

Annual Report

2024-2025



AASW

Australian Association
of Social Workers

ABOUT THE 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 in Australia

PURPOSE

Empowering social workers to make a difference

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ACKNOWLEDGEMENT

The Australian Association of Social Workers respectfully acknowledges the past and present traditional owners and ongoing custodians of the lands on which we live and operate. We pay our respects to their Elders past and present, their ancestors and their families.





This year reaffirmed the strength and unity of the social work community. Across Australia, social workers continued to lead with integrity and compassion, improving lives and advancing social justice.

The AASW remained a strong voice for the profession. We enhanced our governance and operations to ensure the organisation remains accountable, member-focused, and future-ready. These improvements enabled us to support members through ongoing economic and social challenges.

A year of impact

Our advocacy strengthened through submissions on family law, NDIS reform, and trauma-informed care. A highlight was Medibank's recognition of Accredited Mental Health Social Workers (AMHSWs) as eligible providers—an important step towards parity in healthcare. To support members affected by cost-of-living pressures, we expanded free Continuing Professional Development (CPD) offerings, and introduced new legal partnerships to strengthen protections.

Strategic plan 2024–2027

Our Strategic Plan sets a clear direction: Championing the Profession, Driving Professional Growth, and Creating a Better Future. We are delivering through stronger advocacy, digital innovations, and expanded learning.

Financial stewardship

Despite a tough fiscal climate, we managed resources with care, investing in digital tools, education, and advocacy while prioritising member value.

Governance and thanks

This year we welcomed Peter Munn, Christine Hannan, and Bindi Bennett to the Board, and thanked Ashton Hayes and Elisha Ebdon for their services. We also acknowledged Dr Linda Ford, who resigned as National President on 5 November 2024, for her leadership and commitment to reconciliation.

I thank my fellow Board members, CEO Cindy Smith, the staff, and most of all, I thank our members—the lifeblood of the Association—whose work transforms lives and strengthens communities across Australia.

A handwritten signature in black ink, reading 'Julianne Whyte OAM'.

Julianne Whyte OAM
National President

CHIEF EXECUTIVE OFFICER'S REPORT



The 2024–25 year was marked by sustained advocacy, operational improvements, and a commitment to strengthening the social work profession.

Focused, effective advocacy

In 2024–25, we sharpened our advocacy and delivered results on issues that matter. Our webinar, *National Registration of Social Workers: Pushing for Change*, drew over 950 registrants - from frontline practitioners to students, academics, and sector leaders. This signalled broad and active support, reinforcing the urgency of registration to governments and regulators. We also contributed expert input to major national reforms of Family Law, National Action Plan to End Child Sexual Abuse and advocated against the NDIS changes.

Delivering our strategy

In 2024–25, we expanded supervision training and mentoring programs, increased access to ethics consultations, research grants and CPD, acknowledged historical injustices and launched updates to *Australian Social Work Education and Accreditation Standards*.

Strengthening member connections

We introduced *Meet the Employer* webinars, linking graduates to job opportunities locally and nationally. Our Mentoring Program matched 218 mentor–mentee pairs, with strong mentor return rates, showing sustained value. The *PhD Webinar Series* and *Day in the Life of a Social Worker* offered national platforms to share practice, research, and the diversity of social work roles—building visibility and community connection.

Supporting members in practice

Our CPD programs continued to grow, winning three LearnX Awards. We expanded our free, on-demand CPD library and formed new legal partnerships with Australian Family Lawyers and Hall Payne Lawyers to provide free consultations on employment and family law matters.

We will continue to advocate for national registration, title protection and pay equity. We'll further develop digital services and enhance learning and career resources.

This is all made possible by members. Thank you to every member. Every member strengthens our voice - your commitment shapes not only the future of the profession, but the wellbeing of communities across Australia.

A handwritten signature in black ink that reads "Cindy Smith". The script is fluid and cursive.

Cindy Smith
Chief Executive Officer

Advocacy and policy engagement

In 2024–25, the AASW advanced critical reforms through strategic, sustained and targeted advocacy, stakeholder engagement, and high-impact initiatives. We turned your priorities into action, fighting for visibility, recognition, and reform. We built momentum for national registration and engaged with the NDIS via a working group, a position paper on navigator roles, and a supporting literature review.

We contributed to consultations on youth justice, family law, Aboriginal and Torres Strait Islander justice, and mental health, calling for trauma-informed care, longer consult times, and fairer funding in schemes including ReturnToWorkSA and WorkCover Queensland.

Social workers deserve to be recognised, resourced and respected - with fair pay, expanded Medicare access, strong professional identity, and national registration.

After persistent advocacy, Medibank now recognises Accredited Mental Health Social Workers (AMHSWs) as eligible providers. It's a landmark win for professional parity and a clear sign our advocacy is shifting the landscape.

We met with the Health and Community Services Union (HACSU) and the Victorian Hospitals' Industrial Association (VHIA) to raise concerns that the current Victorian Public Mental Health Enterprise Bargaining Agreement (EBA) offer to social workers is inadequate, particularly in relation to wages, conditions, career structures, and staffing. Without fair remuneration and support, the sector risks

losing experienced social workers. We called for the Victorian Government to recognise and value the critical role of social work in mental health care.

Shaping the NDIS

Through our NDIS Working Group, we led the conversation on reform. We released a position paper on navigator roles and a literature review to support the inclusion of social workers in disability service delivery.

Raising the profile of social work

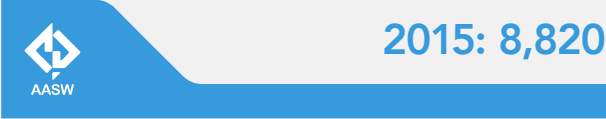
The AASW featured in media placements across ABC Radio, The Australian and others. In a major achievement, *Don't Wait* Community Service Announcements aired nationally across SBS channels free of charge, reaching millions and showcasing the essential role of social workers.

National Registration and Accreditation Scheme

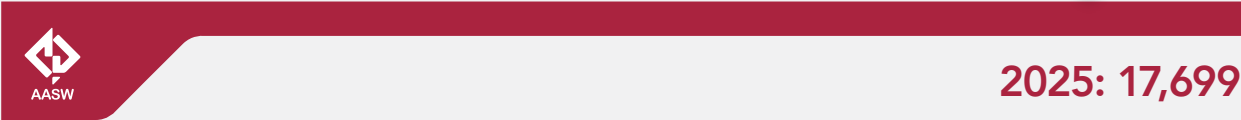
We advocated for social workers to be included in the National Registration and Accreditation Scheme (NRAS) overseen by the Australian Health Practitioner Regulation Agency (Ahpra). Through national registration, the public will be better protected from harm, professional standards will be upheld and only those who hold a social work qualification can use the title 'social worker'. The National Registration Webinar: Pushing for Change and the national registration special edition of *Social Work Focus* were very well received. National registration is a key priority for the AASW.

