work in progress \$	Computer software \$	CRM and LMS systems \$	Total \$
Opening balance	-	2,016	719,097	721,113
Additions	275,842	-	121,528	397,370
Depreciation	-	(2,016)	(131,904)	(133,920)
CLOSING BALANCE	275,842	-	708,721	984,563

NOTE 10: RIGHT-OF-USE ASSETS

The Association's lease portfolio includes equipment and buildings. The office lease for Level 7, 14–20 Blackwood Street, North Melbourne VIC 3051 was renewed on 28 February 2022 for a further five years. There are two printers' leases located in the Melbourne office on Blackwood Street and they have an average of five years as their lease terms.

I) AASB 16-RELATED AMOUNTS RECOGNISED IN THE STATEMENT OF FINANCIAL POSITION

	2023 \$	2022 \$
RIGHT-OF-USE ASSETS		
Leased buildings	704,784	704,784
Accumulated depreciation	(187,942)	(46,986)
	516,841	657,798
Leased equipment	29,054	29,054
Accumulated depreciation	(24,422)	(18,125)
	4,633	10,929
TOTAL RIGHT-OF-USE ASSETS	521,475	668,728

Movement in carrying amounts

	2023 \$	2022 \$
RIGHT-OF-USE ASSETS – LEASE BUILDING		
Opening balance	657,798	83,595
Addition to right-of-use assets	-	704,784
Depreciation expense	(140,957)	(130,580)
CLOSING BALANCE – NET CARRYING AMOUNT	516,841	657,798

	2023 \$	2022 \$
RIGHT-OF-USE ASSETS – EQUIPMENT		
Opening balance	10,929	17,225
Depreciation expense	(6,297)	(6,297)
CLOSING BALANCE – NET CARRYING AMOUNT	4,633	10,929

II) AASB 16-RELATED AMOUNTS RECOGNISED IN THE STATEMENT OF COMPREHENSIVE INCOME

	2023 \$	2022 \$
Depreciation charge related to right-of-use assets	147,253	136,878
Interest expense on lease liabilities	30,428	14,062

III) THE FUTURE MINIMUM LEASE PAYMENTS ARISING UNDER THE ASSOCIATION'S LEASE CONTRACTS AT THE END OF THE REPORTING PERIOD ARE AS FOLLOWS:

	2023 \$	2022 \$
LEASE PRINCIPAL		
- not later than one year	159,814	156,884
- later than one year but not later than five years	443,814	604,050
- later than five years	-	-
	603,628	760,934
Less future finance charge	(51,636)	(82,470)
	551,992	678,464
REPRESENTED BY		
Current lease liability	135,952	126,456
Non-current lease liability	416,040	552,008
CLOSING BALANCE – NET CARRYING AMOUNT	551,992	678,464

NOTE 11: OTHER FINANCIAL ASSETS

	2023 \$	2022 \$
CURRENT		
Debentures at amortised cost	3,000	3,000
	3,000	3,000
NON-CURRENT		
Convertible Preference Shares at fair value through profit and loss*	2,551,057	3,604,346
	2,551,057	3,604,346

*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

	2023 \$	2022 \$
CURRENT		
Trade creditors and GST liabilities	1,183,130	1,046,962
Employee benefits	541,364	451,103
Accrued expenses and other payables	327,013	240,497
	2,051,506	1,738,562

NOTE 13: CONTRACT LIABILITIES

	2023 \$	2022 \$
Contract liabilities – membership fees	5,580,573	4,477,565
Contract liabilities – professional development and training	345,703	238,149
	5,926,276	4,715,714

NOTE 14: PROVISIONS

	2023 \$	2022 \$
NON-CURRENT		
Long service leave	43,099	86,233
Provision for make good	42,941	42,941
	86,040	129,175

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	2023 \$	2022 \$
Practice group funds	1(n)	108,938	100,925
		108,938	100,925

NOTE 16: EMPLOYEE INFORMATION

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

	2023 \$	2022 \$
CURRENT		
Annual leave, TIL and vested long service leave	541,364	451,103
	541,364	451,103
NON-CURRENT		
Long service leave	43,099	86,233
	43,099	86,233
Aggregate employee benefits liability	584,463	537,336

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 2023 was \$877,700 (2022: \$839,100) based on a membership of 17,554 members at a liability of \$50 per member (2022: 16,782 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

	2023 \$	2022 \$
Short-term employee benefits	1,343,091	1,134,599
Post-employment benefits	134,589	108,780
Other long-term benefits	21,498	14,985
	1,499,178	1,258,364

- i. The Association's Constitution prohibits the remuneration of Directors in connection with the management of the Association. There were no amounts paid to the Directors other than by way of reimbursement of expenses incurred in the conduct of the Association's business or professional costs paid in the ordinary course of business at terms no more favourable than that paid to other suppliers of similar professional services.
- ii. Honorariums paid to employers of Directors as compensation for time spent in their roles for AASW was \$97,008 (2022: \$98,216).