MEMBERSHIP OVERVIEW

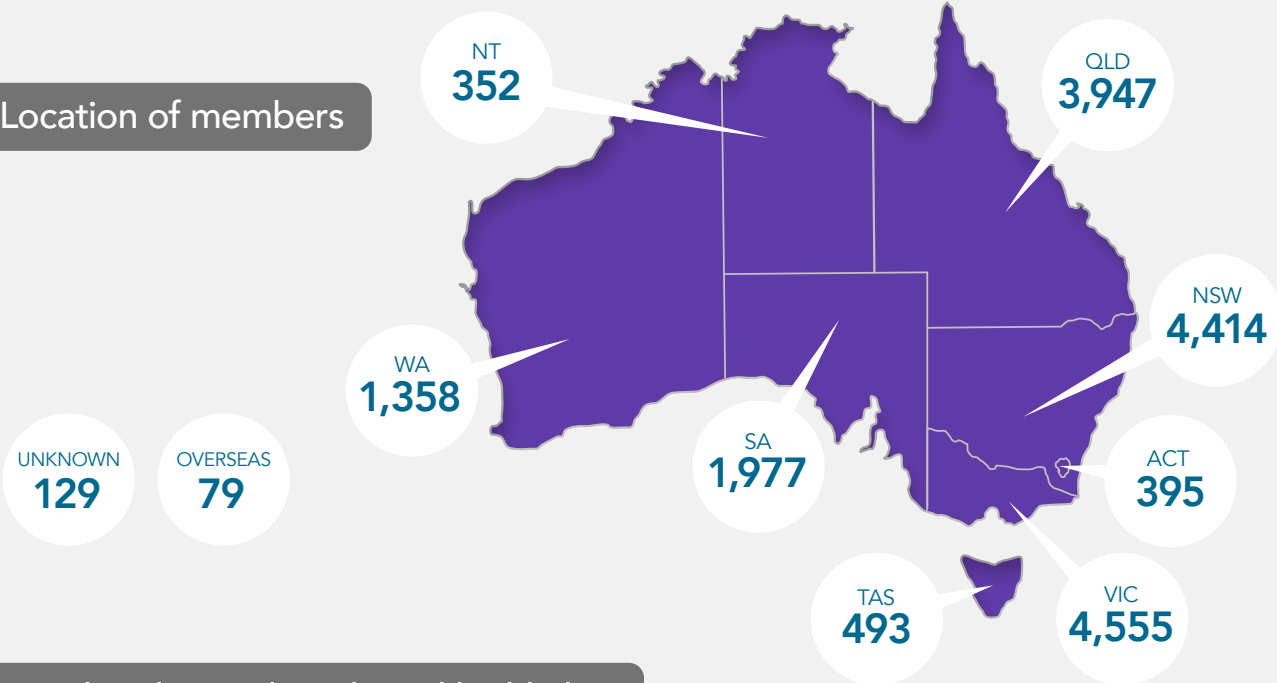
Membership



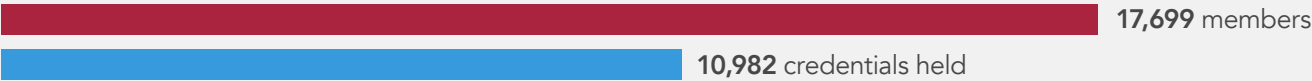
Membership has **DOUBLED** since 2015



Location of members



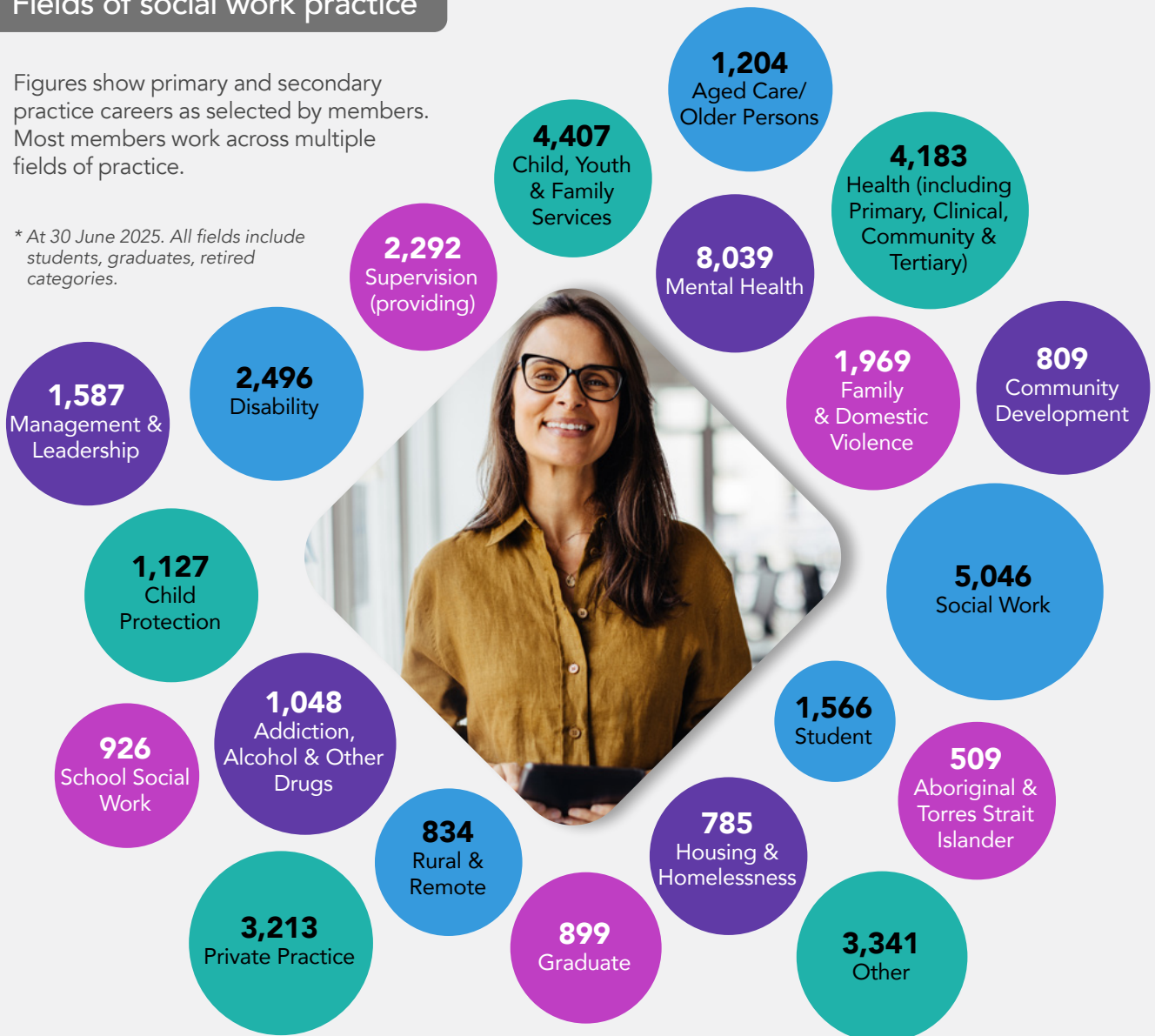
Membership and credential highlights



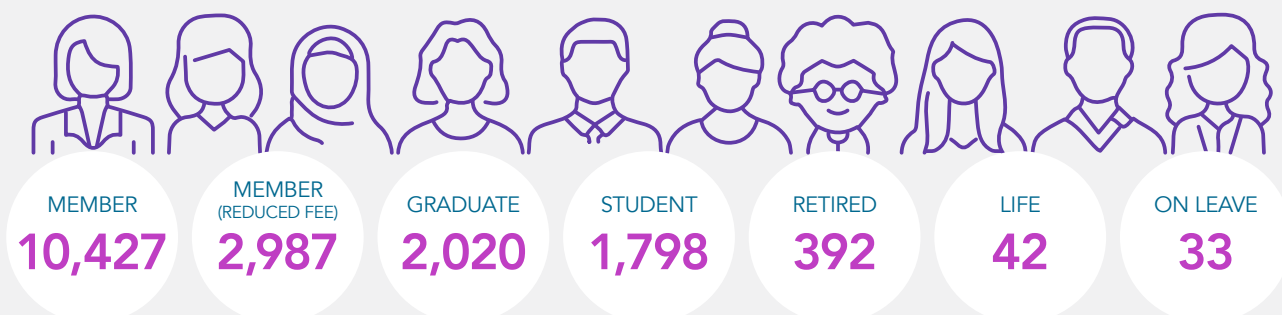
Fields of social work practice*

Figures show primary and secondary practice careers as selected by members. Most members work across multiple fields of practice.

* At 30 June 2025. All fields include students, graduates, retired categories.



Membership types^



^ As at 30 June 2025

MEMBERSHIP ENGAGEMENT

PhD webinar series

A national platform for emerging researchers



4

Webinars



315

Participants



44

Speakers

Meet the Employer series

Connecting students and graduates with social work employers



5

State-based
webinars
+ 1 national



608

Registrants



28

Employers

A Day in the Life of a Social Worker series

Shared authentic, member-led insights into diverse practice settings



6

Webinars



143

Registrants

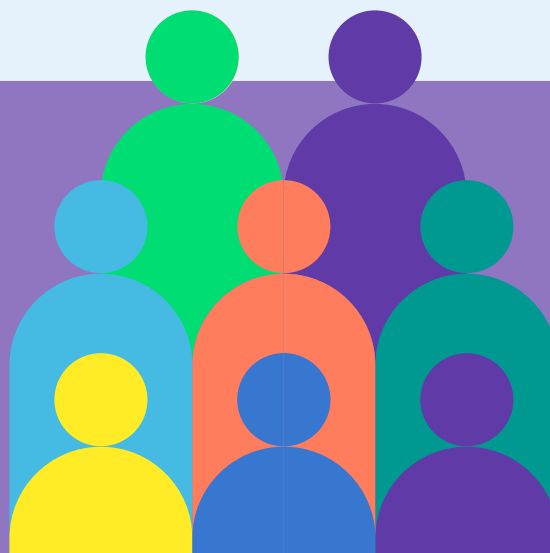
Mentoring Program

5th year of mentoring program



218

Pairs of mentors and
mentees matched



Continuing Professional Development (CPD)



16,338 Registrations were recorded*
Category 2 (Skills and Knowledge)



12,912
On-demand learning
registrations



1,491
Webinar registrations



316
Learning program
registrations



910
Workshop
registrations

Category 3 (Professional Identity)



25
Webinars



2
Face-to-face
panels



2,325
Registrations

AMHSW and ASW 2024 CPD audit report



● 93% of Accredited Mental Health Social Workers (AMHSWs)

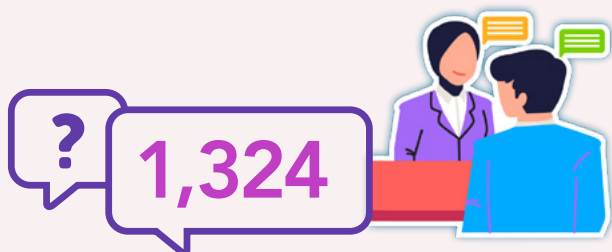
● 77% of Accredited Social Workers (ASWs)

* Category 2 Training includes activities that build professional competence through learning and development.

^ Accredited Social Workers must complete 30 hours of CPD per year. Accredited Mental Health Social Workers must complete 30 hours of CPD per year.

CONSULTATIONS AND GRANTS

Ethics and practice standards consultations



Ethics consultations

1,324



152

Legal referrals



244

Enquiries



116

Complaints



100

Declarations



Top 10
complaint
issues

- Professional boundaries
- Privacy and confidentiality
- Duty of care
- Social work service and propriety
- NDIS

- Record keeping
- Misrepresentation
- Respect for persons
- Conflict of interest
- Professional competence

Practitioner research grants



12

Applications received



11

Approved for funding

A \$10,000 grant was awarded to Xuejiao (Daria) Li for the project *Navigating Cultural Identities and Shaping Professional Growth: An Action Research Study with Chinese Social Workers in Australia*.

A \$5,000 Development Grant was awarded to Mary Joyce for *Social Work Practice and End Stage Kidney Disease Care: A Scoping Review*.

RAISING THE PROFILE OF SOCIAL WORK

Social media



3.14%

26,887 Facebook followers



17.9%

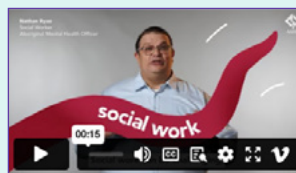
33,713 LinkedIn followers



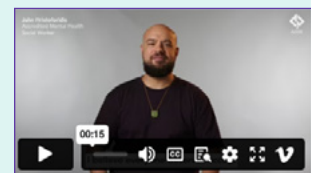
48,000

Downloads of *Social Work Focus* over the FY25 year

Campaigns: *Don't Wait* community service announcements



1 x social work video advertisement



1 x mental health social work video advertisement

5 TV channels

SBS, VICELAND, SBS Food, World Movies, NITV

Reach: nationwide

Up to **\$500K*** value at no cost to AASW

* Ad cost multiplied by the number of placements on SBS, AASW.

RAISING THE PROFILE OF SOCIAL WORK

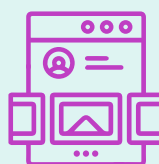
Campaigns: Reaching students

Engaging the future generation of social workers via a national campaign, showcasing the value of social work connections, advocacy and career resources.



14,185

Number of online views



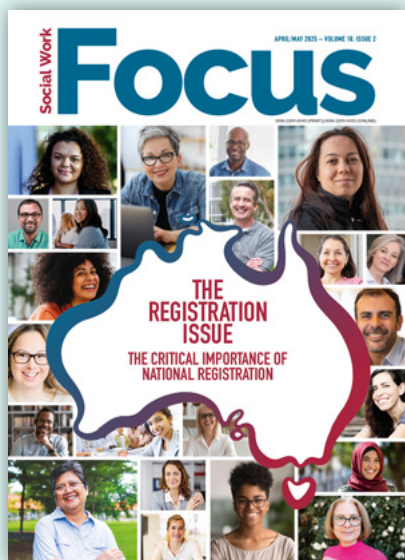
16

Appearances on university social media channels

FREE

Secured free advertising with FUSWA and QUT*

Campaigns: Promoting national registration



4,500

Page views of the national registration edition of *Social Work Focus*



11

Minutes of radio interview with ABC Drive South Australia



952

Webinar registrants

Email communications



8.7% Average email click-through rate

93.3%[^]

Higher than the average in Australian associations



46.6% Average email open rate

33%[^]

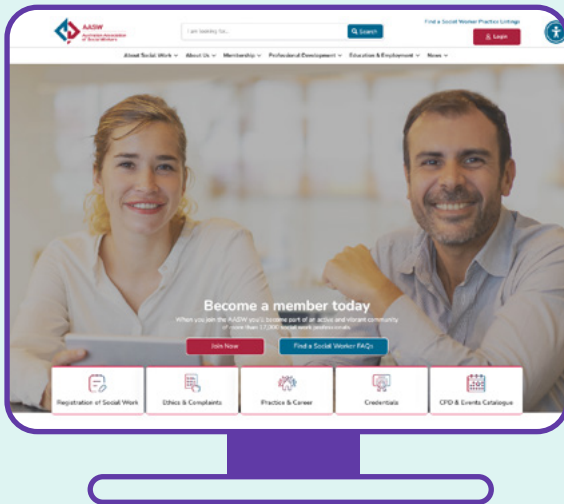
Higher than the average in Australian associations

* FUSWA = Flinders University Social Work Association, QUT = Queensland University of Technology.

[^] Higher Logic 2024 Association Email Benchmark Report: Average click-through rate of Australian associations is 4.5%, average open rate of Australian associations is 35%.

RAISING THE PROFILE OF SOCIAL WORK

Digital: Website



1,265,968

Total visits



507,372

Unique visitors



Top 5 Most viewed pages (excluding homepage)

- CPD and Events
- MyAASW login screen
- Membership profile page
- Code of Ethics
- Member benefits

Digital: Horizon Career Centre



398

Jobs posted



26,948

Page views



125

Average page views per job

Digital: Find a Social Worker



3,139

Individuals



922

Practices



53,040

Page views

RECOGNISING ACHIEVEMENTS

National Excellence Awards



The awards recognise social workers who are innovating, transforming their field, and navigating complex challenges to improve the lives of others.



Social Work Student of the Year
Cel Ileva



Social Work Researcher of the Year
Dimitra Lattas



Aboriginal or Torres Strait Islander Social Worker of the Year
Associate Professor Caroline Atkinson



Social Worker of the Year
Mishma Kumar-Jonson

AASW Life Membership

This honour is bestowed on members who have made significant, direct contributions to the AASW, whether through policy development, practice groups, officeholder roles, or other vital activities that have advanced the Association's development, success, and advocacy.



Australian Social Work: AASW's peer-reviewed journal

Scopus
CITESCORE
4.2

(in the top Q1 quartile)

IMPACT
FACTOR
1.6

(in the top Q2 quartile)

↑8%

Article downloads globally



Read by **47%** of members*

Most read articles: practice themed **75%**, research articles **63%**



32%
Manuscript acceptance rate **↑28%**

The Editorial Board is committed to increasing Aboriginal and Torres Strait Islander representation. After a national expression of interest process, Lorraine Muller and Tina Brodie, both respected Aboriginal scholars with deep research and publishing experience, were appointed to the Board in late 2024.

Three prestigious annual prizes were awarded by *Australian Social Work* in FY25:

Norma Parker Award for New Authors – \$2,500

Jarra Kittow lead author for: Jarra Kittow, Barbara Blundell, Margaret O'Connell, Robin Shortland-Jones, Verity Roennfeldt & Aunty Elizabeth Woods (2024) *Child Protection Staff Perspectives of the SOFT Program: Touch, Textures, Weights, and Pressures*, *Australian Social Work*, 77:4, 527-542.

Norm Smith Publication in Social Work Research Award – \$2,500

Connie Kellett, Lisa Gibbs & Louise Harms (2024) *Anger Following the Victorian Black Saturday Bushfires: Implications for Post disaster Service Provision*, *Australian Social Work*, 77:2, 243-255.

Bruce Lord Award for Excellence in Research Methodology – \$2,500

Fernando Lima, Melissa O'Donnell, Alison J. Gibberd, Kathleen Falster, Emily Banks, Jocelyn Jones, Robyn Williams, Francine Eades, Benjamin Harrap, Richard Chenhall, Olivia Octoman & Sandra Eades (2024) *Aboriginal Children Placed in Out-of-Home Care: Pathways Through the Child Protection System*, *Australian Social Work*, 77:4, 471-485.

* Source: 2024 AASW Member Survey

SUPPORTING THE SOCIAL WORK PROFESSION

10th International Conference on Social Work in Health and Mental Health



**NAVIGATING A
CHANGING WORLD**
Empowering Minds and
Transforming Lives



1,172
Delegates

Tuesday 19 November – Friday 22 November 2024



25
Countries
represented



591
Abstracts
submitted



4
Scholarships



18
Sponsors
& exhibitors



367
Sessions



Up to **16**
CPD hours



Strategic priority

CHAMPION THE SOCIAL WORK PROFESSION

Elevate
Professional
Standards



ON TRACK

Sector engagement:

International Conference on Social Work in Health and Mental Health drew 1,172 delegates from 25 countries, strengthening AASW's global leadership.