NOTE 20: RELATED PARTIES

(I) DIRECTORS

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

Vittorio Cintio	Linda Ford
Suzanne Doorackers-Sprague	Elisha Ebdon
Dr Fotina Hardy	Professor Susan Green
Julianne Whyte OAM	Brooke Kooymans
Christine Hannan	Jessica Russ-Smith

(II) RELATED PARTY TRANSACTIONS

There were no transactions with related parties during the 2023 or 2022 financial reporting periods.

NOTE 21: AUDITOR'S REMUNERATION

	2023 \$	2022 \$
Remuneration of the auditor for:		
Auditing or reviewing the financial report	33,950	33,200
	33,950	33,200

NOTE 22: SUBSEQUENT EVENTS

No items, transactions or events of a material and unusual nature have arisen between the end of the financial year and the date of this report, which are likely, in the opinion of the Directors, to 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 23: FINANCIAL INSTRUMENTS

(a) FINANCIAL RISK MANAGEMENT

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

The Association does not have any derivative instruments at 30 June 2023.

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 the Commonwealth Bank of Australia, Macquarie Bank, Bank of Queensland, ME Bank, and National Australia Bank amounted to \$5,267,898 (2022: \$4,339,257).

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

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

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

(iii) Liquidity risk

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

(b) NET FAIR VALUES

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

(c) FINANCIAL INSTRUMENTS MEASURED AT FAIR VALUE

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

Level 1 – quoted prices in active markets for identical assets or liabilities

Level 2 – 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 3 – inputs for the asset or liability that are not based on observable market data (unobservable inputs)

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$

2023

FINANCIAL ASSETS

Convertible Preference Shares	2,551,057	-	-	2,551,057
FINANCIAL ASSETS AT FAIR VALUE	2,551,057	-	-	2,551,057

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$

2022

FINANCIAL ASSETS

Convertible Preference Shares	3,604,346	-	-	3,604,346
FINANCIAL ASSETS AT FAIR VALUE	3,604,346	-	-	3,604,346

(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, and the effective weighted average interest rates on those financial assets and financial liabilities, is outlined in Note 26.

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 24: 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 25: CONTINGENT LIABILITIES

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

	2023	2022
	\$	\$
Bank guarantees	54,267	54,267

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

NOTE 26: INTEREST RATE RISK TABLE

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

	Weighted average effective interest rate		Variable interest rate		Fixed interest rate, maturing within one year		Non-interest bearing		Total	
	2023 %	2022 %	2023 \$	2022 \$	2023 \$	2022 \$	2023 \$	2022 \$	2023 \$	2022 \$
FINANCIAL ASSETS										
Cash at bank	1.79%	0.73%	2,927,393	2,420,018	1,800,000	1,500,000	540,505	419,239	5,267,898	4,339,257
Receivables	N/A	N/A	-	-	-	-	87,971	131,299	87,971	131,299
Other financial assets	3.95%	2.23%	-	-	3,000	3,000	2,551,057	3,604,346	2,554,057	3,607,346
TOTAL FINANCIAL ASSETS	-	-	2,927,393	2,420,018	1,803,000	1,503,000	3,179,533	4,154,884	7,909,926	8,077,902
FINANCIAL LIABILITIES										
Payables	N/A	N/A	-	-	-	-	1,183,130	1,046,962	1,183,130	1,046,962
TOTAL FINANCIAL LIABILITIES	-	-	-	-	-	-	1,183,130	1,046,962	1,183,130	1,046,962

N/A – not applicable

ACKNOWLEDGEMENTS

AUSTRALIAN SOCIAL WORK EDITORIAL BOARD

Rosalie Pockett AM
Editorial Board Chair,
University of Sydney
(resigned Jan 2023)

Debbie Plath
Editorial Board Chair,
Australian Catholic University

Susan Gair
Editor,
James Cook University

David Hodgson
Associate Editor,
Curtin University (resigned Dec 2022;
Editorial Board Member from Dec 2022)

Abner Poon
Associate Editor,
University of New South Wales

Sarah Wendt
Associate Editor,
Flinders University

Lynelle Watts
Associate Editor (Social Media),
Curtin University

Helen Hickson
Reviews Editor,
La Trobe University

Karen Bell
Editorial Board Member,
Charles Sturt University
(resigned Nov 2022)

Fiona McDermott
Editorial Board Member,
Monash University

Rosemary Sheehan
Editorial Board Member,
Monash University

Helen Cleak
Editorial Board Member,
La Trobe University

Marianne Wyder
Editorial Board Member,
Metro South Health QLD

Cindy Davis
Editorial Board Member,
Flinders University

Alankaar Sharma
Editorial Board Member,
Flinders University

NATIONAL RESEARCH COMMITTEE

Dr Sue Gillieatt
Adjunct Senior Lecturer,
School of Allied Health,
Curtin University

Associate Professor Gregory Armstrong
Dame Kate Campbell Fellow and
NHMRC Emerging Leader Fellow
Nossal Institute for Global Health,
University of Melbourne

Dr Abul Khan
Child and Family Interventions and
Research Centre
Adjunct Senior Lecturer, Faculty of
Medicine, Nursing and Health Sciences,
Monash University

Dr Louise Whitaker
Senior Lecturer, Social Work and
Community Welfare,
Southern Cross University