Achieve
Fairness and
Parity



ON TRACK

Policy influence:

Medibank's recognition of AMHSWs as eligible providers marks a major step in parity advocacy.

Amplify the
Unique Value
of Social Work



ON TRACK

Public visibility:

The *Don't Wait* campaign brought social work messages into millions of homes.

Act on Issues
Impacting
the Profession



ON TRACK

NDIS reform leadership:

Issued a fact sheet on social workers and the NDIS driving inclusion of social workers.

Key figures



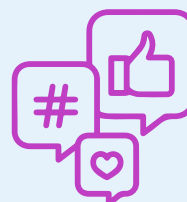
77

Social media posts on national registration



374K

Article downloads globally of *Australian Social Work* journal



60,600 ↑23% YoY*

Followers across LinkedIn and Facebook

* YoY = year on year.

Strategic priority

DRIVE PROFESSIONAL GROWTH

Elevate
Professional
Identity



ON TRACK

Social work practice:

Professional Identity is guided by our Practice Standards and strengthened through category 3 CPD offerings and the updated ASWEAS.

Create
Pathways to
Excellence



ON TRACK

Award-winning education:

Expanded the free, on-demand CPD library, and received multiple awards for AASW's education and training.

Build Lifelong
Learning
and Mastery



ON TRACK

Capability building tools:

Launched the "My AASW Social Work Capability Compass" to support career development and self-assessment.

Foster Strong
Professional
Communities



ON TRACK

Employer Partner Program:

AASW's Employer Partner Program (EPP) brings together over 40 leading employers from health and education to community services, veterans' services, disability, and beyond.

Key figures



40+

Employers in AASW's
Employer Partner Program



1,235

Digital applications for Migration
and Eligibility Assessment



9

Practice standards

Strategic priority

CREATE A BETTER FUTURE

Collaborate
with First Nations
Leaders



ON TRACK

Reconciliation in action:

Updated and reaffirmed the AASW Apology; achievements under the 4th Innovate RAP included expanding CPD, scholarships, and culturally responsive policies.

Support
Inclusion and
Diversity



ON TRACK

Inclusive event practices:

The ICSWHMH conference integrated diverse programming with attendees from 25 countries and offered scholarship opportunities.

Support
Social Workers to
Make a Difference



ON TRACK

Member working groups:

Bringing lived-experience voices to influence AASW's advocacy and policy, working groups ensure the perspectives of social workers are represented in national debates.

Evolve
the Profession
for Tomorrow



ON TRACK

Future focused:

Through in person and online events, publications, resource creation, and working groups, the dialogue and thought leadership fostered help shape how the profession evolves to meet emerging needs.

Key figures



4th

Innovate RAP completed



78

Degrees offered across
40 providers



4

Scholarships to attend
AASW conference

HIGHER EDUCATION & WORLD SOCIAL WORK DAY

Higher education



19

Provider applications
assessed



40

Providers



43

Panel
members



21,064

Social work students
across Australia



59%

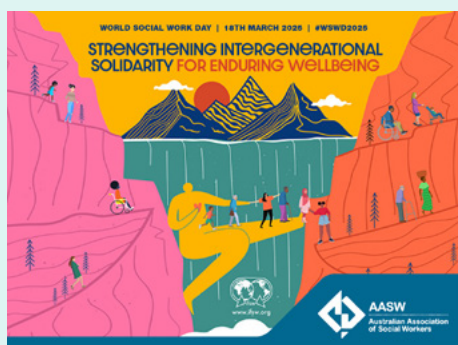
Bachelor level



41%

Master level

World Social Work Day 2025



Tuesday 18 March 2025

Global theme *Strengthening Intergenerational
Solidarity for Enduring Wellbeing.*



778

Webinar
registrations



6

Events

Attendees of the AASW's South Australia event included the Hon. Katrine Hildyard MP, Minister for Women and the Prevention of Domestic, Family and Sexual Violence. The keynote speaker at the event was April Lawrie, Commissioner for Aboriginal Children and Young People.

THE AASW RECONCILIATION ACTION PLAN

The AASW *Reconciliation Action Plan* (RAP) is a structured framework aimed at fostering reconciliation between the AASW and Aboriginal and Torres Strait Islander peoples. It guides our efforts in building respectful relationships, promoting cultural awareness, and creating meaningful opportunities.

What we have achieved



4
RAPS
completed



425 attendees at the
Aboriginal and Torres Strait Islander
Social Work Symposium

Four editions of *Social Work Focus* magazine dedicated to Aboriginal and Torres Strait Islander peoples

Top two most-cited articles in *Australian Social Work* journal are focused on Aboriginal and Torres Strait Islander content (as of 2022)

Quarterly progress reporting built into RAP governance (4x/year)

Four scholarships per year for Aboriginal and Torres Strait Islander members to attend national symposia



Apology update

In 2024, the AASW reaffirmed and extended our Apology to Aboriginal and Torres Strait Islander peoples and Acknowledgment of social work's role in the continuing Stolen Generations.

The AASW recognises the historical injustices inflicted by the social work profession and this statement reinforces a commitment to recognise historical injustices inflicted by the social work profession.

AWARDS

2024 LearnX Awards



Best Talented Team

AASW Learning and Development Team



Best EdTech

AASW Mentoring Program



Best Learning Model – Blended Learning (Industry Specific)

AASW Introduction to Best Practice for Supervision learning program

Australian Institute of Training and Development (AITD) Excellence Awards



Finalist

Best Capability Development Program for Introduction to Best Practice for Supervision (2024)

Runner up

Best Use of Gamification or Simulation for Learning for Putting Theory into Practice: Core Skills Modules (2025)

Associations Forum 2024 Association Awards



Shortlisted

2024 Turnaround of the Year Award

Acknowledgements

Australian Social Work Editorial Board

Associate Professor Susan Gair	Editor
Professor Debbie Plath	Chair, Editorial Board
Dr Helen Hickson	Book reviews Editor
Professor Cindy Davis	Associate Editor
Associate Professor Abner Poon	Associate Editor
Associate Professor Lynelle Watts	Associate Editor: social media
Dr Zalia Powell	Board Member (new member May 2025)
Dr Lorraine Muller	Board Member (new member 2024/25)
Professor Tina Brodie	Board Member (new member 2024/25)
Associate Professor Fiona McDermott	Board Member
Associate Professor David Hodgson	Board Member
Professor Rosemary Sheehan	Board Member
Dr Marianne Wyder	Board Member
Dr Alankaar Sharma	Board Member

National Research Committee

Dr Sue Gillieatt	Convenor
Maegen Johnsen	Member
Professor Lynette Joubert	Member
Dr Lorraine Muller	Member
Dr Fiona Oates	Member
Associate Professor Louise Whitaker	Member
Dr Lisa Ewenson	Member (new member from April 2025)
Dr Caroline Grogan	Member (new member from October 2024)
Dr Gerard Jefferies	Member (new member from April 2025)
Dr Bernadette Moorhead	Member (new member from April 2025)
Dr Monica Short	Member (new member from April 2025)

Professional standards

The AASW took decisive legal and regulatory steps to protect data privacy and uphold the integrity of accreditation decisions. We denied accreditation to a higher education institution that did not meet our standards and identified fraudulent activity in applications from individuals seeking to work in Australia. These actions are part of an ongoing commitment to maintaining rigorous professional standards and safeguarding the integrity of the social work profession.

DIRECTORS' REPORT

Your Directors present this report on the Association for the financial year ended 30 June 2025.

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 and a Registered Charity. 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.

The Association's 2024-2027 Strategic Plan sets out three priorities to be delivered over the next two years:

1. Champion the social work profession
2. Drive professional growth
3. Create a better future.

Operational priorities encompass:

1. Digitally enabled
2. Governance excellence
3. Impactful engagement
4. Operational efficiency
5. Productive team.

Activities undertaken by the Association during the financial year to deliver on those priorities included:

- Reviewing undergraduate and post-graduate courses in social work provided by higher education providers, where such courses are accredited by the Association. This includes accrediting higher education providers under the Australian Social Work Education and Accreditation Standards approved by the Board in October 2024.
- 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.
- Reviewing ethics complaints made against Members and terminating memberships where allegations are proven.

Further details about the Association's activities during the financial year may be found in the Annual Report to Members.

Management and oversight of the Association, including performance measurement

Management of the Association's operations and implementation of the 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.

Risk management

The Board has endorsed a formal Risk Appetite Statement ("RAS") that articulates the amount and type of risk the Company is willing to accept or tolerate in pursuit of its strategic objectives. The RAS helps guide decision-making by setting clear boundaries for risk-taking. It ensures that risks are taken deliberately, not inadvertently, and aligns risk-taking with the organisation's capacity, culture, and strategic goals.

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:

DIRECTORS' REPORT

Name	Position held	From	To	Director since
Linda Ford	National President	1 July 2024	5 November 2024	11 May 2017
Julianne Whyte OAM	Ordinary Director	1 July 2024	7 November 2024	8 November 2018
Julianne Whyte OAM	National President	7 November 2024	Current	8 November 2018
Dr Brooke Kooymans	National Vice President	1 July 2024	5 November 2024	1 November 2018
Dr Brooke Kooymans	National President	5 November 2024	7 November 2024	1 November 2018
Dr Brooke Kooymans	Ordinary Director	7 November 2024	Current	1 November 2018
Christine Hannan	National Vice President	7 November 2024	Current	7 November 2024
Professor Bindi Bennett	Ordinary Director	7 November 2024	Current	7 November 2024
Elisha Ebdon	Ordinary Director	1 July 2024	17 October 2024	8 November 2021
Dr Susan Green	Aboriginal and Torres Strait Islander Director ¹	1 July 2024	Current	13 November 2020
Dr Fotina Hardy	Ordinary Director	1 July 2024	Current	8 November 2019
Ashton Hayes	Ordinary Director	1 July 2024	26 November 2024	9 November 2023
Dr Peter Munn OAM	Ordinary Director	17 June 2025	Current	17 June 2025
Jenny Rose	Ordinary Director	9 July 2025	Current	9 July 2025
Associate Professor Jessica Russ-Smith	Ordinary Director	1 July 2024	3 July 2025	11 November 2022
Muriel Wymarra	Ordinary Director	1 July 2024	5 November 2024	18 January 2024
Muriel Wymarra	National Vice President	5 November 2024	7 November 2024	18 January 2024
Muriel Wymarra	Ordinary Director	7 November 2024	Current	18 January 2024
Geoffrey Bennett	Company Secretary ²	1 July 2024	Current	Not applicable

Notes:

1. Pursuant to the Association's Constitution in force at 30 June 2025, one Director's position is reserved for a member who identifies as Aboriginal and/or Torres Strait Islander. Dr 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
Linda Ford	5	5
Julianne Whyte OAM	12	10
Christine Hannan	6	6
Professor Bindi Bennett	6	5
Elisha Ebdon	3	3
Dr Susan Green	12	12
Dr Fotina Hardy	12	12
Ashton Hayes	7	6
Dr Brooke Kooymans	12	12
Dr Peter Munn OAM	N/A	N/A
Associate Professor Jessica Russ-Smith	12	11
Muriel Wymarra	11	7

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
Elisha Ebdon	1 July 2024	17 October 2024	3	2
Professor Bindi Bennett	12 December 2024	Current	2	2
Christine Hannan	12 December 2024	Current	2	2
Dr Fotina Hardy ¹	1 July 2024	Current	6	5
Dr Brooke Kooymans ²	12 December 2024	Current	2	2
Associate Professor Jessica Russ-Smith ³	1 July 2024	3 July 2025	6	5
Julianne Whyte OAM	1 July 2024	7 November 2024	4	4
Muriel Wymarra	1 July 2024	12 December 2024	4	1

Notes:

1. Dr Fotina Hardy was Chair of the Committee from 1 July 2024 until 12 December 2024.

2. Dr Brooke Kooymans was appointed Co-Chair of the Committee on 12 December 2024.

3. Associate Professor Jessica Russ-Smith was a member of FACR from 1 July 2024, appointed Co-Chair of the Committee on 23 August 2024 and Chair of the Committee on 12 December 2024.

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.

DIRECTORS' REPORT

Professional Regulation Committee

The Association has a Professional Regulation Committee ("PRC"). The PRC assists the Board in relation to:

Education and standards

- Standards and Assessment governance and compliance with agreed processes;
- Receiving quality improvement and auditing reports relating to credentials, Higher Education and International Qualification Assessments;
- Practice Standards underpinning Australian Social Work Education & Accreditation Standards ("ASWEAS");
- Provision of strategic advice to the Board on matters in relation to standards;
- Informs the Board of current standards in addressing significant departures from acceptable practice;
- Oversight of the activities of the Accreditation Council, the latter which reviews all applications for accreditation/re-accreditation of Higher Education Social Work courses.

Ethics

- Reviews of the Association's Code of Ethics in accordance with timelines set out in the Constitution;
- Provision of strategic advice to the Board on matters in relation to ethics;
- Oversight of the Association's Ethical Complaints Management Process ("ECMP"), ensuring that the overall management of the ECMP is efficient and effective in responding to allegations of serious professional misconduct;
- Make recommendations to the Board where improvements to the ECMP are deemed necessary;
- Inform the Board of current ethics standards in addressing significant departures from acceptable practice;
- Make recommendations to the Board of persons to be appointed to the Ethics Council.

Directors who were members of the PRC at the date of this report (or who were Committee members during the financial year), 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
Professor Bindi Bennett	12 December 2024	Current	2	2
Christine Hannan	12 December 2024	Current	2	2
Ashton Hayes	1 July 2024	26 November 2024	3	2
Dr Fotina Hardy ¹	1 July 2024	Current	5	3
Dr Brooke Kooymans	1 July 2024	Current	5	5
Associate Professor Jessica Russ-Smith	1 July 2024	3 July 2025	3	2
Julianne Whyte OAM ²	1 July 2024	7 November 2024	3	2
Muriel Wymarra ³	1 July 2024	Current	5	2

Notes:

1. Dr Fotina Hardy was Co-Chair of PRC from 1 July 2024 until 12 December 2024 and appointed Chair of the Committee on 12 December 2024.

2. Julianne Whyte was Chair of the Committee from 1 July 2024 until 7 November 2024.

3. Muriel Wymarra was appointed Co-Chair of the Committee on 21 February 2025.

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

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 remuneration policy for Directors
- the honorarium policy for Officeholders, including 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
- 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 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
Elisha Ebdon	1 July 2024	16 October 2024	2	2
Dr Susan Green ¹	1 July 2024	Current	4	4
Christine Hannan ²	12 December 2024	Current	2	2
Dr Fotina Hardy	1 July 2024	Current	4	3
Ashton Hayes	1 July 2024	26 November 2024	2	2
Dr Brooke Kooymans ³	1 July 2024	12 December 2024	2	2
Associate Professor Jessica Russ-Smith	12 December 2024	3 July 2025	2	1
Muriel Wymarra	12 December 2024	Current	2	2

Notes

1. Dr Susan Green was a Committee member from 1 July 2024 and appointed Chair of the Committee on 12 December 2024.
2. Christine Hannan was appointed Co-Chair of the Committee on 12 December 2024.
3. Dr Kooymans was Chair of the Committee from 1 July 2024 until 12 December 2024.

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.

DIRECTORS' REPORT

Constitution Review Committee

The Constitution Review Committee of the Board ("CRC") was reconstituted on 23 August 2024. Its sole agenda was development of a proposal to separate the current combined Aboriginal and Torres Strait Islander Director position into two distinct positions - one for a Member who is an Aboriginal person; and one for a Member who is a Torres Strait Islander person.

Directors who were members of the CRC at the date of this report, the number of meetings of the Committee (there were two), 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 Susan Green ¹	12 December 2024	Current	2	2
Dr Bindi Bennett	12 December 2024	Current	2	2
Dr Fotina Hardy	12 December 2024	Current	2	2
Muriel Wymarra	12 December 2024	Current	2	2

Note
1. Dr Susan Green is Chair of the Committee

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

Julianne Whyte OAM – National President and Chair of the Board

Julianne is the CEO, Director and Founder of a not-for-profit charity and organisation that provides disability, aged, social work and social impact programs aimed to increase the resilience, quality and vitality of people's lives in rural communities where they operate. Julianne has over 45 years' experience in health, community services, community development, policy and program development, and implementation and research. She is an Accredited 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 is a member of the Australian Institute of Company Directors.

Christine Hannan – National Vice President

Chris has previous experience as an AASW Director having served on the Board in 2021 and 2022. Chris holds a Bachelor of Social Work from the University of Queensland and is an Accredited Mental Health Social Worker. Chris has been practising in the social work profession for almost 25 years across five states, in State & Federal government services, the not-for-profit sector and in private practice. She is passionate about social work and is a strong advocate of the Association's policy roles in the areas of mental health, health, family and sexual violence, disability, and community development. Chris is Co-Chair of the People and Culture Committee, a member of the Professional Regulation Committee and a member of the Finance, Audit, Compliance and Regulation Committee.

Dr Bindi Bennett – Ordinary Director

Bindi is Gamilaroi woman from Northern NSW currently living, working and playing on Jinibara Country in Queensland. Bindi is a social justice scholar, a compassionate radical and activist. Bindi was supported and encouraged by a significant Elder to start social work. Bindi spent 17 years working in mental health and youth health advocating for young people who had experienced a disadvantaged life, like hers. Bindi is a past Member of AASW's National Research Committee. She enjoys research having been in academia since commencing her PhD scholarship in 2013. Bindi is passionate about diversity, representation, and inclusion. She is a tutor for First Nations social work students and believes that lived experience offers a pathway to deconstruct current challenges and barriers in systems, to become more equitable. Bindi

is a Member of each of the Professional Regulation Committee, Finance, Audit, Compliance and Regulation Committee and the Constitution Review Committee.