Dr Rochelle Hine
Lecturer, Department of Rural
and Indigenous Health,
Monash University Gippsland

Professor Lynette Joubert
Department of Social Work, Melbourne
School of Health Sciences,
University of Melbourne

Kate Doswell
Clinical Manager, Berry Street

Dr Fiona Oates
Adjunct Research Fellow,
The Cairns Institute,
James Cook University

Professor Bindi Bennett
Professorial Research
Fellow,
Federation University
Australia

Dr Wilma Peters
Research Clinician, Orygen
National Centre for Youth
Mental Health,
University of Melbourne

RESIGNATIONS DURING THE YEAR

Dr Liz Hemphill
Clinician Benestar Group;
Adjunct Senior Lecturer,
University of South
Australia

Dr Lisa Hodge
Associate Professor,
Discipline of Social Work,
Charles Darwin University

BRANCH MANAGEMENT COMMITTEES

AUSTRALIAN CAPITAL TERRITORY BRANCH

Jess Russ-Smith
(Branch President
to Oct 2022)

Jennifer Griffin
(Branch President from
Nov 2022)

Candice Jones
(Vice-President
to Oct 2022)

Mikaela Dockrill
(Vice-President Nov
2022 to Jan 2023)

Jaimie Barry
(Vice-President Feb
2023 to May 2023)

Bronwen Stead

Jackie Vera

Brianna Jarvinen

Rosy Winter

Amelia Wheeler

Larissa Dean

Elodie Oxenham

Dickson Sebit

NEW SOUTH WALES BRANCH

Jack Whitney
(Branch President
to Sep 2022)

Krystal Ellis
(Branch President
Sep 2022 to Apr 2023)

Hala Abdelnour
(Branch President
from May 2023)

Mali Newman-Plant
(Vice-President to
Sep 2022)

Naomi Spencer
(Vice-President
from Nov 2022)

Khadine Aaron

Mark Wilder

Richa Sharma Aryal

David Keegan

Jo Breeze

NORTH QUEENSLAND BRANCH

Helen Sheeran
(Branch President
until Oct 2022)

Sandra Croaker
(Vice-President to May
2023, Branch President
May 2023 to Jun 2023)

Amanda Kruger

Andrea Boyd

Adina Gunnis

Maxwell MacKenzie

Susan Teder

Toni King

Mengting Lin

Rick Scott

Larni Gryphon

NORTHERN TERRITORY BRANCH

Lauren Buckley
(Branch President)

Brett Barney
(Vice-President)

Emily McDonall

Sulhaila Rizqallah

Jill Garratt

Julie Perrin

Tim Donovan

Amelie Joyce

Angus Stead

Andrew Richardson

QUEENSLAND BRANCH

Yasmin Dunn
(Branch President
to Nov 2022)

Ben McKenzie
(Vice-President
to Nov 2022)

Leonie Vela
*(Branch President
from Nov 2022)*

Stephanie Chen
*(Vice-President
from Nov 2022)*

Niki Edwards

Samantha Howard-
Van Beek

Latha Vikraman

Sharon Redmond

Jacquie Hughes

Siobhan Delgado

Yaleela Savage

Lillian Flanagan

SOUTH AUSTRALIAN BRANCH

Patricia Muncey (Branch
President to Oct 2022)

Colin Sparrow
(Branch President
from Nov 2022)

Jeanne Lorraine
(Vice-President)

Zakiyyah Muhammad

Charles Tant

Julie McMahon

Carman Tong

Maria Scicchitano

Heyjin Oh

Isabel Osuna-Gatty

Ortal Vaalani Yifrach

Tracey Davies

Kym Staples

Stacey Gray

Bonnie Yates

Yolanda Evans

TASMANIAN BRANCH

(re-formed Apr 2023)

Elizabeth Little
(Branch President)

Vicki Tattersall
(Vice-President)

David Magor-Hampel

Jonathan Madebwe

Amy Goodwin

Lili Su

Karen Ritchie

Jal David

VICTORIAN BRANCH

Melissa Brown
*(Branch President
to Oct 2022)*

Martin Butler
*(Branch President
from Nov 2022)*

James McCarthy
(Vice-President)

Rebecca Gleeson

Charlotte Brewer

Iliia Vurtel

Mathew Jackman

Sebastian Cordoba

Pauline Lawrence

Vivienne Cunningham-
Smith

Aaron Garth

Sarah Martin

Rachel Westgamble

WESTERN AUSTRALIA BRANCH

Michael Berry *(Branch
President to Sep 2022)*

Dawn Logan
*(Vice-President to Sep
2022, Branch President
from Oct 2022)*

Jason Ellis
*(Vice-President to
May 2023)*

Michelle Blogna

Katherine Parker

Paul Gordon

Sarah Anderson

Ryan Hill

Alister Whitehead

Helen St Jack



AUSTRALIAN ASSOCIATION OF SOCIAL WORKERS

National Office

Level 7, 14–20 Blackwood Street
North Melbourne VIC 3051

PO Box 2008
Royal Melbourne Hospital VIC 3050

T (03) 9320 1000
aasw.asn.au

ACN 008 576 010
ABN 93 008 576 010