Dr Susan Green – Aboriginal and Torres Strait Islander Director

Susan is a Galarri woman of the Wiradjuri nation and the Association's Aboriginal and Torres Strait Islander Director. She has over 30 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, is Chair of the People and Culture Committee and Chair of the Constitution Review Committee.

Dr Fotina Hardy – Ordinary 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 Association's Professional Regulation Committee, is a Member of the Finance, Audit, Compliance and Risk Committee, a Member of the People and Culture Committee and a Member of the Constitution Review Committee.

Dr Brooke Kooymans – Ordinary Director

Brooke is a practising social worker with 25 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 a PhD in the area of Social Work in Practice in the Community Sector. Brooke was elected to the Board in October 2018 and appointed National Vice President in November 2023. Brooke chairs the Finance, Audit, Risk and Compliance Committee and is a member of each of the Professional Regulation Committee and People and Culture Committee.

Dr Peter Munn OAM KCSG – Ordinary Director

Peter worked as an Accountant for 5 years before undertaking social work. His social work practice includes six years as a front-line social worker in Whyalla. He then taught social work for over 20 years at UniSA, Whyalla Campus. At the time of leaving UniSA he was Dean of Teaching and Learning and Associate Professor in Rural Health. From 2005 to 2016 Peter led Centacare Catholic Country SA during a period of growth in rural South Australia. He undertook part-time work for a Regional Training Organisation before commencing as Professor of Social Work for CQU in 2018 and retired from that role in 2020. Peter has undertaken reviews for the AASW of social work programs in most capital cities in Australia and several in rural locations. Peter was on the Northern Country Branch SA of AASW from 2001-2007, SA Branch from 2011 and then Acting President in 2014-2015. He served on the National Board from 2017-2020 and was Chair of the Finance, Audit, Compliance and Risk Committee. He was chosen as a Foundation Fellow of the Australian College of Social Work in 2015 and the newly established Accreditation Council of the AASW in 2023. Peter was awarded a Knighthood by the Catholic Church in 2017 and received an OAM for services to rural education and social services in 2018. Peter was appointed to the Finance, Audit, Compliance and Risk Committee on 3 July 2025.

DIRECTORS' REPORT

Jenny Rose – Ordinary Director (appointed 9 July 2025)

Jenny was appointed to the AASW Board in July 2025, having previously served as a Director from 2017 to 2021. She brings more than 25 years' experience with NSW Health, where she has held senior clinical and leadership roles across hospital and community settings. Jenny currently works as Head of Social Work at Bathurst Health Service, with a continued clinical focus on paediatrics and maternity. She has also served as a Social Work Student Educator and Emergency Department clinician at The Children's Hospital at Westmead in Sydney. Jenny holds a Certificate in Governance (NFP), Master of Mental Health (Child and Adolescent), a Diploma of Business (Frontline Management), and a Certificate IV in Training and Assessment. A long-time AASW member, she previously served as President of the NSW Branch (2014–2017) and was an active member of the Branch Management Committee for six years. Jenny is passionate about social work education, clinical excellence, and child protection. Jenny is a member of the People and Culture Committee and the Finance, Audit, Compliance and Risk Committee.

Associate Professor Jessica Russ-Smith – Ordinary Director (resigned 3 July 2025)

Jessica (she/her) is a sovereign Wiradyuri Wambuu woman, Associate Professor Social Work, Assistant Deputy Head of School Allied Health and Indigenous Curriculum Lead at Australian Catholic University, and a Social Worker. Throughout her career, she has been committed to transforming the social work profession, decolonising higher education, and promoting social justice. Her passion and focus are on creating decolonising, critical learning and practice spaces for students, staff and practitioners which honour and are guided by First Nations sovereign knowledges. Jess's research and teaching relates to Indigenous sovereignty, embodying sovereignty, decolonisation, decolonising social work and education, decolonising curriculum and higher education, Indigenous social work, ethics, activism, working with Aboriginal children and young people, Positive Behaviour Support Plans, AI and ethics and experiences of Indigenous researchers. Jess is a former Branch President of the ACT Branch Management Committee, past Chair of the Finance, Audit, Risk and Compliance Committee and a former member of the People and Culture Committee.

Muriel Wymarra – Ordinary Director

Muriel is a Torres Strait Islander woman born and raised in Gimuy (Cairns, Queensland). Muriel has her own private practice and is an experienced counsellor, critical incident manager, develops and delivers training workshops, as well as Employee Assistance programs. As a practising social worker and active community member, Muriel has over twenty-five years of experience working in Federal government administration and not-for-profit organisations. Whilst at Services Australia (formerly the Department of Human Services, Centrelink), Muriel was the chairperson of the National Indigenous Social Work Group (NISWG), supporting the professional development of Aboriginal and Torres Strait Islander social workers. Muriel is presently undertaking her PhD focusing her research on exploring the concept of professional helping in Torres Strait culture. Muriel is also a Jilbay Research Higher Degree Academy member in the Office of Indigenous Engagement at Central Queensland University. Muriel was appointed to the Board in January 2024. She Co-Chairs the Professional Regulation Committee and is a Member of each of the People and Culture Committee and the Constitution Review Committee.

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 Masters in 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 has a passion for building human capability in individuals, organisations and systems. Nathan has driven new strategic directions and change implementation, achieving a culture of high performance and innovation in organisations. Nathan holds a degree in business from Deakin University and is a qualified Chartered Accountant.

Geoffrey 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 2025, the total amount of members' guarantee was \$884,950 from 17,699 members (2024: \$883,700 from 17,674 members).

DIRECTORS' REPORT

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.

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 2025, the premium for the whole policy was \$155,627 (2024: \$146,614). No indemnity insurance has been provided for auditors.

Trading results

The net surplus for the financial year ended 30 June 2025 was \$510,808 (2024: deficit of \$511,577).

Dividends

The Constitution prohibits the Association from paying dividends.

Significant events after the end of the financial year

On 31 July 2025, at an Extraordinary General Meeting, members considered a Board-proposed amendment to the Association's Constitution. The amendment replaced the existing combined Aboriginal and Torres Strait Islander Director position with two separate positions: one for a Member who is an Aboriginal person and one for a Member who is a Torres Strait Islander person.

The Board's objective in proposing this change was to ensure that the leadership, knowledge, and perspectives of Torres Strait Islander social workers are embedded in the Association's governance, policies, and practices, and to strengthen the Association's ability to learn from, and be guided by, these perspectives.

The resolution was approved by 86% of members voting in person or by proxy and took effect on 31 July 2025.

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 2025 has been received and can be found immediately following the Directors' Report.

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



Julianne Whyte OAM
National President

2 October 2025



Dr Brooke Kooymans
Chair – Finance, Audit, Compliance & Risk Committee

2 October 2025

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 2025 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

2 October 2025

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 2025 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), the *Australian Charities and Not-for-profits Commission Act 2012* and *Corporations Regulations 2001*; and

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.

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



Julianne Whyte OAM
National President

2 October 2025



Dr Brooke Kooymans
Chair – Finance, Audit, Compliance & Risk Committee

2 October 2025

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 2025, 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 2025 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures, the *Australian Charities and Not-for-profits Commission Act 2012* 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 2025 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), the *Australian Charities and Not-for-profits Commission Act 2012* 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.
- 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

2 October 2025

FINANCIAL STATEMENTS

Statement of financial position as at 30 June 2025

	Note	2025 \$	2024 \$
CURRENT ASSETS			
Cash and cash equivalents	4	6,337,680	5,012,630
Trade and other receivables	5	373,397	125,401
Other current assets	6	680,307	922,747
Other financial assets	10	461,215	50,923
TOTAL CURRENT ASSETS		7,852,599	6,111,701
NON-CURRENT ASSETS			
Property, plant, and equipment	7	136,378	185,276
Intangibles	8	1,352,251	1,673,554
Right to Use Asset	9	246,590	391,810
Other financial assets	10	1,924,669	2,235,299
TOTAL NON-CURRENT ASSETS		3,659,888	4,485,940
TOTAL ASSETS		11,512,487	10,597,641
CURRENT LIABILITIES			
Trade and Other Payables	11	2,084,444	1,904,493
Unearned revenue	12	6,877,191	6,510,660
Other liabilities	14	21,977	35,114
Lease liability	9 (iii)	144,456	145,220
TOTAL CURRENT LIABILITIES		9,128,069	8,595,487
NON-CURRENT LIABILITIES			
Provisions	13	127,475	108,470
Lease liability	9 (iii)	138,640	286,188
TOTAL NON CURRENT LIABILITIES		266,115	394,658
TOTAL LIABILITIES		9,394,184	8,990,145
NET ASSETS		2,118,304	1,607,496
EQUITY			
Accumulated funds		2,118,304	1,607,496
TOTAL EQUITY		2,118,304	1,607,496

The accompanying notes form part of these financial statements.

FINANCIAL STATEMENTS

Statement of comprehensive income for the year ended 30 June 2025

	Note	2025 \$	2024 \$
REVENUE			
Revenue from contract with customers	2	14,191,078	11,878,414
Other income	2	401,464	412,253
Revenue and Other Income		14,592,542	12,290,667
EXPENDITURE			
Employee benefits expense		(8,007,924)	(7,895,779)
Conferences and professional development		(1,206,912)	(431,235)
Administrative costs		(4,102,613)	(3,818,398)
Depreciation and amortisation	3	(764,285)	(656,833)
Profit (Loss) before income tax		510,808	(511,577)
Income tax expense		–	–
Profit (loss) for the year		510,808	(511,577)
Other comprehensive income:			
Other comprehensive income for the year		–	–
Total comprehensive income for the year		510,808	(511,577)

The accompanying notes form part of these financial statements.

Statement of cash flows for the year ended 30 June 2025

	Note	2025 \$	2024 \$
OPERATING ACTIVITIES			
Receipts from government, members and customers		15,985,284	14,136,586
Interest received		110,677	86,520
Dividends and distributions received		125,643	170,740
Payments to suppliers and employees		(14,424,745)	(14,232,032)
Net cash generated		1,796,859	161,815
INVESTING ACTIVITIES			
Payments for acquisition of plant and equipment		(53,055)	(72,818)
Payments for investment in short term interest bonds		(410,292)	(50,923)
Payments for Intangibles		(195,810)	(539,616)
Receipts on redemption of marketable securities		353,184	408,750
Net cash used by investing activities		(305,973)	(254,607)
FINANCING ACTIVITIES			
Payments for reduction of finance lease liability		(148,312)	(138,079)
Interest paid		(17,523)	(24,397)
Net cash used by financing activities		(165,835)	(162,476)
Net movement in cash and cash equivalents		1,325,050	(255,268)
Cash and cash equivalents at beginning of year		5,012,630	5,267,898
Cash and cash equivalents at end of year	4	6,337,680	5,012,630

Statement of changes in equity for the year ended 30 June 2025

	Note	2025 \$	2024 \$
Balance at the beginning of the financial year		1,607,496	2,119,073
Net Profit for the year		510,808	(511,577)
Balance at the end of the financial year		2,118,304	1,607,496

The accompanying notes form part of these financial statements.

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 Australian Charities and Not-For-Profits Commission Act 2012 (the ACNC Act). The Association was registered under the ACNC Act on 1 July 2023. Prior to this date, the Association was incorporated 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 ACNC Act 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

From its registration as a charity on 1 July 2023 under the Australian Charities and Not-for-Profits Commission Act 2012, the Association is exempt from income tax. Prior to 1 July 2023, the Association was accounting for income tax under the mutuality principle.

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:

Note 1: Statement of significant accounting policies (continued)

Class of fixed assets	Depreciation rates
-----------------------	--------------------

Office equipment and fittings	10–33.3%
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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%
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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% (remaining lease term)
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FINANCIAL STATEMENTS

Note 1: Statement of significant accounting policies (continued)

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

Note 1: Statement of significant accounting policies (continued)

depreciated replacement cost. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

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 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 2025.

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 STATEMENTS

Note 1: Statement of significant accounting policies (continued)

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 cash flow 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

	2025 \$	2024 \$
REVENUE FROM CONTRACTS WITH CUSTOMERS		
Advertising revenue	12,414	4,405
Membership fees	9,494,043	8,827,542
Conference income	1,263,045	92,115
Education	979,996	902,417
Horizon Career Centre	118,822	197,125
Accreditation & Assessment fees	2,223,374	1,702,911
Sponsorship Income	–	2,273
Other	99,384	149,626
Total revenue from contracts with customers	14,191,078	11,878,414
OTHER INCOME		
Grants received	–	5,000
Royalty income	122,591	108,025
Interest revenue from short term deposits	110,677	86,521
Dividends and distributions	146,231	164,682
Fair Value gains on financial assets at fair value through profit and loss (FVPL)	21,965	48,025
Total other income	401,464	412,253
REVENUE FROM CONTRACTS WITH CUSTOMERS		
Timing of revenue recognition	At a point in time	
	2025 \$	2024 \$
Advertising revenue	12,414	4,405
Conference income	1,263,045	92,115
Education	979,996	902,417
Horizon Career Centre	118,822	197,125
Sponsorship Income	–	2,273
Other	99,384	149,626
Total revenue from contracts and customers	2,473,660	1,347,961

FINANCIAL STATEMENTS

Note 2: Revenue and other income (continued)

Timing of revenue recognition	Over time	
	2025 \$	2024 \$
Membership fee	9,494,043	8,827,542
Accreditation and assessment	2,223,374	1,702,911
Total revenue from contracts and customers	11,717,417	10,530,453

Note 3: Profit for the year

Profit/loss for the year has been determined after:

	2025 \$	2024 \$
(a) Expenses		
Depreciation and amortisation of non-current assets:		
Furniture and equipment, leasehold improvements	101,953	97,877
Lease right to use Asset depreciation	145,220	147,157
Intangibles assets	517,112	411,799
Total depreciation and amortisation	764,285	656,833
Superannuation - defined contribution plans	790,804	710,627
Legal fees paid by AASW		
Miscellaneous legal fees	13,486	14,333
Governance review	19,767	17,960
VCAT legal proceeding ^	44,337	–
Supreme Court legal proceeding *	110,000	–
Property leases and intellectual property	1,454	7,946
Employment advice	–	14,635
Member legal support services	20,693	–
Total legal fees	209,736	54,874

Notes

^ The Association is the Respondent in proceedings before the Victorian Civil and Administrative Tribunal (VCAT), Human Rights Division. The matter concerns a member's complaint under the Equal Opportunity Act 2010 (Vic) relating to the accreditation process for the Accredited Mental Health Social Worker (AMHSW Credential).

* The Association is a plaintiff in ongoing legal proceedings in the Supreme Court of Victoria S ECI 2024 06291 against Northern Territory Branch President, Dr Andrew Richardson. The dispute concerns the alleged unauthorised accessing of confidential information.

Note 4: Cash and cash equivalents

	2025 \$	2024 \$
Cash at bank	191,308	643,137
Cash on deposit	6,146,372	4,369,493
	6,337,680	5,012,630

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: Trade and other receivables

	2025 \$	2024 \$
CURRENT		
Trade receivables	123,260	48,189
Accrued Income	212,211	35,245
Other receivables	37,926	41,967
Total trade and other receivables	373,397	125,401

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.

2025	Gross amount \$	Past due and impaired \$	Past due but not impaired (days overdue)				Within initial trade terms \$
			<30 \$	31-60 \$	61-90 \$	>90 \$	
Trade receivables	123,260	–	12,535	2,350	–	–	108,375
Total	123,260	–	12,535	2,350	–	–	108,375

2024	Gross amount \$	Past due and impaired \$	Past due but not impaired (days overdue)				Within initial trade terms \$
			<30 \$	31-60 \$	61-90 \$	>90 \$	
Trade receivables	48,189	–	18,793	2,191	100	1,854	25,251
Total	48,189	–	18,793	2,191	100	1,854	25,251

FINANCIAL STATEMENTS

Note 6: Other assets

	2025 \$	2024 \$
CURRENT		
Prepayments - Administrative	675,762	738,729
Prepayments - Conferences and professional development	4,545	184,018
Total other current assets	680,307	922,747

Note 7: Property, plant and equipment

	2025 \$	2024 \$
LEASEHOLD IMPROVEMENTS		
Leasehold improvements - at cost	203,690	203,690
Accumulated depreciation	(179,372)	(166,787)
Total	24,318	36,903
PLANT AND EQUIPMENT		
Plant & equipment - at cost	382,110	329,055
Accumulated depreciation and amortisation	(270,050)	(180,682)
	112,060	148,373
Total Property, plant and equipment	136,378	185,276

Note 7: Property, plant and equipment (continued)**Movements in carrying amounts**

2025	Work in progress \$	Leasehold improvements \$	Plant and equipment \$	Total \$
Opening balance	–	36,903	148,374	185,277
Additions	–	–	53,054	53,054
Depreciation and amortisation expense	–	(12,585)	(89,368)	(101,953)
Transfers (WIP completed)	–	–	–	–
Closing balance	–	24,318	112,060	136,378

2024	Work in progress \$	Leasehold improvements \$	Plant and equipment \$	Total \$
Opening balance	–	49,624	160,712	210,336
Additions	34,877	–	37,941	72,818
Depreciation and amortisation expense	-	(12,721)	(85,156)	(97,877)
Transfers (WIP completed)	(34,877)	–	34,877	–
Closing balance	-	36,903	148,374	185,277

FINANCIAL STATEMENTS

Note 8: Intangibles

	2025 \$	2024 \$
WORK IN PROGRESS		
Membership Management System (MMS) - work in progress	–	77,112
Capitalised MMS - work in progress	–	–
Total	–	77,112
INTANGIBLE ASSETS		
Intangible asset - at cost	41,236	41,236
Accumulated depreciation and amortisation	(41,236)	(41,236)
Total	–	–
MEMBERSHIP MANAGEMENT SYSTEM		
MMS - at cost	2,734,058	2,461,136
Accumulated depreciation and amortisation	(1,381,807)	(864,694)
Total	1,352,251	1,596,442
Total Intangibles	1,352,251	1,673,554

Note 8: Intangibles (continued)**Movements in carrying amounts**

2025	Work in progress \$	CRM & Learning Management System \$	Total \$
Opening balance	77,112	1,596,441	1,673,553
Additions/(Disposals)	195,810	–	195,810
Depreciation and amortisation expense	–	(517,112)	(517,112)
Transfers (WIP completed)	(272,922)	272,922	–
Closing balance	–	1,352,251	1,352,251

2024	Work in progress \$	CRM & Learning Management System \$	Total \$
Opening balance	85,920	1,459,816	1,545,736
Additions	539,616		539,616
Depreciation and amortisation expense		(411,799)	(411,799)
Transfers (WIP completed)	(548,424)	548,424	–
Closing balance	77,112	1,596,441	1,673,553

FINANCIAL STATEMENTS

Note 9: 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 is one printer located in the Melbourne office on Blackwood Street and it has a five year lease term with no renewal option under the existing lease.

i) AASB 16-related amounts recognised in the statement of financial position

	2025 \$	2024 \$
RIGHT-OF-USE ASSETS		
Leased Buildings	704,784	704,784
Accumulated depreciation	(469,856)	(328,899)
	234,928	375,885
Leased equipment	32,785	32,784
Accumulated depreciation	(21,123)	(16,859)
	11,662	15,925
Total right-of-use assets	246,590	391,810

Movement in carrying amounts

	2025 \$	2024 \$
RIGHT-OF-USE ASSETS - LEASE BUILDING		
Opening Balance	375,884	516,841
Addition to right of use assets	–	–
Depreciation Expense	(140,957)	(140,957)
Closing Balance - Net Carrying Amount	234,927	375,884

	2025 \$	2024 \$
RIGHT-OF-USE ASSETS - EQUIPMENT		
Opening Balance	15,927	4,633
Addition to right of use assets	–	17,494
Depreciation Expense	(4,263)	(6,200)
Closing Balance - Net Carrying Amount	11,664	15,927

Note 9: Right of use assets (continued)**ii) AASB 16 related amounts recognised in the statement of profit or loss**

	2025 \$	2024 \$
Depreciation charge related to right of use assets	145,220	147,157
Interest expense on lease liabilities	17,523	24,397

iii) The future minimum lease payments arising under the Association's lease contracts at the end of the reporting period are as follows:

	2025 \$	2024 \$
LEASE PRINCIPAL		
- not later than one year	171,293	166,107
- later than one year but not later than five years	123,743	294,766
	295,036	460,873
Less future finance charge	(11,940)	(29,465)
	283,096	431,408

REPRESENTED BY		
Current lease liability	144,456	145,220
Non-current lease liability	138,640	286,188
Closing balance – net carrying amount	283,096	431,408

FINANCIAL STATEMENTS

Note 10: Other financial assets

	2025 \$	2024 \$
CURRENT		
Fixed Interest Bonds	461,215	50,923
NON CURRENT		
Convertible Preference Shares at fair value through profit and loss *	1,924,669	2,235,299
	<u>2,385,884</u>	<u>2,286,222</u>

* 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 11: Trade and other payables

	2025 \$	2024 \$
CURRENT		
Trade Creditors & GST Liabilities	975,455	989,029
Employee Benefits	764,550	688,878
Accrued Expenses & Other payables	344,439	226,586
	<u>2,084,444</u>	<u>1,904,493</u>

Note 12: Contract liabilities

	2025 \$	2024 \$
Membership fees	6,349,099	5,619,738
Professional development and training	528,092	559,064
Conference registrations	—	331,858
	<u>6,877,191</u>	<u>6,510,660</u>

Note 13: Provisions

	2025 \$	2024 \$
NON CURRENT		
Long service leave	84,534	65,529
Provision for make good	42,941	42,941
	127,475	108,470

A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave the probability of long service leave being taken is based on historical data.

Note 14: Other liabilities

	Note	2025 \$	2024 \$
Practice group funds	1 (n)	21,977	35,114
		21,977	35,114

Note 15: Employee information

	2025 \$	2024 \$
CURRENT		
Annual leave, TIL and vested long service leave	764,550	688,878
	764,550	688,878
NON CURRENT		
Long service leave	84,534	65,529
	84,534	65,529
Aggregate employee benefits liability	849,084	754,407

Note 16: Members’ guarantee

The Association is a non-profit-making public company limited by guarantee. The total amount of members’ guarantee as at 30 June 2025 was \$884,950 (2024: \$883,700) based on a membership of 17,699 members at a liability of \$50 per member (2024: 17,674 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 17: Company details

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

Note 18: Key management personnel compensation

	2025 \$	2024 \$
Aggregate KMP compensation	714,070	770,151

- (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 honorariums and 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 are included in the aggregate KMP remuneration disclosed above.

Note 19: Related parties**(i) Directors**

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

Linda Ford	Christine Hannan
Dr Brooke Kooymans	Elisha Ebdon
Dr Fotina Hardy	Dr Susan Green
Julianne Whyte OAM	Associate Professor Jessica Russ-Smith
Ashton Hayes	Dr Peter Munn OAM
Muriel Wymarra	Professor Bindi Bennett

(ii) Related party transactions

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

The following transactions with related parties occurred during the year.

	2025 \$	2024 \$
Legal fees paid on behalf of Julianne Whyte OAM	1,669 ¹	–
Event speaker fees – Associate Professor Jessica Russ-Smith	–	780 ²
	1,669	780

Notes

1. During the year ended 30 June 2025, the AASW incurred legal expenses of \$1,669 (excl. GST) relating to advice obtained in response to alleged defamatory statements concerning the National President, Julianne Whyte. The services were provided by the Association's external legal counsel on arm's length commercial terms with no payment being made to the Director.
2. During the year ended 30 June 2024, Associate Professor Jessica Russ-Smith was paid speaker services on normal commercial terms and conditions for two webinar series hosted by AASW amounting to \$780.

Note 20: Auditor's remuneration

	2025 \$	2024 \$
Remuneration of the auditor for:		
Auditing the financial report	35,550	34,520
	35,550	34,520

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Note 21: 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 22: 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 2025.

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 \$6,798,895 (2024: \$5,063,553).

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.

Note 22: Financial instruments (continued)**(c) Financial instruments measured at fair value**

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

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 \$
2025				
FINANCIAL ASSETS				
Convertible Preference Shares	1,924,669			1,924,669
Financial assets at fair value	1,924,669	–	–	1,924,669
2024				
FINANCIAL ASSETS				
Convertible Preference Shares	2,235,299			2,235,299
Financial assets at fair value	2,235,299	–	–	2,235,299

(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 23: 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.

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Note 24: Contingent liabilities

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

	2025 \$	2024 \$
Bank guarantees	54,267	54,267

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

Note 25: Interest rate risk table

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

	Weighted average effective interest rate		Variable interest rate		Fixed interest rate, maturing within 1 year		Fixed interest rate, maturing 1 to 5 years		Non-interest bearing		Total	
	2025 %	2024 %	2025 \$	2024 \$	2025 \$	2024 \$	2025 \$	2024 \$	2025 \$	2024 \$	2025 \$	2024 \$
FINANCIAL ASSETS												
Cash at bank	2.55%	2.27%	2,706,442	2,556,983	3,500,000	1,860,000	–	–	131,238	595,647	6,337,680	5,012,630
Receivables	N/A	N/A	–	–	–	–	–	–	123,260	48,189	123,260	48,189
Other financial assets	5.30%	2.57%	–	–	461,215	50,923	–	–	1,924,669	2,235,299	2,385,884	2,286,222
Total financial assets			2,706,442	2,556,983	3,961,215	1,910,923	–	–	2,179,167	2,879,135	8,846,824	7,347,041
FINANCIAL LIABILITIES												
Payables	N/A	N/A	–	–	–	–	–	–	975,455	991,123	975,455	991,123
Total financial liabilities			–	–	–	–	–	–	975,455	991,123	975,455	991,123

N/A - Not applicable



AASW

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